

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),

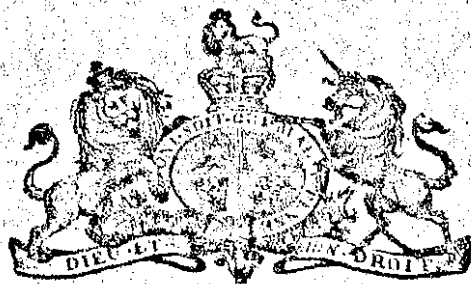
OF THE

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. 56 pp.

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late Trials, being Reports of the Chief State Trials which have taken place between 1820 and 1891, published under the supervision of a Committee appointed by the Lord Chancellor. It is the Editor that the complete series will probably occupy from 8 to 10 volumes, of which three are already published. Roy. 8vo. Half cloth. Vol. I. 1820-1823. (1828.) Vol. II. 1823-1831. (1839.) Vol. III. 1831-1834. (1841.)

Challenger, H.M.S. A Report on the Scientific Results of the voyage of, during the years 1875-1876, under the command of Captain George S. Nares, R.N., F.R.S., and Captain Frank Turle Thomson, R.N., with the superintendence of the late Sir G. Wyville Thomson, Knt., F.R.S.; and now published by H.M.S.O.

This Report is

(104)

ROYAL COMMISSION ON LABOUR.

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A 152

TRANSPORT AND AGRICULTURE
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152

CONTENTS.

	Page.
ROYAL WARRANT	iii
TERMS OF REFERENCE	v
LIST OF WITNESSES	vi
MINUTES OF EVIDENCE	1
LIST OF DOCUMENTS	598
APPENDIX	602

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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 Stewards, 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 Manton - -	National Federation of Fishermen (Grimsby), and Fishing Industry in the North Sea.	11,150-11,243	„	98	43

LABOUR COMMISSION.

MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION ON LABOUR.

GROUP B.

Transport and Agriculture (the term Transport including Railways, Shipping, Canals, Docks, and Tramways).

FIRST DAY.

Commission Room, Westminster Hall, Wednesday, 17th June 1891.

PRESENT:

THE RIGHT HONOURABLE THE MARQUIS OF HARTINGTON, M.P.

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH, M.P.
Mr. J. O. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.

Professor MARSHALL.
Mr. SAMUEL PLIMSOLL.
Mr. T. BURT, M.P., Mr. GERALD BALFOUR, M.P.
(Group A.); and The Right Hon. Sir J. E. GORST,
M.P., Mr. G. LIVESSEY, Mr. M. AUSTIN (Group C.),
also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. FRANK BRIEN called and examined.

1. (*Chairman.*) Will you be kind enough to inform us what particular branch of industry you represent?—I represent the tea industry.

2. Will you explain that a little further. What do you mean by the tea industry?—It is tea working; it is working, coopering, bulking, and laying the teas down for the inspection of brokers, for them to come and put the price on according to the quality of the teas, and so forth; it is appertaining to the general work connected with teas, housing them, &c., and delivering them to the buyers.

3. Does that include unloading the tea from ships?—Not unloading from ships; that comes into the regular dock work.

4. I think you state in a paper I have here that you are also connected with the wool industry?—Yes.

5. May we take it that that is of the same kind?—It is different work altogether from the tea work.

6. Will you tell us what it is?—It is the housing, weighing, sampling, piling away, and delivery of wools.

7. I understand that you can give some information as to the manner of employing men and the number employed at the different periods of the year?—Yes. In the busy season from very accurate information I find out that there are usually 3,500 men employed.

8. In which branch?—In the Tea Departments. That branch consists of about 22 warehouses.

9. So much for the number employed in the busy season. What is it in the slack term of the year?—At the present time I find that there are only about 500 men employed in the whole of the 22 warehouses, and the majority of them consist of permanent men.

10. Then, the number employed varies from 500 at one time of the year to 3,500 at another?—Yes.

11. And you say the majority of the 500 are permanent?—About 500 men altogether are permanent, but their permanency is cancelled at a week's notice.

12. That is, as I understand, that they may be dismissed at a week's notice, but as a matter of fact they are generally kept on, and form permanent staff?—As a matter of fact they are kept on, but they may be dismissed at a week's notice; it is a week's notice on either side.

13. In that you are speaking of the 500. Now, as to the other 3,000, who are employed only part of the year?—They are divided into different warehouses. Usually there are employed at Butler's Wharf, about 800 men in the busy time; at Hay's Wharf, about 300; at the tea depôt, termed "the Depôt," on the south side of the water, about 30; at Chamberlain's Wharf, about 80—that is on the south side of the water too; at Smith's Wharf, on the north side of the water, about 80; at Brooks', about 120; at the Red Lion, about 120; at the Monument, about 120; and at Barber's, about 150. These are the names of the different warehouses:—Wrightsons and Company have three warehouses, which in the whole employ about 250; Crutched Friars, which belongs to the Joint Dock Committee, 200; St. Katharine's Dock Tea Department, which also belongs to the Joint Dock Committee, 300; the Colonial Warehouse (two departments), about 200; Oliver's Wharf, about 250; the Tilbury Tea Depôt, which also belongs to the Joint Dock Committee, about 250; the Metropolitan, about 150; Cutler Street (that also belongs to the Joint Dock Committee), 300—making a total of 3,500, in the busiest time of the year, which would be about the middle of August.

14. Until when?—It varies. Sometimes it may have a run of three or four months, sometimes two months, sometimes five months. Then there is this system in connexion with the broken work. The tea chests when they come into the different warehouses after being sent up to the dock, after they have been got out of the ship, are not mended there, should any of them be broken, but they are simply put in cloths and transferred by lighterage to the various warehouses which they are consigned to, and there they are mended. If

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

there are no orders from the merchants—no working orders—received at these various warehouses to mend these and lay them down for inspection, after the broken work is done, the men are then paid off until such orders arrive from the merchants, which might be a day, two days, or perhaps three days later; and then they are taken on again.

15. I suppose you would not be able to say upon an average during what length of time these men who are taken on and turned off again are employed?—I should think about one third might get 10 months in the year, a third might get 8 months in the year, and a third 6 months.

16. In regard to those latter two classes, have they any other occupation to turn to, any other regular employment?—They have various ways of getting a living. Some of them, I find out by questioning them, go into the country, some go fruit and pea-picking, some go harvesting, &c., others get a casual day now and then. But there is one way of their living being supplemented by the assistance of their wives—unfortunately in many instances to my own personal knowledge, I speak from experience now. I have known my own wife to work at trousers work in the tailoring line for 18 and 20 hours a day, and my own wife has had to sit up two nights a week to try and keep, as the saying is, "the wolf from the door." And even that work now is getting scarce. I put that down especially to no other cause than the influx of foreigners in the country; they principally work at the boot and cloth work, and there is a great reduction in the price owing to them. My wife is at the same work, that is, making trousers, for which she usually got 1s. 6d. and 1s. 9d. a pair; now she has to make them for 9d. right out—machine them, finish them, and everything for 9d. a pair. Even now she is at work. I left her at work trying to supplement my income.

17. Before we go to that I will ask you of the men you speak of; how many are union men and how many non-union men; have you any means of answering that?—I should think about three parts of the men are union men.

18. The labour, I presume, is hardly to be called skilled labour, is it?—It is not skilled labour.

19. Can you tell us what the ordinary rate of wages is?—The ordinary rate of wages is 6d. per hour and 8d. per hour overtime.

20. I suppose there is no uniform rate, is there?—There is a uniform rate for day work, but the tea work is generally worked upon a piece-work system.

21. You state in your memorandum that the men are paid in various ways, some by the hour, some by the day, some by the week, and some by piece-work—do you confirm that?—That is so.

22. Is piece-work the rule or the exception?—Piece-work is the rule.

23. Is the payment made through sub-contractors?—In some instances there are men—we hardly know how to define them, but it is my idea that they are sub-contractors—who work under the title of representatives; they are termed representatives.

24. What does that mean; I do not quite understand?—A representative is supposed to be one of the men to represent the body of the men who are working. He draws the money from the proprietor or cashier and pays the men according to what he says is the amount of work done during the week. They draw every day a certain sum termed "subsistence money," and the residue they pay on Saturdays, and that is termed "plus."

25. Is the residue a large part of the whole?—No; it is a very small moiety.

26. The subsistence money, I understand, is paid every day?—The subsistence money is paid equal to what the day's money would be under the ordinary rate. For instance, in the ordinary time of eight hours per day for day-work it would amount to 3s. 9d.; then you draw 3s. 9d. subsistence money out of what you earn, and the remainder is paid as a plus on Saturday—sometimes in many cases it is nil. In some instances this plus money is paid in a very disreputable manner. I know of a wharf at the present time where the amount of the plus is handed in a piece of paper to a man at his work, and the man by the side of him has his

money handed to him in paper also; but the one man, for fear, perhaps, of discharge, dare not tell the other man what amount he has received, and the two men do not know what either has received until the matter leaks out later on.

27. There is nothing to prevent them telling one another, is there?—There is a sort of fear attached to it; whether they are cautioned not to do so I cannot say, but I know that is the system adopted, and that a sort of fear attaches to it.

28. What is it that you object to—that the money should be handed over in paper?—Yes. I think that the money should be paid the same as every other workman's money is paid, at a pay table under the superintendence of one of the head officials of the firm. In all my experience, and I have had 30 years experience, I have worked, with one exception, in the whole of these tea warehouses that I have mentioned to you—there is only one place that I have not worked at, and I can say without fear of contradiction that I never yet have seen a book produced to satisfy the men what quantity of work has been done during the week, and what is the real amount of wages earned.

29. Let me understand that. Do you make it a matter of complaint that a workman is paid in such a manner that other workmen cannot see what he receives?—Just so.

30. Do you think it essential that everybody should know exactly what his neighbour is earning?—Just so; there should be a uniform system of payment; every man should be paid deliberately,—stand at his table or wherever it is, the same as any other man, and receive each his share; if they are all working alike that they should be all paid alike and everyone see that they get a fair share of the plus.

31. Do I understand that your complaint also is that a man does not know whether he himself is receiving what he bargained to receive?—The man himself does not know that he has received in reality payment for the amount of work that he has performed during the week. There is a given sum handed in paper to him, and he has to be satisfied with that.

32. (*Mr. Iamay.*) Do you mean this to apply to the wages as well as to the plus?—No, I do not. I mean it to apply to the plus.

33. Only?—To the plus only.

34. (*Chairman.*) Have you anything more to say as to the method of payment?—I have nothing more to add to that, only I would very much like to see it altered if it were possible.

35. What would be the system that you would propose if it rested with you?—I should propose that every man should be paid direct from the cashier of whatever firm he is at work for, and not trust it to another man. By trusting to another man to pay out, it becomes, to my idea, a system of sub-contract, although quietly done.

36. Do you mean by that that the paymaster has it in his power to lessen the amount of pay arbitrarily?—Not the paymaster, but the man who receives from him—the man whom I termed the representative a little while ago. I termed him the man who represents the body of men.

37. Then, as I understand it, you think it essential at first that every man should be paid direct from the firm?—Yes.

38. In the next place, that he should be paid according to a uniform system; and in the third place, that he should be paid in such a manner that no one man can receive more or less than others without the others knowing it?—Exactly.

39. So that every man should have a control, in fact, over the earnings of every other?—Exactly.

40. Now, as to the hours of labour, what is the ordinary length of the day?—For eight months in the year the ordinary hours are eight hours per day, for which, under the day-work system, the men receive 3s. 9d.; for the other four months (they would be the winter months) seven hours a day, for which they receive 3s. 3d. The winter months commence on the 1st November and terminate on the 28th or 29th February.

41. The overtime, you told us, is paid extra at the rate, I think, of 8d. per hour instead of 6d.—Under

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

the day-work system the overtime is paid 2d. per hour extra—that is, at the rate of 8d. per hour. Under the plus system the men also draw 8d. per hour, but there is no advance whatever in the prices paid for the work, so that they actually draw part and parcel of their own. Although working overtime, there is no advance made in the price of their work. Should they work two or three hours overtime a day the plus will diminish on Saturday, because it will be drawn out of the plus.

42. Why will it diminish—because they have drawn more in the week?—Because they have drawn more through the overtime than the working of the goods would allow. The prices paid for the working of the goods under the piece-work system would not allow this price to be drawn, although, to conform to the regularity of the rules, they draw it.

43. It only comes to this, then: that where they have worked overtime, they get a larger advance out of the sum that is ultimately payable to them for the week's work?—Just so.

44. They do not get more on the whole?—No.

45. Only they get it sooner?—Just so.

46. Where holidays are taken or given, what is the rule as to payment? Are the men paid for days when they do not work?—The permanent men only are paid. They are allowed three days' holiday a year.

47. That is to say, they have three days' pay over and above the pay for the days upon which they have worked?—Just so. The permanent man is said to be upon the establishment, and the casual labourer is not recognised in any way whatever. Should a man want a hospital ticket or anything of that kind, it is only obtainable by a permanent man. The casual labourer is not recognised.

48. By "not recognised," do you mean that he is not paid when he is not at work?—He is simply upon the books daily—he is a casual man from day to day; but the others, the permanent men, are on the books for the week.

49. I see you state in your memorandum that you can give us some information as to regular or irregular employment, but I think you have given us that already in what you have stated, have you not?—I think so.

50. On the whole, may we take it to be for the great majority of men employed irregular employment?—Irregular.

51. Now as to the safety of the employment, its healthy character, and the inspection. Is it for the most part safe or otherwise?—Many warehouses are unsafe and insanitary and badly ventilated.

52. In what way are they unsafe?—The building itself—take the smallest, the chances are that the men will have great difficulty in getting about the building owing to the extensive piles of goods that there are in the building through competition; many proprietors will overload their warehouses so that there is hardly room in some of them for a man to do his work. For instance, if a man has to lift a large chest weighing perhaps a 1½ cwt. or 1½ cwt., he is surrounded by chests right round him. He would have to stand perpendicularly in this way (*illustrating*), and to make the best room he can. He has to get a chest down, but where he does not know for the moment. He has to hold this in his hand till he can either kick or tumble something on one side near his shoulder—that is in many of the small warehouses.

53. I can understand its inconvenient, but hardly its being unsafe. How is it unsafe?—In one or two warehouses the work is unsafe because the men have to climb ladders and so forth. There is no regular staircase to reach the different floors. You have to get up to them by ladders.

54. Is that considered to be unsafe?—So unsafe that I have seen men fall through and laid up for a considerable time over it.

55. Then you say that the warehouses are often insanitary in the sense of not being sufficiently ventilated?—Just so.

56. Do the men pass the whole day inside these buildings or are they going in and out?—Hitherto they have had to pass the whole of the day, but since the Union has been formed the Union has succeeded by negotiation in getting the men to come out for half an hour for their lunch. Usually no man was allowed

to come out to his lunch, but now they are allowed half an hour for that. That is the only time that they are allowed out, if they are working 10 or 12 hours, with the exception of the tea-time.

57. You say there is no inspection?—I have never known any inspection in one of the tea warehouses by any inspector.

58. In regard to what particulars do you think there ought to be inspection?—I should think we should have inspection for the sanitary condition; that is very bad. I could hardly describe to you the system of the men in going to the w.c.'s; it seems un-Christianlike and so forth. Only fancy six or seven men sitting along a great pole at one time, and no water pouring down it, or anything; it is indecent.

59. I understand you have something also to tell us as to the employment of foreigners?—Yes, I think so.

60. Are many foreigners employed on this work?—No, they are not. The foreigners take great care of that; they will not come to that work. It is rather too hard for them; but they go into the shoe-making, and tailoring, and cabinet-making. That is more easy and cleaner for them; and should a foreigner go in to do that, to all intents and purposes an Englishman will have to step out; it is the Englishman that comes to the dock.

61. We are at present inquiring into the particular industry which you represent, and in regard to that industry I understand you to say there are not many foreigners employed in it?—There are not many foreigners employed in it.

62. I see in your memorandum of complaint that on some occasions delegates, that is, I presume, men employed by the Union to represent the grievances of the men, have been dismissed. Do you wish to make any statement on that point?—Yes. There are many cases of men being refused work owing to that unfortunate strike that we had at Hay's Wharf. There were men that had applied, although the proprietors, and the managers, and the foremen knew they were men capable of doing their work; good men, honest and so forth, but who have been refused because they were concerned in that strike at Hay's Wharf. One man a little while ago—the day before yesterday—I met him in next to a starving condition; the man had to take the last resource, the wedding-ring off his wife's finger to pawn to raise a little, he was in such distress. He was a man who had been at work for some number of years, a very active man, and had taken part in Union matters, and he was discharged for it.

63. You do not propose, I imagine, any remedy for that; you do not say that it would be possible to tell an employer that he must continue to employ a man whom he has reason to object to?—No. It would not be possible to tell him he must; but it would be possible, I think, to ask him amicably, because there was no harm done in the man trying to get the best amount for his work.

64. Now will you tell us what number of strikes have occurred in the last 10 years?—As regards the ten warehouses, there was one great strike which developed and caused four others. That strike was at Hay's Wharf, and it caused strikes at Brooks', Oliver's, Cutler Street, and Chamberlain's.

65. I suppose the causes of dispute are much too numerous to be particularised?—One great cause was the dispute over the half-hour meal-time. Previous to the great strike being settled at the Mansion House, the proprietors of Hay's Wharf posted a notice on the exterior of their warehouse practically assuring the men 6d. per hour, as they understood, without stoppage for meal-time. The men thought that agreement binding, but when the Mansion House agreement was signed the firm bound themselves by the Mansion House agreement, I suppose, with the object of facilitating their own views. The men were divided into two gangs in that warehouse, and the firm gave notice that one gang was to work, as hitherto, under the piece-work system, and that the other gang was to work under the day-work system, but under no pretence whatever was the work done by the latter different to what they had been previously doing under the piece-work system, although they called it a day-work gang. That, naturally enough, gave great grievances to one

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

half of the men working in the warehouse; meetings were held and negotiations entered into with the proprietors, which did not result very beneficially, so the men themselves determined to strike, which they did. Of course you will understand that the Union was then only in its infancy. Our rules then were in the hands of the registrar, and we could not compel them then to return to their work and forbid a strike, not like now, when we are in fair thorough-going order, and our executive can now forbid a strike. I may say, from the experience that I had at the time, that every method which could be invented was tried in order to deter the men from striking, but the men did strike, and the matter was brought before the conciliation board at the Chamber of Commerce, but without avail.

66. You told us that there were 3,500 men altogether employed in this particular line of business, and you also told us that three-fourths or thereabouts were union men, but I do not understand whether that applied to the whole 3,500 or only to those permanently employed?—To the whole.

67. May we take it that as a general rule the result of these various strikes and disputes has been that the men have gained their demands?—Unfortunately at Hay's Wharf they did not gain what they struck for. They struck merely for the meal-time to be paid as usual. The meal-time for years—for the 30 years that I have been connected with the trade—had been hitherto paid for.

68. Now, comparing the rate of wages which have been paid during the last few years, has there been any considerable advance?—Yes. Would your Lordship like to know the cost of these strikes to the Union—that would show that a union is not at all times in favour of strikes. I can assure you that it is very expensive on both sides.

69. Then will you tell us what the various strikes have cost?—Hay's Wharf cost, I think, something like about 5,266*l.* 14*s.*

70. To the Union?—Yes. Now take the other wharves where the strike developed: Brooks' Wharf cost the Union 55*l.* 13*s.*, Oliver's cost 52*l.* 3*s.* 2*d.*, Cutler Street cost 84*l.* 18*s.* 11*d.*, and Chamberlain's Wharf cost 50*l.* 11*s.* 6*d.*

71. As I understand, you are not including in that the loss of wages, but you are giving the actual expense caused to the Union?—That is the actual expense caused to the Union. I hope your Lordship will be clear upon this point—that that is not appertaining to the big strike, that it refers to the strike at Hay's Wharf alone, for the meal-time. I mean by the big strike the dock strike.

72. I think we may take it that no system exists for arranging disputes between employers and employed, and that you consider it desirable there should be some system?—Yes. In my opinion it would do much good.

73. Can you suggest the method you would propose?—It is essential to my mind that there should be one. We have an association called the Dock, Wharf, Warehouse, and Granaries Association of Masters, and I would suggest that there be a board of conciliation, consisting of an equal number of men employed in the various businesses where the dispute is pending, and likewise an equal number of the masters—when I say the masters, I mean the masters connected with that special line of business in which the dispute is pending.

74. If such a board be formed, and when it has met, what do you propose it should do; only give advice to both sides, or would you give it any powers?—Let both sides confer and have a fair conference, and see whether some amicable arrangements cannot be come to by it, and let there be a vote upon it which should become binding on the men.

75. That is the point, that the decision of the board of conciliation shall be binding upon both parties?—Upon both parties, and if not so—if that could not be done—have a board of arbitration.

76. It does not matter what you call it, whether a board of arbitration or of conciliation, but you mean that some authority should be created, with the power to regulate wages and the conditions of labour?—Yes. I would not be too presumptuous, but my ideas were that there should be a state board of arbitration to

which workmen could make a final appeal. I think it is very essential that there should be such a thing.

77. Is that not saying that the state shall regulate the rate of wages?—It would hardly be that. They would have the whole of the evidence before them of the dispute, and they could decide upon the dispute in their clearness of judgment.

78. But if, for instance, employers thought that it would not pay them to accept the terms which such a board of arbitration had laid down, how could you compel them to go on giving employment?—We would not be able to compel them, but still the state board of arbitration could decide what they thought upon the matter. If the men were in the right, it would get public opinion in their favour even so. But I do not think that any board could be binding upon either side.

79. That is what I wanted to understand?—I do not think it could be.

80. Now, you have spoken in your answers hitherto of the tea industry; but what you have said, I suppose, in general applies to the wool industry also, which I understand you represent too?—It is just the same in the Wool Department as in Tea Department. There is the same sort of working, only one is wool and the other is tea, and my suggestions apply the same.

81. (Mr. Ismay.) Since you entered into the tea trade there have been considerable changes in it, have there not?—In what line?

82. You get more tea now from India, do you not?—Yes.

83. And from Ceylon?—Yes.

84. Do those teas arrive at the same time?—No.

85. When do they arrive?—The China trade commences about July, and the Indian trade will commence about September—the latter end of September.

86. And the Ceylon trade?—The Ceylon trade will follow something on the same lines as the Assam trade—one is called the Assam trade, but there is not a bit of difference in it.

87. Does that at all give you a greater permanency of employment?—It puts more men to work at the time, but you see the greater part of it, the glut of the tea, comes at one time; the China tea and the Indian tea are almost in the market at one and the same time. But there is more Indian tea now comes all the year round than there is China tea.

88. The alteration from sail to steam has made a considerable difference in the tea imports, has it not?—Yes.

89. They are more regular?—Yes, and the transit is quicker. I may add that instead of getting teas now in the winter, as hitherto, we get them in the summer by the steamers. Usually, by the clippers, the tea came in the winter; about November was the first arrival.

90. You told us just now that your wife supplemented your own wages. May I ask what your own wages are now?—My wages now are 36*s.* a week.

91. Are you still at work?—I am at work, but not in the Tea Department.

92. In the Wool Department?—No. I am chosen by the men themselves in the Tea Department to represent them in case of grievances or dispute.

93. Then is the argument that the men do not pay you sufficient?—I was not raising the point as regards my own self. I know very well from experience, and taking the thing individually, what it is; but I am taking it collectively on the whole, and I say even now at my rate of wages, if it was not enough for a family with what I am getting, what would it be with a smaller amount?

94. I only ask you that because you gave us your own experience?—Yes. My wife is not lazy, you know; she will keep to the work.

95. She is not lazy, you say?—No, she will work. She is determined to work.

96. You give her a good example, you see. As regards the wages paid you are not satisfied, and your desire is that the men themselves should know what each other is getting?—Just so.

97. And you would like the plus paid in the same manner as the regular wage?—Just so.

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

98. You told us that the plus, when overtime is worked, is not so much as when in ordinary time; why is that?—In the tea trade there is a certain price. I will just illustrate a few of the workings of it, and you will be able to understand it the better. There is the coopering, and so much a chest is paid for coopering, so much a hundred. There is what they call laying down the goods for the inspection of brokers, that is putting one chest on top of the other about three high, for the broker's inspection, to see whether there is any damage, to put a price on them, and so forth. That is paid at so much per 100. The delivery into the different carts and vehicles is paid at so much per ton. The housing of them into the various warehouses is paid at so much per 100. If this is done after 6 o'clock at night there is no rise on the price; it is still that price, although you draw the 8d. per hour to be in conformity with the usual rates, but there is no rise upon the usual prices given—none whatever.

99. Then, shortly, overtime is expensive to the men themselves even?—Just so, because in many instances a man has had to work perhaps till 8, 9, or 10 o'clock at night, whereas if he had not to work there that four or five hours he might the next day have had perhaps a day's work; something might have come in and caused it, and in the morning after he has done that four or five hours overtime he is not wanted; he is not called.

100. Do you men in tea trade favour overtime or not?—Decidedly not.

101. Not even at the increased wage?—It cannot increase. The wage of the men cannot increase, because, as I said before, there is the one price, and they do not vary the prices per 100, not if you were to work all night. The prices do not go up; you draw the extra 2d., but you are still drawing it out of your own pocket.

102. And the plus is so much less?—It must be—it must be less.

103. Is overtime compulsory on the part of the employers at times?—It is not compulsory, but if you do not stop when they want you, you are not wanted the next day. I do not know whether you will take that as compulsory or not.

104. We may take it that it would almost amount to that?—I think so. I think you favour me by saying it is compulsory. Although from another point of view they will say they do not compel you; that is the course adopted; if you do not stop you are not wanted the next morning.

105. You complained rather of the heavy nature of the trade; perhaps you will tell the Committee what the chests of tea weigh on the average—take the China chest?—A chest will weigh 1 cwt. and 8, 9, or 10 lbs.—about 1 cwt. 5 lbs. is the usual weight.

106. Does the same apply to the Indian tea and the Ceylon tea?—The Indian tea and the Ceylon tea vary; they will go from $\frac{3}{4}$ cwt. to $1\frac{1}{2}$ cwt.

107. How many men are engaged to lift a chest?—It varies at different places. The Dock Company, I will say, are very good in that respect; they will have two men, but in some wharves it varies; some will have two, and in some instances they will have one to do it.

108. Is it light work when two men are engaged?—It is not light for two men.

109. It must be very heavy for one, then?—It is; it is extraordinarily heavy for one man. Picture to yourself a man with 2 cwt. in a narrow alley about this width [describing]. He can just get up the alley this way, and he has to do it with a chest on his head. He cannot get his truck down the alley, and his truck is waiting as far off, perhaps, as the end of this room, and he has to take this chest down that alley—perhaps 2 cwt. on his head. The men are all bald-headed—all the youngsters are bald-headed.

110. (Mr. Bolton.) I may be a little stupid about this wages business, but I cannot understand it exactly. If a man, for example, works 12 hours in place of eight, four of those hours are overtime?—Yes.

111. Does he not earn any more daily wage?—Under the day-work system he does, but not under the piece-work system.

112. Surely if he does more work he gets more wage?—If he does more work then he gets more wages, of course; he earns more in that way.

113. If he does a task and a half, for example, in place of a task, he surely gets paid for that?—That would mean more money. The meaning that I wanted to convey, or tried to convey, was that he gets no advance in the price when he is working overtime. Take it in this light: the day-work man gets an advance because after 6 he gets 8d. per hour; but the piece-work man, although he draws the 8d. per hour, does not get an advance in his price for the work he does.

114. His overtime, then, is at the same rate as his ordinary time?—It is at the same rate as his ordinary time.

115. But he gets an increased wage, of course, if he works a greater number of hours?—Of course then he gets an increased wage.

116. Will you tell me who appoints these men whom you term representatives?—The proprietors themselves.

117. It is not the men?—No.

118. They have no voice in the matter?—No, except with the Dock Company; the Dock Company is more favourable.

119. Then the representative is really the agent of the employers?—Just so.

120. And in no respect the agent of the men?—Just so.

121. With the Dock Company what is the system?—The men choose their representative with the Dock Company.

122. Are they as dissatisfied with those representatives as with the representatives appointed by the masters?—The men with the Dock Company are pretty satisfied with their representatives; but in the different warehouses they are not satisfied, because they are chosen by the master.

123. It comes to this: that where the men choose the representatives, they are satisfied?—They are satisfied; and the representatives give satisfaction because they are chosen by the men themselves.

124. Then, so far as regards that portion of the work, have you any suggestion to make for its improvement; are you satisfied with it in the docks, for example?—Yes; so far as the docks go, we are perfectly satisfied.

125. Then it comes to this: that if the men choose their representatives in the warehouses, as they do in the docks, you would be satisfied with the present system?—Of course that is just what we want. If there was a gang of 14 men at work, and the owner was to say, "Choose one of yourselves, and let him be your representative," we should be satisfied; but on no pretence whatever do we want that man to have the handling of the wages, although he may keep the books. The men would allow him a little more, as they usually do in the Dock Companies. They would allow him perhaps about 2d. per man extra a week for his intelligence and so forth in keeping the books, but they do not want this man, who is liable to make mistakes—a man is not infallible—to have the handling of large amounts of money. They think it is essential that this money should come from the proprietor or his direct servant, his cashier.

126. Then you are not satisfied with the principle even in the docks, where you appoint the representatives?—With the exception of the docks, we are.

127. Then you would be satisfied if the same principle were adopted in the warehouses?—Yes; because in the docks, although you have got a man to represent you, you are paid through the office.

128. What is the system in the docks?—So-and-so works; there is so much work done; he will calculate it up, and he will tell you what is earned.

129. Do you obtain a note and present that at the office and get the money?—No; the man stands by with the book, and he calls your name, and every man is equalised. The money is paid down; ten or a dozen men can stand round, and he sees that every man, Brown, Jones, and Robinson, gets the same cash. But in the wharves it is impossible to see that when you go round to one man and pay him his money in a piece of

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

paper, when the next man might be at work yards off; that is a very bad plan, and it is a very rotten system altogether.

130. You began to tell the Chairman—I think you left off and did not follow it up—the extent to which wages had advanced in the last few years. What were the wages at some given date gone by?—Some years ago we used to have 2s. 6d. a day in the long days, and 2s. 4d. in the short days; that was in 1872. The men took it into their heads then to combine together, and form a Union. They did so, and that Union at that time was the means of getting the men's money advanced to 5d. an hour. Unfortunately the men let the Union fall through, or at any rate it fell through for the want of backers. They had no body of men to back them up, nobody to work and assist them in it, and nobody who knew the proper tactics and how to pursue them; nobody with any practical knowledge of what the working man wanted at all. But since then they have formed another union, which is the present Dock, Wharf, Riverside, and General Labourers' Union.

131. And they have got the wages up to what?—6d. per hour, and 8d. overtime. Before that it was 5d. an hour, and the same all through.

132. (Mr. Tom Mann.) You stated that you had spent about 30 years in the trade?—Yes.

133. And had worked at every warehouse in the port?—With one exception.

134. And you had very good opportunities of ascertaining the exact facts of the case concerning the number of men employed at different seasons?—Yes.

135. And you have stated that 3,500 are employed in the busy season in the tea trade?—Yes. I would like to suggest that I would not bind myself to a few. That is as accurate as I can put it, and I have gone well into the information too.

136. About 500 of these are weekly men, you said?—Yes.

137. The other 3,000 are not weekly, but about one third of them have 10 months' work in the year?—Yes.

138. And another third eight months' work?—Yes.

139. And the remaining third of the 3,000 only six months' work?—That is so.

140. And when you were asked what these men do when they are not at work in the tea trade, you said some go into the country harvesting, &c?—Yes; pea picking, fruit picking, and so on.

141. What proportion of the men would do that kind of thing? You said that there would be 1,000 having only 10 months' work, another 1,000 only eight months' work, and an additional 1,000 having only six months' work. There are 3,000 men out all at one time, and that is at this particular season of the year, is it not?—Yes.

142. This is the slack season?—Yes.

143. So that out of the 3,500 men employed in the busy time in the tea trade 3,000 are now unemployed, save those that have obtained employment in the various ways you suggest?—That is so.

144. Is it a large proportion that get work in that way?—No, not a large proportion.

145. Would half of them get work?—No; I should not say that half of them would.

146. Would a fourth of them?—A fourth of them might get work.

147. What is happening now to the average man out of work engaged in the trade which you have been at work at for 30 years. What is he going to do, do you think?—Even going to the railway station this morning I should think I met 30 myself walking about. There is no chance of them getting anything; they merely live in a sort of hand-to-mouth way at present. Some of them pawn, you may say, whatever they have got—nearly every article they have.

148. Then the average man who loses his situation at a tea warehouse does not get work and keep in fair comfort—moderate comfort—during that interval when he cannot get work at the tea trade?—Decidedly not.

149. What does become of him?—He might get a casual day's work. Even if he went into the country

to obtain pea picking and so forth, that would not imply that directly he went there he would be bound to get weekly wages.

150. Pea picking and fruit picking, &c. is just about the time when the tea trade picks up—in August?—Just so, and even now.

151. So that at the very bad time for the tea trade there is no pea picking, no fruit picking, no harvesting?—In the very bad time there is nothing whatever for the men to do.

152. Is there something or nothing?—It is either little or nothing.

153. But what does happen. If you have had 30 years' experience, can you tell us plainly what does happen to the ordinary workmen—men who cannot get work at the tea warehouses. Does he go to the workhouse, does he starve, does he beg, does he borrow, does he steal, does he go to gaol, what does become of him?—The ordinary workman has to borrow all that he can, and he may pledge every article that he possesses. As I have stated before, with some of them their wives supplement their income.

154. It may be that the wages are sufficiently good to enable them to save during the time that they are having steady work in order to cover the slack period?—To save out of their wages?

155. To save out of their wages, is that so?—Well, I do not know. I should think it is an impossibility to save out of it. I have tried, but I have not fathomed out the system how to do it yet.

156. 3s. 9d. is not sufficient, even when there is a plus, you mean, to enable the man to cover the wants of an ordinary family?—No, not to keep his wife and family, or even help to keep them.

157. When a man has been out of work, say, two months, and has another three months before him of slack time, what sort of a joint of meat will he get for his Sunday's dinner?—A joint of meat?

158. Yes?—A joint?

159. What does he get?—I do not believe he ever sees a joint, unless what we term a chancery joint, a joint about 4d. a pound. That is one of the prime joints.

160. Where do the wives of these men do their shopping?—In the East End of London, down Poplar way and Charles Street way. I do not know whether any of you gentlemen, or you, sir, have been down there; we have stalls right along the road, butchers' stalls, where meat is sold at all prices. You see women there to-day in hundreds, buying up pieces for stews, 2d. and 3d. a pound. These are facts, gentlemen.

161. What meat is it: good meat, I suppose?—Oh, splendid meat. They warrant it!

162. What is it?—Pieces to make stews of.

163. Is it good stuff or bad stuff?—Well, you cannot expect it to be very good for the price—2d. and 3d. a pound. It is cuttings of Australian meat.

164. Can they get enough of that?—No, they can hardly get enough of that.

165. Then do they starve? Do you know any cases of starving?—In the very slack time—I believe every day if it had not been for what was done by the Union, and the system we pursued, there would have been a dreadful amount of starvation—there would have been and must have been—in many cases there must have been, and is now, semi-starvation. Good men will not tell you. It is only the loafer will tell you when he is hungry.

166. You say if something had not been done by the Union. What do you refer to?—This past winter I myself used to stand on Tower Hill and give out daily tickets to 2,000 men. Other men used to be outside the various docks and every morning at half-past 9 o'clock we used to give away bread-and-cheese tickets. We took that course to give the men a chance of applying at the docks first for work so that we should not have the regular loafer, what we term the doss-house ranger, coming to impose upon us. Every morning at half-past 9 outside the various docks these bread-and-cheese tickets were distributed, and tickets for a pint of coffee and slices of bread. Tickets for breakfast first and bread and cheese afterwards.

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

167. When these families are hard up in this way what do they do for clothing? Where do they buy it?—Well, it is rather delicate you see.

168. No it is not, we are all men here?—Well, women stand with bundles and they auctioneer clothing out: "Who will buy this?" "Who will have this lot?" "I will take 3d. for this; I will take 4d. for this." Sometimes it comes down even lower. Perhaps you may think I am exaggerating, but I assure you, gentlemen, I am not. You may get a little child's petticoat at 2d., or perhaps even 1d. A little pair of boots blackened over for 2d. or 3d.—odd boots.

169. Do the men get things from that source?—Oh, yes.

170. Where do these sales take place?—They are taking place all over the East End of London. What is our Petticoat Lane? The Exchange at Petticoat Lane is specially adapted for this class.

171. Where else?—There are some in Charles Street, Stepney, and in what is called the Dog Row, that is in the Cambridge Road, Mile End. That is a grand road in Mile End. And down the off turnings you will see in every street and turning from 10 to 12 women with, on one side of the road, men's clothes and boy's clothes, and on the other side, bundles of women's clothes and children's clothes.

172. Where have they obtained them from, do you suppose?—That I could not say. Perhaps from hospitals or wherever deaths occur where they have sales of clothes. I do not suppose they keep all the clothes in hospitals; they must sell them somehow.

173. If they are fortunate enough to get an odd day's work they may be able to buy meat food at the rate of 2d. per lb. off the stalls?—Yes, they do so. If they are rich enough some can go to 4d. a pound. The majority of it you may say is bought at 2d. or 3d. a pound. 2d. gets the run.

174. Do you intend the Commissioners to understand that 3,000 of these men out of 3,500 are without work for three or four months of the year at least?—I could not say but that they are. I know by myself.

175. I mean according to your own knowledge, of course?—I have been up myself at 3 o'clock in the morning, and I have walked to the South Dock and the East India Dock on purpose to be there at 4 o'clock in the morning in case a ship should come in. I have done that day after day and not succeeded.

176. As the tea warehouses are near to the docks, why do not the men go to the docks there and get work?—There is no room in the docks for all the men to be at work. The docks have a sufficient number of men there at work, and surely you will see that if I went into the docks to work, and they only wanted 10 men and I were the tenth man taken on, it must lead to another docker being left out of the dock, so that the remedy would be just as bad as the evil.

177. You mean that there are already sufficient at the docks, so that there is really no room for the men who are squeezed out from the tea warehouses, or if they do get work at the docks it is by squeezing out somebody else?—Just so; there is nothing else for it.

178. Does not that apply to every other trade where they get a job?—I do not think so.

179. If these men got a job at labouring in any other department, would not the same facts apply?—If these men went as bricklayers' labourers, where they wanted nine bricklayers' labourers, it would throw some of the bricklayer's labourers out decidedly.

180. You alluded to Hay's Wharf and expressed regret that the strike took place?—Yes.

181. You said that efforts were made to prevent that strike occurring?—Yes, great efforts were made.

182. The Union made those efforts?—Yes.

183. Would you lead the Commissioners to understand that the men had no case—that the men were unjustified in making any such demands as they did make?—My belief is that had our rules been in the hands of the executive council they would not have allowed the strike to take place.

184. It is another point, rather, that I am trying to press. The men considered that they had a grievance, did they not?—Yes.

185. They wanted that grievance ventilated?—Yes.

186. Because it was not ventilated they decided to take certain action, irrespective of the advice of the Union, you say?—Just so.

187. The particular point was concerning the payment for meal times?—Yes.

188. You did not make it clear to the Commissioners whether or not when the proprietors of Hay's Wharf said, "Now we shall adhere to the Mansion House agreement," what that Mansion House agreement was, and what the interpretation of it was. Supposing the Hay's Wharf proprietors had interpreted the Mansion House agreement in the same way that the Joint Docks Committee interpreted it, would there have been a strike on the part of the Hay's Wharf men?—The argument of the Hay's Wharf people was that it was their own agreement with their own men—their own circular put up outside the door—which gave the men to understand when they went in that they were to be paid for their meal time as hitherto.

189. I will put it in this way: the Dock Companies interpreted that agreement, did they not, as saying, "No payment for meal times to day-workers"?—Yes.

190. And they paid all others?—Yes.

191. Was that so at Hay's Wharf?—No.

192. That was the cause of the difficulty, was it not?—Yes. I have a few pamphlets here in print if you like to look at them.

193. You said you would like to see a board of arbitration or a board of conciliation established?—Yes.

194. In your experience have you come across cases where you have been unable to settle matters by arbitration, even after there had been a board established?—Yes.

195. Where does the difficulty come from; from the side of the men or the side of the employers?—The side of the employers.

196. Can you give me an instance?—The Hay's Wharf strike. At the Chamber of Commerce we tried to settle it with Sir Albert Rollit and Mr. Bolton and other gentlemen; Mr. Tillett, Mr. Costello, and I were there; Mr. Hugh Smith was there, representing Hay's Wharf, and Mr. Arthur Humphreys.

197. The question was discussed?—Yes.

198. But not settled?—Not settled.

199. That was simply the coming together of a joint committee rather than a board of arbitration?—Mr. Hugh Smith there said emphatically—he laid stress on the words—that he would not give way before the board. He said so.

200. Now, referring to the sanitary conditions that prevail, you said that the accommodation provided for the men was very inadequate?—Yes.

201. Does that apply to all the tea warehouses?—It does not apply to the dock warehouses, for they are very large and extensive, but it applies to the smaller warehouses. Looking at the warehouses from the exterior you would think that there were massive rooms judging from the bulk of the building, or one massive room leading from loophole to loophole; but it is not the case. There are little rooms, one leading into the other where they bulk this Indian tea. So as to have no waste, there is no ventilation whatever, because all dust and everything is cleared up and added to the tea afterwards, and that is sold.

202. That is with regard to the main building. Now, with regard to the conveniences for the men. You made a number of references to the effect that there were not necessary conveniences for the men; is that general?—That is general.

203. How serious is the case?—Well, the case is very serious in some places. You have to go a great way, and in some places you cannot go at all.

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

204. There are no waterclosets at all?—No, not while the tide is up. You have to wait till the tide is down.

205. Does that mean that a bar is fixed at the side of the river?—A bar is fixed at the side of the river, and when the tide is up you cannot get to it.

206. And the men sit on this bar?—The men sit on that bar.

207. That is the convenience provided by the respective tea warehouse proprietors, is it?—Just so; and I may say that the docks are just as bad as regards waterclosets. At some little distance there is a bar about 8 or 9 yards long. As many men as can squeeze themselves on this bar sit on it. I should not like you gentlemen to go within a 100 yards of it.

208. Now, with respect to wool. You made a number of remarks about the wool. How many men are employed there?—It varies greatly. Just now I should think perhaps there may be a couple of thousand men employed altogether.

209. Does that fluctuate?—That fluctuates every day. If there is not a sale on the men are not wanted. If a sale is on to-day it may over about 2 or half-past 2; then the men are taken on at 8 o'clock this afternoon in some of the warehouses, and all these bales of after the sale are weighed off and piled away ready for delivery. After they have done that the men are not wanted again till after the next sale; so a man may be on to-day and off to-morrow.

210. How long does the sale usually last?—Some last from three to seven weeks.

211. About how many take place in the year?—About four.

212. That is rather awkward for the men, is it not, if they are employed about four times only for six or seven weeks in the year? What do they drift to after that?—They have to take their chances the same as the other men in the tea trade, and so on.

213. They are just about on a par with the tea men?—Yes, on a par.

214. They also get these twopenny joints?—Yes.

215. (Mr. Ismay.) Does this refer to wool?—Yes. In speaking of this twopenny meat, sir, I am not exaggerating in any way, or making a farce of it, or anything of that. What I am saying about it is authentic—unfortunately it is a reality. Hundreds of poor women to-day may be seen gathering these lots of twopenny meat for their little children.

216. (Mr. Tom Mann.) Now another point; what rent do they pay as a rule?—It is according to how many rooms they have.

217. How many rooms as a rule do they make use of—six?—What, six rooms for a labourer?

218. Is it six?—Oh, no; some times one or two—in some cases three. I have got facts written down here about them.

219. What would be the rent of one room ordinarily made use of in this way?—One room of any size at all would be 3s. a week; two rooms would be 5s. 6d.; three would be about 7s. 6d. My rent is 9s. a week, and the place is not very big either, and is not in a very good condition.

220. Your rent is 9s., and your wages 36s.?—Yes.

221. But the average tea man does not get 36s.?—No.

222. And he pays on the average about 5s. 6d. out of what he does get?—If he has two rooms he could not get them under 5s. 6d.

223. What would be the average week's wages of a man in the tea trade, taking the year right round and lumping the wages altogether?—Do you mean for a man who is at work the whole of the year?

224. No, a man who is at work for only the average time—say nine months in the year?—Lumping in the whole, a man's wages, I should say, would not run to more than about 15s. or 16s. a week.

225. What would he have to pay out of that for rent?—If he had two rooms he would have to pay 5s. 6d.

There is a remedy at the East End if you do not pay; they know how to get their money very quick.

226. So that, if a man is earning 15s., and pays 5s. 6d. for rent, he has 9s. 6d. left to keep his family upon?—Yes.

227. That is the standard for tea work?—Yes. It is hardly correct to say "if" he pays 5s. 6d. for rent—he must pay it. With the working men in London, if a man cannot pay the second week, the broker is in safe enough. That is a matter of course.

228. (Mr. Jesse Collings.) I do not quite understand your statement with regard to the method of payment. You say there is no means of letting the working man know what work is done?—Just so, or rather, there is a means, but it is not adopted.

229. Under the present system, a man receives his money and he does not know exactly whether it corresponds with the work done?—Just so.

230. Do we understand from your statement that there is likely to be some unfair calculation in that respect; in other words, that he is paid less than he has earned?—The whole of the men are decidedly of opinion that there must be some unfairness practised.

231. Can you give any definite evidence upon any particular point with regard to that head—anything more than a general statement?—Yes, I can.

232. Will you put it before the Commission?—I can evidence myself, but unfortunately I shall have to speak about the dead. Some little time ago I was of opinion that the men in the department where I was at work were not getting the proper amount of wages that they earned. I sifted into the matter, and found that I had a good case. Upon bringing the accusation against the two men who had the handling of the money, I was suspended from the warehouse where I was at work for bringing the accusation against them. I had to go before the superintendent, and the superintendent was rather doubtful about it. I had to wait upon him three days afterwards, and his very words to me were, "Unfortunately, Brien, you have proved your case." I told him I was very sorry to hear it, on account of the two men whom I knew, but still they should be honest. I was reinstated into my position in the warehouse where I had been at work, and the foreman and the contractor were discharged. I may say that they did not tell me then the amount of the defalcations; but it was proof enough for me that there had been defalcations when they reinstated me who brought the charge, and discharged the two men whom I charged.

233. Then following that up the Commissioners are to understand that this cheating—that is what it amounts to, I take it—is on the part of the agents, or whatever you like to call them—the men who pay and does not benefit the employers in any way whatever?—Just so. I did not mention the actual word "cheating;" but if such is the case, it must be done through what I would term the middleman.

234. What I want to get is this. The complaint you are making is of an act of dishonesty on the part of the agents appointed by the employer to pay the men—is that the complaint?—It might not be in all cases. It may not be dishonest in all cases, but sometimes it may be neglecting to book the amount of the work that is done. For instance, a man might, to gain good grace or favour with his employer, throw over a little work and not book what work is done, although then he would be dishonest to his fellow men.

235. If the men feel that they have been underpaid in this matter, is there any difficulty in getting complaints carried to the employers or the immediate representative of the employer?—There has been great difficulty, and the men are rather dubious about formulating these complaints for the simple reason that if they do, it is a decided fact that they will know from whom the complaints arise and who complains, and the man is then told that he is not wanted.

236. Then how would you overcome this difficulty if you had the board of arbitration which you recommend. As you said, the board of arbitration would have to have all the evidence before it?—Do you mean what should I recommend on that point?

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

237. I want to be clear upon this point, which is a very important one. Suppose we had our boards of arbitration. As you very rightly say, they must have (I think your own words were) all the evidence before them. How would you overcome the difficulty of getting the men who have been injured and cheated, or treated in this manner, how would you overcome their reluctance to place their evidence before the board of arbitration?—I do not believe there would be that reluctance. The men would think, perhaps, then that they would get more fairness shown them if there was a board of arbitration.

238. You think they would complain to a board of arbitration, whereas they will not complain direct to their present employers?—I think they would complain more freely to a board of arbitration than they would or do to an individual employer.

239. There is only one other point. On the wharves and in the docks are there many of the agricultural labourers class employed—men who have come directly from the agricultural districts?—Unfortunately, yes. A great number of them are employed in the docks and the wharves too.

240. Do you know sufficiently from your knowledge to estimate what proportion within the last few years—five years say—have come from the country and are now employed or seeking employment in these industries?—I could not say that; but if you will allow me to say so, I believe that that evidence will be given you later on.

241. (Mr. Plimsoell.) I understand that that system of cheating the men is not a system organised in the interests of the employers; it is something that is done by their subordinates without their sanction, is it not?—Oh, I would not for a moment say that the employers sanction it.

242. (Professor Marshall.) You spoke of your wife's having to support you. That was, I suppose, not since you have had the post which you now hold?—Oh, no.

243. May I ask what wages you were earning then?—My usual time of being out of employment in those days was three months in every year, and I generally thought that I used to have a very fair share of the work, for the simple reason that I left no stone unturned to seek it. I was up early, and all day long I used to try and inquire where work was to be found, and where it was likely to be situated, and my usual time to be out of work was about three months in the year. We had a goodish number of children to bring up, and it was at that time that my wife used to supplement my earnings by such very hard work as she did then.

244. And during those nine months in the year what do you think you were earning on the average?—In those days?

245. During those nine months of employment?—Lumping it all together, I suppose my money did not average more than about 15s. or 16s. a week—15s. a week taking it on the whole.

246. That was some years ago, before the gains had been obtained of the recent strike?—Yes.

247. A man working now under similar circumstances would probably get more?—Yes, he would get at the rate of about 4s. a week more.

248. I do not quite understand how you got the figure that you gave Mr. Mann a little while ago of 15s. as the average earnings of the men. Do I take it that when a man is at work in the docks his average hours are eight at 6d., that there are some times when he is getting more, partly from plus, partly from overtime, and sometimes when he is getting less; would eight hours at 6d. be the average when a man is at work?—They sometimes work 10 hours at 6d.; that would be under the day-work system. That is the ordinary rate, 10 hours at 6d.

249. Did not you say (perhaps I have it down wrong) that eight hours work was the ordinary day?—Eight hours work is the ordinary day, but still you have to work 10 hours for 6d. an hour. The overtime does not commence till after 6.

250. I had not taken that down; then that would be on an ordinary full day 5s. 2—No, on an ordinary day it would be 4s., because for eight months in the year the men's time is eight hours a day, and for four months in the year it is seven hours a day, but they can, if called upon, work two more hours at the rate of 6d. an hour. After 4 o'clock it would be overtime.

251. The average number of hours is eight, though overtime does not begin until after 6?—In the tea warehouses they are under bond, you understand, and the hours are regulated by the Board of Customs. The hours are eight hours a day; by a grant from the Board of Customs they can keep open longer.

252. Eight hours a day at 6d. an hour is 4s. Would you reckon that as 24s. or 22s. for the week?—You cannot do that when there is 3d. stopped for meal-time out of it.

253. I could not fit that in with what you said as to the number of people who get employment. It seemed to me that the average would come up a great deal higher than you have made it, even if you suppose some of those whom you count in as tea workers get nothing at all when they are not working at tea. I do not know whether you would wish to adhere to that average, or whether you have any calculation upon which it is made out. I cannot fit the figures together. They do not piece so far as I can make out. Have you any figures made out upon the subject?—No. I do not know whether you caught me when I said that a man was liable perhaps to be off for one or two days during the week, or one day, perhaps two days, in a fortnight. As I explained to his Lordship, after this broken work was done and waiting for orders from the merchants, the men would perhaps not be wanted for a day, or two days, or three days, or it might be perhaps a week. Then they would be called on in the usual mode again. That would diminish their earnings greatly. They would be earning nothing while they were out those two days.

254. What I meant was, I should be rather glad to know how you got at the 15s. average. I could not get at it from your figures, and I did not know whether it was a sort of guess, or whether you had gone into any calculations about it?—I have not calculated it. That is about the average.

255. Now with regard to the average regularity of the work, it is quite clear that we cannot command the time at which the tea comes in. I want to know how far the difficulties of dock employment are due to natural causes, how far they are due to the action of employers, and how far, if at all, they might be diminished by the action of the men. For that purpose I should like to ask what are the times at which the Australian wool comes in. Mr. Ismay asked whether the tea has not itself spread its coming in over a longer period. Is it not true that Australian wool comes at a different time from tea?—One wool sale comes in March, another about now (the middle of June), another at the latter end of August, and another at the latter end of October. The March and June sales would be very small sales; there would be only two sales that would come while the slack time in the tea trade is on.

256. Is there any impediment to those men whom you have put down as having only six months work in the tea trade getting a good number of months work in the wool?—If a man goes from a tea warehouse to a wool warehouse the warehouseman who takes them on has a book with perhaps 200 names in it. These are entered from his last sale, and he will call that book right down with all the names that he had had previously. And the same with the tea trade; if a woolman goes to a tea warehouse the foreman that takes on there will know all the tea men; if he does not know their names by heart he will know them all by sight and he will take them on knowing that they have had a slight experience of the work. There might at times be opportunities for a few extra men getting employed, but it is very rare.

257. Do you think that the regulations made by the men with regard to employment tend to facilitate people moving from one part of the dock to another as

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

much as should be done in the general interest in order to diminish the number and increase the average regularity of those employed in the dock?—The men themselves have nothing to do with shifting about the dock; they merely go in their usual course of seeking employment. The Dock Companies transfer men from one dock to another according as the work flourishes or diminishes. For instance, in the East India Dock if there was very little work and there was a large amount of work in the South Dock, they would draft these men from the East India Dock to the South Dock, and that would of course necessarily be a disadvantage to the men who were applying for casual labour.

258. My point was, that it seemed to me, in reading the history of the dock strike, rather a question whether the Dock Union officials had not made one mistake in opposing the desire of the dock directors to have permanent men whom they could move about freely from one part of the dock to another?—Well, the effect of that would be that one section of the men would monopolise the whole of the work.

259. Exactly. I wanted to know whether you thought that that would be a good or an evil?—Why, we would be in a worse position than ever, because the companies would take advantage of it, it would be perpetual with them; the men would be continually at work at all hours, and the outside man would have what little chances he has got taken away; he would be far worse off than before, because even now, under the present system, permanent men are working perhaps in the season 9, 10, 11, or 12 hours a day. The permanent men are kept at work, where perhaps a casual man is told to go at 4 o'clock.

260. My point is this: do you think it would be an evil if there were a smaller number of men employed at the dock, and that smaller number had more regular employment. I understood that your great complaint was of the long hours when you were out of work; and in point of fact, the one great hope that there was for making employment regular I thought had been missed by the dock labourers through a rather mistaken action,—the only important piece of mistaken action, if I may venture to say so, that the Dock Union officials have made?—One point is that the company, I think, has made as many permanent men as possible; they have overburdened themselves with permanent men and class men; that is my opinion. I have not had any communication with them. It is not so much the men being made permanent, but it is the influx of labourers into London—I have no doubt you have read of it. We are getting them now from all quarters, not only agricultural labourers from the country, but foreigners as well. We have a vast number now at work in one of our lower docks, and they do not go home again it seems to me. They stay here when they get here; and, as I remarked before, where these foreigners come over they go into a certain trade, for instance the trade of cabinet-making; there are men working in the dock to my knowledge who could make you a suite of furniture right out. These men get into the wood line, into the cabinet-making line, or perhaps the shoemaking, or tailoring. When they get into these places at work it naturally follows that some of the men there will have to clear out of it, which they do. Then there is no other resource for the men; they have nothing to fall back upon. Perhaps they have friends and they apply to their friends. "They have no further requirement for me here; is there anything you can do for me?" Naturally if one has a friend he looks him up. The fact is that in many, many instances he gets recommendations to the docks, and on those recommendations he stands in preference to the casual labourer. We have got numbers and numbers in the docks—cabinet-makers, chairmakers, shoemakers, tailors, musicians.

261. That opens a large question into which I must not go. I want to ask you again because I wish to get exactly your opinion upon this point. Would it be an improvement on the whole if the number of those who were employed in the docks were smaller and that smaller number got more regular employment?—It would be an improvement if they got more regular employment, but not being made permanent men. Perhaps you do not understand the meaning of it as they understand it. When you speak of these being

made regular men these men would be transferable; if you are made permanent you are made a white slave of directly; you are transferable from here to there and everywhere. Perhaps to-day in your own dock you may have worked 10 or 12 hours; you think to-morrow being a slack day you will have a rest, and only work 8 hours; instead of that you are drafted off to another dock and have 12 hours or perhaps longer to work as a permanent man.

262. Suppose that the permanent men were defended against excessive hours of work, would you not think it was an improvement to have more permanent men—a fewer number of men altogether with proper hours fixed for every day?—Under an eight-hours' day?

263. I do not say an eight-hours' day. An eight-hours' day would perhaps be hardly applicable to the docks; but an arrangement which defended people against being excessively overworked?—That is just where the difficulty would come in, because their arrangements now are eight hours a day, but they encroach upon it. They are only sanctioned now by the Board of Customs to work eight hours a day, but they encroach upon it, and sometimes work 10 and 12 hours.

264. I wanted you, please, to answer my question, yes or no; do you think it would be an improvement?—Well, I do not think it would be an improvement—I must answer it in that way; but I must still stick to what I say about the permanent men. If you put the question to me in that way, "Do I think that if a larger number of men were made permanent men it would be a benefit to the working class?" I distinctly say no.

265. (*Sir M. Hicks-Beach.*) Do you make it matter of complaint against the employers in your business that the employment is irregular?—I say that the employment is irregular.

266. But do you think it is the fault of the employers?—No, not actually the employers; it is the influx of the number of men. I cannot say it is the employers actually.

267. Is it not due to the requirements of the trade the fact that there is only work to be done at certain times?—Well, as I stated just now, we have so many men at the beck and call of the trade. We have now, as I stated, 3,500 men; but if we go on increasing by about 100 a day or 100 a week we shall soon double that number. As I just said, in reply to Professor Marshall, there are every week more and more coming into the labour market.

268. Is that your real complaint, that there are now too many men for the work that there is to be done?—There are so many men that there is not work for them. There is only so much work to be done, and there are so many instances where chances are given to the men to work long hours, that that curtails the opportunity of other men of getting a job or a casual day or two's work.

269. What is your remedy for that complaint?—Well, I am in favour of the eight hours; that is what I would say; that is my remedy.

270. Eight hours for every day?—Eight hours a day. It would give everyone a chance.

271. When you complained of the system of pay, you said, I think, that a man could not tell what was due to himself or what was due to his neighbour; was that so?—No. They could hardly tell what was due, because in the tea trade there is a system of piece-work, and in the warehouses, with the exception of the Joint Dock Companies' warehouses, they are very small, and they cannot work in a body, the same as they do in the Dock Companies' warehouses; in fact, they cannot do it even there; some three or four men will be sent elsewhere—some east, some west, some north, some south of the building—to be at work. All the work they do is supposed to be accumulated in a whole when the end of the week comes.

272. But the point I do not quite understand is this: I can quite understand a man wanting to know what is due to himself, but why is it necessary that he should know what is due to his neighbour?—If three men are working together and do the same

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

amount of work, and we throw in our lot with one another at the one price, surely it is only natural that they should expect each to receive the same.

273. Is this a general fund which belongs to all the men?—Just so; the whole of the men. It is a general fund. They work piece-work, and it is all, as I have said, accumulated in the whole. Then, that being so, one man must do as much work as the other, and it is seen that he does it too. That being the case, if one man is made (which he always is) to do as much work as another, it only follows that the one man should have the same amount of money as the other.

274. It is not like two men working for certain wages, one man perhaps at 20s. a week, the other at 30s. a week; but it is a general fund out of which all have share and share alike?—Just so.

275. What was the extent of meal-time about which in the Hay's Wharf strike the dispute arose, the time which you asked to be paid for?—Half an hour.

276. Half an hour every day?—Half an hour every day.

277. Was that the half hour which the employers conceded the men might have for luncheon, leaving the wharf for that purpose?—It was conceded to them previous to the Mansion House agreement coming out; they hitherto had had that half hour. For several years they had had the half-hour's meal-time.

278. But formerly it had been within the wharf; they were not allowed to leave the wharf?—They are not allowed to leave it now.

279. I thought you told us that owing to the action of the Union or to the action of the men, the men had been allowed to leave the wharf for that luncheon-time?—In those very special cases that I notified at the time, where there was such bad ventilation, and so on; but not the whole of them.

280. (Sir J. E. Gorst.) What Union or Unions do the men you represent belong to?—The Dock, Wharf, Riverside, and General Labourers' Union.

281. How much do they pay for membership of those Unions?—3d. a week.

282. Do they pay that 3d. a week only when they are in work, or do they pay it all the year round?—They pay it all the year round. When they are out of work they cannot pay it; but then they make it up when they get into work.

283. They pay up the arrears when they get into work?—Yes.

284. I think you mentioned two Unions?—One Union was in existence in 1872.

285. Which is that?—That was called the Dock Labourers' Union. It broke through.

286. How long did it last?—It lasted some eight months.

287. As short a time as that?—Yes.

288. When did the Unions which are now in existence begin to exist?—The present Dock Labourers' Union was formed about two years, or a little over two ago.

289. And when was the other one that you mentioned formed?—That is the only one now in existence—or the only *bona fide* one, I may say. We may have little petty things that I will not take note of; but I do not know any that is doing any good. That is the only one that is properly organised.

290. What is its full name?—The Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland.

291. And do you say that that has been in existence for about two years?—Yes.

292. Does that Union do anything for men out of work; does it give them any allowance?—It is impossible to give it to all hands. In many cases when the matter has been properly represented before the executive council there has been relief given.

293. Is the relief given only in special cases of distress, specially brought before the governing body?—Before the executive body.

294. Is any assistance given to the men in case of accident?—No. It would come out of the relief fund that we have, if properly brought before them.

295. Is anything given in case of sickness?—No.

296. You spoke about distributing tickets at the dock gates?—We have a sort of rule of our executive council with regard to a point you have left out, and that is in case of death. We are about giving 6l. on a member's death.

297. For funeral expenses?—For funeral expenses.

298. You spoke in your evidence of giving away tickets for bread and cheese at the dock gates?—Yes.

299. Where do these tickets come from? Who provides the bread and cheese?—The general public provide some, but the majority come from our relief funds; others from General Booth, and from various sources, sent in in response to a personal appeal by the President of our Union.

300. Then am I right in thinking that part of this relief is given out of your own relief funds, and part is given as alms by the general public—eleemosynary?—Yes.

301. Were those tickets given only to members of your Union?—No; indiscriminately to anybody.

302. To anybody whom you thought deserving?—Anybody that asked for them, and whom we thought was out of work. We never refused them. The system that I pursued when on Tower Hill was this: I sent letters to the Press, inviting them to come down and see what was going on, and several of them did do so. A gentleman from the "Daily Graphic" came as well. The people were in a line 2 feet deep, a line extending from the northern part of the railings of the Tower Recreation Ground to half-way down Tower Hill; that would be a distance of some 150 yards. Those men were standing there crowding for their bread and cheese, and not only for bread and cheese, but we gave them coffee, and bread-and-butter tickets as well. That is not the system that has existed every winter. The men have not been able to get that during every winter. That was the system that was pursued during this very extraordinary winter. That was done by the Dock Labourers' Union, and I may say, perhaps, without exaggeration, that the President of our Union was the first man to suggest it. I believe I should be right in saying that he himself wrote to the "Pall Mall Gazette," and that he likewise wrote to other influential people he knew, who would sympathise with the men; and I believe I should be just in saying that it was through his action that these funds came in. He also wrote to "General" Booth, I believe, to assist him, and I believe it was through his action that these funds came in which enabled us to distribute this amount of relief. It is the first time it has been done. In previous years, having no sufficient information, we were not able to know the distress. Although we could see men walking about in their fives and tens, and perhaps dozens, we were not able to know the real extent of the distress; but now the men confide to us and to one another as to the distress that they are in. Last winter I, in conjunction with others, appealed to the board of guardians of the Mile End district, asking them what was to be done under the existing circumstances. Good, able-bodied men were willing to work, but could not find it to do. The chairman said, "We have no work to give you." We said, "Then what is to be done." They said, "Under the existing poor law system we cannot relieve you." We asked, "Shall we go into the house." Then the question was asked, "How many of them are there." They were told how many there were of the wives and families of these men. Then it was said, "We have no room to admit you." So that we were cornered in that manner. They had no work to give us; they could not give us outdoor relief and they could not admit us into the workhouse. So, if something had not been done, there would have been a terrible state of starvation; and it will be remembered what a dreadful winter we have just gone through.

303. Do you admit anybody into the Dock Labourers' Union who offers himself, or is the number of the Union limited?—We admit him after he has been

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

questioned, in order to know that he is a *bonâ fide* working man.

304. Does he pay any entrance fee?—Yes.

305. How much?—5s. 6d. That has been only of late. It used to be 1s. Then it was raised.

306. Do you say that there is now a great influx of agricultural labourers to London?—Yes.

307. Do they mostly come into your Union or do they work as non-union men?—They work as non-union men. That is unfortunately a source of some little dispute. An agent of masters applies to men in the country. Our great aim is to get all agricultural labourers to join a union if we can.

308. Do these non-union agricultural labourers who come as immigrants into London work at the same wages that you work at?—If they come into the place there would be no dispute on that point, and they would get the same wages. But if there was a dispute on for a reduction of wages, and we had to come out owing to the dispute, and could not settle it, and these men went in, of course they would go in on the reduction. That sort of thing arose with Mr. Livesey, when the gas question was on.

309. Then you have no means in any way of checking or curtailing the number of men offering themselves to this kind of unskilled work?—We have not at present. If we had the funds I believe that we could do it; but unfortunately it takes a great deal of money to send organisers into the agricultural districts to organise them.

310. May I ask you what is the plan of the Dock Labourers Union for stopping this influx of agricultural labour into London?—By sending organisers into the various agricultural districts, and having meetings and trying to get the men to organise themselves, and showing them that they would positively be better off at home in their own hamlets and their own villages than they would be by coming up to London.

311. Do you know that as a matter of fact almost every able-bodied young man in the country wants to come to London when he gets about 18 or 19 years of age?—If he does, he will find out the truth of the old adage, that London is not paved with gold. He will be able to write back to his parents and tell them it is not so.

312. Do you think that an agricultural labourer is better off in the country than he is if he becomes a dock labourer in London?—I think he is better off than the dock labourers, and I think that he might be made still better off if means were taken to improve his condition.

313. Do you think if the agricultural labourers throughout England were properly informed of the state of things in London they would not come up and they would not swell the numbers of the unemployed?—From the information that we give to them, if I were an agricultural labourer and in the country, and if I knew as much as I know about London now, I should certainly stop in the country. In fact I wish I was down there now with a smaller wage.

314. Then is it your plan to propagate information about the state of things in London?—That is what we are doing now—what we are trying to do—only it is in a very small way.

315. Would you extend that operation if you had more funds?—If we had more funds we would extend it.

316. (Mr. Austin.) During what portion of the year does overtime prevail?—In the tea trade especially about two months in the year when we will say the new season teas arrive.

317. When does the season commence?—It will commence about the second week in July, but it will be in what you may term full swing about the commencement of August.

318. To what extent are the workmen's earnings augmented by this overtime?—I cannot say that they are augmented at all, because if they are augmented

one day they are lost the next. As far as the casual man is concerned, if it is augmented one day he loses the next, for this simple reason: take an instance of teas going to Mogadore on the south coast of Africa. They will wish to have their teas cased, as they do for many parts of America. There is a tea sale at 2 o'clock in the afternoon in Mincing Lane. Merchants will buy. A boat perhaps is advertised to start to-morrow morning. To-night about 700 or 800 chests of tea are sent down to where the boat is to start from, say, for instance, St. Katharine's Dock. The men mark them, they cord them ready for being transferred on board the ship. I have myself had to work until 1 o'clock in the morning doing that work. If those 700 cases are done to-night, and they keep you until perhaps 10, 11, or 12 o'clock, those 700 cases will not want to be done again the next day. They are done and gone. So that what you gain with the one hand you actually lose with the other. I am here speaking of the casual labourer. If it is the case of a permanent man it will benefit him.

319. Therefore there is no desire on the part of the workman for overtime?—No.

320. Is this overtime discountenanced by the Union?—Decidedly, because if the overtime is done away with it will give more employment to the casual labourer.

321. You spoke about the average earnings of the men connected with the tea trade being from 15s. to 16s. a week?—Yes.

322. I take it that the greater portion of these men have families?—Yes.

323. You say for two rooms they pay 5s. 6d., and that for three rooms they have to pay 7s. 6d., actually half their wages, and these men, having large families, have to subsist on 7s. 6d. a week?—Yes, if not supplemented, as I said before, by their wives.

324. The greater portion of the wages, then, go for rent?—The greater portion for rent.

325. In your evidence you spoke about the warehouses being badly ventilated and dangerous?—Yes.

326. Are cases of accident numerous?—No, they are not numerous.

327. Who looks after the families of the people that are injured? Does the company give any assistance?—The Dock Company does. If a man is injured in the Dock Company's service they will allow 7s. a week, but I cannot say that that is so in the wharves. I must give the Dock Company credit for this, that in many instances they are rather more humane than the wharfingers are.

328. The Union does not give anything in cases of accident?—It is not a recognised fact that they do—not as a rule.

329. If a man who meets with an accident does not get money from the Dock Company, does he get it from the Union?—We have no rule laid down, and no funds to deal with accidents; but if it is a bad case it is laid before our executive council in the usual form. The council has power to decide that the man shall have a lump sum as a grant. But we have no rule laid down that men shall receive money for accidents, although in many cases they get it. Of course we have to guard ourselves against frivolous matters which can hardly be termed accidents.

330. (Mr. Jessé Collings.) There was one question I forgot to put with regard to the complaint you made about the sanitary arrangements, and their disgraceful condition. Have you ascertained to what extent a remedy already exists for that in the law as it stands?—There is a law, I believe. There are such things as sanitary inspectors, and I think that a sanitary inspector has the power to go round and visit those places.

331. You have never thought it your duty from your position to put a complaint forward by representation to the inspector or sanitary authorities?—No. If I have thought it my duty I have not done so. I have neglected it up to the present.

332. (Chairman.) I think you said something about the desirability of limiting overtime, or of adopting the

17 June 1891.]

Mr. F. BRIEN.

[Continued.]

eight-hours' rule generally with a view of spreading the work over a larger number of hands?—Yes.

333. Has your Union or any of the Unions connected with the docks ever expressed an opinion on that subject?—Yes. We have not only expressed it, but we have demonstrated upon it. We have had demonstrations to Hyde Park, and tried our best to get it adopted.

334. Have you passed a resolution on the subject?—We have passed a resolution.

The witness withdrew.

Mr. THOMAS MCCARTHY called and examined.

337. (Chairman.) Will you tell us what branch of industry you represent?—I have been a dock worker, and have worked in almost every department of dock and wharf work.

338. At present you are connected, I believe, with the Dock, Wharf, Riverside, and General Labourers' Union?—Yes.

339. Will you tell us, in the first place, over what district your Union operates?—My experience as a workman operates all over London, but as an officer of the Union I have had experience all over the country.

340. You have been more especially connected, I suppose, with the districts lying along the River Thames?—Yes, on both sides of the river.

341. I suppose you would know how many members there are of your Union?—Yes.

342. How many are there?—I think we can speak for something like 25,000 or 26,000.

343. Are they males and females, or men only?—Men only.

344. In addition to that, are there in the same branch of industry a considerable number of persons who are not members of the Union?—In London there is a division in the dock work which does not exist in some of the other ports. For instance, the men who discharge cargoes generally in London are called dock labourers, and those who load cargo are called stevedores. That distinction, so far as I have been able to find out, only exists in London. But I should say that the number of men competing for discharging and loading generally in London—that is, taking the wharves, the river, and the docks—are about 45,000.

345. And of those you say there are in your Union 25,000?—And there are two other Unions existing which I know of.

346. Therefore I suppose we may take it that the majority of those following this line of business are connected with one or other of the Unions?—Yes, that is so.

347. Does the business require what is called skilled or unskilled labour?—It would be hard for me to say that. Some portion of the work requires much more skill than other portions; but generally, I believe, it is classified as unskilled labour.

348. I will put it in this way: if a man came up fresh from the country, knowing nothing about this work, could he be made efficient at once, or would he require some previous training?—I think he would want two or three years at least to know the work thoroughly.

349. You have been asked to state what you can tell us as to the wages, hours, and condition of labour. First, as to wages. I suppose it would be impossible for you to give an average of what they are?—I hardly understand your question with respect to the average wages. If you ask for the average wages all though, then I will give you what I think is an average.

350. I do ask for the average wages all through?—The average wages all through, so far as I have been able to gather—and I have been at some pains to ascertain—are about 13s. a week, taking all classes.

351. Some, I suppose, are much higher?—Yes. That is only the average. There are men who earn 2l. 10s. and 3l. a week.

352. Who are they?—Stevedores, and men engaged in the wharves loading and discharging coasting vessels.

353. In what sense?—In the sense that an eight-hour day was required. The President of our Union has published pamphlets to that effect as well. He has written a pamphlet dealing with the eight-hour question.

354. (Mr. Jesse Collings.) Has any resolution been passed in the opposite sense by any branch of the Union? Has there been any expression of opinion or resolution passed by any section of the dockers against an Eight-Hours' Bill?—Not to my knowledge.

353. How is the work apportioned; is it regular through the year, or is it uncertain?—It is most irregular.

354. Can you tell us during what period of time the work can be reckoned upon, and when it ceases or becomes scarce?—I believe the winter is, if anything, the busiest season.

355. For how long should you say the busy season continues?—December is generally a busy month. January is not. February and March are fairly busy. April and May are not busy. July and August are fairly busy months. September is a very slack time. October and November are fairly busy.

356. I suppose we may take it that that irregularity arises in the main from the necessary conditions of trade?—The causes, I think, are mainly seasonal causes. We were, at least, at one time disposed to attribute them to seasonal causes; but very much of that has been destroyed now that steam is so generally used. Steam has to a certain extent destroyed the seasonal causes of irregularity. I think the irregularity arises greatly from what I suppose would be called the ordinary difficulties of trade—the necessity for despatch and so forth—and to the capitalists or merchants, or those who rig the market, if they do do it.

357. But as a matter of fact you are not aware that by any process it would be possible to make that kind of work regular throughout the year?—I think there would be some chance of making it much more regular than it is at present.

358. In what manner?—If so much attention were not paid to the despatch of the ship on a certain date. For instance, I have known men work 24 hours right off at a stretch in order that a ship may go away on the following morning. That seems to me to be pandering to insane competition on the part of ship-owners and others.

359. You think there is an unnecessary amount of hurry?—I do, most certainly.

360. You told us what you considered the average rate of wages to be; now can you tell us how they are paid, whether by the hour, by the day, or by the week?—A few men are paid by the week, that is the men who are permanent men; the other men are paid daily, but their wages are generally calculated by the hour.

361. Is there any system of paying part at the end of the day and part at the end of the week?—There is a system of paying part at the end of the day and part, not at the end of the week, but on the finishing of the job—the termination of the discharging of a ship, or the termination of the work of removing goods from a quay, or anything of that kind.

362. If I understand it rightly, the men get a certain payment of what may be called subsistence money while the work is going on, and then the rest of the amount which is due to them is paid when the job is completed?—Yes, that is so.

363. Is the work measured by time or by piece?—Some by piece-work, some by time; where men are taken on for day-work of course they are just given a time wage; and where it is given on the plus or piece system, of course they are given a stated rate per ton.

364. How is the payment made, directly or through any sub-contractor?—In some cases directly, and in a few instances still through a sub-contractor; but in very many instances through a contractor. If I may put it in another way, I should say that in some cases

17 June 1891.]

Mr. T. McCARTHY.

[Continued.]

the men are paid direct from the firm, in others through a middleman, and in other cases through a sub-contractor, who acts for a middleman.

365. Have you any reason to suppose that that is felt as a grievance by the men?—The system of sub-contracting is generally disliked by the men, and now the system of contracting is coming in for its share of abuse.

366. Will you define a little more clearly what you mean by a system of contracts as distinguished from a system of sub-contracting?—The system of contract is where a firm employs a man as a master stevedore, as we will call him, or a man to superintend the discharge or loading of a ship; that man, by whatever name he may be called, is known by us as a middleman or contractor. He in his turn, as occasion serves, employs another man to whom he sub-lets the job, and that man is known as a sub-contractor.

367. The middleman or contractor, as you call him, makes himself responsible to the employer for the doing of the job?—For the completion of the job, yes.

368. Then he lets it, you say, to a middleman or sub-contractor, and that middleman is responsible to him?—Yes.

369. And then, is it the sub-contractor who chooses who shall be employed?—The sub-contractor chooses where a sub-contractor is employed; but of course that system is not general now. We have destroyed that in a very great measure.

370. What is the object or meaning of so many intermediaries being employed; what is there that prevents direct dealing with the men?—In many instances it is because it is too much trouble to drive the men in order to get the work completed, especially where there is a cargo of a rough character, or of a nature calculated to induce the men to waste their time over it, or to spin the job out.

371. It is then that the work is more sharply or more quickly done if the sub-contractor has a direct interest in seeing that the men do it?—Yes, that is so; the men look upon him generally as a spur or a whip to drive them. Of course this takes place where there are bad cargoes, such as pitch or sulphur, skins or hides, and stuff of an objectionable character. Men generally work well where there are good cargoes, but where they are bad cargoes, they do not work so well.

372. What do you call good cargoes?—What I call a good cargo is a cargo that does not injure a man's health, or that does not endanger his sight. Take, for instance, a cargo of sulphur; after three or four hours working at it, I myself have been blinded over and over again. It has been days before I could see properly. I have known men to be working at a cargo of pitch for two hours, and their eyes have swelled up, and they have become very nearly blind. I have known men to be ill for weeks after handling a cargo of stinking hides.

373. Is there any higher pay in such cases?—That work is generally done piece-work.

374. I do not now whether you have had any opportunity of comparing the London Docks that you know with docks in other places, or whether you can tell us whether labour-saving machinery is employed to the same extent in London as it is in other ports?—The only port that I can compare London to is Liverpool, and I have not had much experience of Liverpool. The cargoes are not the same in the ports that I am acquainted with. For instance, Cardiff, Bristol, Sharpness Dock, Hull, and other places that I have been to, cannot be compared at all to London. Hull, for instance, depends mainly on the Baltic trade, while the London trade is more general.

375. Are the men for the most part employed permanently or employed casually?—Not permanently; there are very few employed permanently.

376. A certain number are, I suppose?—About 6 per cent.

377. They form the permanent staff, and the rest are taken on or turned off as occasion requires?—I can say yes and no to that, and that will need a little explanation. The Dock Company have lately introduced a

system of what they call classification in the docks. First, there are the permanent staff, then following are a class of labourers called A.; these men have the first preference of working. Then there is another class of men called the B class, they have the second chance of working. Then there is a third or C class, which have the third chance, and then comes the ordinary casual. I can hardly give you the per-centage of class A; but taking them altogether the numbers are not very great.

378. Then, as I gather, there are four distinct classes?—There are five.

379. You mean five, counting the permanent staff?—Yes.

380. Can you say on an average how many weeks or months in a year the men are employed?—Calculating the average all over I find it to be just a little over seven months.

381. Seven months in the year?—Yes.

382. When you speak of the average rate of wages, you extend that all over the year, I presume?—I have not calculated it in that way.

383. Do I understand you to say that the average period which these men are at work is seven months in the year?—Yes, but the men earn various sums while at work. A man may do a very good week's or month's work, and then a very little for a long period. I take it that the average all over is about 13s. Of course you will understand that there are men who earn very much less than that every week in the year. There are some men whose earnings do not run to more than 1s. a day.

384. There being regular work, as you say, on an average only about seven months in a year, what do the majority of men do during the other five months?—The majority stand at the dock gates and starve, or attempt to live in some sort of a fashion.

385. Not the majority, I presume, of the whole 45,000 whom you have told us of?—Yes, the majority of the 45,000. If they went away and left the docks for any time, their faces would not be known, and they would stand a very, very poor chance of employment. As I have told you, the work fluctuates, and it is necessary for a man to be on the alert constantly, in order to ever get the chance of a job.

386. They are obliged to be continually in attendance?—Decidedly.

387. Although their chance of being engaged is very slight?—Very, very slight. In order to show you how the work fluctuates, I may say that during some days in the year there is scarcely a man unemployed; that may happen for a few days, and perhaps a dozen times in the year.

388. What length of time are they engaged; for a week or for a certain job?—The greatest guarantee we have been able to get is four hours. We have got a guarantee for four hours employment in the morning; but if the men are taken on in the afternoon, they may be paid off at the end of one hour. A man is never sure when he goes to work when he is going to finish.

389. But you have a guarantee that if he is taken on at all he will be employed for four hours?—That applies if he is taken on in the morning only.

390. Is it possible for you to say or not what the hours of labour is on the average?—No, I have not calculated that.

391. I suppose that being piece-work, it is necessarily very irregular. There may be a great deal to do at one time and very little at another?—There is an amount of overtime work in piece-work, and in day-work too. The reason of it is, of course, the necessity of despatch.

392. You told us before that you thought there was an unnecessary amount of haste in despatching ships, and that that made the work more irregular than it otherwise would be?—Yes.

393. Now, where overtime is worked, what is the extra pay?—The overtime is about one third the ordinary time pay.

17 June 1891.]

Mr. T. MCCARTHY.

[Continued.]

394. Is any part of the work unsafe?—All of the ship work is.

395. You mean the loading and unloading of ships?—Yes; there is a certain amount of danger about the whole of it.

396. Is there danger of accident from cargo shipping?—Partly, and partly from the use of bad gear, and undue haste and hurry, proper time not being given to the men to do their work properly. There is scarcely a man working on the docks, who has been there for one or two years, who has not a mark about him somewhere or another. I have an inch scar on my hand. I suppose about one of every four dockers has either lost a finger or a toe, or something or another, if he has been working on the docks for five or six years.

397. What do you say with regard to the sanitary accommodation?—The accommodation is very scarce indeed, and what exists is very very bad. I wonder there is not an epidemic at times in the summer. The accommodation seems to be little better than a cesspool in most of the docks in London. There never seems to be any supervision by the sanitary inspectors. I have never seen a sanitary inspector in the docks since I have been going in them.

398. If an accident happens is compensation given?—If a man is killed outright, and has a widow or anyone left after him, she may get a few pounds unless they fight the matter in the law courts. In cases where men have been seriously injured, I have known instances where the company have been generous enough to give about 7s. a week.

399. Do you mean for life?—I mean where a man has been maimed, during the period he has been laid up.

400. Is the Employers' Liability Act not applicable?—It does not apply generally, for the reason that many of the men who are foremen one day are simply working in gangs the next day, and I think there is a clause in the Act which defines superintendence of labour, and those men are not superintendents within the meaning of the Act.

401. Has there been any complaint as to the employment of foreigners in the docks?—There has not been any special complaint there, but there is a general opinion that the foreigners arriving in London are the cause of driving men down to the docks to seek for a living.

402. You consider that you are affected by them indirectly, because they drive the Englishman out of other employment, but you think they do not directly interfere with this employment?—No, I think it would be rather risky for them. They drive men out of the tailoring and shoemaking and cabinet-making trades, and those men, of course, go to the docks to look after work.

403. Under the conditions that you have stated, men are liable to be dismissed and left unemployed at very short notice?—At an hour's notice.

404. Can you tell me how many strikes there have been in your industry in the last 10 years?—Until the strike of 1889 the troubles were of no consequence. Nothing very serious went on until 1889; but since the big strike of 1889 we are more or less unsettled, though within the last four or five months things have been settling down pretty fairly.

405. May I take it that the disputes have been growing not less frequent, but more frequent?—They are growing less frequent now.

406. In consequence of the men having secured what they wanted?—Partly.

407. Is there any system in your line of industry of providing for arbitration or for conciliation, or for other methods of arranging trade disputes?—No general system; but attempts have been made from time to time, and where they have been made they have generally failed, not from the men's side of the question, but as a matter of fact they have failed.

408. I think we may take it that the system of co-operation has not been introduced into your business?—There is a system; I do not know whether you would call it co-operation. It is known as co-operation. The

Union makes an arrangement with the shipbrokers or owners directly. The work is given to the men, and they receive all they earn without any deduction whatever.

409. What does your Union do in the way of finding work for unemployed members, or does it do anything?—It does not do much in the summer time, because it cannot do much; but in the winter time pressure has been put on boards of guardians, vestries, &c. to give men employment in keeping the streets clean, and doing other necessary work in connexion with the work of the parish. Of course we hope to do something in that direction in future.

410. That is, by calling upon the boards of guardians and vestries to employ them?—To employ them, yes.

411. That is in fact to give relief under the form of employment?—Not relief at all. We do not want relief; we want work. The men will not have relief. There is necessary work to be done in the winter, and the men say we are unemployed, and it should be done and not left over.

412. Necessary work of what kind?—To give you an instance, I may say we had some very heavy snow-storms last winter. The streets were almost impassable weeks together till we took it into our heads to go to the boards of guardians and the vestries and tell them that they must keep the streets clean. There were plenty of men that were unemployed that could clean them. Now I dare say, unless we had taken that action, in very many cases the streets would have been left until the sun of summer came and melted the snow.

413. I suppose you would hardly have troubled yourself about the state of the streets if it had not been that a good many men were wanting a job?—There would not be any work at all if men were not hungry.

414. I presume when you went to the vestry your object was not so much to get the streets kept in better order as to induce them to make a job for your men to do?—It was necessary to put the streets in good order; but it was more necessary to feed these men who were unemployed.

415. Has the Union itself taken or been able to take any steps in the way of providing labour?—No. We have tried to establish co-operative discharging with one or two firms of shipowners, but as yet we have not been able to succeed. There are evidences, however, that we shall succeed after a little patience.

416. Has your society passed any resolutions in the last year or two recommending alterations in the laws affecting labour?—Yes.

417. Have you any of them here?—I have not them with me, but I could send them on to you.

418. Do, if you please?—Shall I state the nature of these resolutions?

419. Do so, please?—The subject of the eight-hours' day or 48-hours' week for dock work has been pretty generally discussed throughout the Union, and a resolution went forward urging the delegates from the dockers to support such a resolution at the last Trade Congress which was held in Liverpool in September last. There was also a resolution carried by the executive of our Union which suggested that a Contract Labour Law on the lines of the American Contract Labour Law should be passed, to prevent employers importing blacklegs during a strike or lock-out into England from foreign countries. There has also been a resolution put forward on the London Trades Council that there should be some stricter supervision as to the admission of pauper aliens into this country, taking care that the right of asylum for political refugees should not be endangered. There have also been resolutions passed urging the necessity for organising the agricultural labourers, calling upon the trades of the country for assistance in that direction. That is all I can recollect at the present time.

420. Have you ever proposed, or has your Union ever proposed, a state board of arbitration?—The matter has been spoken of, and so far as I can find it has been fairly well received. I have felt the need of it in two or three instances.

421. But it has not gone beyond a general resolution in its favour?—It is passing through the debate stage now.

17 June 1891.]

MR. T. MCCARTHY.

[Continued.]

422. I find from a memorandum you have sent me a proposal that imprisonment for intimidation should be awarded to the guilty party, whether employer or workman. Is not that the law now?—No; we find where a workman intimidates a fellow workman or employé he is put in prison, but an employer can intimidate a workman as long as he likes, but is never put in gaol. It depends on the definition of "intimidation."

423. Would you call it intimidation to say, "If you do so-and-so I shall not employ you again"?—I would call it intimidation if an employer said, "Unless you leave your Union I will starve you, and take care that you shall not be employed in this town." I have known that to be said.

424. That is to say, the employer says, "Unless you do so-and-so I will not employ you"?—"I will starve you."

425. That can only mean, "I will not employ you"?—No doubt that is the meaning, but those are the words used.

426. Do you think that the employer can be or ought to be compelled to employ a particular person whom he objects to?—Not at all. But where an employer's only objection is that the man is exercising his legal and natural right of being a member of a Trade Union, then there should be some punishment awarded to that employer for such a threat.

427. I think your answer contradicts itself. You say that the employer cannot be compelled, and ought not to be compelled, to employ any man whom he does not wish to employ?—I have said that he cannot be compelled, and he should not be compelled, with this qualification. The latter part of my answer was a qualification of the first part. My resources of language are not so good as to enable me to say all I want to say in half-a-dozen words. But what I meant was this: if the only objection that an employer has to a workman is that he is a member of a Trade Union—supposing him to be otherwise a good workman, and I have known of such instances—if that is his only objection, and he throws a man out of employment for that, and that only, and threatens that he will be black listed, then that employer should be punished for intimidation.

428. That is to say, practically he should be compelled to employ a man if he has no objection to him, except that he is a member of a Trade Union?—The law allows that man to be a trade unionist.

429. But the law does not compel any man to employ him?—That is so.

430. Then I find also in your memorandum that you advocate the establishment of municipal workshops to provide work for the unemployed?—Yes.

431. Has your Union taken that up, or is that an expression of your own individual opinion?—It seems to me to be the opinion of the members of the Union. That arises out of the feeling that men should not be driven to accept what I may call pauper charity, but there ought to be work provided for them; that there is some work somewhere or another, and that if things were distributed better every man would have his share of work. They feel they do not want relief so much as they do work.

432. If the private employer has no work to give, then the municipality should find it?—They believe that the principle of the municipality doing as much general work as possible should be put into force as soon as practicable.

433. As much work of what kind?—If I were to suggest anything, it would only be that which is running through my head, and only my own opinion. I think that principle could be extended in London to this extent: that no contracts for road repairing should be given to any middleman, but performed by the vestries and parish authorities themselves; and that in cases where the London County Council or any other county council was building a bridge or bridges, the ironwork for that should be cast and moulded and cut and punched and rivetted by municipal workers, and not be given to any contractor.

434. But that is not, as I understand, increasing the quantity of labour; it is only saying one man shall do it instead of another?—But it would tend to increase the quantity of labour in my opinion, because the desire would be not so much the individual profit but general benefit to the community, and there would not be a desire to retrench in the direction of keeping only just as many workmen as were required, or of cutting down where it was possible to cut down the number of hands.

435. The municipalities are to be willing to employ a much larger number of workmen than are required absolutely to do the business?—What I am trying to drive at is, that there would be a better distribution of employment under such a system if it were extended.

436. You mean more men should be employed and each do less; is that it?—Yes, I will say that. Looking at the inequality of things, if that were put in operation I think it would be beneficial to all; if all were employed, each would do less. The work of the community or the world could be performed just as well if that were put in operation.

437. And wages, I presume, would remain the same?—That would depend largely upon prices. I do not know that a man has much to wish for if he has fire, food, and clothing, and a decent place to sleep in, and a moderate amount of recreation.

438. We may take it generally that you think where men are unemployed the municipality should find work for them, and that not in the form of relief, but by taking work into their own hands which is now done by private persons?—That would lead up to it.

439. Is there anything else which you would wish to suggest?—Yes; I would like to see the law respecting the letting of allotments to agricultural labourers altered. The land ought to be, in my opinion, much easier of access than it is.

440. (*Sir M. Hicks-Beach.*) How do you mean easier of access?—As far as I understand the thing at present, in places where I have been, if a man wants a piece of land for an allotment, he has to apply to the county council and from the county council to some other body—I think the sanitary board—or it may be *vice versa*. However, there is certainly an extraordinary amount of red tape about the business, and it takes about two years to get this piece of land. If there were village councils or parish councils established or a good progressive county council, and they saw the necessity of providing the people with land, there ought not to be this amount of circumlocution about it; the people should be able to get it on application, especially if to their other powers was added the power of compulsory sale.

441. You said something about a resolution passed by your society for a fixed number of hours in the week?—Yes, they are in favour of eight hours a day, or rather of 48 hours per week in case of dock work.

442. Were they in favour of eight hours a day?—Not strictly eight hours a day.

443. Was not the subject discussed at your Annual Congress in October last?—It was, I believe.

444. You were present, I think?—A part of the time, yes.

445. I find from this report of the minutes of the Congress, issued officially, I presume, that Brother Higgins proposed: "That we believe that the time is now ripe for us to use our best efforts to bring about a 48-hour week in the industries embraced by our Union; and that it be an instruction to our executive to gain the necessary information, showing when and where it is practicable and there to take steps towards its adoption." Was that resolution proposed and seconded?—I think it was, as far as my memory serves me. I believe that is an accurate record of what took place.

446. Then Brother Goode is stated to have believed "That the difficulties of tides and casual employment would be a bar against its adoption for dock work." For permanent men it might possibly be laid down." Was that objection made?—I dare say it was. That objection I know was made in one instance against the strict eight-hours' day, but not against the 48 hours

17 June 1891.]

Mr. T. McCARTHY.

[Continued.]

per week. That is why the 48 hours per week was adopted.

447. "The vote was then taken in favour of an eight-hours day for dock workers, and lost by a large majority" ?—The 48 hours per week was adopted instead.

448. "Then for 48 hours per week, and carried by 44 to 3" ?—I think so; I think that is correct.

449. "It was then agreed to adjourn the discussion on the 48-hours' week" ?—Yes.

450. And on Saturday, October the 4th, I find it stated here, that "The adjourned discussion on the question of a 48-hours week was then resumed, and on the suggestion of Brother Atkins, the President agreed to get the matter thoroughly ventilated through the columns of the 'Record.'" Is that so ?—Yes, it has been spoken about in the "Record."

451. That does not look as if an official conclusion had been arrived at by the society upon the matter ?—From what you have read it does not appear so; but I have had some experience amongst the branches since. I have been amongst them in various districts, and the Union seems to me to be generally in favour of this 48 hours per week. It is felt that it is rather a difficult thing to fit in an eight-hours' day, but they rather think that a 48-hours' week would fit in very well.

452. What you have said merely amounts to this: that in your opinion there is a general feeling in the society in favour of the 48-hours week, although no official conclusion with regard to it has yet been reached by a meeting of the society ?—No, except in the case of individual branches.

453. What did they mean by a 48-hour week; did they mean a 48-hour week to be fixed by legislation ?—Yes.

454. It does not say so here ?—No; but that is what was meant.

455. Are you quite sure that is what is meant ?—I think I may say I am sure of that matter; to be fixed by legislation, most certainly.

456. Did it mean an absolute 48-hour week or a 48-hour week without overtime ?—I can hardly answer that question.

457. Was overtime meant to be prohibited ?—There is a general feeling against overtime right through, and one of the reasons why this limitation of hours would be suggested would be in order to do away with overtime.

458. It does not say so, does it ?—No. You see unfortunately for us most of us are not educated sufficiently to express all we want to in the pages of a book like that, nor to discuss everything that we believe in at one congress.

459. (*Professor Marshall.*) You mentioned incidentally that a man might be black-listed. I do not think we have an exact account of what the black-list system is in the dock ?—The black-list system, as I understand it, in the docks means this: The docks are divided into departments, and if through any cause,—and when I say any cause I do not mean drunkenness or impudence or laziness,—but if from any other cause a man is discharged from one department he is prevented from working in that department for a length of time, and also in the other departments under the same company.

460. But there is no black-list sent from one place to another ?—We never can get behind the employers to find that out, although we can bring instances to show that a man working for one firm has been prevented working for another firm, because of having taken part in Union business, or being prominent in a strike, or some other matter of a similar nature.

461. A black-list in the ordinary sense of the word, I understand, is a list of people who have made themselves objectionable to a certain employer, which list is sent round to other employers in other places. Now in that sense there is no black-list ?—I do not know that there is any special list kept; but that messages of that nature have been communicated verbally from employer to employer is a fact, and they may have

been communicated, of course, by letter. As for there being any special list kept, I could not say.

462. You have had one set of Government officials under your observation pretty closely, that is the sanitary officers ?—Yes.

463. I understand you think they do not, so far as the docks are concerned, discharge their functions with that energy and resource that is sometimes found in other branches of business ?—I did not want to convey that meaning at all. What I wanted to convey was that there was not enough of them, and that the area of their operations was not great enough.

464. But this state of things which you have been complaining of has existed for a great number of years, and over many acres, if not many square miles ?—Yes.

465. And has no one sanitary officer ever been able to go round and find that out ?—Very likely they have, but I have never seen them.

466. Have they taken no action to stop it ?—No, not that I know of.

467. Does their action entitle you to think that if a business were taken over by the municipalities to a greater extent the business would be managed with more elasticity, and resource, and energy, and ability than private enterprise ?—I should think it would be better for the community altogether. When you speak about private enterprise—I do not think there is much private enterprise about the government of the docks now—it seems to me that there is worse than red-tape officialism governing them, and that for the benefit of all it would be better to have the docks municipalised.

468. You think that the management of the docks is less energetic than the action of the sanitary officials ?—I did not say there was a want of energy about the sanitary officials, but that there was not enough of them; that is what I complained of.

469. Do you suggest that there was not enough to permit one once in 12 years to visit the docks ?—They may have visited the docks, but I state I have never seen them. At all events this I do know, that the insanitary condition of the w.o.'s and the fearful smell from them in the summer-time has never been remedied for 12 years; that is a fact that exists now.

470. What is your view with regard to the increase of the permanent men and their being confined, not indeed to an eight-hour day (for as I understand you admit that will be unsuitable), but that there should be some reasonable regulations with regard to the hours of labour. Would the increase of the number of permanent men under those circumstances be good ?—That would be good if something were done for the surplus labour. We have to think of the surplus number who are competing.

471. But do you think it is well that the docks should take into their cognizance the well-being of all trades ?—No; but the advantage of the community ought to be considered.

472. Taking things as they are, do you think it would be a good step, to start with, to reduce the number of men who are employed at the docks, and to get for those men more regular employment ?—I do; always remembering there is a big surplus of unemployed.

473. Has not the action of the Trade Unions been in the opposite sense ?—I do not think I can say so; so far as I have known, no. If it appears to have been so, it has always been because of having to look after those who could do very little work.

474. Why are they obliged to look after them ?—If I spoke of it in a bare business-like sense, I would say because they are members of a Trade Union; but generally speaking, because they remember that their own position as workers is unsafe, and that they at any time may become recruits in the ranks of the unemployed.

475. If the measures adopted at the dock of employing a number of men partially were adopted in other branches of industry, do you think the result would be good ? Do you see any reason why the old traditions of the docks should be maintained, and the docks should continue to be a last resource for those who have been

17 June 1891.]

MR. T. MCCARTHY.

[Continued.]

unfortunate elsewhere?—I do not see why that should be so; I do not see why it should not be altered.

476. And is not the right way to do that to increase the number of permanent men?—Undoubtedly it is; it is the best means.

477. But have you not passed a resolution against that?—Not that I am aware of.

(The Marquis of Hartington here took the Chair.)

478. (Mr. Plimsoll.) Do not you think a word of remonstrance from your body to the directors of the docks would lead to the insanitary condition being remedied; do you not feel that if you were to complain officially you would get the thing put right?—There is no doubt we could do something in that direction.

479. (Mr. Tom Mann.) Replying just now to some question concerning the fluctuations in the numbers of men employed at the docks, you stated that a few times in the year it happens that practically every man is employed?—Yes.

480. Now the question was pressed as to whether, if the same system prevailed with regard to other business that prevails at the docks—that is, having this large number of men to select from—things would not go wrong?—I think they would go wrong.

481. Could the reply come from the employers that it is absolutely necessary for them, because of the suddenness of the demand for a given number of men, that they should encourage this large number of men being present?—They might say that, although it seems to me that there ought to be something to prevent this suddenness of demand.

482. We will not concern ourselves for the moment with the remedy, but only to realise the evil as it exists. It is the fact, you say, that occasionally all the men are employed. Now, have you had any applications from the employers from time to time, as a Union official, asking for men to be sent to a certain place?—No, I have not personally; but I have known that to be the case where they have said, "We want men in other docks."

483. And it is within your knowledge that they have not been able to get the requisite number of men on one or two occasions?—Yes.

484. Showing that from time to time the total number of men who usually apply for work at the docks are absorbed?—That is so.

485. But for 9 or 10, or perhaps 11 months out of the 12, is there work enough for all?—No, certainly not.

486. What proportion would have 10 months work?—I have a list here. I do not know that I can say that my figures are strictly accurate, but at all events I have taken very great pains with them. There are about 6 per cent. of the men who get 12 months' work; that is, who are permanent men. There are about 10 per cent. who get 10 months' work; 12 per cent. who get 8 months' work; 16 per cent. who get 6 months' work; 20 per cent. who get about 4 months' work; and the remainder—36 per cent.—about 3 months' work or less.

487. Is this intended to cover dock labourers, or labourers and stevedores?—It covers generally all wharf and dock workers.

488. You stated that the average wage was about 13s. per week?—Yes.

489. Afterwards, in reply to a question, you did not seem to make it quite clear as to whether that was 13s. per week per man for the whole year round; did you mean that?—I did mean that.

490. What rent do these men pay?—The rent varies.

491. Have you lived as a docker yourself?—Yes; I was about 14 years in the dock as a dock worker.

492. Where do you live now?—In Poplar.

493. Where have you lived for the last 12 years?—I have lived in Poplar and Limehouse. I was born in Limehouse, and have lived within half a mile of the docks all my life.

494. And the dockers live in that neighbourhood?—Yes.

495. You therefore know the conditions under which they work?—Yes.

496. What rent do they pay?—From 2s. 6d. to 5s.; they pay for one room, 2s. 6d.; for two rooms, 4s. or 4s. 6d.; and for three rooms, 6s. There are very few of them who can afford three rooms unless they are foremen or permanent men.

497. (Mr. Ismay.) What do you pay yourself?—I pay 9s. a week for a house.

498. (Mr. Tom Mann.) You are not working at the docks now?—I am not working at the docks.

499. What are you?—Organiser for the Dockers Union.

500. These men get on an average 13s. a week, and pay 4s. 6d. for rent. Does that properly indicate the state of living of the men at work at the docks?—Yes.

501. This is after the Union has done some good work for them, is it not?—The per-centage of wages was about 9s. a week before the strike of 1889.

502. You mean taking the whole of the men employed?—Yes.

503. Then what has been the result of the Union?—That the average wages all round have been increased about 4s. a week.

504. And there is a proportion which you mention of 16 per cent. who get no more than six months' work in the 12?—Yes, and I think that is a very fair estimate too.

505. What do they do when they are not at work?—As I have said, they hang about the docks and starve.

506. They do not literally die; how do they eke out an existence?—You want to know what their food is?

507. Yes, and how they get it?—The staple food is bread and butter. In fairly good times, bread, tea, and milk—tea, or tea without milk. Meat at 2d. or 3d. per lb.

508. Where do they get this meat?—It can be bought in some of the streets down there. Within five minutes walk of my house you can see piles of meat at about 2d. per lb., and they have Dutch auctions, and on Sunday morning it is a common spectacle to see hundreds of women fighting to get two or three pennyworth of this meat. That can be seen any Sunday morning.

509. What sort of clothing do they get, and where do they get it?—It just suffices to cover a man or woman decently. As to ordinary working clothing, many of them buy it in the streets at what is called Rag Fair. For instance, a man may get a waistcoat or a jacket for about 4d. or 6d. and a pair of odd boots for 1s., or under-clothing for 2d. or 3d.; clothing for children 2d. or 3d. There is often severe competition amongst them in order to get these articles of clothing; they may get a suit for 1s. 6d.; if they want better clothes, then a visit to Petticoat Lane on Sunday morning will do it.

510. 4s. 6d. you say is the average rent paid?—That would be about the average. The rent is dearer in some parts of London than it is in others.

511. You have mentioned something concerning the municipalisation of the docks?—Yes.

512. You said you thought it would be advisable to do so. How would it be advisable? If there is a large number of men now required to the extent of occasionally absorbing all that apply for work, in what way would the municipality, do you think, be able to overcome the difficulty?—One of the great reasons for that, as I have said, is the insane competition. I believe that there are too many ships competing, and I think if the municipality could regulate the arrival and departure of some of these ships, and could prevent so much of this haste and undue hurry, that ought to have some good effect at all events.

513. Do you know of certain wharves having a great deal of work and working overtime, while other neighbouring wharves have scarcely any work?—Yes; some of the shipping wharves would be working night and day, and yet at other wharves men could only get a few hours employment in the day.

514. What is the cause of that?—I do not know that I can give the cause so sagely as suggest the remedy.

17 June 1891.]

Mr. T. MCCARTHY.

[Continued.]

515. Has it anything to do with the class of goods?—It seems to me if the goods were classified in different wharves and proper hours were stated for the collection and distribution of these goods, that something would be done to prevent much of the unsteadiness that now goes on.

516. Let us have it a little clearer than we have had it yet concerning the permanent men. Is the Union with which you are identified opposed to a regular employment of men by the week?—I have never known it to be, provided the men get a fair wage.

517. Would they look upon it as a good thing to have regular work?—Oh, undoubtedly the men would, and the Union too. The permanent men who are employed are in my opinion a better class of men, generally speaking.

518. You were pressed by a question just now concerning the action of the Union; is it within your knowledge that the Union has at any time taken any step that would tend to hinder the regulation of employment in such a way that the largest proportion of men should get a regular wage?—I do not know of any such action being taken.

519. You stated that if any such action had been taken, it was without your knowledge, and it would be, you supposed, because there were such a large proportion who would be getting scarcely anything; is it the fact that there is a large number of the men of the Union with which you are acquainted who get such little work that they are practically compelled to resort either to the workhouse or to the gaol?—There are some of them in that position.

520. Is it a large proportion?—I do not know that the proportion is very large. I have not thought over that especially; but with many of the members we have to deal with you cannot tell where the submerged tenth ends and the ordinary dock worker commences.

521. You were asked a question just now as to how you would remedy this, and you said something concerning work to be done for the municipality?—Yes.

522. Did you mean to convey any further idea concerning municipal employment?—Yes; I would even go further than that. I would ask that work be found for the unemployed, not in the shape of relief, but so that they could really earn their own living, and so that they could perform work that would pay for their keep and so forth, and could really earn bread for themselves.

523. You have not intended to confine your suggestions simply to the municipality controlling the work that is now done for the municipality, and taking it practically out of the hands of the private contractor?—I did not intend to confine it to that.

524. Would you mention the nature of the employment that you would suggest that men should be engaged upon; were any suggestions made by the Union with which you were connected last year?—There was some suggestion made that men should be employed at rough furniture-making, and it was also suggested that they should be employed at tailoring and at other work which they were competent to perform, so that they could really earn their own living.

525. A question was put concerning co-operation at the docks?—Yes.

526. I understood you to say that no system of co-operation at the docks had yet obtained, but you had hopes that it would. Is there not a system of co-operation already at work?—I thought I made that clear. The system that is at work now is called co-operation; but to my mind it is not exactly co-operation. The system that now obtains is the Union placing itself in the position of the middleman and giving work to the men, though it takes no profit, and does not immediately supervise the work. The men themselves elect their own foremen, bosses, and superintendents, and the Union does not interfere except to see generally that they carry out their contract.

527. With whom are the arrangements made?—The arrangements are made with the ship brokers, and owners in some cases.

528. In how many instances approximately?—I think with about half-a-dozen big firms—mostly in the American and Canadian trade.

529. Could you mention any firms where the work has been going on satisfactorily on this basis?—Yes, the National Line, the Furness Line, Johnson Line; and now a Montreal firm called, I think, Andrew Low, Son, and Taylor, has begun this.

530. Have there been more or fewer difficulties with these firms than with the discharge of the vessels for those lines with whom the Union does not deal direct?—There have very few difficulties indeed in through, connexion with this class of work.

531. Has it given more or less satisfaction to the men?—The men have been more satisfied all and have earned better wages.

532. Could you compare the wages earned?—These men earn while they are working about 9d. an hour on the average.

533. Is that more or less than the others?—The average wage of the docker is about 6½d.

534. Has satisfaction or dissatisfaction been expressed by the various proprietors or shipowners?—In all cases where I have had any dealing with the shipowners in connexion with this work they have expressed themselves as satisfied with the way in which the work has been performed.

535. And do you think that system is likely to develop?—Yes, I think so. What I meant when I said that we had attempted co-operation was this: I meant that the Unions should buy the necessary gear, plant, and machinery and appoint officials and undertake the work right through, accepting the whole of the responsibility.

536. (Mr. Ismay.) At so much per ton?—At so much per ton.

537. At what rate?—Cargoes are so various that rates would have to be varied according to cargoes. It would be impossible to strike a general rate.

538. What do you say with regard to outward cargoes?—That I would not like to answer, for the simple reason that we do not deal with very much outward cargo, especially of ocean-going ships.

539. (Mr. Tom Mann.) With regard to the causes of fluctuation, you mentioned that December was a fairly busy month?—Yes; the large steam vessels run all the year through.

540. Will you mention the trades?—There is the big Indian trade, there is the Australian trade.

541. Could you class that as Colonial?—The Australian trade is Colonial.

542. Then there is the New Zealand, of course?—There is the New Zealand trade, there is the Cape trade, the American and Canadian, a small West Indian trade. I think Liverpool has a bigger West Indian trade than London. There is the Continental trade, and there is the Baltic trade. That is busiest in the summer months. Of course the Baltic is partly Continental.

543. You thought that steam had overcome the difficulties of the seasons?—Much of it.

544. When is the Indian trade the busiest?—That seems to me to be about the same all the year round.

545. It is pretty constant?—Yes.

546. What do you say with regard to the Colonial trade?—The Colonial trade varies. It seems to me that we get more Colonial wool about the end of May or June. Then a fleet of sailing ships come in with Colonial wools, and they seem to be busy.

547. It is slacker in winter than in the summer?—Yes, I think so.

548. Does the Cape trade fall off?—I am not very well acquainted with the Cape trade; but there are not many Cape sailing ships coming in. Most of the ships for the Cape trade are of the Donald Currie Line, and they run all the year pretty well.

549. What about the Canadian and American trade?—The Canadian trade falls off in the winter.

550. For how long?—I should say from about the end of October till May.

17 June 1891.]

Mr. T. McCARTHY.

[Continued.]

551. How many men do you think that would affect in the port, roughly speaking?—I have not made any calculation.

552. Is the West Indian trade pretty constant?—Yes, it is; but there is not much of a West Indian trade.

553. What do you say about the Continental trade?—The Continental trade seems to me to be busiest in the summer, when a large amount of provisions, fruit, and vegetables are brought in.

554. How does the Baltic trade affect the port?—The Baltic is very busy in the timber and deal-carrying trades in the summer months.

555. What months would those be?—From June up till October.

556. And then what happens in the Baltic trade?—The Baltic trade practically ceases till the coming season.

557. And do these so overlap or dovetail with each other, that with a little arrangement employment could be considerably steadied?—I think very much of it could be steadied, because some of the men go from one department to another, and seek work in the summer and winter.

558. Was this the idea that you intended to convey, that if the docks and wharves were municipalised, then, being under one interest, the men would be allotted from one district or one wharf or dock to another?—That could be done.

559. Why could not that be done now?—Simply because there are too many companies fighting one against the other.

560. Suppose you were at work at a Wapping wharf, what chance would there be of getting a job at the docks the next morning?—Very little chance. A man, in order to be known at the Wapping wharves, would have to confine his attention to Wapping, and would have to remain there.

561. Otherwise there would be no chance for him?—Quite so, unless he was known.

562. (Mr. Bolton.) In speaking of the wages which these men earn, I think you gave the stevedores from 45s. to 50s. a week?—No, I said that they do earn that sometimes. I have earned that myself at times, but very seldom.

563. But whatever the stevedores earn is included in the average you have mentioned of 13s. a week?—Yes.

564. What may be taken to be a fair rate of wage for a stevedore now; he is the highest paid workman?—He is the highest-paid dock workman in London. If you ask me to give his average wages I think they would be about 18s., speaking roughly.

565. Not more than that?—I have kept a diary for two or three years, and those were about the earnings of a year.

566. Your idea is that there is considerable loss to the men in consequence of irregularity of work which might be prevented?—Yes; there seem to me to be too many centres, too many employers. The thing ought to be more concentrated, to my mind.

567. You spoke of it as insane competition?—Yes.

568. You think that the work might be made more regular?—Yes.

569. You also spoke of the hurry and despatch of ships, which you thought was unnecessary in many cases?—Yes.

570. But assume for a moment that a vessel is announced to sail on a given day, would you think it an improper hurry to get that vessel off on that particular day, even although it should involve some overtime?—In all cases it would not be practicable; but there need not be this undue haste and hurry with all vessels. I can understand it in the case of a mail boat.

571. Suppose a sailing ship is advertised to sail on a certain date—a ship belonging to any given line; it is a great advantage to the firm that they should adhere to their dates; would you consider it an unnecessary haste to get that vessel off on that particular day, even at some inconvenience or extra cost which would be

involved, I presume, in paying overtime?—Under some circumstances, no; but there is not so much overtime worked on sailing ships.

572. But steamers are even more important?—Yes; that may be so.

573. I presume there is in the whole port of London a given amount of work to be done in the year?—Yes.

574. Any regulations as to the dates of sailing and so on, so as to make the work a little more regular than it is now, would not affect the total amount of work to be done?—I do not think they would.

575. Just assume for a moment that you can so arrange the work that there should be regular work for all the people all the year round, still the wages would only be 13s. on the average?—I should think the wages ought to rise.

576. Would not the regularity of work, if anything, rather induce more people to come into it?—There would be steps taken in the meantime to keep these people out.

577. You would not keep them out by force, of course?—No; I am not an advocate for force.

578. Why would you expect under such arrangements as that, that regular work would lead to higher wages. Is it not the case that regular work has rather the tendency to reduce wages?—I think it may also be said that where conditions of work are favourable, wages are higher.

579. Can you give an illustration of what you mean?—The general number of hours worked per day is less now than it was 20 or 40 years ago; and yet wages are higher.

580. How do you make that to prove your position?—It only proves one portion of it.

581. You advocate, I think, the municipalisation of labour or of work to a great extent?—Yes.

582. Your suggestion is that the municipalities should employ such men as you have on hand idle at the docks for sweeping streets and so on?—I said that that had been done; but I think I mentioned that our bridges should be built, and the roads kept in order and so forth by the municipality.

583. Would you take this overplus of labour from the docks for that purpose?—The thing will have to be done, if it is done at all, by a gradual process.

584. There are a certain number of men employed now in the services you have mentioned?—Yes.

585. You would not displace those?—No; but I would displace the contractor.

586. Whom would you put in his place?—A man who was qualified to fill the position by his experience, &c., and there are plenty of such men.

587. In what capacity would he be; a servant of the municipality, or what?—Exactly.

588. Why would you think he would be better than a contractor?—Because the contractor takes so large an amount of the profit, and it does not seem to me that he performs any efficient work for taking that.

589. What large amount of profit does he take?—I do not know the proportion.

590. Assume the contractor out of the way for a moment, and this servant of the municipality in his place, he would require some profit in the shape of salary?—In the shape of wages, yes.

591. And I suspect he would require a pretty high salary; because he would be in a very important position, and a great deal of money would pass through his hands?—Yes.

592. Might not the pay of this servant and his assistants be even greater than the pay of the contractor?—No; I should not think so. General results do not show that.

593. What are the general results which show the contrary?—Wherever much of this kind of work has been done by the municipality there has been general efficiency, as the rates show.

594. You mean that the rates keep rising?—I suppose that they do keep rising; but I do not know that

17 June 1891.]

Mr. T. MCCARTHY.

[Continued.]

they are greater than they are when a contractor is employed.

595. What instances have you in your mind of municipalities having taken such work in hand?—I do not know that I can give any particular instances just now, though I can afterwards, if necessary; but it seems to me, from what I have seen of these things, that where municipalities execute their own work without the intervention, of a middleman it is better for the people generally, including the ratepayers, and certainly far better for the workmen.

596. That is a matter of opinion; you cannot give any positive evidence?—I cannot at the moment.

597. I think you went a little further; you suggested that municipalities should do more than that—that they should “make” work, if I may use the term, when there were unemployed, as, for instance, in making rough furniture?—Yes.

598. Have you thought that well out?—I have given some thought to it.

599. How would they dispose of that rough furniture when they had made it?—I do not exactly know how they would dispose of the rough furniture; but I think it would be possible to find some work that they could efficiently perform, and if necessary let them enter into competition.

600. Let us stick to the furniture; it is as good an illustration as anything else?—Very well.

601. Now in thinking this matter out, how did you imagine they would dispose of it?—I would say first of all that though it might be rough furniture, it should be well made, and that these men should receive a fair and a reasonable rate of wage, and that if necessary the municipality should enter into competition with other makers.

602. Do I understand you would have them come into competition?—Undoubtedly; why not?

603. Suppose the municipality were undersold by private enterprise?—Then I suppose that would be bad for the municipality.

604. And if the municipality undersold private enterprise, that would be bad for private enterprise?—If the public spirit of the people ever allows municipalities to do that kind of thing, there is not much fear that the municipalities will be undersold.

605. Have we not had some experience of that in the shape of work done in prisons?—No.

606. Has there not been great complaint about it?—The two things cannot be properly compared.

607. Is not the work done in the prison work done under extraordinary circumstances which is brought into competition with private enterprise?—I think that prison work and work of this nature would be quite different; and for this reason, that a man who is paid a fair wage has a certain amount of liking for his work, and does his work well. This municipal work would be fair labour and would be paid a fair price, but prison work is forced labour.

608. Would the labour be fair labour; you are only going to take the residuum of the people; you are only going to take those into this employment who have not been able to get employment elsewhere?—It is partly because they are unemployed that this thing is urged, of course.

609. May it not be fairly assumed that it would be the weaker portion of the people who would be employed by the municipalities?—It might be said so; but that is becoming less and less evident every day.

610. In your view there is no fear of anything of the kind?—No fear of anything of the kind.

611. You say there is no fear of the municipality, by “making work,” doing an injury to the ordinary trader?—No, and for this reason. The ordinary trader now speaks of the advantages of competition, then competition cannot hurt him if he is right.

612. But they are referring to the competition of men who are spending their own money in competition; but the municipality would be spending the money of the ratepayers?—Then the question is whether the unem-

ployed problem is to be solved or whether there is to be any attempt made to solve it at all.

613. Will you explain what you mean by the black list on the part of the employer?—The black-listing, as I understand it, is this, that when a man is thrown out of employment with one firm, he is not allowed to get work with another firm, because of the difference between himself and his late employer.

614. What action is taken by the firm that dismisses the man to prevent his getting work with another firm?—I could not say positively what action has been taken, but we can only presume, from what we observe generally, that something has been mentioned to the effect: “I have discharged that man for a certain offence, such as being a prominent unionist, and if he comes amongst you he will be likely to be an agitator,” or something of that kind.

615. How would that be communicated to the person from whom the workman was seeking employment?—It might be communicated either verbally or by letter.

616. Do you suppose that it is volunteered?—Yes.

617. I scarcely wish to ask you if you can give the names of people who have done such things?—I can give you instances, and will give you 20 instances in confidence.

618. Would you call this black-listing; for example, suppose Mr. A had discharged a man named B, and B applies to C, the first question that C would ask B is, “Where have you been employed?”—Yes, that is so.

619. Then he would say, “By Mr. A.” Mr. C refers to Mr. A, and he gets Mr. A’s character of B, whatever it may be worth; would you call that black listing?—No, I would not call that.

620. What is black-listing?—Supposing that Mr. A is working for Mr. B, and Mr. B applies to Mr. C, Mr. C says, “What is your name?” He says, “My name is Mr. A.” “Oh, you are one of Mr. B’s late employees. We will not have you.”

621. Does he know the name?—Yes; I can give you instances of that.

622. You have 45,000 men employed in London; do you mean to say that the different docks know the names of all these people?—Men follow up a department for a lifetime.

623. Suppose they do, the men engaged at the docks are changed sometimes?—Yes, but I will give you instances that occurred outside dock work in London. There was a man working in an oil mill; we had a bit of trouble with the oil mills, and after the trouble was over, and the strike had finished, this man did not go back to his old shop, because his place had been filled, and he went to another mill and applied, and they said, “What is your name?” He told them his name, and they said, “Oh, you have been working at this other place where the strike has been?” He said, “Yes.” They said “We cannot have you; we are not going to take you.” He applied to half-a-dozen different places, and he was told the same on every occasion.

624. They all knew him as a striker?—Yes.

625. One swallow does not make a summer?—Unfortunately we have got scores of swallows of that description.

626. (Mr. Ismay.) How long has your experience at the docks extended over?—I was at work in the docks in 1876, and the last day’s work I did in the docks was in July 1889.

627. In what capacity did you work, as a stevedore?—I worked about six months at the wharf. I worked two or three years at import cargoes, and the remainder of the time I worked as a stevedore.

628. What change has there been in the dock worker from time you went till the present day?—There seems to be more independence of character about him, and he seems to have a little better wages.

629. What effect has the substitution of steam for sail had upon the dock labourer?—I was going to say there are not such long spells of idleness. I remember when I was a youngster my father used to be out of

17 June 1891.]

Mr. T. McCARTHY.

[Continued.]

work for weeks and weeks together, because owing to an east wind the fleet of ships could not come up.

630. All need to arrive at once?—Yes; then they would all come up, and it was an old saying, it was feast or famine amongst them.

631. In sailing ships they do not work overtime?—Speaking of to-day, I do not know that there is so much overtime performed on sailing ships as there is in steamships.

632. What I wanted to put before the Commission was the effect that the change from sailing ships to steam had had upon the dock labourers?—In what direction?

633. Either as to the wages or as to the wear and tear of the men?—Speaking for myself, I would rather work three weeks on a sailing ship than I would work three days on a steamboat.

634. Why?—It seems to me that if a docker has any nerves, it certainly will destroy his nervous system.

635. On sailing ships had not you to turn to the winch and work the cargo by actual muscle?—That was before my time. They used donkey winches while I was working it.

636. There has been a substitution of steam for manual labour?—Not in working cargo down below.

637. But in hoisting it?—In lifting the cargo, I have worked at a hand-winch, of course.

638. That is severe labour?—That is severe labour.

639. That is done away with?—That is done away with, but when steam was put in operation the number of hands was lessened, so that the labour is almost as severe.

640. Why?—When hand-winchers were employed there were four or five men at the hand-winchers.

641. And you have done away with the winches?—Yes.

642. Why is the labour so severe now?—In lifting the cargo, either in docking it or undocking it, the cargo has to be brought into the square of the hatchway.

643. You mean in stowing?—In stowing or unstowing.

644. In "breaking out," as you call it?—Breaking out.

645. You told the Chairman that the men were settling down partly because they had secured what they wanted, and then you left off; what other reason is there?—I do not know what was in my mind just at that moment.

646. You stated, in answer to the Chairman, that after the dock strike there were a number of small strikes and difficulties?—Yes.

647. Then you said that for the last three or four months the men were settling down, partly because they had got what they wanted, and then you did not finish?—Partly because they believe they can get other things, not by the same method; men are coming to see, now that they have got a little better conditions, that the strike policy was the policy of despair. The intelligent workman does not always resort to a strike or so often at all events as the man who has no other weapon to use.

648. Is it by negotiation with employers?—No doubt it will come to that, That idea is certainly held in more favour than it was.

649. You mean by the men themselves?—Yes.

650. You say for a number of lines the Union takes the work at so much per ton; can you tell us what rate that is?—I could not tell you from memory.

651. What becomes of the profit?—All the money is taken by the workers.

652. On that particular ship?—On that particular ship.

653. Would you like that system extended?—I would like that system extended in this direction: that the Union should buy the gear and necessary plant, appliances, &c., and take over the whole thing; that they should pay the men a daily wage and not a piece-work

rate. Then provision could be made for sickness, accident, old age, and so forth.

654. And you would become the contractor with the shipowner?—That is so.

655. And do away with the middleman?—And do away with the middleman.

656. Suppose a ship has to catch a tide or anything like that, what would be done?—That difficulty, I think, could be got over in this way: stevedores generally work on day-work, the most of their work is not done piece-work. If there is a hurry they get along without working piece-work, and the ships generally get off to their time. They employ a certain number of gangs or hands.

657. But you think that overtime is necessary occasionally?—Yes, but not in a great degree. As I said, much of it is due to this insane competition. Despatch is wanted; despatch is the great thing, especially when there are two firms competing with the same class of goods or to the same ports.

658. Can you tell us where the dockers chiefly come from; whether it is from London or from the agricultural districts?—The dockers, so far as I can understand, chiefly come from London, but there are a good per-centage of men who are not Londoners. It seems to me that many of them are driven out of their other trades.

659. Are there not a good many men among them who are quite unfit for manual labour?—I have no doubt there are some amongst them.

660. Do you admit them into your Union?—Everyone had to be admitted; but there has been an endeavour made to change that sort of thing somewhat.

661. (Sir J. E. Gorst.) Have you any limit of age at which you admit men into your Union?—No.

662. Would you admit a boy of 18 or 19?—Yes, if he were capable of performing the work generally.

663. If a man wants to join your Union is he subjected to any form of election?—He is proposed and seconded and elected by the members.

664. Is he required to produce any testimonial as to his qualifications, or do you take anybody who professes to be a workman?—They have to sign a paper.

665. What is the paper?—The paper merely states what they have been employed at, and so forth.

666. If a man proposed himself for membership, but had not been employed at all, would you take him?—That would depend upon circumstances.

667. You might take him?—We might take him, or we might reject him.

668. Has your Union ever put forward the claim to work with none but union men?—It has never been put forward from the executive of the Union as a policy, though it has been insisted upon in particular cases by bodies and sections of men.

669. Then may I take it that as a policy the leaders of the Union discourage it?—I hardly know how to answer that; there has never been a hard-and-fast line drawn on that matter; but it certainly has never been adopted as a policy by the executive of the Union.

670. In special isolated cases have the men ever insisted upon that?—Yes, the men have frequently insisted on it.

671. Have they ever raised that contention with success?—Yes.

672. Can you give an instance?—Yes, in Bristol at the present time, and everything seems to work well there.

673. Is that the case in the Bristol Docks generally?—Yes, there are none but union men working there.

674. Is it the fact that no non-union men work in the Bristol Docks?—As far as I know, we do not hear of any. There has been no hitch for a long time to any extent; things seem to be settled pretty fairly there by negotiation.

675. In answer to one question you slipped out an expression about keeping people out. Of course I know you did not mean to keep people out by force?—No.

17 June 1891.]

MR. T. MCCARTHY.

[Continued]

676. What is your idea or plan of keeping people out?—We have no plan for keeping people out; we admit everyone who has a fairly good character.

677. You used some expression to the effect that you did not count the people who were kept out?—That was not what was intended to be conveyed.

678. You have no plan for limiting the number of persons working in the dock?—No; on the contrary, we want to enrol all workers as trades unionists.

679. You want all workers to be enrolled as trade unionists; but have you any plan for limiting the number of people in this occupation, or for limiting the influx of agricultural labourers?—Do you mean the preventing their becoming members of the Union?

680. I do not mean the preventing them becoming members of the Union, but the preventing them coming up to London to compete with those already in London in this dock labour?—Yes, we have made an endeavour to organise the agricultural labourers with a view to keeping them on the land if we can.

681. Where have you made those efforts?—Efforts have been made in Oxfordshire, in Gloucestershire, and in Lincolnshire.

682. Have those efforts been attended with any success?—There has been a fair measure of success in Oxfordshire. I might also say the same of Lincolnshire. Gloucestershire has been a bit slow. Attempts have also been made in the Isle of Wight and Wiltshire.

683. Are you attempting to raise the wages and the position of these agricultural labourers in the country, or merely to give them information?—Somewhat of each. The attempt was of course to educate them, and to give them information to raise their wages, and also to secure if possible a better system of allotments.

684. Are those efforts still going on?—They are still going on.

685. Have you not in your Union men employed in the Government dockyards?—Yes.

686. Are you aware that the men employed in the Government dockyards do not always consider their position superior to that of the men in private employment?—The men in the Government dockyards are in a position very much below that of those in the employ of private employers.

687. Has not your Union directed its efforts in the last year to the raising of the position of these men?—Yes.

688. Was that effort to some extent successful?—I believe it was, though not to the extent that the dockyard workmen hoped.

689. But still the minimum wage in the dockyard was, actually raised?—The minimum wage was raised in the dockyard.

690. Consequent partly upon an agitation which your Union set on foot?—That is so.

691. If the municipal authorities became themselves employers of labour, how would you secure that the conditions of those in their employment should be as good as an outside employment?—We would insist, of course, that the wages should not be less.

692. But in the Government dockyards the wages are less?—Wages are less. One of the reasons why the wages are less in the Government dockyards arises from the fact that the men are not completely organised, and, as the men argue, it is possible to get a large amount of the work done by convicts. Further, advantage is taken of the fact that so many discharged soldiers and sailors will work for a cheaper rate because of having pensions.

693. But if Government became a general employer of labour, how could you prevent the same causes reducing the pay and reducing the position of men in Government employ?—The question relating to the employment of workers by the Government have become more pressed forward of late. General attention had not up to a few years back been drawn to these questions. The organised trades had taken no step that I am aware of until lately to put pressure either upon the municipalities or upon the Government; but

it seems to be the general intention for the future of the Unions to do this.

694. Will any witness come from any organisation who is specially acquainted with the condition of the labourers in the Government dockyards?—I cannot tell you that. It would be dangerous for him to do so, I fancy.

695. Why?—He would be simply discharged.

696. (*Mr. Austin*). How long has the Union of which you are an official been in existence?—I think it was founded for the tea operatives about 1887, and it became the Dockers Union at the termination of the strike of 1889.

697. It represents the port of London?—Yes.

698. You stated that the greatest guarantee for work in the morning is four hours?—Four hours.

699. There is no guarantee in the afternoon?—None.

700. Has that created any dissatisfaction among the men?—There was some dissatisfaction after the agreement was made.

701. Is there any difference in the wages per hour as between the morning and the afternoon?—No.

702. So that men can get four hours' work in the morning as a guarantee, but they have no guarantee in the afternoon?—That is so.

703. What is the cause of this difference?—A little bit of sharp practice on the part of those who drew up the agreement, and an oversight on the other side.

704. What sort of dwellings do these workmen generally live in?—Very wretched.

705. Is the rent exorbitant?—I think it is an exorbitant rent in most cases.

706. What effect has the agricultural labourers coming into London on your Union?—They affect us more indirectly, I think, than directly. The agricultural labourers seem to push out all the steadiest and most regularly employed classes of labour in London. Railway porters, for instance, and guards, &c. are for the most part men from the agricultural districts.

707. Has it come to your knowledge that these companies have offered a higher wage to the agricultural labourer, although he would not be conversant with dock work, than to the men they could get in London, with the object of coping with the Union?—Attempts have been made in that direction all over the country. Men were offered in October and November last 30s. a week, board and lodging, to come to work in the docks in London. Men were brought from Lydd, I believe, in Kent, and were kept in the docks for some weeks.

708. Even after the strike was over?—Yes.

709. Was a good deal of that going on?—Yes; and there are a few of them there now, but not many.

710. (*Mr. Jesse Collings*). You spoke of the municipalities supplying work for those who were unemployed, and you instanced furniture-making and tailoring?—Yes.

711. Do you contend it would increase the demand for more tables, chairs, and garments if the municipality found employment of that kind?—I contend generally the more people there are employed, the greater the demand for the commodities.

712. That is a general answer; but supposing the municipality were to find these men work in making furniture and garments, would it increase the demand, or would it simply take away that amount of work from those employed by other employers?—The furniture-making and the tailoring trades were spoken of, but I do not know that we should set ourselves specially against them. I could not answer your question as you ask it.

713. Would the fact that you brought in another employer to increase the supply, increase the demand in any way, however they were engaged, whether it was in making tables, or chairs, or garments?—It ought to increase the demand.

714. Why?—On the ground that there would be more workers employed.

17 June 1891.]

Mr. T. McCARTHY.

[Continued.]

715. Do you suggest that this increase of supply would increase the demand, or would it have the effect of putting other workers of the same article out of employment?—I am not of opinion that it would have that latter effect, but rather that it would have the former, because of the principle I have stated.

716. Do I understand you contend that the more articles you can make the more articles will be required by the consumers?—I contend that the more men there are employed the greater would be the demand.

717. Then do we understand that if you were to put a number of unemployed men to make these articles—tables, chairs, and garments—it would not put the men out of employment, but that the public would consume this extra production?—I would rather put it in this way: Here are 50 men. If those 50 men are fully employed they will require a certain amount of food, clothing, and so on. If there are only 30 out of the 50 employed, the other 20 do not create a demand, because they are not producing anything, and they have not got the wherewith to feed themselves.

718. If the municipality did give employment to the unemployed in making certain articles of manufacture, would it not interfere with those workmen already engaged in that manufacture?—No, I really cannot say that it would.

719. Are you aware that the mat-makers of Suffolk consider themselves very much aggrieved, and are sending petitions to the Government, pointing out that they are reduced to an unfavourable position in their trade, through the Government producing their articles in the prisons?—I believe there was some trouble with the mat-makers with respect to prison labour, and the competition of prison labour. But what we are asking for is not anything of that kind, but that these unemployed workers should be, if possible, set to work to create that which they will eat and wear.

720. That is a general proposition, but what would you put them to make?—I should put them to that work which they were especially fitted for, if they were fit for any work. Most of them can do something or another.

721. Would not that increase the competition with those already in that trade?—Seeing that the volume of trade is increasing, I do not see that it would.

722. And you say that the municipality, which is to be subject to competition with private employers, is to pay good wages?—Yes.

723. Suppose the private employers found at the end of the year that they had made a loss in the trade, from what source would you make up that loss, or would you recommend them to discontinue the trade?—I have not thought of that, but even if there were a loss I certainly would not recommend that the trade should be discontinued, but that work should be found for the unemployed. The loss should be made up by the community if there were any loss; but I am inclined to believe that there would not be any loss.

724. I take it you would insist that the municipality should pay a certain wage; but you could not perhaps insist on the same wage being paid by private firms. Now if there should be a loss, whence should that loss be made up; is there any other source than a contribution from the ratepayers?—If there were a loss, and it were made up from the community, it would certainly be no worse than spending the thousands of pounds that we now have to spend in making people paupers.

725. If there were a loss would you contemplate that it should be made up from the rates?—If there were a loss. I may say that I am of opinion that the work that should be done by the municipalities should be honest, good, and true work, and form a standard of excellence to other competitors and other manufacturers.

726. You said you could mention instances of success where municipalities had carried out these operations?—I cannot name any instance at the moment.

727. Can you mention any municipality that has undertaken such a work?—Not in such a direction as that. It seems though that something of the kind was contemplated years ago in England.

728. You do not know of any municipality that has undertaken that?—Not on the lines that I would ask it to be done. I believe that some establishments were carried on in France in 1848 by Louis Blanc, that is all I know of.

729. You do not know of any in England?—I do not know of any in England.

730. Are you aware that municipalities as a rule, when they have work to do, put it out to the contractor?—That is so, I think.

731. Suppose that dock employees should become better paid and their work be more satisfactory would that attract a still larger number of men from various parts to that employment?—Yes; wages and good condition of work are undoubtedly always an attraction.

732. Then you would limit the number?—No, I would rather endeavour to raise the position of the others who would be attracted, and make their position equal to that of the dockers, if the dockers' position were a good one.

733. Have you any suggestion in regard to limiting the number of those employed in the various branches of the dock industry, or would you make it open to all comers?—I have said that we suffer indirectly from the exodus of agricultural labourers, and I believe that if anything could be done to keep those men on the land, there would not be such competition at the dock gates, especially if a check were placed on the unrestricted admission of foreign paupers, men without a cent, who throw out some of our workmen. Then there would be, I think, a still further lessening of the number competing at the dock gates.

734. You have no suggestion for registering the number of dock labourers, so as to make it equivalent, or practically equivalent, to the amount of work to be done?—No, I have not any suggestion of that kind.

735. Can you give us any idea, from your own knowledge, of the proportion of the dock labourers who are or have been within the last three or four years agricultural labourers?—The proportion is not great. As I have said, they do not come to the docks to work, but they go on the railways and as carmen; they go into regular and steady work.

736. But indirectly you suppose that they are the means of sending other men into the docks?—That is it, exactly.

737. What proportion of the dock labourers are the direct or indirect consequence of the labourers coming into London?—I have not thought of the proportion, but the numbers are pretty considerable.

738. You do not know what the percentage is?—No, I would not like to give the figures. I have not thought over that point at all.

739. Is it a considerable proportion?—There is a considerable proportion; it is certainly noticeable.

740. (*Marquis of Hartington.*) You gave the average—or what you believed to be the average—wages of men employed in the docks?—Yes.

741. I am not sure whether you have formed any idea of the average hours of labour that they are employed?—I have not formed any idea of that.

742. When dock labourers are in regular employment would they be employed for much more than eight hours a day or 48 hours a week?—The ordinary working day for the docks is only eight hours; but a very large amount of overtime is worked in busy times, especially in the river, and at the shipping wharves. I have known men to work 30 hours on a stretch; 24 hours is common.

743. What were the main results of the strike that you referred to; you said that wages were improved. Has any alteration been made in the hours of labour in consequence of the strike?—It did not succeed in altering the hours of labour very much, except that in one or two instances the system of allowing men to work for so many hours was altered on account of the increased pay for overtime.

744. Do you think that if there were any strong desire on the part of the dock labourers to alter the hours of

17 June 1891.]

Mr. T. MCCARTHY.

[Continued.]

labour, they would be unable to secure by pressure similar to that which was applied in the case of the dock strike to the raising of the wages?—I am afraid they could not do it.

745. The excessive hours have not been made a great point up to the present?—In the districts in which it operated it was made a point of, but there was not much success made of it.

746. You are convinced that nothing will establish satisfactory hours except legislative interference?—That is so. If it was gained at all by Trades Union effort, it would be lost again in a year or two; because, if we compare the hours and the wages together, we find that attacks are being made every day upon the position gained in 1889. So it would be with the hours. No man would feel safe.

747. Is your objection to the excessive hours of labour, that they are injurious to health, or that they make the work irregular?—There is an objection for both reasons. They make the work irregular, and they are also injurious to health. That latter portion could not of course be urged, because the man does not obtain enough work.

748. Is the dock work under Government inspection?—No, and we rather think some part of it ought to be included if possible under the Factory Acts; for instance, the inspection of gear and so forth. I ought to have said that I believe the stowage of cargoes is surveyed or supposed to be surveyed by the Board of Trade.

749. But that is with reference to the safety of the ship, and not with reference to the conditions of the dock labourer?—That is so.

750. Do you think any resolutions have been passed, or that the subject has been discussed in regard to placing dock labour under any part of the Factory legislation?—I do not know that anything has been done in that direction though we have asked for it by resolution, and we have discussed it at meetings and so on.

751. The sanitary inspectors of whom you have spoken are appointed by the local sanitary authority?—I think so.

752. But you do not see very much of them?—I do not see very much of them.

The witness withdrew.

Adjourned till to-morrow at 11 o'clock.

18 June 1891.]

MR. F. BRIEN.

SECOND DAY.

Commission Room, Westminster Hall, Thursday, 18th June 1891.

PRESENT:

THE RIGHT HONOURABLE THE MARQUIS OF HARTINGTON, M.P.

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BRACE, M.P.
 Mr. J. C. BOLTON, M.P.
 Mr. JESSE COLLINGS, M.P.
 Mr. T. H. ISMAY.
 Mr. TOM MANN.

PROFESSOR MARSHALL.
 Mr. SAMUEL PLIMSOLL.
 The Right Hon. H. H. FOWLER, M.P. (Group A.),
 Sir J. E. GORST, M.P., Mr. GEORGE LIVESEY,
 Mr. M. AUSTIN (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. FRANK BRIEN recalled and further examined.

753. (Chairman.) We understand that you wish to give some evidence additional to what you gave yesterday?—Yes, concerning the class of very hard-worked men termed the Billingsgate fish porters, or fish porters of the Port of London.

754. Do they belong to your union, or to any union?—The greater portion of them do.

755. Your union includes them if they choose to join it?—Yes.

756. Are they licensed?—Yes.

757. By the Corporation, as I understand?—They are licensed by the Corporation through the Markets Committee.

758. That is, practically they have a monopoly of the business, for I suppose a man cannot carry it out without a license?—No, he cannot.

759. Do you know what their number is approximately?—There are about 1,800, all told.

760. Will you describe exactly the nature of their business—they take fish, I suppose, from the vessels?—They take fish from the vessels into the market and from the railway trucks into the market, and they take fish from the forms to the buyers' carts.

761. What are the forms?—The fish is sold by auction on forms in Billingsgate Market, and after it is purchased these men carry it in trucks or packages to the purchasers' carts, or whatever vehicle they have to receive it.

762. I understand you to say that they have some matter of complaint?—Yes.

763. What is it?—The great complaint that they have to make is that the men have a serious and very great objection to the system which is practised at Billingsgate Market in spite of the protection of the sole privilege of portage which the possession of the license conveys. The salesmen employ a small number of these men to carry fish in the first instance to the stands. These men in many instances receive no salary whatever for that from the fish salesman, but their salary is received through monopolising the right of carrying the package to the buyer's cart after it is bought.

764. Do they claim a monopoly of that business?—The fish salesman claims the monopoly of that. One point seems to be, which has the control of the delivery—the city authorities or the fish companies. The men think that the authorities have the right, but the companies maintain that they have the right. If a licensed porter carries a package from the sale form to a barrow for further conveyance to its ultimate destination by other men the responsibility for the safety of the

package does not cease when he places it on that barrow.

765. Let me be sure that I understand you: they have a monopoly of the right of conveying the fish from the ship or the railway truck into the market?—Yes.

766. Do I understand you that their grievance is this, that they have not a monopoly of dealing with it afterwards, when it has passed into the hands of the buyer?—Their grievance is that when a man buys a package or a trunk of fish he becomes the absolute owner of that property, and the men contend, and I think you will agree with me, very justly, too, that after it becomes his property he has the absolute right to choose the man who shall carry it to his cart for him.

767. You are speaking of the buyer?—Yes. For instance, if I were a buyer and had known a man for a number of years, and my fish had always been delivered into my cart or van with accuracy and honesty, I think, then, that would be the man that I would employ. But the fish company do not allow that; they claim the right of saying that the buyer shall employ a certain man for the simple reason that that man carries their fish for him for nothing on to their stands in the early part of the morning previous to the sale of the fish.

768. You want that business thrown open as I understand?—I want it thrown open.

769. Would you confine it to the licensed porters or let anybody who could get the employment do the work?—Nobody can get employment there unless he is a licensed porter.

770. That is what I ask you, do you propose to continue that monopoly?—That they should have a license?

771. Yes?—I do.

772. In fact, you propose to extend it, because you think that they alone should be authorised to deal with the fish in the later stages?—Yes. The great evil existing is that there are men who own a number of barrows, perhaps some ten or a dozen each. These men do not labour themselves, they have nothing to do with the fish stands at all, they neither carry in nor out of the market, but they stand deliberately outside the market with their barrows, each with ten or a dozen, and there they have got another lot of men ready to drag these barrows away for them. A certain amount is given for each package or trunk of fish to be carried to its destination. The fish porter carries it outside the market to these barrows, but previously he had the right of carrying it and seeing it safely deposited into the buyer's cart or whatever vehicle a buyer had to

18 June 1891.]

Mr. F. BRIEN.

[Continued.]

receive it; but now he deposits it into those barrows, and still he is held responsible for the package of fish until it arrives at its destination, the cart.

773. Although he has not the right of dealing with it?—Although depositing it just outside the market into these barrows. The men owning those barrows take a certain sum per package, and they give the men who drag the barrows to their destination just half of what they receive, so they simply stand there with barrows as middlemen and nothing else; they stand there a fixture from the early morning until the close of the sale at the market, just taking the money. For instance, if 10 or 12 packages of fish were deposited on one of their barrows they would send a man away with them and just give him half the price that they receive, which would be the usual payment per carrying. If you or I were to drive down there with the idea of buying a certain quantity of fish, we would have to place our cart or our barrow, as a buyer, on a recognised stand regulated by the Corporation under the superintendence or surveillance of the City police, but these middlemen congregate around, just outside of the market, oftentimes to the detriment of the passers by, not only to the porters, but in many instances carts are not able to pass owing to such a number of these barrows being accumulated; and the men I represent do not think that those middlemen are justified in standing there, for the simple reason that if the inspector of police should happen to be approaching and he is seen at a distance the men then immediately shift the barrows into a sort of regularity.

774. You have explained the abuse; will you say what you conceive to be the remedy; what would you do if it rested with you to settle the matter?—I think the remedy is easy, simple, and pure; that if these men come there with their barrows to ply for hire they should be placed on a regulated stand the same as the men who come to purchase the fish. That would give the porters a chance of getting more work themselves by carrying it a further distance to these barrows, because there is no more expense attached to it. If the porters carry it out to the regulated stand it is just the same price as if the barrows took it, only the barrowman, the middleman, pays the slave that he has under him just half of what he takes.

775. Then you are speaking entirely in the interests of the licensed porters?—Entirely.

776. And you have no proposal that outsiders should come in and do any of the work which is now done by licensed porters?—No; the buyers themselves generally agree that they should have absolute freedom as heretofore. They seek a restoration of the old conditions, and are of opinion that the interference of the company is illegal besides.

777. I understand you have also something that you wish to say as to the disposal of fish which is not sold?—Yes.

778. What is done with it?—After a sale is over all fish is stacked, and must be carried by porters, for which they receive no payment whatever. This is considered as extra work. You will understand it better, perhaps, when I explain that these men who are kept there after the sale is over, and are down early in the morning previous to the sale to carry it to the form and to stack these fish afterwards have the privilege given them of taking first turns on everything that is sold, so that they actually, because they have done the salesman's work for nothing, monopolise the greater portion of the work. That is how the salesman gets his work done for little or nothing. In some cases they pay a man a trifle, but in very many cases they give nothing to their men only what they earn through the sale.

779. Why are the licensed porters willing to do this work for nothing?—For the simple reason that they are the first to be employed when a package of fish is sold. For instance, a man bought a packet of fish, and if I were the porter who carried this fish to the market for nothing I should be the first man that the salesman called upon to take that fish to the buyer's cart knowing that I had done a certain quantity of work for him for nothing.

780. They do a certain quantity of work without pay as a means of obtaining by it paying employment?—Just so. As regards the stacking of fish there is a

byelaw in the market, Rule 26, posted up which prohibits the stacking of fish, and this rule is flagrantly broken.

781. Is there anything else that you wish to state on the subject of the fish market?—I wish to state that although a man may be employed by a buyer to carry his fish, that porter, after he is engaged, after the buyer has purchased the fish, absolutely has also to pay for the right of carrying it. If the fish salesman's man does not carry it out the fish porter then must put his hand into his pocket and tender a penny, which is termed "bobbing money," but for what the men themselves do not know, and cannot conceive, why it should be done. It is their special wish that this should be made known to the Royal Commission.

782. It is not in any sense a legal charge; it is a voluntary payment on their part, of course?—They do not do it very voluntarily, I can assure you. Every time they give this penny they give it with a sadness of heart. If they did not pay that penny to carry the one trunk it is positive they would not get the chance of carrying the second trunk.

783. It is a case, in short, of their having to pay something for the promise of getting employment, is it not?—They have to pay a penny per package for every package that they carry out after the fish becomes the absolute property of the buyer. If you were to choose me to carry a package of fish out of the market for you after you have, perhaps, tendered 5*l.* in payment for it, I should then have to put my hand into my pocket and give a penny to the man who stands on the form and who is called a "bobber," the meaning of which I cannot interpret; there he stands; he is called a "bobber," and he must receive a penny, and receive it he will.

784. You say you have to pay him, but there is no legal obligation upon you to pay him, is there?—If you do not pay him you will not get the second package to carry.

785. He only says, as I understand, if you do not give me a penny I shall not employ you on the next job?—No, he does not say that. It is a market rule that the salesman have, but the men contend that it is illegal. I should like to emphasize that greatly. In anything else I have always found that if a man buys a certain article it becomes his property, and he has the right of conveyance, and he has to pay for it; but in this market after the fish is bought, the men who have not bought it but have to carry it, must give a penny as well.

786. You say that they contend that this charge is illegal?—Yes.

787. They belong to a powerful union, do they not?—Just so.

788. Are they not in a position to take steps to test the legality of the charge?—We could take steps to test it, and I think we are about taking steps to test it; but it was the universal wish, although we are taking steps to test it, that it should also be made known to this Royal Commission. The men think it is a very flagrant way of doing business and an injustice to them.

789. But surely the first thing to do is to ascertain whether this charge is legal or illegal. If illegal you have the power of stopping it?—We are taking that step although we want it brought under your notice as well.

790. If you have a remedy for that particular complaint in the courts of law there is no necessity for coming here?—No. We might be able to test the byelaw as to the penny, but the one very serious complaint that we have and which we wish especially to be made known to this Royal Commission is this barrow question and the complaint that the men owning the barrows have not the right to monopolise the thoroughfare any more than the buyer has. That is the great and serious question.

791. Have you ever complained to the market authorities on the subject?—Yes, we have complained, but it has been useless up to the present time to complain.

792. (Mr. Collings.) What do these men's wages average during the week under all the disadvantages;—On Mr. Mann and myself paying a visit there early

18 June 1891.]

Mr. F. BRIEN.

[Continued.]

one morning we questioned several of the men as to their average earnings during the week. I think in the whole we questioned five as to what the average was for the past three weeks. The largest amount that had been averaged was 11., and the lowest was 9s.

793. You say that the remedy is easy. Is it the fact that you come here simply to give the information, or do you suggest that this Commission can do anything to remedy such an evil?—I do suggest that this Commission could do something towards regulating or trying to see that this barrow question should be regulated the same as the other carts and so forth.

794. But you say there are already byelaws to regulate it which would make the matter satisfactory?—That we have already tried.

795. Then it is illegal already?—The penny question we think is illegal. I was speaking upon giving the penny as being illegal, but the right of monopolising the streets with these barrows just outside the market by men plying with the barrows as middlemen we have no power to stop.

796. In what way can legislation touch the byelaws and regulations of a local authority?—The legislature could say that these barrows should be placed and must be placed on a recognised stand the same as carts.

797. Would there be any end to such legislation if the Imperial Parliament went into the details of every industry in that manner?—Of every industry?

798. Yes?—That is giving it rather a broad scope.

799. I said the details of every industry?—I was not pleading for every industry but for this one, and I say that it would be very easy to accomplish it here simply because one part is regulated, and therefore why not the other.

800. Regulated by the byelaws of a local authority?—I may inform you that at every market with the exception of Billingsgate there are regulations of this kind.

801. But are these regulations not the byelaws of a local authority?—I believe they are regulated by the City Corporation; but still if the regulation is bad I would suggest that it might be remedied.

802. The only point that I wanted to get out was that this is under the regulation of local authorities and corporations, and I want to know in what manner, in your opinion, the Imperial Parliament could interfere with byelaws made by local authorities?—They could not interfere exactly with the byelaws the local authorities had made, but they might form a law for the safety of the public themselves to the effect that should there be regulated stands for all carts and barrows outside markets.

803. And put that in an Act of Parliament?—It might be got into an Act of Parliament of some sort, not an Act especially laid down for that. I am not well up in Acts of Parliament, but I think there might be perhaps one paragraph to that effect put into an Act or a clause put into an Act—whatever you, being a member, would term it.

804. (*Sir M. Hicks-Beach.*) If the complaints of these porters were not listened to, and they belonged to your Union, why did not you take further steps?—We have taken steps.

805. What have you done?—We have taken steps as far as ever we could go in the matter, and we have petitioned; the men have even struck against it. The men have turned out of the market and struck against the system, but it has been of no avail.

806. What was the result of the strike?—The result of the strike was that the men could not get this regulation laid down in the manner that they wanted it simply with regard to the barrow and the portage. They could not obtain it.

807. If the work could only be done by licensed men and the licensed men all struck, how was it the strike did not succeed?—That is a question that I could not answer. Every strike does not succeed.

808. Because in other cases the work could be done by others besides the strikers?—That is the unfortunate part of the business, I may say.

809. But I understand that this is a case in which

the work can only be done by licensed men?—Still you might get licenses for more men. More men may apply and they would issue licenses.

810. Is the number of licenses unlimited?—Yes.

811. Is there a great desire to get licenses?—Yes, there has been, but at present there is not. If a strike of that sort took place you know the usual remedy. I need not make you acquainted with it. The money goes up at the moment; the men are getting a very great salary, they are fed, and they are housed, and get good wages for the time being while the strike lasts. They find out their error some little time after the strike has terminated when they are just cornered in the same manner as their previous fellow comrades were.

812. How long did this strike last?—Some few days, that is all.

813. Were more men licensed?—No, the men nipped that in the bud. They saw there was a quantity of men who would have got licenses so they thought that rather than sacrifice the whole of it, it was better to put up with it for the time being and then to work still further on to get more combination and to take better action in the future than they had in the past.

814. Then the strike was defeated merely by the threat of bringing in men?—Yes, and the great thing in the defeat was that the members had not been in our Union for any length of time. They had only, as a matter of fact, just joined it. We hardly had the grip of the strike. We were not properly conversant with the workings of Billingsgate then, not in the manner that we are now.

815. Did your Union authorise the strike?—No.

816. Why not?—We very rarely authorise strikes.

817. Did you discourage it?—We did not discourage it at the time; the men came out, and we were not aware that they were going to strike. It was a simultaneous strike, all done in a hurry one morning by themselves.

818. (*Chairman.*) Is there anything you wish to add?—I have nothing further to add to that.

819. (*Mr. Tom Mann.*) Do you remember what Union the men were members of at the time of the strike?—Some of them were members of the Dock Labourers' Union.

820. What proportion?—A very small proportion at the time of the strike.

821. About what proportion?—I could not say accurately.

822. Give it as near as you can?—I do not suppose there were a hundred men belonging to the Union all told.

823. A hundred men out of how many?—Out of 1,800. I may add that it was after the strike that they saw their way more clearly to become members of an organisation and joined it. I hope that you did not interpret it that I meant that the whole 1,800 were members before they struck, because, if so, I did not intend it in that sense.

824. You mentioned several grievances. You say there is a cart stand. Where is that cart stand?—There are many cart stands situated in Upper Thames Street, Lower Thames Street, Fish Street Hill, and Tower Hill.

825. At about what distances from Billingsgate Market?—Some of them are within 100 yards of Billingsgate Market, and some within 300 or 400 yards of the market.

826. What is the work of the porter—to carry it from the form to these carts?—Yes.

827. What does he receive for that according to his license?—He receives according to the distance that he has to carry it.

828. What is the usual fee, under what you would term proper conditions, which he receives per package?—About 2d. for small distances, and 3d. for long distances, and out of that he has to give 1d. for what they term bobbling money.

829. You complain of the barrows blocking the thoroughfare?—Yes.

18 June 1891.]

Mr. F. BRIEN.

[Continued.]

830. I suppose that thoroughfare is nearer to the market than the cart stand?—It is actually outside the market.

831. Immediately outside?—Immediately. In many an instance a man has fallen, trying, with a trunk of fish on his head, to push his way through these barrows, and coming up against them.

832. Is it one of your complaints that the porters, instead of receiving the usual fee for carrying from the sale form to the cart stand, receive a less fee for carrying it to the barrow just outside the market?—Just so.

833. As to the owner of these barrows, what sum does he receive per package, do you know, and what does he do with the money that he receives?—He receives the same that the porter would receive, only they go about 10 or 12 packages upon a barrow. He gives the man who drags the barrow—

834. Not a fish porter?—No, far from being fish porters; poor slaves I call them: see them; these men are burdened more like oxen than anything else, of a morning.

835. What does the owner of the barrows give that man?—He gives him half of what he receives, and he stands there and puts the other half in his pocket and does nothing whatever. He is simply the owner of about six barrows.

836. Is that the principal complaint?—That is the principal complaint. This man, the owner of the barrows, monopolises the right of the porters.

837. Do the men complain that by their license they are entitled to carry direct from the form to the cart stand?—The men say that their license grants them that privilege, or at least they think so.

838. Have complaints been lodged with the market authorities?—Yes.

839. With what effect?—None, up to the present.

840. How long have these negotiations been going on? Do you know how long is it since complaints were first lodged?—The first complaint was lodged by the men about 18 months ago, from information I have received.

841. And at various times since?—Yes.

842. Now, respecting this money which the porter should receive, do you say that he has to pay 1d. of it back again to the salesman?—He has to pay 1d. to a man who stands alongside of the salesman, and who is called a bobber.

843. In whose employment is this bobber?—He is in the employment of the salesman.

844. Who pays for the portorage, the salesman or the buyer?—The buyer.

845. Does the buyer pay the salesman?—The buyer pays the salesman for the fish, and then he pays the porter for carrying it.

846. That is, if there is 4d. per package charged in addition to the parcel of fish, the buyer pays the salesman 4d.?—Just so.

847. Then when the porter comes to take the parcel of fish do you mean to say that he has to pay an additional 1d. to be allowed to take that fish?—Yes.

848. Making a double payment on the portorage?—No, one payment for every package.

849. One payment, I understood, from the buyer to the salesman?—Yes.

850. Does not the buyer pay the salesman the portorage fee?—Yes.

851. That is one payment?—Yes.

852. Then if the porter pays an additional 1d. that is a second payment, is it not?—Yes; but that goes to the bobber in the employ of the salesman:

853. The bobber is in the employ of the salesman?—Just so; but he takes the 1d. The salesman does not take it directly. He might indirectly.

854. Are there many companies bringing fish by water to Billingsgate?—Yes, a great many; I could not enumerate the whole of them.

855. Can you mention the principal?—Hewitt and Company, Barber and Company, Morgan and Joel.

856. Are these the companies who have called upon the men to do the work from the vessel to the market for nothing?—Not from the vessel to the market, that is a portorage, but from the carts outside. In some instances they pay the man a trifle. Fish, you will understand, comes both by water and rail. When it comes by rail it is sent to Billingsgate Market in the railway companies' vans or machines; they have machines for the smaller fish.

857. Did not you say that some of this work was done for nothing in order to get the chance of the portorage when it was sold?—Just so, in the case of the fish that comes by rail.

858. Not that which comes by water?—No.

859. The fish which comes by rail is taken from the truck to the market for nothing?—Yes, to the various stands.

860. What are the average wages of these porters, do you know?—Those men who do the work for nothing, and who monopolise this portorage, sometimes average 2l. per week.

861. That is by the monopoly of work that they get after the fish is sold?—Yes.

862. What are the wages of the average porter?—Of the six men that I have questioned the highest, that one had received for the previous six weeks—I questioned him about five weeks ago—was 1l., and the lowest had averaged his money for six weeks at 9s. per week.

863. You said the remedy was easy. I presume you meant that if the City Police authorities discharged their duties properly it would be easy, by clearing this obstruction away—you call it an obstruction?—I call it an obstruction.

864. By having these barrows where they ought not to be, as they are not licensed?—They are not licensed. In my opinion they ought not to be outside the market at all plying for hire in the manner they do. There ought to be a recognised stand, and if the City Police authorities or some authority were to regulate it, it would be better all round for porters and for themselves as well.

865. Then I presume you mean that the porters would get the proper portorage work and the portorage fee instead of the barrow owner getting it?—Just so.

866. That is the principal complaint you allege?—That is the principal complaint I have.

The witness withdrew.

Mr. JOHN ATKINS called and examined.

867. (Chairman.) You come here, I think, as representing a Union, do you not?—I belong to the Union.

868. What Union is it?—The Dock, Wharf, Riverside, and General Labourers'.

869. The same which Mr. Brien represented, I think?—Yes.

870. Then I need hardly ask you to what district your answers will apply. I suppose they would apply to the docks and port of London?—Mainly to the India group; that is, the East, West, and South-West India Docks, and Millwall Docks. I am better acquainted personally with those than any of the other docks.

871. Do you know the number of members in your Union belonging to London?—Yes, there are from 20,000 to 25,000, I should say.

872. I suppose we may take it that the majority of those whom you represent are unskilled labourers?—Just so. Some of them have been skilled; but at the docks, of course, they are all termed unskilled.

873. What have you got to tell us about the wages and hours? First, what are the average wages?—The average wages of the men in the district of which I speak (there would be about 6,000 men there) would, I

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

should say, be from 11s. to 12s. per week at the very most. That is the average all round.

874. A certain number, of course, get much more?—There are perhaps 10 per cent. of the whole who are always at work—permanent men.

875. Then the permanent men are a minority of the whole?—Yes.

876. Is the work regular or irregular?—It is very irregular.

877. Then you confirm what was said yesterday as to its varying very much from one season to another?—Yes; it fluctuates very much.

878. What is the mode of payment?—6d. per hour and 8d. per hour overtime; that is to say, after 6 o'clock at night for day-work men.

879. Is payment by the day or by the job?—In some cases day work, but in most cases in those departments where there is what is called the *plus* or *bonus* system, where the men receive 6d. per hour subsistence money as they go along, and the remainder at the end of the job, if there is any left the work is paid for at a piece-work rate.

880. That is, as I understand it, they are paid so much for subsistence at the end of every day at a certain rate, and then whatever more is due to them for the job is paid when the job is completed?—Just so. They work so much per ton.

881. Is overtime paid extra beyond the twopence?—No; it is 2d. per hour more than the 6d.

882. Is it common for overtime to be worked?—Yes; but only by the preferable men who are permanent men. In exceptional cases, where there is a ship coming in in a great hurry which must be got away with at once, then the casual men may, perhaps, put in a few hours' overtime, but as a general rule the preferable men, or those who are always at work, get the preference of the overtime.

883. It is looked upon as a privilege and not as a disadvantage?—The overtime altogether is a decided disadvantage on account of the men who are always at work, who are sure of their week's work, getting the overtime.

884. But the men who get the overtime consider it a privilege, do they not?—The men who get the overtime from the financial point of view may look upon it in that light, but they would prefer not to work overtime; they are compelled to do so or else they must leave their job.

885. Do you mean that they would prefer not to get the extra wages for overtime?—They would prefer not to be asked to put in the extra hours or to do the extra work. Of course they would not get the extra wages if they did not, and the majority of them would prefer not to do overtime.

886. I suppose overtime is inevitable when ships have to be loaded or unloaded in haste?—Yes.

887. Have you anything to say as to the system of paying the bonus or plus as I understand it is called?—Yes. The bonus system at present in vogue in the dock is very unsatisfactory to the men inasmuch that in the first place the men concerned on the job do not really know what rates they are working on. And again they have to take the bare word of one of the company's officials as to the amount of bonus due to them at the end of the job. There is no inspection of books allowed by a representative of the men or by anybody on behalf of the men. The men are called upon to take it for granted that the number of pence placed upon the board is the correct number for them to receive, and they are not allowed in any way to see into the matter.

888. Is there not a fixed rate per ton?—There is no fixed rate. Of course we contend that there should be a fixed rate as near as possible all round. Then the men would know upon what conditions they were working and would be able to calculate pretty correctly—they are not all dunces—as to the amount of money they should receive at the end of a job.

889. Should there be, in your judgment, an equal rate for every kind of work?—Certainly not.

890. Are not some kinds of cargo much more difficult to deal with than others?—Some cargoes are far easier to work, and a gang of men could do 100 tons of one

kind of work while they are doing 50 or even 30 of some other kind.

891. Therefore you could not have an average on the cargo all round?—No, only for the different classes. I might say that from November 1889 to November 1890 there was such a system when the men's representatives were allowed to be in the docks with the men: each representative had a list of prices for every class of goods to be worked and every class of work to be done in the quay operations, and so forth; but since November that sort of thing has been allowed to drift, and we are gradually getting back into the same old groove that we had before the strike.

892. You have told us that the employment is very irregular—necessarily, I presume, from the uncertainty of times when ships come in. Is it also dangerous work?—Yes, very dangerous.

893. In what way?—Then are many ways, I think in which the danger could be lessened if sufficient time were given to the men. In many instances the men are being driven along by the company's official and not sufficient time is given to them to make the roads necessarily safe and that sort of thing. Again, speaking particularly of one particular corner of the East India Dock where the Cape boats are worked out, those boats are always in a great hurry; they have to run almost as regularly as trains, and when they come in they are discharged right off the reel on to the shore at once, the cargoes being mostly Cape wool and mohair and stuff of that sort. They use on the cranes bunch hooks, which are double hooks, for getting hold of the bales and lifting them up, and they lift up about four or five, sometimes as many as six at a time, with the cranes. They have men over the hatchway who are not just so careful as they might be. You will understand that the hatchway man is the man who is placed there in order to tell the man in the crane what to do, seeing that the man who is driving the crane cannot see down into the ship's hold, and it is necessary to have a man there to telegraph to him by signs or to speak to him telling him when to set up or when to lower away, and that sort of thing. This man standing in the hatchway has really the lives of the whole of the fellows in the hold in his hands, and if he is not very careful the consequence is that when he tells the man to set up, the crane being very sensitive, it is just moving a lever, and then at once the thing is up so (*describing*), and the bales may rock and catch underneath the combings. I have seen many instances where as many as 100 or 150 bales during the course of a job have fallen down the hold from the top of the hatchway right amongst the men. That sort of thing ought to be done away with by having a careful man over the hatchway and by taking the necessary time to bring the bales up straight from the bottom. Then, again, with those boats one crane lands the cargo from the main hatchways upon the deck and the bales and goods of all descriptions are thrown down on to the quay. That is against the Company's regulations. Everything must be lowered but the bales are toppled down on to the quay and there are two men standing there called loading-up men who are responsible for stopping these bales and loading them up on to the trucks. They get three or four tumbling down about their heels all at once sometimes, and then it is a matter of impossibility for them to stop them, and the only means of stopping them sometimes is by getting knocked off the stage themselves as the bales go down.

894. According to your description it seems to be in consequence of careless handling that these accidents occur?—Mainly so. I have the misfortune to be walking about minus a big toe myself that was taken off in that dock through nothing but sheer carelessness and hurry.

895. You say hurry; then your remedy would be apparently that the work should be done more slowly?—Not necessarily more slowly, not on the whole. It is just at times when the foreman perhaps has been having a little bit of a sleep to himself at the other end of the ship and he will walk up in a great hurry and go to the hatchway and say to the different men, "Hurry up here," and "Hurry up there," and "What are you doing there," and stirring the fellows up, especially if he sees some higher official than himself is coming along. Well, men are not all constituted alike; some would take very little notice of that sort

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

of thing, but others get flurried, and working in the ship's hold is very dangerous, insomuch as there are goods coming up, and in all probability they will fall down if you do not take the necessary care in slinging them and that sort of thing. Then there is the danger in the work that other men are bringing goods out and allowing them to roll down in the hatchway. It is impossible for a man to have his eyes both ways at once, and hence many men get hurt through the hurry skurry business which goes on.

896. Do you think that this employment is more dangerous than many others? Do you think, for instance, that a man working in the docks is more exposed to accident than a man working on a railway?—I do not know about that; but I know from personal experience that it is very dangerous work, more so than it need be. As I have explained to you, there are many things that the Company might do; even if they were to enforce their own laws many accidents would not happen. For instance, they have printed instructions posted all round the dock to the effect that any man getting hurt standing under a crane whilst the crane is at work—that is, standing under the swing of the crane—will get no compensation; the Company will not hold themselves liable in any way, and if they find a man doing that sort of thing they will discharge him. That is what the Company does, and that emanates from the Dock House. But, on the other hand, the Company's official will sack a man if he finds him running away from the danger when he is loading up at the ship's side; the two men who load it at the ship's side and the truckmen who has come to be loaded up are necessarily under the swing of the crane; they cannot help it, and unless they run away every time the crane is coming ashore they must stand under it. If they do run away from their work they certainly will not be wanted the next morning.

897. As I understand, what you complain of is not the dock regulations so much as over zeal on the part of the officials employed?—The class of men I represent complain more about the regulations not being carried out. The Dock Company have a fine code of rules, but they do not see that their officials carry them out.

898. Have you complained on that score?—Yes, many times we have complained both to the officials and to the Dock House. We are promised redress and there the matter ends; they say the matter shall be seen into, and of course that is the end of the whole business.

899. I suppose if a man is hurt in consequence of the carelessness of his employer he is entitled to legal compensation, is he not?—Yes, he would be under the Employers' Liability Act, but there are many difficulties in the way of the docker. For instance, the Dock Company have a solicitor, of course, who would immediately take up the job, and, I am very sorry to have to say, that they can easily get plenty of witnesses to disprove what the other fellow will say. In many cases where men have tried to get compensation, they having some solicitor good enough to matter up on chance, they have lost by the company's officials being in a position to disprove that it was carelessness.

900. Do you really mean that men will come forward and give evidence contrary to the fact in order to screen the company?—In order to keep their own positions, especially permanent men, that is the fact, worse luck!

901. We need not trouble you to go into details which we have had from a former witness, but we have had it stated that the sanitary condition of the warehouses and other places where the men work about the docks is very bad; do you confirm that?—The warehouses would be a little better for a little more whitewashing and that sort of thing, but the greatest complaint of all is about particular corners of each dock. All the refuse and rubbish necessarily drifts into one particular corner. In any dock you will find that. That is cleaned out, but often enough there is a stench arising there, and it is sometimes very bad in the summer time. Another point is about the w.c.'s provided for the use of the men. They are—I cannot find any other word for them—filthy; they are mere pits; there are no means of sluicing them out or anything of that kind, and they are just emptied sometimes

perhaps twice a year. There is one on the north quay of the East India Docks where a man fell down and was very nearly smothered. That will give you some idea of the construction of the place when you know that it is possible for a man to fall in.

902. I understand you have not much complaint to make as to the employment of foreigners as they do not come into your branch of business?—Indirectly they affect us but not directly. They affect us indirectly, of course, by displacing others from other trades who find their way to the dock—to the dust-bin.

903. I suppose we may take it generally that there are always more men wanting employment in the docks than are able to find it?—Not always; there are times—I have seen it in the district that I represent myself—when they have actually been looking for men for a day or two, when there would be a glut of vessels coming in. In the East and West and South Docks they depend mainly upon sailing vessels, and sometimes when there has been an easterly wind for any length of time we have had no ships for a fortnight or three weeks. I can remember in one instance as long as six weeks and never a single sailing ship coming in. Of course when the wind changes there is necessarily a glut of vessels, and they are all in a great hurry and a tear, and everybody can get a job for a few days.

904. Then it comes to this, that until you can regulate the winds you can never make sure that dock labour will be regulated?—I am not complaining about the wind; I am only saying that is the fact that affects us in some ways, but as a rule there are, of course, more men at the docks inside than there are outside.

905. I gather from this memorandum that you have something to say upon the subject of dismissals and what is called the black list?—Yes. I may say that the whole of the men who were unfortunate enough to be men's representatives before the 3rd of November in that group of docks are not working for the Company now. As soon as ever it was decided to do away with these men's representatives, the Company discharged them one by one until they got rid of the whole of them.

906. I think we need not ask you as to strikes, because we have heard evidence on that subject. What do you consider the principal cause of the great strike?—The bonus system, mainly; the overbearing behaviour of the petty dock officials; but the bonus system was really the cause of the beginning of the strike.

907. Were the majority of those strikers union men?—Not at that time. They became union men afterwards.

908. And the result has been an increase of wages, has it not?—Yes, an increase of wages all round of 1d. ordinary and 2d. overtime.

909. I think we may take it that no system exists in this business providing for conciliation or arbitration?—No; there is no such thing at present.

910. Has profit-sharing, or what is called co-operation, been adopted to any extent?—Very little. In the case of two lines of boats our men are working on the so-called co-operative system; that is, they are dealing directly with the shipowner, irrespective of the Company, and they are doing fairly well.

911. That is succeeding, is it?—Yes, succeeding very well.

912. Has your Union busied itself in finding work for unemployed members?—Last winter I believe the Union busied itself in approaching vestries, and so on, and were successful in getting men work on the roads. We are also considering the advisability of buying gear, so that we can deal directly with shipowners, and thus employ men.

913. I gather from what you have written that you are in favour of some plan of arbitration by the state?—I think it would be necessary to have something of that sort, because the greatest difficulty we find is that in respect of the Dock Company in particular they very often refuse to negotiate with or to meet the men in any way. Many little disputes that have occurred both before and since the dock strike—you could hardly call them strikes—could easily have been smoothed over by negotiation. But, as a rule, they are rather averse to meeting the men in any way.

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

914. Then is the proposition that such a state board of arbitration should have any power of enforcing its awards?—I think it would be absolutely necessary that there should be an understanding, when the board of arbitration did step in, that their decision was to be binding, and I think, speaking on behalf of the men; they would agree to that. They would be quite willing to abide by the decision arrived at by such a board, I believe.

915. But if an employer said, "It would not pay us to go on giving employment at this rate," could you compel them to go on?—I do not know that you could compel them to do anything in the matter; but I think most of the men, so far as I know of them, are always ready to do anything within reason, and, of course, no sensible person would stick up for them when they are asking for anything at all out of the way. Generally their request, or demand if you like to put it so, is pretty fair and just, and I think if it were thoroughly discussed by the employers and the men first, and then, failing to come to an agreement, the state board of arbitration should come in and compel the employer to negotiate with the men in the matter. I believe the men would be quite willing.

916. Should the board of arbitration compel the employer to carry on his business?—No, to negotiate the matter; to prove that he would not carry on the business at the rate. It is quite easy for an employer to say, "I cannot do this, I shall go bankrupt." But then he should be forced to prove it, I think.

917. That is to say, that if he failed to prove it to the satisfaction of the board, he is to go on whether he will or no?—No. If he chooses to shut up his place altogether he can do so. I daresay that the business would have to be transferred to someone else's shoulders. It would necessarily go on. If the board of arbitration said, "You have not proved that you cannot carry on at this rate, we can see that you can go on at this rate"; if he gets nasty and says: "I will not go on at all," someone else must do the business, it will have to be done, whatever class of business it may be. If the Dock Company said, "We will not do any more discharging, we will have nothing further to do with the matter," someone else would have to do it. It would have to go on.

918. Then you would give, in the last resort, to the state the power of fixing the rate of wages between the employer and the employed, because it would come to that, would it not?—Yes, it would come even to that perhaps, but as we stand at present there does not seem to be any sure business-like way of settling matters. The men approach the employer perhaps, and wish to negotiate upon a certain point and they are not met with courtesy or consideration in any way. Sometimes the representatives they send are said not to be the proper sort of men to represent them, or some excuse is made; they do not seem to care about the negotiation. The men naturally get a little bit uppish and strike. But then the thing has to be settled by negotiation after all is said and done. Even if the strike lasted for 12 months the employer must meet somebody and negotiate the matter. Even if the men were to give in there would be some sort of negotiation going on. I think after a strike has lasted seven days the state board of arbitration should have the power to come and say, "You are unable to deal with the matter; you have had seven days within which to deal with the matter and you have proved yourselves unable to deal with it, therefore we will have a go and see what we will do with it." I think they should have the power to do it.

919. Suppose the board of arbitration decided that the men's demands were unreasonable, and they ought to work for lower wages than they were willing to accept, do you think that the men would be willing to submit to a decision of that kind?—I believe they would, after having the matter thoroughly threshed out, and the board giving them satisfaction so far as saying, "We have gone through everything, and we find that this employer is really paying all that he can possibly pay." I believe that the men would be agreeable to give in to it. Of course, I could not say for certain, but I think, from my own knowledge of them, they would be prepared to give in.

920. (Professor Marshall.) You say that the plus

system does not work well now—that is, the men cannot check the payments that are made to them—that some time ago the Company allowed the representatives of the men to see the way in which the plus was made out, but that now they do not?—That is so.

921. Will you tell us the process by which that excellent habit has been allowed, to use your own words, to drift away?—The men's representatives have been discontinued. On the 4th of November the Dock Company, in spite of the agreement which they had entered into, said: "There shall be no representatives any longer, they know too much for us." I myself was a representative, and on one or two occasions when I went through the books I found that the figure they had put on the board was not the right figure that should be there, and in one instance where I had been away the day before, a certain amount of work that was done the day before had not been booked, and the figure put upon the board was 3d. per day. When I went through the books I made it 6½d. a day, and the men received 6½d. Of course they said it was a mistake. But they should not make such mistakes. If they make mistakes of that description once they may at another time, and it is only fair that the men should have some independent person, if they like, to go through and audit the accounts of the job that the men are on, and see that they are receiving the amount of money which they have actually earned, that is all they ask.

922. Are you sure that this desire on the part of the men to get accurate facts with which I should think everybody would sympathise, was not mixed up with some other request or some other difficulty, and that it would not be possible to separate the two?—Not at all. This matter stands entirely on its own bottom. We will suppose, for instance, that the men start a ship this morning. Suppose it is a jute ship; they will want to know how much per ton they are to have for putting this over-side into the barges, and how much per ton they are to have for putting it on to the shore. There is always a difference, because there are more men required for over-side, and it takes longer than it does on the shore, so that it can be done for 2d. less going on shore than it can putting into the barge. Now all the men ask is that they shall know how much per ton they shall get, and how many tons there are in the ship. They are denied information. That is the point. They are not even allowed to know how much they are getting. They can find out, perhaps, from the manifest, how many bales there are in the ship, and they must run it up for themselves, and find out how many tons. They can get no information from the Company. Then about three days after the job is finished the men go round at 12 o'clock to the office, and there is a board called a plus board on the side of the wall, and you will see such and such a ship—the "Queen Mary," for instance—3d. a day. That means to say, every man who has made eight hours on that job will receive 3d. Now the men say perhaps, "We know that is not enough; we have calculated that there were so many bales; it took us so many days, and we did so and so: we should have so and so," and so they are not satisfied. We want to know whether they have calculated the thing properly, and whether the amount of money on the board is really the sum that the men ought to have. The Company say, "There it is, and if you do not like it you can leave it." That is what the men complain of.

923. You are quite sure that this question has not been mixed up with some other question? You said that the dock companies had objected to the workers' representatives; do you think that they might have objected to some action on the part of the workers' representatives, other than that of ascertaining the exact facts on which the plus was calculated?—I do not know that they had any definite charge to make against the men's representatives. There may have been isolated cases here and there. In one or two cases that came under my notice I must say that the men's representatives took just a little too much upon themselves. I am not speaking of the whole of them now. Of course, the men's representatives certainly did tend to keep the Company's officials toeing the line, in accordance with agreement entered into between the men and the Dock Company. Of course, as I have said, one or two representatives may have got over the

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

line sometimes, may have been a little too big for their position, and so on, but I really think it was mainly on account of the men's representatives tending to keep the Company toeing the line that they put them off.

924. Do you not think it might be possible to separate altogether this question of ascertaining the facts exactly from the questions necessarily involving friction with regard to the action of the representatives in other directions?—Yes. I do not want you to understand that I am saying to the Commission that I think the men's representatives should have been left on. I did not mean that. I am not saying that they should be put back again with the same power that they had. All that I ask is that where the men themselves concerned on the job say to one of the 12 in the gang, "you are the best man, just go and glance through the thing and let us see we are getting properly paid for the work we have done," that should be allowed. That is all they ask. They do not want a man stationed there with his fingers in his button holes, to do nothing else, only to wait till the job is done, and look at the books. One of the men who has actually done the work, and has therefore a lively interest in the work, should go through the books. They say it is not good business to take any one else's word at all on the matter, and I am sure the Commission will agree with me on that point.

925. What I want to know is whether you have distinctly formulated the proposal that you are now making, and put it before the directors at an interview?—Most decidedly yes, more than once.

926. Can you give me specific information with regard to those applications you have made?—Myself and one or two others waited on the dock officials at the West India Dock. We were told that the plan was properly made up, and they were always in a position to prove that, and that that ought to be quite sufficient; they did not intend to have anything in the shape of a representative again, and therefore they simply refused the request.

927. Did you say, "We do not want a representative again, we simply want the facts on which the plus, you give us, is calculated"?—I explained to them exactly what we wanted, that either one of the men working on the job, or, if the Company liked, some independent person from outside—a doctor, if they pleased should be chosen. We gave them to understand distinctly we did not want the representatives back again. We even went so far as to call him a spokesman, or an auditor, or anything they liked. They object to representatives of course. They perfectly understood we were not asking for that, that we were merely asking that the gang working on the ship should know exactly the amount of money they were to receive, and they do not know at present.

928. (Mr. Collings.) What would be your opinion of a board of arbitration without those compulsory powers which Earl Derby has referred to of enforcing its laws? What use would such a board be as influencing public opinion, or as influencing the employers and employed?—You ask what influence they would have if they had not compulsory powers to say, "You shall settle this business"?—

929. I ask how would such a board of arbitration, if it had no legal powers of enforcing its award, meet the difficulty?—It would certainly tend in the direction of settling matters, I think.

930. If there were a unanimous award that the men were right or wrong, or that they were particularly right, or whatever the award might be, to what extent do you think that would be likely to settle the disputes brought before them?—My experience goes to show that public opinion has a great deal to do with these matters, and I think if this state board of arbitration did go into the matter, both sides of the question would necessarily be made public—not only the men's side or the master's side, but both sides of the question, would be laid bare before the public, and I think it would tend towards the settlement of the dispute without compulsory powers.

931. Do you see great difficulties in conferring compulsory legal powers on a board to enforce its decrees or laws?—Yes. There would be a certain amount of difficulty in the way, no doubt, and I do not think it would suit the average Englishman to be com-

pelled to do anything in that direction. All that the dockers ask is that when there is any dispute there shall be proper means of ventilating their grievances, and also for the master to be in a position to lay his case bare also, and let the public judge between them. Even if that is done that will be some little satisfaction.

932. Do you feel confident, as one of the heads of the dockers' movement, that, the board of arbitration having no power to enforce its award, you could compel the men to accept it?—It is more than I can say about being able to compel the men, but as I said just now, I believe that the men would be willing to abide by the decision arrived at, so far as I know of them. I am not in a position to say we could compel them. I do not exactly know how that could be brought about.

933. Then on that subject may we take it you would be content in the first instance at any rate to have a board of arbitration capable of threshing out the whole matters in dispute, and giving there award without any legal powers behind them?—Oh, yes, I should certainly think that would be the better course; at first, anyhow. It would, I think, be preferable to conferring compulsory powers.

934. What is your opinion as to any plans of limiting the number of those who seek employment in the dock industry by licenses or by other means?—It is an understood thing there are more even at the dock gates than can possibly get work, and even if we were to say, "Let us have as many permanent men as will be needed to do the whole work all round in the whole of the docks and wharves of London," then I am sure quite half the men who are plying for work at the wharves and docks would not be needed. Now, then, the docker wants to know what is going to be done with him. We say, of course, that the state should step in and find work for the others.

935. You are speaking of dock labourers only?—Just so.

936. Suppose there were by conference between the heads of the dockers and the employers a number settled on, that could get a fair average amount of wages, would it be advisable in your opinion to adopt that course and issue licenses to a certain number of men who would get employment in the docks, and would that better their position?—It would certainly better the condition of the men who would get the licenses or who would be the selected men, in so much as they would get regular employment instead of irregular employment, or about half a week's work instead of a whole week's work.

937. Following up that question, supposing it were known in London and throughout the country that there was no hope of employment except by these licensed men, would not that check the influx of men to the dock gates?—Yes, perhaps it might tend towards preventing any more going, but the difficulty is that there are already too many there now. But in answer to your question I would say, yes; I think it would in many instances prevent men going to the docks.

938. It would make dock labour then a more reasonable and satisfactory occupation?—Yes.

939. Do you recommend that something of that kind should be done?—I think I might go so far as to recommend that something of that description might be done. At the same time, and you will excuse me, I know, I am always thinking of the others. What are we going to do with them? I quite recognise the fact which you want to bring home to me that it would really be a good thing for the men who would be selected by the Dock Company to fill these places.

940. Would it not be better to have a fair occupation in which a certain number of thousands of men can live decently, than to have an unlimited number, increasing, as one of the witnesses said, to the extent of 100 a week, seeking employment, who were already on starvation wages?—Yes, certainly.

941. You think it would?—Yes.

942. And you recommend it?—Yes.

943. What is your opinion about the eight hours' day?—I think the eight hours' day, or the 48 hours' week, would materially assist the docker in many ways

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

944. Has the Dockers' Union taken any steps to bring about an eight hours day?—The Dockers' Union, or those who speak for the Dockers' Union, are always advocating it wherever they go, and the men belonging to the Dockers' Union have been asked to say what their opinion is on the matter.

945. Are the representatives of the dockers unanimous on the question of the eight hours day?—Quite unanimous.

946. And they have passed resolutions?—Yes, the executive, I believe, have passed resolutions in favour of an eight hour day, or 48 hour week for the docker, which amounts to the same thing.

947. Does that resolution stand on your books?—Yes, I think there was a minute to that effect at the meeting of the Congress, and also at the ordinary executive council meeting, I believe.

948. I am not speaking of the Congress, I am speaking of your Union?—I am speaking of the Congress meeting of our Union.

949. Have you a resolution on your books in favour of the eight hours day?—Yes.

950. Is that an eight hours day by statute, or by the efforts of the Trades Union?—Trade and local option, I think, are the lines upon which it is suggested.

951. Could you furnish the Commission with a copy of those resolutions?—I have not them with me, but we could send them on to you; in fact, I thought they would be here, for Mr. McCarthy was to have brought them this morning.

952. (*Mr. Ismay.*) What is it that attracts such a large surplus of labour to the docks if the work is so dangerous and so hard?—Simply because there is no other place for them to go.

953. They find their way there?—They find their way there. They naturally drift to the dock because of the casual system that is in vogue. You will understand, although we had the strike, there was an agreement entered into that no man should receive less than 2s. if he was lucky enough to get the work in the morning; still the taking on for one hour and that sort of thing exists. For instance, say that the man had been trying up and down to get a job in the morning. If he drifts to the dock gates about one o'clock in the day in all probability he may get an hour or two's work, as they are taking men on all hours of the day.

954. Does not that rather point to the system being defective?—Yes, I should say the system was very defective. Of course we have very, very often protested against this business, and in one department that I work in we had an understood thing for some months—for more than a year—that there should be only two calls a day. The men that were called on at 8 o'clock in the morning would then be quite sure of getting 2s., would be quite sure that they could not be discharged till 12. Then, again, there was another call at 12, and the men would be sure of getting work till 4. But since the Company have departed from their agreement in November, as I said before, they are gradually drifting back to the old state of things.

955. In your opinion would the employment of permanent men get over that difficulty?—If it was an understood thing that they had, say out of 40,000 or 50,000 men who are always applying for work, 20,000 men permanently employed, of course that would do away with the casual business altogether. They are never busy in all departments at once, and the way they would do would be to draft these men from one department to another as they might need them. Now, of course, they only have a few permanent men on each department, and they always keep them there. Then for any other work that comes in they have to take on the casual work from outside.

956. Does your Union encourage or discourage the employment of permanent men?—I think as a whole the Union is in favour of the men getting regular and permanent employment as far as possible and as much as possible.

957. Do the permanent men join the Union? The Company's permanent men were all members of the Dockers' Union until they were ordered by the Company to leave it or leave their employ. But they do not belong to us now. Of course they obeyed the Company.

958. You have told us about this contract system on some particular lines of steamers; will you tell us a little more about it. Do the Union engage to do the work at so much a ton?—The man who is termed the representative of the men is directly in communication with the Union, in fact, the Union really says that shall be the man to do that sort of thing, and in all cases where we have dealt with shipowners up till now a Union official has generally had an interview with the manager of the shipping company and agreed as to rates, terms, and so on. Then the Union representative acts as foreman, as it were; takes on the men and sees that the work goes on.

959. Have they earned more money under that system than under the other?—Yes, on the average about 8d. per hour ordinary time.

960. And how many hours have they worked to-day under that system?—They are working generally, I think, nine hours—from 7 till 5—out of which they stop an hour for dinner.

961. What would a man earn a week under that system?—If he were working all the week he would get hold of from 30s. to 36s.

962. And that would be satisfactory?—Yes, that would be perfectly satisfactory if he got that every week. Of the Smith's boats in the West India Dock we sometimes get two a week and sometimes we get none for a fortnight, so that the men would get one very good week and they would get as much as 2l. 10s., in that one week and then nothing for another week.

963. If you were contracting for several lines you could move the men about?—Yes, if we had more lines on this system. In the West India group of docks the Company are carrying on the work. They do not care for us to get it.

964. What docks are you working under this system?—The Victoria and Albert Docks principally, but in the group that I represent we are doing a few of Smith's ships and a few of Scratton's ships in the West Dock, and we are working with another man of the name of Ramsden on a similar system.

965. But in your opinion the great trouble at the dock arises from the excessive number of men seeking employment there?—Yes, that is the main grievance.

966. If that did not exist would you get over the other troubles?—There are men who are drifting out of any and every trade; it does not matter by what means, whether from their own fault or whether from the introduction of labour-saving machinery or competition; or whatever it may be, they naturally seem to drift down to the dock gates. That is about the last of them anyhow.

967. And many of them are unsuitable for the work?—And many of them are unsuitable for the work. Many are good mechanics with good trades at their fingers' ends, but they can get nothing to do, in that direction and they go down to the docks.

968. After they enter the Union you feel bound to look after them?—Yes, certainly, when they enter the Union we have a right to look after them to the best of our ability.

969. (*Mr. Tom Mann.*) You have stated that the men get about half a week's work on the average, and that you are speaking for about 6,000 men?—Yes.

970. You also stated that on various occasions during the year it may happen, especially with your group of docks—that is, the India group of docks—where there are more sailors than steamers, that occasionally it happens every man is required?—Yes, on exceptional occasions.

971. That may happen again this year two or three times?—It may.

972. Suppose by some regulated system we succeeded in reducing the number of men applying for work at the dock gates by one half, how would they get on, do you think, on those special occasions?—That would be covered by their being in a position to remove men from one department to another, because I never yet saw it when all the docks were thus busy at the same time.

973. How wide an area do you cover now? Are you speaking only of the India group?—I was speaking of

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

the India group when I was talking about the whole of the men being employed at one time occasionally.

974. And speaking for the whole of the India group do they ever have as many as the 6,000 you spoke of occasionally employed?—In the India group and wood wharves and Millwall.

975. If trade is sufficient in the India group of docks, the Millwall docks, and the wood wharves, to employ practically all those that make application, may not a similar state of affairs take place sometimes in the other docks in the port?—It rarely happens that the whole of the docks are busy at the same time on account of the different classes of work that we get. For instance, we may have a fleet of East India, Calcutta, boats or ships in the East Dock, and we would need the whole of the men that apply as a rule at the East Dock on account of that fleet of ships. The West India Dock again is a different sort of dock altogether and big ships are not able to get in there. So that it will happen that when the men in the West India dock are idle and have nothing to do the men in the other dock may be busy and able to take on some of the West India men. I have in exceptional cases seen the whole group busy. Then at that time the London Docks would certainly not be so busy. There would be plenty of men at the London Docks whom they could bring down there.

976. That would mean that you would be able to transfer not merely from one dock to another in the same group but from different groups of docks?—Yes.

977. And there is a distance of several miles between the London Docks and the Indian group?—Yes. If the men who now apply were made permanent they would sometimes all be needed or very nearly all in one district, so that perhaps to-day they would be wanted in the India group and to-morrow many of them might be needed in the London and St. Kitts, or even Tilbury, and there would be an understanding before they started that they would have to be driven here, there, and everywhere wherever the Company needed them.

978. Would your remarks in this respect cover the wharves too?—Yes; I suppose the same system would have to be put in vogue there too.

979. In any case you did not mean to imply that the difficulty would be met by the power to change the men from one dock to another in the same group. That would partially, but not more than partially, meet it, would it?—No. It would answer at times to draft them away from their own group altogether.

980. From the London Dock even to Tilbury?—That is so.

981. What is the distance?—21 miles.

982. That is rather a long distance, is it not?—Yes.

983. These men are getting from 11s. to 12s. a week you said on the average, what rent do they pay?—It depends upon how many rooms they are in possession of. If they have one room an exceptionally lucky fellow may get it for 3s. but as a rule it would from 2s. 6d. to 3s. for one room.

984. How many rooms would the average docker get at the India group of docks?—A number of them one room only. A man with a very large family might struggle and pinch in order that he might have two rooms.

985. You do not mean that a family with grown-up daughters would have one room only?—Yes, I have known of instances where there have been 9 or 10 all in one room together, girls from 15 to 16 working at match factories and that sort of thing and all huddled together.

986. Is that still going on?—Yes.

987. They are able to get only one room as a rule?—Yes, some of them may have two rooms.

988. That would leave them, then, with 9s. if they succeeded in getting 12s., which you put as the average rate, and that 9s. will have to suffice for fuel and every thing?—Yes.

989. In referring to the Dock Company you used the expression, "In spite of the agreement"; did you mean that the Dock Company had departed from an agreement?—In reference to what?

990. Concerning the representatives and the understanding that there appeared to exist between the men and their representatives and the Dock Company, that those representatives should have the right, as I understood you to say, to look at the ship's manifest and see whether or not the men had been properly paid according to the out-put or in accordance with the agreement?—Yes, there was an agreement entered into.

991. Between whom?—Between the men themselves and the Dock Company.

992. When was that agreement made?—Just after the strike with respect to men's representatives. I am speaking now of the India group only. The men's representatives were in rather a peculiar position, they did not exactly know where they were. They were prepared to toe the line but they did not know where it was and hence a letter was sent up to the Dock House asking Messrs. Hubbard and Bailey to meet the men's representatives and give them some idea as to what their duties were to be, and what pay they were to receive, and that sort of thing. Mr. Hubbard and Mr. Bailey attended at the West India Dock in the presence of Mr. Beck and a lot of the warehouse keepers and an agreement was entered into as to what the men's representatives were to do. I think that would be about six weeks after the strike, or six weeks after the strike terms commenced in November. Printed notices of the arrangements that were arrived at were sent down to the representatives, and I have a copy at home which I can let you see at any time.

993. How long did that arrangement last, that the men, or someone for the men, should have the right to examine and see whether or not proper accounts had been kept?—That lasted until the 4th of November 1890.

994. And then what system superseded that system?—The Company suddenly said that they would do away with the plus or piece-work system altogether, and that they would introduce all round in that group the day work system. According to the day work system they said that there should be no plus, therefore there would be no need of a representative man to see that the plus was properly paid. That was how they put them off.

995. What became of those men who had previously acted as representatives?—The whole of them with the exception of two that were in the India group are now working in the Millwall Dock on the co-operative system—nothing to do with the Dock Company at all.

996. I mean, if this system by which men's representatives were made use of terminated on the 4th of November last year, were those men then employed in the dock after that; were they working there in December, January, and February?—Three or four of them were working just after the 4th of November when the notices expired for a few days, but they were gradually got rid of. The Company would not employ them at all—would not have anything further to do with them.

997. Did they deliberately refuse to employ them?—They made various excuses. We have approached the Dock House on this question at various times.

998. Who has approached the Dock House?—Deputations from that district. I believe Saunders has also been in communication with the Dock House respecting the matter, but they have found all sorts of petty faults with these men, and said they were agitators and were always talking about the Union and that sort of thing, and that is the reason they would not employ them.

999. What is your opinion about it?—My opinion is that they were discharged simply because they were union men, and simply because they had made themselves obnoxious to the Company by bringing the petty officials up to the mark during the time they were in power with respect to the men.

1000. What is the position taken by the Dock Company towards the Union professedly?—Professedly they say, "We are quite neutral about the matter; we do not object to union men; we do not ask a man if a man is a union man; we take on just those that we think fit. They all come to the gate; we do not ask them whether they are union men or not; in fact, we have no animosity against the Union, at the same time we do not recognise it."

18 June 1891.]

Mr. J. ATKINS

[Continued.]

1001. Does that fit with their behaviour to these men who were men's representatives?—Most decidedly not. Again, with respect to the permanent men, they deliberately ordered the permanent men to leave the Dockers' Union.

1002. Are you quite sure of that?—Yes; I was the secretary of the branch to which these men belonged at the time.

1003. What branch was that?—The East India Dock branch. There are about 16 or 18 permanent men who did belong to the Dockers' Union with the full sanction of the Union—belonged to the branch I now belong to—the East India Dock branch. In due course when they fell a certain length in arrears I sent them on a notice to that effect, and Mr. Norris—that was the name of the warehouse keeper at the East India Dock—said to the men; "You will have to leave the Dockers' Union or the Company's service." Hence they ceased to pay into the Union. That is the answer I got from the whole of them.

1004. From the whole of whom?—From the whole of these permanent men, there were about 18 men in the east; I am only speaking of the east, although the same thing occurred in the west, the south, and the wood wharves, and, in fact, all round.

1005. How do you know?—By being in communication with the secretaries of the other branches who had received the same information as myself.

1006. Has that resulted in friction from time to time?—Yes; it is naturally a sore point with the other men. They think the Dock Company's permanent men should belong to the Union as well as the outside men and the permanent men are perfectly willing to belong to the Union, but they are long-time men, some of them, and they pay into the bonus or pension fund, and if they had refused to obey the peremptory order of the dock officials to the effect that they must leave the Dockers' Union, of course the only alternative would have been to leave the Company's service and become casual men. Of course that was a great consideration with them. They could not afford to do that, although they would have much preferred to remain in the Union, and, speaking for the 18 men in the East India Dock, I may say with perfect confidence they would like to join to-morrow morning only they are afraid.

1007. Are the Millwall Docks under the same management?—No. At the Millwall Docks Colonel Birt is decidedly in favour of the Union; everything goes along very smoothly indeed in the Millwall Docks. Colonel Birt prefers union men to any other.

1008. How does he show that?—He shows that by giving the dockers' delegate permission to order any man out of the dock who is not a union man. If there is any chance of any friction arising by a union man saying, "We will not stop and work with this fellow," the non-union man is politely informed he must join the Union if he wishes to work there. With the dock companies it is the other way. They are distinctly against the Union and especially the Dockers' Union.

1009. How does the system go on at Millwall?—Splendidly, and I suppose before the strike it was the worst dock in existence. There was nothing but quarrels and troubles and strife. But since this system has been in vogue and Colonel Birt has proved himself so decidedly in favour of the union men, everything has gone along swimmingly, because if the union men do not behave themselves, the branch of the Union to which they belong take it in hand and punish them by means of fines, or something of that sort.

1010. And things are working smoothly now in the Millwall docks?—Things are working very smoothly.

1011. Do you believe if the Union was recognised in the same way at the India group of docks that equal satisfaction would be given?—Yes, certainly.

1012. Do you come in contact with both sets of men?—Yes.

1013. How do you meet the men of the India group?—Because I am their representative on the Council and I have to meet them.

1014. Therefore you know what you are talking about?—I know perfectly well what I am speaking

about. I am meeting them all the week round, and especially on Friday nights, when the men from each dock in that group and men from the Millwall Dock meet together and compare notes and have a sort of social and educational meeting together, so I am perfectly well posted as to how things are going on.

1015. What is your connexion with the Dockers' Union?—I am a member of the executive council.

1016. How many does that consist of?—Nine men.

1017. Do they have many disputes to deal with?—Yes, very many.

1018. Do they encourage strikes?—Most decidedly not.

1019. Do you know of any instance where they have encouraged a strike?—No; only as a last resource.

1020. Do you know of any instance where they have tried to prevent strikes?—Yes; very, very many. Also I know instances where they have refused to support the men who have come out on strike on their own responsibility without orders from the council.

1021. Do they make any effort towards arbitration or negotiation when difficulties are arising, or appear to be arising, in that direction?—Directly they know of any dispute arising or likely to arise, or that has arisen, they at once appoint some official of the Union to set to work at once, and endeavour to settle the matter by negotiation.

1022. Have you ever known one instance during your connexion with the Union, where they entered into a strike or labour dispute of any kind without having first made their best efforts to avoid it?—No, I know of no case where the thing was done before negotiation of some description had taken place, or was attempted.

1023. Again I will put the question: If the system of recognition of the Union that now obtains at the Millwall Docks prevailed at the docks and wharves in the port, with your experience as a member of the executive of the Dockers' Union, do you believe that with similar recognition we could get on equally satisfactorily?—I am perfectly sure we should get on a great deal better, and do away with many petty disputes and troubles in the Docks, if the Union was recognised by the Dock Company.

1024. (*Marquis of Hartington.*) I understand you to say that in particular docks or wharves the amount of work varies from time to time very considerably from day to day, from week to week, and from month to month?—Yes; that is so.

1025. Then any permanent staff of labour which would be sufficient to deal with the press of work which occasionally occurs could not be permanently and regularly employed?—Not at any particular place. They would have to be drafted about from place to place to meet the requirements of the Company, and that would be an exceedingly difficult thing with respect to wharves, seeing that they belong to so many different people.

1026. And the distances between the docks and wharves are very great?—In some instances, yes. It is as much as 20 miles from Tilbury to any part of London.

1027. Then unless some general organization of the whole river could be adopted, there must always be some prospect of employment for casual labour?—Just so.

1028. And some inducement for casual labourers who have no settled employment to come and try for a day or two's work at the docks?—That is so.

1029. How does your Union propose to deal with that difficulty; have you any suggestion to make?—The Union, I believe, is decidedly in favour of as many of the men as possible getting regular employment, and they have also considered that the state should take the matter up with respect to the other men. We went into this question of permanent hands. The very most that would be employed would be two thirds, thus leaving one third of the whole of our hands with nothing to do, and it would be necessary for something to be done on behalf of those men. Of course we are advocating the municipal workshop question, thinking perhaps that would be a means of obviating the difficulty.

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

1030. Have you ever considered any plan by which men who get perhaps two days' work at the docks, and whose work is required for those two days, could be employed the remaining four days in the week at any other occupation?—It would be advisable, of course, if there were some place for them to go and put in the remaining part of the week. The difficulty is there is no such place.

1031. But what do you suggest should be provided for them?—I think myself state workshops or municipal workshops should be established in order to give these men work. They are only asking for equality of opportunity, they only want work; they do not want relief, and they would be willing to do work of any description, and I am quite sure that they would be able to do enough to cover the cost and that sort of thing.

1032. But would not even the state workshop require some regularity from its workmen?—Most decidedly.

1033. Assume that there is dock labour from time to time, say for two or three days in the week for a certain number of men, how do you propose to deal with them on the days when they cannot get employment? Do you propose to provide any other labour where they can be employed for the remainder of their time?—That is the idea I have had of the state workshop. Not for men to go there and remain there for years but only to go there when they cannot get anything else to do. In the morning they might go to the docks first, and, failing to get a job, the idea is that there should be some place to which they can go and put in a day, and earn sufficient to feed them and clothe them. Of course if they could get that work in other directions they would not need to approach the state workshop; they would not need to go there at all; but it is only the last resource after they have tried everything else and cannot get anything else. They contend that the state should provide them with a place to go and earn something.

1034. You say that matters go on much more satisfactorily at the Millwall Docks where the Union is recognised?—Yes.

1035. Is there any difference in the Millwall Dock as compared with others as to regularity of employment, or is there the same amount of competition at the dock gates?—Yes, there is plenty of competition there. The only thing is, the men who get the best of the work are the Dock Company's men. They all have to belong to the Union before Colonel Birt will employ them. There are 26 gangs and they always do grain work. They earn lots of money when they are at work, but there is plenty of time when they have to stand off for days and weeks together. There is just the same competition going on as elsewhere, but it is a recognised thing with the officials down there that any man they take on must have the card of the Union—must be a union man.

1036. Has the recognition of the Union at these docks at all modified in any way the competition for labour at the dock gates?—We could, I think, manage it a little better if it was an understood thing that nobody should be allowed to go to work, only the union men, because there are a great many men that would, of course, be refused admittance into the Dockers' Union. There are plenty of men who go to the docks who are incompetent to do the work. I do not say that those men have not a right to have or have not a right to an equal chance with other people of getting a job, but still it is a fact that the Dock Company's officials in many cases take those men on in preference to old dockers, because these men are not unionists, and the old dockers are. In many instances that is done, thus, you see, bringing more men down to the dock. There are plenty of them who drift down there in the morning, but who would not come again if they did not get anything. When they go down the Company's officials see their faces are new, and seeing that the union men are so obnoxious to the Company's petty dock officials at present, they take these new men on in preference to the old. Then, of course, there is another docker made directly fully fledged.

1037. Do I understand your opinion to be that if the employers would recognise the Unions and organise their work in consultation with the executive of the Union, the work would be carried on more satisfactorily to both sides?—I am positive of it, because from our

experience in the Dockers' Union, I may say that the men who belong to that Union are working in the group of docks I represent are certainly far better men in every way than they were before they went to the Dockers' Union. We go in for any amount of educational work. Then they are organised now and they were unorganised before. They have someone to look to for advice and that sort of thing, where they had no one before, and they are better informed and they are far better fellows for being Union men and are far better workmen than the non-union men are. It is the best workmen who join the Union—those who have some consideration for themselves and who are looking to better their condition a bit.

1038. The influence of the Union would be used to keep away an incompetent class of labour?—Yes, I think every union has a right to do that on behalf of the members that belong to the particular Union.

1039. Does your Union recommend a legislative eight hours a day?—For the dockers in London they recommend that there should be an established 48 hour week. Perhaps you will say, "What is the use of that when your men do not get 48 hours a week?" Where it would do us good is this, that the permanent or preferable men very often make 90 hours a week, or in some cases as many as 100, because they get all the overtime to do. Now if they were tied down to 48 hours per week, some other men would also get 48 hours in the same week. Whereas now one gets 95 and the other fellow gets none, they would each then get a fair share. Again, it would affect us in this way, inasmuch as it would take hundreds of men from the dock gates into other places, into the fitters' and engineers' shops where labourers are employed. All round about Millwall and Blackwall there are plenty of shops and factories where the men put in from 80 to 90 hours a week. Of course if they were only putting in 48 every man would have an opportunity to go in and fill up the time and the work would go on in the same way. There are plenty of men at the docks able to do any sort of general labouring work, and they would be only too glad to leave the docks and go into those yards and factories and shops provided there was room for them.

1040. You do not care so much about the 48 hours week for dockers as a 48 hours week for trades universally?—Eight hours a day for everybody I should say if it is going to do any good. It is no use having it sectionally.

1041. Would you forbid overtime altogether?—Yes.

1042. Even if paid for?—Unless where absolutely necessary. Of course there are occasions when it is absolutely necessary and essential that a little overtime should be done. For instance, in the docks, I will not say the men there are to work only 8 hours a day; they might make their 48 hours in a week, perhaps in two pieces as it were, 24 hours at a time if necessary. I have worked myself in the docks as much as 36 and 40 hours at a stretch, with only the meal times in between when there has been a great hurry. I mean to say this, if these permanent and preferable men were tied down to 48 hours a week, and suppose, as it might happen they got that 48 hours put in between the Monday morning and the Wednesday night, then I say they should have no more that week. Let somebody else have a chance then.

1043. (Sir John Gorst.) Suppose a law of that kind were passed by Parliament would you make it an offence in a workman to transgress the law and work for more than 48 hours a week?—Most decidedly.

1044. You would punish him by fine and, if necessary, by imprisonment?—We should have to make it punishable. We should have to make it binding on him, or what would be the use of passing it?

1045. Would you make it punishable on the part of the workmen?—Yes, and on the master also for employing him.

1046. Would you make it punishable on the part of the master if he employed him not knowing the length of time he had already worked?—Do you mean to say if the master did not know that the man had been at work 48 hours?

1047. Yes?—No, certainly not.

1048. Would not it be very easy in casual employment for a man to work, say, 36 hours, a week for one

18 June 1891.]

Mr. J. ATKINS,

[Continued.]

employer and another 36 hours for another who knew nothing about the first employer?—So far as the employers are concerned that would be a difficulty.

1049. So that it would be very difficult to punish the employer for violating the law, it would be so difficult to prove that he knew the length of time the man had already worked?—Yes, in cases of that description it would be a difficulty so far as an employer was concerned, but I think the workman would look after that sort of thing themselves.

1050. Would a man's fellow workman inform against him if he were to exceed 48 hours a week, would they have the law put into force?—I should say certainly yes.

1051. Is the feeling in favour of a 48 hours' law so strong among the workmen that they would themselves give information to the police if it were violated?—Among the class of workmen I am associated with, yes.

1052. (Mr. Bolton.) You spoke of overtime being prohibited unless it were absolutely necessary; who would authorise the working under the circumstances beyond the 48 hours—that is, who would decide on its absolute necessity?—I should say there would be a clause in the Bill to that effect and that the master would be empowered to keep the men on or take them on so long as he was in a position to prove that the job was really necessary.

1053. Then you would make him the judge?—No, not necessarily the judge. But what I mean is this, he would know himself that it was necessary for this work to go on; he would be in a position to point that out to the men whom he would wish to employ for the 48 hours. I take it for granted they would be able to see for themselves as to whether it was necessary. There would be a mutual understanding between themselves and the master of the concern. He would say, "You see the fix I am in and you know what the saving clause in the Bill says about so and so." Then there would be a mutual agreement between the two parties and they would go to work. I do not think there would be any difficulty about that.

1054. If the master and the men agreed that there was a necessity that would settle the point?—I think so.

1055. Might that not lead to overtime being the rule and non-overtime the exception?—No, I do not think so.

1056. If the overtime was paid in excess would there be a temptation to the men to work. Take, for example, the case you suggested yourself, that a man had worked 48 hours in the first three days of the week?—Yes.

1057. Those men would be very willing to go on working at all events for a portion of the rest of the week for extra pay, and the master desiring to keep those extra men, might not there be some evasion of the law in that respect?—I have no doubt all those things would arise, they do with all laws, everybody tries to evade them as a rule, and I dare say this sort of thing would crop up, but I think it could all be guarded against as we go along, I am not in a position to thoroughly discuss the matter.

1058. You say there has been a great difference at Millwall owing to the recognition of the Union?—Yes, the men have certainly gained some very considerable advantages on account of being able to go along so smoothly.

1059. I think you do not limit the advantages to the men only. You said the advantages were acknowledged by the Dock Company as well as the men?—Yes, Mr. Birt acknowledged that himself, or else he would not be in favour of the union men.

1060. Can you account for the fact that the recognition of the Union has not extended to the other docks when the advantages are so apparent both to the docks and to the men?—I do not know that they have any particular reason why they object to the Dockers' Union except that the Dock Company will never forgive us for having thrashed them at the time of the big strike, and, as I was saying, before the men's representatives may have kept them toeing the line and that sort of thing a little too sharply; but they know well enough that if

they have the docks full of nothing but union men and any very glaring grievance cropped up, they would have to settle it with the men if they were all union men. But by having the non-union men inside the dock and keeping the good union men as far as they possibly can outside the dock, they could in the event of a strike have plenty of men inside to go on with the work. In the case of the Millwall Dock I do not say that Colonel Birt would not be able to get others to fill the places of the union men, but directly the whistle was blown everybody would come out inasmuch as they they are all union men.

1061. Is that thought a great advantage to the dock?—Yes, so long as the dock men behave in a proper manner and keep to the agreement with the men, there is no danger of a dispute arising. There are little petty squabbles cropping up in that dock as in the others. But Mr. Birt is always willing to meet the men or a representative of the men and discuss the matter at once so that the men do not need to strike. I know of one or two occasions where Mr. Birt in conjunction with his committee have decided against the men and the men have said, "Well, yes, all right, we will put our hands down, we will not fight for it any longer." Many times when they have fought for little matters such as a halfpenny per ton, or something of that sort. Mr. Birt has been pleased to meet them and discuss the matter and settle it one way or the other right off hand. That is how they go on so smoothly.

1062. But how can you account for it that these advantages are not so apparent to the other docks as to induce them to follow the same system?—The other docks are not in any way connected with the Millwall Dock, and they do not want to be, I suppose. They are opposed to each other, and I have not the slightest doubt they would rather refuse to go on the lines of Mr. Birt.

1063. Even to their own hurt?—They would not see that it was to their own detriment. They are of opinion that the Dockers' Union was constituted and got together on purpose to annoy and harass and upset the Dock Company. That is their idea and they try to put that phase of the thing before the public; that the Dockers' Union is directly opposed to the Dock Company and that they mean to fight them tooth and nail.

1064. Am I to take it that in your opinion it is pure spite?—Yes, just about that.

1065. It is pure spite that prevents the other docks adopting this great benefit?—Well, I would call it animosity against the Dockers' Union as a Union.

1066. If the other docks did adopt that system there would be no men employed in the docks, I presume, but unionists?—No.

1067. Then what would become of the non-unionists?—They would have to join the Union.

1068. I think there is some examination to go through before a man is accepted as a member of the Union?—There is no stringent examination, only that the proposer and seconder have to answer for him that he is all right with respect to character and ability respecting work and all that sort of thing.

1069. You said that there were a great many men employed about the docks who would not be accepted as members of the Union, if I understood you rightly?—I mean to say that these men have been introduced since November last, when the Dock Company departed from their agreement. I cannot put it in any other way—they did depart from agreement—and these men were brought from all the corners of the provinces and suburbs of London. Plenty of them had never seen the docks before, but they were brought in and put in the place of our men. Of course many of them are staying there now. Many of them have what is termed a register ticket, and they are gradually learning to become as good dockers as the others; but it increased the number.

1070. But they would be excluded from the Union?—No. We would not exclude any men who were properly fitted to belong to the Union, but there are some that we should have to exclude.

1071. Are those men whom you do not for one reason or another choose to admit as members of the Union to be excluded from the dock work altogether, or what is

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

to become of them? Are they to be allowed to starve?—If we have, say, 30,000 men in the Dockers Union in London, do not you think we have quite enough to do to look after them without troubling ourselves about those that are not eligible to belong to the Union?

1072. What constitutes eligibility?—I consider that any man who is not competent to do a fair day's work in the dock ought not to go in in preference to a man who is able to do a good day's work for the money he receives.

1073. The Union, at all events, would reserve to themselves the right of taking or rejecting the man?—Yes, every union does that, I believe.

1074. Then the men who were rejected would be absolutely excluded from the work at these docks?—Of course if none but union men were employed at the docks that would be so.

1075. A word about state workshops. Do you anticipate that by work being done in the state workshops, that being work additional to the work that is done in private workshops, there would arise a demand for that work in addition to the demand which otherwise exists?—Supposing the men in those workshops were only set to work to make what they actually required for themselves.

1076. Then they would cease to become purchasers?—That would not make things any worse than they are now, for they are not purchasers as it is, because they have got nothing to purchase with.

1077. Would it make things any better?—I should say certainly it would.

1078. What I want to get at is this: Will the establishment of state workshops according to your view not tend to the increase of production of certain articles whatever articles may be made there?—Yes; but then there would be a greater demand.

1079. What from?—From these men who get nothing and who would need something. For instance, the ordinary dockerman only gets one pair of trousers in the year and he only gives 6d. for them, and if he was getting a fair wage, or was in a position to earn something like a fair wage, say, of 24s. a week he would be able sometimes to rig himself up and make a bit of a toff of himself. He would require two or three shirts where he only gets one or half a one now. That is our contention. All we ask is that they shall have a chance of earning something by which they shall be able to buy something which they cannot now get, so that if we increase the demand for everything we shall get more than we are getting now.

1080. Would they have to purchase what they made, or do you contend it would be given to them?—Yes, and they would have something to purchase with. If you give them a fair wage in the workshop for what they made they would then be in a position to purchase perhaps the very same thing that they had made.

1081. (Mr. Livesey.) You said that the men were paid by the day. Is that all the men, permanent as well as casual?—No; the permanent men are paid by the week.

1082. I suppose you consider that a weekly payment is better than a daily, only the daily is a necessity for the casual men?—Yes, the weekly payment is certainly the best.

1083. You have said a good deal about the men's representatives, but it has not been made quite clear what they were; who appointed them?—The men.

1084. Who paid them?—The men.

1085. The men paid them?—Yes, through the Company's office.

1086. The men were getting 6d. an hour for their work?—Yes.

1087. How did they get out of the 6d. an hour the money to pay the representatives?—They did not get it out of the 6d. an hour. They were working piece-work all through the docks at that time, and they were working at such rates that they could always be sure of earning more than 6d. an hour.

1088. Was it all piece-work?—Yes, all piece-work, or the plus or bonus system at the end of the job. In many cases I have known them to receive as much as

1s. 10d. or 2s. per day over and above the 6d. an hour they had already received; now out of this plus came the money that was paid to the representative.

1089. What did the representatives do; what was their work? You said they went about with their thumbs in their button-holes?—I think you misunderstood me, I said we did not want anybody who would merely do that.

1090. (Marquis of Hartington.) They had to work?—Yes, but they had the right at the same time of going into the office whenever there was any necessity for so doing, to see the warehouse keeper in respect to, for instance, any rights of the men being violated or anything of that sort, and also to go at the end of the job to see that the work was properly paid for.

1091. (Mr. Livesey.) That I can sympathise with, but did these representatives have also to see that the men worked according to the Union rules?—Yes, it was their duty to do that. I might tell you my own experience was this: About 8 in the morning I used to go with the rest of the chaps and perhaps take a marking pot and brush or something of that description, or might go weighing, and at about 10 o'clock I had authority from the warehouse keeper to run round the docks to see that all the men were going on all right.

1092. And your business really as a representative was to see that the men acted according to the rules of the Union?—Yes, and to see that the Company's officials also acted according to their agreement.

1093. To see that both abided by the rules of the Union?—Yes.

1094. You used a phrase in reference to co-operation. You said "so called co-operation." There has been a good deal said about co-operation at the docks and I think you have rightly so described it. It is not real co-operation, is it?—No I should say not.

1095. It is piece work?—Just so. Of course there is an understanding between the shipowner and the men who are doing the job. Here there is, for instance, a thousand tons, and he will say, "I will give you so much " a thousand for taking it out of this place and putting " it in another."

1096. And the men simply divided among themselves what they received?—The men got 6d. an hour contingent money, and at the end, of course, what is left is divided equally between them.

1097. So that it is not co-operation between labour and capital or between employer and employed but only co-operation amongst the men?—Just so.

1098. You have told us something about the Millwall Docks. I know it is quite true that they are working so comfortably because I have had that from the Chairman; but is the sole reason because they are not all in the Union? Is it not the fact that they are working differently to the other docks? Is it not nearly all piece-work?—Most of them work on this piece-work or bonus system.

1099. You said in one of your answers that if there is any dispute they go to Mr. Birt and he will probably allow them one halfpenny a ton more, or something of that sort?—The general work of the dock is done on the piece-work system. The men get so much a 100 quarters for what they do, but still the warehousemen and the quay-men are not on piece-work; they receive the bare 6d. with no talk of bonus or anything of the sort.

1100. The warehousemen, I suppose, are most of them permanent men?—A good many of them, yes, but they very often want a lot of casual men.

1101. One reason probably for its working so well is that it is all piece-work and the men are getting very good pay?—Yes, but then it is all piece-work also in the other docks.

1102. Are they not paid 6d. an hour?—They are paid 6d. an hour and all they get over the 6d. an hour.

1103. They do not get much over?—They do not get much, it is true. They are contending they ought to get more and that is the reason they want to see the books.

1104. At the Millwall Docks they get more than at the other docks?—Yes, the grain men when at work earn big money, but they are not always at work.

18 June 1891.]

Mr. J. ATKINS.

[Continued.]

1105. (*Mr. Ismay.*) It is harder work?—Yes, it is very hard work.

1106. (*Mr. Livesey.*) You say that the Millwall Docks are doing so well because they exclude all non-union men; you complain of the other docks for excluding union men; is not one as fair as the other?—Why should the union man be excluded simply because he is a union man?

1107. You have told us it was Mr. Norris who told these permanent men not to join the Union, you did not say that the order came from the officials of the docks?—I am not in a position to say that the order came from the Dock House, certainly not, but he is a responsible official of the Dock Company, and would, I take it, get instructions from the Dock House. That is only a surmise of my own. But the fact of the case is that Mr. Norris, himself the head of the department, told the men: "You must not belong to the Dockers' Union, if you do, you must leave the Company's employ."

1108. Was it not the fact that up to the 4th November last all the men in the other docks were in the Union?—Yes.

1109. And they did not work comfortably then I think?—There were of course certain disputes and friction arising, especially with respect to the corn men in the Albert and Victoria Docks, and I think you will find that the Union certainly did not back them up in their demands because we considered them to be unjust and unfair in many instances. But of course that has all tended to do away with the men's representatives.

1110. For the 12 months you worked in the other docks you were all union men but you did not work comfortably there; you are now working very comfortably in the Millwall Docks where they are all union men, but does it follow that it is simply because the men are all union men that you are working well?—I beg your pardon. We were working very comfortably in the India group, and the officials at the Dock House have said in my presence that we certainly went on very nicely in the India group, they had no fault to find with us. Only a few weeks afterwards they came with this order that we should alter everything; they said, "We find during the 12 months it has been costing too much, and therefore we are going to do away with this system. You will not be paid for meal times."

1111. I believe about 12 months ago the Union closed its books; has it opened its books again?—The Union did that for about five minutes I believe—very little longer. They have been opened months and months.

1112. You withdrew that resolution to admit no more members?—There was such a resolution, I believe, but it was never put in force.

1113. (*Mr. Tom Mann.*) I should like to ask whether you are aware that the resolution ran something in this way, that it should not be left with branches but with districts, as to who should be admitted?—That is right.

1114. Were the Union books ever closed?—No, they were never closed to my knowledge.

1115. (*Mr. Livesey.*) Not absolutely?—Never closed. But practically it came to that.

1116. (*Mr. Tom Mann.*) Were they ever closed?—Never closed.

1117. In your district were they ever closed?—Not the branch that I was secretary of. I kept on taking men in, but they had to go through the district itself. That was all the difference.

1118. (*Chairman.*) Assuming an eight hours' system was adopted by you, and those who think with you, you assume that wages would remain at the same level, that men would be paid as much for working eight hours, as they are now paid for working over eight hours?—I do not know, I am sure, whether the dockers have gone into that matter or not; our contention is that if they were engaged 48 hours a week at 6d. with a chance of making a little bonus, that would be a sure 24s. a week, and the average docker would consider himself a millionaire with that amount of money, I assure you. So that I do not know if there would be any difficulty

among the members with respect to that. I cannot speak for other trades.

1119. There would be some wages lowered, I presume?—Yes.

1120. There would be some who would earn less than they do now?—Well, you might naturally presume that men would do less in eight hours, than they do now in the nine, but it does not by any means necessarily follow.

1121. Then you contemplate their getting the same wages as they get now, for a reduced amount of work?—As I have said, some of the dockers would not get the same amount of money, because they are paid really 6d. an hour, and would get, if they worked eight hours, 4s. a day, and if they were working nine they would get 4s. 6d.

1122. You think the men who are working now more than eight hours would be satisfied to undergo some loss, and would be consoled by the reflection that other people were getting more?—I do not know that some of those who are getting hold of a great deal of money in that direction would not object; but still we must look after the greater number. We want to be fair to all. If one man is getting 24s. he ought to be satisfied with that, so that he can let someone else have 24s. I daresay some of them would grumble.

1123. Do you think it reasonable that he should be punished for being more industrious?—I think it is punishment to ask any man to work more than eight hours a day.

1124. But he may not be of that opinion?—The majority of the men are of that opinion, as it would appear from the votes that are coming in.

1125. Have the unions taken any practical steps to limit the hours of labour where their own members are concerned. Have they ever laid it down that a member of the Union shall not work more?—We have a rule in the rule books saying, no man shall work for more than 24 hours at a stretch. That is the only thing. Of course, we are advocating the thing all round to do away with systematic overtime.

1126. (*Marquis of Hartington.*) You do not make it a rule that members of your own Union should not work more than 48 hours a week?—We have not done so yet. We have not said to the members they shall not. We are waiting till there should be a law passed to that effect.

1127. Why cannot you do it for yourselves before the law is passed?—We do not think it would be advisable just at present to lay down any stringent rules about the matter, because we say it would be absolutely necessary to have others with us in order to do any good in the matter.

1128. (*Mr. Ismay.*) Is it not a matter of fact that you do not agree among yourselves about it?—You certainly cannot expect that every man in the Union will be of the same opinion on the matter, but the majority of the men are certainly in favour of 48 hours per week.

1129. (*Mr. Collings.*) How would that affect the average? At present, I think you told us, the average earnings of the docker throughout the year were 9s. or 10s. a week, though they work these excessive hours occasionally. Suppose you were to limit him, when the work was on to 48 hours a week, his average according to that would be 5s. a week all the year round?—It would not affect it all. The same amount of money would be earned as is being earned now. When we talk about the average pay of the docker being 13s., we mean to say if every man who works in the docks gets a fair share he would get 13s. But some are getting 2l., and over 2l. Some men do not get 5s. a week; some do not get 3s.

1130. (*Chairman.*) Then I understand your object is not so much to raise wages as to equalise wages?—To equalise things. We just want to have a little better chance than some of us have. Some have too good a chance, some have not chance enough.

1131. You want to bring things nearer to one level?—Yes, a little more on an equality if we can.

The witness withdrew.

(Adjourned for a short time.)

18 June 1891.]

MR. H. STYLES.

[Continued.]

Mr. HENRY STYLES called and examined.

1132. (Chairman.) We understand that you belong to the same Union as the two previous witnesses?—Yes.

1133. Do you hold any post in it?—Yes, as district secretary.

1134. Have you heard the evidence that they have given?—No.

1135. We understand that you came here to give evidence as to the manner in which work in the docks is organised, and as to the feelings of the employed about it. Can you tell us generally whether you think the workmen are satisfied with the mode in which the business is done?—Generally they are.

1136. That, I presume, is since the late strike?—Since the late strike.

1137. Are there still grievances felt?—There are grievances still, very great grievances in some places.

1138. Will you state briefly what they are?—The principal grievance is where the co-operative system is at work. In some places where the co-operative system is at work the employers hold that they have a right to utilise the men, that is to say, they say that only a certain number of men shall be employed. Of course we take it that that is not the co-operative system at all. We take the co-operative system to be that the men take the work at a certain price, and they by taking the work at a certain price utilise the labour to their own convenience and employ as many as they like. But the employer says, "No, you shall only have a certain amount."

1139. Let us understand clearly what is the grievance in this matter. The employers, you say, wish to have only a certain number of men?—That is so.

1140. And the men desire to spread the work over a larger number, is that so?—Yes.

1141. Will you explain why that is the wish of the men, and why it is objected to by the employers?—In reference to its being the wish of the men it causes more men to be employed.

1142. But I presume it causes also each of them to get less wages?—Certainly.

1143. Then do you mean that the men who are actually employed are so self-denying that they wish their own wages reduced in order that a greater number of people may come in and share them?—Not exactly that. It is principally to do away with sweating. Take, for instance, the hatchway of a boat,—quay work. There are two men loading up either from crane or from shoot, whichever it might be. There are four men inside the shed piling, and there are four truck-men. Sometimes each of these truck-men have to take from 5 cwt. to 6 cwt. each on their trucks, and drag it a matter of from 80 to 100 yards. Four men are not sufficient to truck that, especially in the Albert Docks; it is a long distance from the ship's side lying alongside of the quay into the middle of a shed or the very end of a shed.

1144. Do you want a larger number of men employed upon each job than is now employed?—Upon each hatchway.

1145. Upon each hatchway? Are you anxious that that should be done even if there is only the same amount as before of wages to be distributed among them?—The work is taken on the co-operative system; it is taken at a certain rate, we will say, for instance, 1s. 3d. or 1s. 4d. per ton in and out—that is landing, trucking, piling, and delivery from shed into craft. There is part of that 1s. 4d. paid for the landing, trucking, and piling, and the other part is paid for delivery from the shed into the craft after the ship is discharged or even while the ship is discharging, provided there is quay berth alongside the quay.

1146. What I do not understand, and what I want to get at is, what interest the company can have in the number of men employed being larger or smaller, if there is only the same amount of wages to be paid?—There is a certain amount of plus attached to each of these jobs; the smaller the quantity of men the more plus there is to be divided amongst those men. The opinion of the men, taking their general opinion, is this: that if we can have two or three more men we

will be satisfied with the minimum rate of wage. We do not want to sweat ourselves at the expense of our brothers to get 2d. or 3d. per day whichever it might be.

1147. Do you mean that the men who are actually getting the higher wages make it a grievance that they are not receiving less, and that a larger number of people are not called in to share with them?—No, not the men that are receiving it; they do not make any grievance about it; they do not say that they want to give their part away, but they are willing to do so provided they have a proper staff of men there to do their work—a proper number. I can quote an instance which happened only a fortnight last Monday, in connexion with the Hill Line of boats in the Albert Docks. There used to be what was called "cons. pay"—contingencies is the right name, only we give it the name of "cons." for short—at the Hill Line in the Albert Dock; and a fortnight ago last Monday the men left their work; they would not work unless they got the "cons." or the contingencies. Whilst at work Mr. Hill promised to pay the "cons." provided there was enough left after the job was finished. He said the only way to get those "cons.," or to get a plus, would be to have a lesser number of men at work. We had 11 men composed thus: by four pilers, two loaders up, five truck-men; and he demanded that we should strike it down to 10 by taking one man off. When we asked him the reason that he wanted that, and told him that it meant sweating and putting more labour on a man and more weight on a man's truck for him to drag all the day long, he quite ignored the fact; he said it did nothing of the kind.

1148. May I ask you what you mean by sweating? I would explain that we endeavoured on a Committee in the House of Lords for some years to ascertain what meaning attached to the word sweating, and we never could find any?—I will try and define the word "sweating" to the best of my ability. It is this: the men have been in the habit of having three bags of flour, we will say, for instance, on their trucks. Each bag of flour is supposed to weigh 140 lbs., which will be 1½ cwt. each, making 3 cwt. 3 qrs. Now this gentleman, Mr. Hill, wants the men to take four bags, bringing it up to 5 cwt. That is sweating.

1149. Does he offer to pay more for that?—No.

1150. Then when you speak of sweating you simply mean harder work than you think it desirable that you should do?—Yes, quite so. Sometimes there are 12, 14, 16, or 18 bags of flour coming ashore in a sling from the ship by the crane. If there are 18 bags of flour and you have only got four truck men and they take four bags each, there are two bags left for the other man when he comes back, so that they are continually on the go, with no rest in between at all.

1151. Then do I understand you to put it in this way, that you wish the work divided amongst a larger number of men in the first place, because the work would be easier to each of them?—Quite so.

1152. And, in the next place, because a larger amount would have to be paid away in wages?—That is so.

1153. And the companies object to pay higher wages than the state of the market requires?—In some instances we have a rise, but we have never been able to get a rise from the firm I have just quoted, the Hill Line. In fact they pay 1s. 3d. per ton, as we term it, 1s. 3d. per ton in and out. From that we have to pay from 2½d. to 2¾d. for the use of gear and the hire of cranes, bringing it down to about 1s. 0½d. in and out, the lowest rate of wage that is paid on the co-operative system in either the Victoria or Albert Docks.

1154. What do you call the co-operative system? That term is almost as vague as sweating?—The co-operative system is that the men agree with the manager of the firm, or with the employer, to take the work at a certain price, and to do the work, and take a certain amount of money as subsistence money whilst at work. Then if there is any surplus left it is equally divided according to the number of hours worked by each man, at so much per hour.

1155. That is the ordinary way of working, is it not? How do you call it co-operative?—It has not been the ordinary way in the Victoria and Albert Docks.

18 June 1891.]

Mr. H. STYLES.

[Continued.]

1156. Then, as far as I understand it, your present complaint is that not enough men are employed, and that a larger number of men ought to be employed at the same wages?—Quite so.

1157. In the memorandum that you put into my hands I see something about the introduction of sweating. What do you refer to as the introduction of sweating?—I have already referred to that in answer to your question as regards sweating.

1158. You mean what you said just now, that a man has to truck four bags where he thinks that three are sufficient?—Yes.

1159. In short, in your interpretation of the word it means doing harder work than he likes to do?—Harder work than is necessary. If a man is dragging 3½ cwt. all the day long upon a truck with an interval of half an hour for lunch, I think that is quite heavy enough for a man to drag about all day long, and I do not think it is right to put another 1½ cwt. on, making it 5 cwt. all day long. Take a donkey in the streets, he does not drag 5 cwt. about all day long.

1160. Then I understand you have something to say as to the dismissal of a certain class of workmen?—Yes.

1161. Will you tell us what it is you complain of?—With reference to the dismissal of a certain class of men. I refer now back to the 3rd of last November, when the Dock Companies put forward that they would no longer work upon the same system as they had worked from the previous 4th of November 1889. During the interval between the 4th of November 1889 and the 3rd of November 1890, we had attached to the Union what we term men's representatives, who were placed at the different departments, jetties or groups in the lower docks—that is the Victoria and Albert Docks—for the specific purpose of looking after the interests of the men. Their work in looking after the interests of the men would be that they would examine the books, because they worked on a sort of co-operative basis or plus system, that is during the first 12 months after the 4th of November 1889; and they looked after the interests of the men in examining the books, &c. Coming to the 3rd of November 1890, the company informed those men that their services were no longer required as representatives, and that they could not be allowed to be employed on their premises.

1162. Was that not in consequence of some change of system?—It was in consequence of a change of system, most decidedly.

1163. What was the change of system?—The change of system was from piece-work to day-work.

1164. In your memorandum there is a heading, "Action taken by employers in reference to men holding positions as permanent men and belonging to Unions." What have you to say upon that point?—In reference to permanent men who belong to the Dock Labourers' Union and hold positions as permanent men in the Dock Company's service, when the Dock Company found those men as permanent officials belonging to the Union, the Dock Company turned round and told them that they would either have to give up the Dock Labourers' Union or leave their employment.

1165. I understand you have also a complaint to make in reference to the machinery used being inadequate or being improper for its purpose?—In some instances.

1166. Will you explain that?—Yes, I wish to refer to the wooden gear, such as planks and trestles. I can speak personally on one matter.

1167. What have you to say about the wooden gear? Is it unsafe, or is it defective, or what is the matter with it?—It is defective.

1168. In what way?—Take the planks that are used in backing the grain in re-housing, say. In backing the grain or in stacking it a man has to walk up 14, 15, and sometimes 18 bags high, one being on the top of the other, and to get up there you require different stages to be made. Now the gear at different times which has been used for that has not been safe, I should say, for men to travel with 2 cwt. upon their backs; if they go up an incline, as that might be, these planks are from 16 to 21 ft. long. I had the misfortune myself to meet with an accident that broke my ankle from the gear being bad, three or four years ago.

1169. (Mr. Ismay.) Who supplies that gear?—The Dock Company did at that time.

1170. (Mr. Bolton.) And now?—Now the employers and shipowners do.

1171. (Chairman.) Is there any inspection of the premises and warehouses and other places in which work is done?—Do you mean as regards sanitation?

1172. As regards sanitary arrangements and general convenience?—There is certainly a sanitary inspector who walks about the two docks, but as regards the waterclosets he never enters them, and as regards a drop of water being poured down there, there is not any from one twelve months' end to another. There is a little whitewash put on them once every year.

1173. (Mr. Ismay.) You tell us about the Hill Line, and you say that you have a contract with them?—Yes.

1174. Why should Mr. Hill dictate to you then as to the number of men employed?—I should very much like to know that myself.

1175. I want you to tell us?—I cannot tell you. I have tried to find it out, but he is too much for me and I cannot.

1176. Surely it would be to his interest that you should put more men on and get the whole work done more quickly?—His idea is that the more men are put on the more lazy our men become, that is his idea of our men, that the more lazy they become the more men there are.

1177. Have you given him any reason for that?—No. The majority of course are good men who know their work, but wherever you go you will find scalliwags or men who will not work.

1178. You say that he pays you 1s. 3d. in and out for loading and unloading and certain contingencies, and that you pay 1d. for the use of the gear; to whom do you pay that?—It is paid back to Mr. Hill.

1179. Then you get about 1s. net?—1s. or 1s. 2d.; it generally runs to 1s. 2d.

1180. I cannot quite see why he should interfere to reduce the number of men?—Well, he does interfere.

1181. But it is not his interest?—He makes it his interest. It is only a fortnight ago last Monday that the same thing occurred. I went in company with three more of the officials of Dock Labourers' Union to interview Mr. Hill upon the matter, and he stated then that the only way to get a plus would be to have less men at work and make them do more work.

1182. But you prefer this co-operative system, as you call it, this system of the men taking the work from the shipowner?—Yes.

1183. You do prefer that?—I do.

1184. Because you will get divided all that you earn?—That is so, and in nine cases out of ten where we have it at work it is working successfully, and at a higher rate than Mr. Hill pays.

1185. Do you make a difference between various shipowners for the same kind of work?—Yes.

1186. You do?—Yes, a different price for different ports.

1187. For the same kind of work? The Hill Line trade to New York, do they not?—Yes.

1188. Suppose you arrange with the Wilson Line, which also trades to New York, would you make a difference between the two?—No, not between those two lines. We take them as incorporated into one—the Wilson-Hill.

1189. Take the National Line?—The National Line is a line by themselves.

1190. Are they having work done on your system?—They pay 1s. 3d. per ton in and out, with no charge for gear.

1191. Then you favour the Wilson-Hill Line to that extent?—We cannot get any more or else we should.

1192. You place the other line at a disadvantage then; is that right?—I can hardly say that we place them at a disadvantage.

18 June 1891.]

Mr. H. STYLES.

[Continued.]

1193. You charge them 3d. per ton more practically?—This arrangement with Mr. Hill—

1194. Still keep to that point. Why do you charge another man, whom you have no complaint against, more than you charge the Wilson-Hill Line?—The National Line had their rates made and agreed to those rates before Mr. Hill made his rates.

1195. Is that not all the more reason why you should not stick to the high rate that you closed for?—We did stick to it, and tried hard for it, but Mr. Hill baffled us about so that we were compelled to give in on that point. It has been our aim right through to try and keep the men at work, and we have kept the men at work as far as we possibly can, until they have turned round and taken the rod into their own hand, and left.

1196. Which men?—The men that I was quoting, who left their work a fortnight ago on last Monday.

1197. Working on the Hill boats?—Working on the quay of the Hill boats.

1198. (Mr. Bolton.) In reference to these men who left, have their places been easily supplied?—Their places have been filled.

1199. Filled up at once? This co-operative system is really a contract system, I think, is it not?—It is to a certain extent contract.

1200. Is it a custom to charge two men under exactly similar circumstances, different prices?—It is according to the work.

1201. I am assuming that the Hill Line and the National Line, being in the same trade, the work is practically the same?—Not exactly.

1202. What is the difference?—They bring a different sort of cargo.

1203. Do they come from the same ports?—Yes, they come from the same ports, but they bring a different sort of cargo.

1204. What is the difference?—The Hill Line bring a lot of lumber, the National Line do not.

1205. Is that the only difference?—The Hill Line bring a tremendous amount of canned goods, splints, deals, and all such things as that. The general cargo of the National Line comprises more what we should call heavy stuff, such as clocks, watches, &c.

1206. Surely that cannot be very heavy?—It is; if you take a lot of watches in a box as square as this table that would be a very great weight. If you take one watch it is very light, but if you take a dozen they are heavy.

1207. Is a large proportion of the ship's cargo in watches?—Yes.

1208. On the whole, do you assert here that the 3d. or 2½d. difference between your charge to the Hill Line and your charge to the National Line is a fair difference?—No, it is not a fair difference.

1209. What would be a fair difference?—I am not in a position to state what a fair difference would be; but our aim is to have those two lines working upon the same rates.

1210. Why do not you put them upon the same rates?—Because Mr. Hill will not allow us.

1211. But it is in your hands?—No, it is not.

1212. Cannot you refuse to contract for Mr. Hill?—We have done so.

1213. But you are contracting?—We are at the present time on the ships, but not on the quay.

1214. You refuse to acquiesce?—On the quay we are not doing it.

1215. But you unload and load his ships?—We unload the ships of the Hill Line, but we do not do the quay work.

1216. You unload his ships at 1s. 0½d., we will say?—Yes.

1217. And you charge the National Line 1s. 3d.?—Yes.

1218. You admit that although the National Line cargo is to some extent a cargo which ought to pay something more than the Hill cargo, still the dis-

proportion is too great?—If your aim is to try and make me say that the National Line rate ought to be lowered, I do not admit it.

1219. No; you would say that the Hill Line ought to be higher?—I say that the Hill Line ought to be 1s. 3d., the same as the National Line without the gear.

1220. How much should it be on the Hill Line to put it on a par with the National Line?—It should be made 1s. 3d. per ton in and out, and no charge for gear or cranes.

1221. And the National Line should remain as it is?—As it is.

1222. You do make a difference, then, and treat one company better than the other?—No; we make our arrangements; the more we can get the better. I may as well be plain.

1223. Now, as to the insufficiency of the dock gear, is that solely applicable to the Hill Line?—The Hill Line provide their own gear.

1224. Is it sufficient?—Yes.

1225. You complain of the insufficiency of dock gear?—That is in reference to the cranes.

1226. No; you said the planks?—The defectiveness, not insufficiency.

1227. What gear is it that you refer to, the Wilson Line gear?—The wooden gear, such as shoots, &c.

1228. Is that the Hill Line?—No; that is the Dock Company.

1229. You spoke of the planks?—I did.

1230. Is that applicable to the Hill Line?—No.

1231. Theirs is good?—Theirs is good.

1232. Is it applicable to the National Line?—No, theirs is good because it is all new. The Dock Company's is some 24 or 25 years old.

1233. What is it applicable to?—To the Dock Company's gear.

1234. If an accident happened in that way for insufficiency of gear have you no claim upon the Dock Company?—No.

1235. Are you sure?—No.

1236. Not for an insufficiency of gear provided?—I do not know that you have any claim. Of course it is a question you can put forward. They certainly allow you something. They allowed me 8s. per week to keep myself and wife and six children.

1237. (Mr. Tom Mann.) Concerning the rate of the Hill Line and of the National Line, first, what is the rate for the Hill Line?—1s. 3d. quay work in and out.

1238. Now confine yourself to the ship?—1s.

1239. And what concerning gear?—1s. per hour for cranes, and a 1d. per ton for gear other than crane—that is for ship work.

1240. What is the rate of the National?—No rate at all; nothing charged for gear.

1241. What is the rate per ton?—9d.

1242. And no gear?—No gear.

1243. That is, the men do not have to provide for gear?—No, there is nothing charged for gear at all on the National Line.

1244. In the case of the Hill Line the men get 1s. per ton and pay for gear, to what extent would that charge for gear meet the difference of 3d. per ton; that is, the 1s. per hour for cranes and the ½d. per ton for gear, what would that amount to per hour on the average?—I take it that you are referring to ship work only.

1245. Yes?—The cranes are in use all day long at the 1s. per hour, sometimes they have four cranes and sometimes five cranes in use.

1246. Let me tell you what I wish to drive at. The impression was created just now by your answers that there is a difference of 3d. per ton between these two lines, and I am desirous of showing that there is no such thing, therefore, with a view to make that clear, you say that the price per ton for discharging—for dealing with the ship on the Hill Line is 1s.?—Would you allow me to interrupt you. In speaking just now I

18 June 1891.]

Mr. H. STYLES.

[Continued.]

was not referring to the ship at all, I was only referring to quay work.

1247. (Mr. Ismay.) You said in and out?—Yes, that is landing, piling, and trucking, that is after the cargo is taken from the ship, handled by the ship's men down the ship's hold, picked up by the crane, brought ashore and landed on the quay, then the quay men do that. That is all I was referring to.

1248. (Mr. Tom Mann.) Dealing with this 1s. per ton, that is on the Hill Line, is it not?—Yes.

1249. And the men pay for the gear?—Yes.

1250. But on the National Line they do not pay for the gear?—No.

1251. And that makes a difference of 2½d. or 2¾d. on the average?—Yes.

1252. That 2½d. or 2¾d.—we will say 2¾d.; for the moment—is the charge for gear that has to be added on to the 9d. which the National Line has to pay?—Why so?

1253. So that there is a difference of a farthing a ton really?—Yes.

1254. That is the actual difference, is it not?—That is the actual difference in the ship work.

1255. And not 3d. per ton as it would appear to be?—Not 3d. per ton on the ship work.

1256. There is no clashing with regard to this evidence, but once again let us have it, the charge per ton on the Hill Line is 1s., is it not, that is what the men pay?—The men get 1s. per ton ship work.

1257. And out of that they have to pay back again to the Hill Line at the rate of 1s. per hour for the use of cranes?—That is so.

1258. And in addition to that they have to pay a ½d. per ton for other gear than cranes?—That is so.

1259. And that reaches a sum of 2½d. per hour on the average?—Quite so.

1260. In the case of the National Line, the National Line find the gear including cranes?—Quite so.

1261. And consequently the men there get 9d. only. Now the 2½d. per hour which is paid out of the 1s. received from the Hill Line is the practical equivalent within a farthing of the additional 3d. which Hill pays?—Quite so; as regards the ship work of the National Line the one is equivalent to the other.

1262. The estimate now is based upon the number of tons turned out per hour, and as a ½d. per ton is charged for gear, and 1s. per hour for crane, then experience shows that that is of the value of 2½d. or 2¾d. per hour?—That is how it is run out.

1263. So that there is very little difference between the prices paid by the National Line and the Hill as regards ship work at any rate?—Not as regards ship work.

1264. Have you had many differences with the Hill Line's?—Yes, they are of frequent occurrence, I should say on an average once in every three weeks there are disturbances there.

1265. What is the cause of them generally?—Lately they have all emanated from the same source as I have tried to describe.

1266. I understood you to say that it was the Hill Line's interference—the proprietors' or the company's or the manager's unnecessary interference with the make-up of the gangs?—Quite so.

1267. Is that your real belief?—It is my real belief, that is what it is.

1268. Can you quote a line where there is no interference which goes on better?—The National Line.

1269. Do they go on smoothly?—The National Line since they have started the co-operative system have never had occasion to come to me as a district officer with any cause of complaint.

1270. How long ago is that since they commenced?—Nine months.

1271. How many ships do they have running here?—Three a month, sometimes four a month during the season.

1272. From where?—From Montreal and New York.

1273. And there has never yet been a difference?—Never had any difference at all, never had occasion to go down there to settle any difference, with the exception of the first ship when their rates were not properly adjusted. The men, of course, did not know whether it was right or whether it was wrong, and they merely sent up to see whether it was right, we told them yes, perfectly right, and things have gone on smoothly ever since until two or three days ago.

1274. Would you have us understand that the National Line go along smoothly?—Yes, they go along smoothly.

1275. In the one case there is unnecessary interference, and in the other there is not?—That is so, it is perfectly correct.

1276. Are you working in this way for any other lines?—Yes, we are working for the Johnson Line and the Furness Line.

1277. Where do the Johnson Line run from?—The Johnson Line run from Baltimore and different places; they have a New York trade.

1278. How many vessels?—They have run three a fortnight, but unfortunately at the present time we shall not get another Johnson Line boat in for five weeks.

1279. How do you get on with the Furness Line?—Pretty fairly, one or two complaints, but that is only in reference to the position that men held as representatives.

1280. I think you have mentioned that four of the important lines which you work for on this basis?—Are working satisfactorily.

1281. Any others?—Yes, in fact all the lines that are working down there on a co-operative basis are working satisfactorily with the exception of the Hill Line.

1282. About what rate of wages do the men make on this basis—your remarks now covering only the Albert and Victoria Docks?—From 7d. to 7½d. is the average.

1283. 7½d. per hour?—Yes.

1284. What proportion of the total amount employed in the Albert and Victoria Docks are engaged on this basis?—A third.

1285. About one third?—Yes.

1286. On the co-operative basis?—Yes.

1287. Who are the others working for?—Some are working for the Company and some are working for little masters who thrust themselves in, posing as middlemen.

1288. What do you mean by that, that there is an attempt to get back to the contract system?—Quite so.

1289. Do you believe that is the case?—That is the case.

1290. The same system which prevailed prior to the big strike?—Prior to the 1889 strike.

1291. Do you think that is encouraged or discouraged by the Dock Company?—I am not in a position to answer that. The Dock Company do not really have anything to do with it, I believe.

1292. In one of your replies you said that there had been some black-listing, or that men had been discharged who had been connected with the Union?—That is so.

1293. What are those men?—They were what we termed the men's representatives.

1294. Were they really discharged?—They were told that they would not be employed on the department where they had acted as representatives.

1295. Was any reason given by the Company's officials for that discharge?—The active part they had taken with reference to the Union.

1296. Had they done anything obnoxious, to your knowledge, to the Company?—Not one of them, to my knowledge.

1297. Was this instruction given by the Company direct, do you know?—It was.

1298. What official gave it to the men?—The warehouse keeper.

18 June 1891.]

Mr. H. STYLES.

[Continued.]

1299. Was he the proper official?—Yes; the head of the department.

1300. Had these representatives been recognised by the Company?—They had in conjunction with the Company's representative, who was paid by the Company.

1301. How were they originally appointed, do you remember?—The Company's representative was appointed by the Company; the men's representative was elected by the men, under the control of the Company, that is to say, if the Company objected to the man, if he was an objectionable man, they had the right to refuse him.

1302. Was that with the approval of the Company?—With the approval of the Company.

1303. How do you know that?—By the agreement.

1304. There was an agreement then?—Yes.

1305. When was the agreement signed?—The 4th November 1889.

1306. And that agreement had been arrived at between the Company on the one part and —, was it the Union on the other part?—The Union on the other part.

1307. Because these men had served as representatives, do you mean to say that they were discharged, and forbidden ever to have any further employment in the Dock Company's service?—They were told that their services would be required no longer and that they would not allow them to be engaged upon the departments that they had represented.

1308. And were they blocked?—They were.

1309. Did they suffer in consequence?—They did, in fact some of them are, you might say, boycotted now up to the present day.

1310. Refused work now by the Company?—Refused work now by the Company.

1311. For having done nothing else, so far as you know, than simply carrying out the instructions they received in accordance with the terms of the agreement signed by the Dock authorities on the one side and the Union officials on the other?—Quite so.

1312. Is that your understanding?—It is.

1313. How many men are you speaking for in the Albert and Victoria Docks district?—From 4,500 to 5,000; it is in reference to dock labourers.

1314. There are others, of course?—Yes.

1315. You alluded to permanent men, do you say that some instruction was given by the dock officials to the permanent men as to whether or not they might remain members of the Dockers' Union?—The instruction was given that they were to throw over their card of the Dockers' Union, but they had no objection to their joining another Union.

1316. How do you know that that instruction was given?—I can bring proof of it.

1317. Could you prove it here?—I would rather, if it is with the approval of the Commission, have one man whom I can bring who was told those words.

1318. We should like to have it as strong as you can state the case, if it is only a weak case do not let us have it; what is your position down there, what is your occupation now?—District secretary.

1319. For what?—For the Dock Labourers Union.

1320. Does that bring you in contact with the men?—That brings me in contact with the men.

1321. In direct contact?—Every day.

1322. How did it come to your knowledge that these men had received an instruction from the Company's officials that they must sever their connexion with the Dockers' Union or they would not be employed?—In my rounds at the dock one of the men called me to him, and he said, "Do you know what instruction I have received?" I said "No"; he said, "Well, I will tell you, that I must not belong to our Union any longer." I said, "Why?" and he said "Because if I do I lose my permanent situation."

1323. Who gave that man this instruction?—I asked him that question, "Who gave him that instruction?" and he said, "The warehouse keeper." I asked for

the name of the warehouse keeper, and he would not give me the name of the warehouse keeper, but I knew the department, and of course I knew the warehouse keeper who was there.

1324. Did the men leave the Union in consequence?—No, they stuck to their Union.

1325. What happened?—They were boycotted from work, they were paid off, they received superannuation pay, and were paid right out.

1326. Did some of the permanent men leave the Union?—Some of the permanent men left the Union and joined this other Union.

1327. And were they blocked from work?—No.

1328. But the men that did not leave the Union were blocked from work?—They were blocked from work.

1329. Are you quite sure of that?—I am quite sure of that point.

1330. What was the name of the other Union they joined?—The Permanent Labourers' Union.

1331. Have you any idea what the object could have been in doing that?—I can go as far as to say this, that I was called to the dock house one day in reference to the first scheme of co-operation which was brought about which I think you remember, I was called there but I was called there without your knowledge or that of any other official of the Dock Labourers' Union. When I arrived there I was asked to sit down in the waiting room, which I did. Presently a gentleman came out of one of the directors' rooms. I knew the gentleman who came out, he was the General Secretary of the Permanent Labourers' Union. He went away. I am called into the committee room. Mr. Hubbard, Mr. Bailey, and one or two other gentlemen were sitting there. The first words Mr. Hubbard said to me were, "Oh, Mr. Styles, you must not think because Mr. Mitchell, the General Secretary of the Permanent Labourers' Union, has just had an interview with me that that is an employers' Union." I said, "Well, I did not know Mr. Mitchell." I may as well tell you, gentlemen, that I told an untruth when I said I did not know Mr. Mitchell; I did know Mr. Mitchell, but I did not want Mr. Hubbard to know that I did know him. He says, "That is Mr. Mitchell, he knows you, but you must not think that it is an employers' Union." I said, "From that, sir, of course I can draw my own conclusions." From that day up to this the Permanent Labourers' Union officials have tried their hardest to get men from our Union into their own.

1332. Are the men in the district working smoothly with the Dock Company now?—Yes, there is a reason for it.

1333. What is the reason?—Most of them are registered men, are permanent and preferable men, men that are always at work under the Dock Company.

1334. Is this a busy time?—No, we are very slack.

1335. What proportion of the men are employed now?—I should not think there were more than 1,000 men employed in the district at the present moment as dock labourers.

1336. 1,000 out of how many?—5,000.

1337. 4,000 now out of employment?—Yes in that district. A fortnight ago we had more work: we wanted rather more men than we could supply, so we were obliged to take men from other Unions.

1338. What are the average wages received by your men taking the year round?—The average weekly?

1339. Yes?—I should say from 10s. to 11s.

1340. What rent do they pay?—I myself pay 4s. 6d.

1341. Is that about the average?—That is about the average, some pay more. Of course we have some provident men and some improvident men, and the provident ones can afford to pay a little more than the others can, but most of them live in rooms.

1342. When you say 11s. are you including the corn porters?—I am. The corn porters' work is not all the year round. A corn porter will perhaps only do two days a week: his average work is 2½ days per week and his average money will be from 10s. to 12s. per day. That work of corn portering will run, I should say, from 10 to 12 weeks during the 12 months. That is of course

18 June 1891.]

Mr. H. STYLES

[Continued]

in the Victoria and Albert Docks: there are other parts of the docks where it runs longer.

1343. So that of the 5,000 men the average, you think is about 11s. a week?—I do not think it is any more.

1344. That does include the corn porters?—That does include corn porters.

1345. And 4,000 out of the 5,000 are now out of work?—This week. I took a walk round the Victoria and Albert Docks yesterday, and I guarantee there were not more than 1,000 men at work either on the quay or the ships.

1346. Is there any prospect of better times?—Yes, we expect to be very busy next week.

1347. Had you serious difficulties this last winter?—Yes, as regards the work.

1348. What number of men were out of work then?—About the same.

1349. For how long was that proportion out—the 4,000 out of the 5,000?—From four to six months.

1350. Out of work?—Out of work.

1351. You do not mean at one stretch?—No. We never had a worse winter for work than we had this previous winter.

1352. (Marquis of Hartington). A worse winter, did you say?—We never had a worse winter nor a more trying one for the workers.

1353. (Mr. Tom Mann.) Supposing you should have as bad a winter next time, how do you propose to get over it? Did it teach any lessons?—It taught me one lesson, that was in regard to relief. I had to work very hard during the last winter in respect of relief, but how to obviate it I do not know.

1354. Have you any proposal to make with a view to equalising or steadying the employment?—Yes, providing that we could get the work I should certainly say that a man should not work more than a certain number of hours per week.

1355. What number of hours do they work per week when they are working in your district?—They work all hours.

1356. What does that mean, from 10 to 100?—The average, I should think, would be 80 hours per week.

1357. They have a few weeks at that, and then a few weeks at what—at nothing?—A few weeks at nothing.

1358. Is that your proposal that the hours should be levelled up?—Reduced.

1359. Reduced, of course, but to what extent?—I should say that no man, if we could show an average of from 7d. to 7½d. per hour, should work more than 48 hours per week.

1360. What is the opinion of the men in the district; has it been taken?—It has not been taken right through.

1361. Have they recorded any opinion?—Yes, they have recorded their opinion, but of course they base their opinion upon the same as I do myself—that providing that we had the work 48 hours would be the limit—they are in favour of it.

1362. Have you any other proposal to make with a view to steadying employment?—Not at present.

1363. With reference to these men who have been receiving, say, fairly good money for a few weeks when they have been out for a few weeks and getting on for months, as it was last winter, what do they do then for a living; how do they eke out their existence?—They exist in the best manner they possibly can. It is hard for me to say how they exist.

1364. Are they able to turn to any other employment?—Some of them are.

1365. What proportion?—I could not exactly say what proportion. Some of them, of course, can turn their hand to almost anything.

1366. Have you had much experience of the docks?—21 years.

1367. Were you brought up as a docker?—No, I was brought up as a carpenter and joiner. Owing to the depression in trade I was forced to go to the docks to seek employment, and there I have been ever since.

1368. Are there many like that, do you think?—Yes, a great number.

1369. Does the number increase; do they still make their way to the docks?—Yes, the dock gates is the last refuge.

1370. Have any come direct from the country, as far as you know?—No, very few that I know, but we have had some.

1371. Your proposal to get rid of the difficulty with a view to removing some of the evils at any rate, is that the hours should be reduced?—Most decidedly.

1372. To a minimum of 48 per week?—48 per week, where practicable.

1373. (Mr. Ismay.) I suppose you have an agreement with the Hill Line and with the National Line?—We have an agreement with the National Line. Mr. Hill makes his own agreements, and does not ask us to go there to help him to make an agreement.

1374. Could you not put those agreements in before the Commission?—Yes.

1375. (Professor Marshall.) I did not quite understand what you said about the representative men, you used two phrases, sometimes you said they were discharged altogether and sometimes you said they were given notice that they would not be employed on that department. I think you used that phrase twice?—My meaning was that they were discharged from the department where they had been representatives and would not be allowed to be employed there any more.

1376. On that department?—On that department.

1377. But they were not prohibited from getting employment on other departments?—Yes they were in some cases.

1378. That is what I rather wanted to get—in some cases?—Yes.

1379. In some cases they were prohibited from getting employment in the docks anywhere?—Yes.

1380. But in other cases only in a particular department?—That is so, in fact in continuation of that some of those men who were representatives, were kept out of employment through the action of the Company until such time as the co-operative system was introduced and then they obtained work.

1381. Then in the co-operative system the docks exercise no power of veto?—They have no power over it.

1382. Is that essential: I mean is that part of the co-operative principle itself or is it included by definite contract?—That is part of the co-operative principle.

1383. As worked at the docks?—Yes.

1384. You say you are a carpenter and joiner?—Yes.

1385. During the many years you have been at the docks, do you think your earnings have only averaged 11s. per week?—Not more.

1386. Have you not often been tempted to go back to your work as a carpenter and joiner?—If I could have obtained it, but unfortunately the depression in the trade compelled me to remain at the docks.

1387. When did you leave being a carpenter and joiner, when did you join the docks, in what year?—I have been now within a month or two, for 21 years knocking about in the docks. I served a seven years' apprenticeship, and I worked three months as a man after I came out of my apprenticeship as a carpenter and joiner.

1388. But surely the carpenters' and joiners' trade was not depressed in the years 1870 to 1875?—The shipping trade was. I was apprenticed to a ship's carpenter and joiner.

1389. I did not understand that you were a carpenter and joiner in the shipping trade?—Yes.

1390. And would you not have been able to get work easily in the house building?—I never tried for it.

1391. But the house building was very prosperous in 1874 and 1875 after most other trades had become depressed?—Yes.

1392. Why did not you then take to that employment?—There is a very good reason for that. The tools required in house carpentering are different to what are

18 June 1891.]

Mr. H. STYLES.

[Continued.]

required in ship's carpentering. The tools that I had were for ship's carpentering, and would not have been of much use to me in house carpentering. Therefore it would have necessitated my buying new tools, for which I did not have the money and never could get it from that day to this.

1393. Do you mean that during the times when there was such a great demand for carpenters' work you could not have got employment even with rather a scanty supply of tools?—I have not the least doubt I could have got work if I had tried.

1394. Why did not you?—Because I liked the dock better at that time.

1395. At 11s. a week?—Average—do not forget the average.

1396. Yes, I mean the average?—Some weeks I could earn 3*l.* and have earned it, the week I broke my ankle I earned 3*l.* 5*s.*

1397. Perhaps you understand the drift of my questions, which is that I cannot help thinking that you have not taken quite the same view, perhaps, of what your average earnings has been all through your life as you do now, when you say your average as a dockerman has been 11s. per week?—I take it that you think I am rather making a very low estimate.

1398. Yes. In 1874 and 1875, when there was so much demand for carpenters' work, do you think that you then regarded your prospects at the docks as averaging only 11s. per week?—I should like to state this, that I am a man not of a very roving disposition. I like to stick to one place if it satisfies me. And I was perfectly satisfied with what I was doing then.

1399. At 11s. a week on an average?—No, not at 11s. a week. As I stated just now from 1873 to 1875 I was earning on an average 2*l.* 10*s.* a week in the docks.

1400. On an average?—Yes.

1401. Has there been as great a fall as that?—There has, and after that time perhaps I did not earn 1*s.* in five weeks.

1402. But the depression in the building trade did not begin in 1875, you know; the building trade was fair and prosperous till 1877?—I must ask you not to refer to the building trade in reference to myself. Take it that I was apprenticed to ship's carpentering, I had not a knowledge of the building trade; not of the carpentering, there is a difference there.

1403. (*Sir John Gorst.*) When the Dockers' Union makes a bargain to unload a ship owner's ship at a certain rate, I suppose even the Dockers' Union tries to make the best bargain?—Yes.

1404. And does it think that in taking that course it is only imitating all other commercial bodies in the country?—I should think it was.

1405. (*Marquis of Hartington.*) I did not quite understand you on one point, you said a change of system took place in November of last year?—Yes, there was a change.

1406. What was it?—The men, previous to November 3rd, 1890, were working for the Dock Company upon the plus system—a kind of piece-work. Then after the 3rd November the Company reverted to what they termed day-work, and no pay for meal times.

1407. Was that system adopted with the concurrence of the Unions?—No, we were not asked; the Union was not asked a question with reference to that. The Company put the notice out.

1408. Did the Unions take any action upon it?—No, only in reference to the meal-time.

1409. Which system did you prefer?—The plus system.

1410. But you did not think it necessary to resist this change?—We tried our best to keep the men at work until we could negotiate with the Company with a view to the betterment of it.

1411. But the effect of this change was to make the employment of these representatives unnecessary, was it not?—That is so.

1412. Then they were not dismissed without a cause, but simply because the change of system made their employment unnecessary?—They were dismissed because their services were not required, but then it did

not follow that they should be stopped from working at any other place, or even in the department where they represented; they might have been allowed to have stood their chance.

1413. Were these representatives also workmen?—Yes.

1414. They combined actual work with representing the workmen's interest?—If there was a ship at work, say, sometimes we would have two ships at work, but if there was only one ship at work the Company's men would look after the ship, and the other one would look after the deliveries, because we have deliveries proceeding at the same time as the cargo is being discharged from the ship—one man would look after the one thing and the other would look after the other.

1415. But those representatives were not wholly employed in looking after the workmen's interest, they were also doing work themselves?—Quite so.

1416. You said, I think, that there was no inspection by any official of the gear or plant?—No, there is not.

1417. Or of the manner in which the work is conducted?—There is an inspection of the chain gear, such as the crane, &c.

1418. By whom?—By an official appointed. That is the man we term the oiler, the man who attends to oil the joints, &c.

1419. An official connected with the Company?—With the Dock Company.

1420. But not appointed by the Government or any public authority?—No.

1421. Do you consider that there is any case for the inspection of dock work?—Yes.

1422. In what case?—Only a few weeks ago—it might more than that, it might be a few months ago, I cannot quote it exactly—a link in one of the chains broke; that was on the Hill Line; but I am very happy to state that no injury was received by any person though there might have been. I should like to add this. At times when a ship comes in they take the hatches off the ship, there is a crane over your head, you are working down in the hold, the ship is full of cargo, she is full right up, you start making up a sling of cargo, which is hooked on, and you have got to stand under that whilst that is taken up. Anything defective in that chain, down it comes. What chance do you stand to get out of the way?

1423. Are accidents sufficiently numerous to make it, in your opinion, necessary that a staff of Government officials should be employed to inspect the machinery?—Not exactly; but an inspection should take place so many times per year.

1424. It is in the interest of the Dock Companies themselves, I suppose, that their plant should be in good order?—Quite so.

1425. Have you any reason to think that there is negligence on the subject?—There is a certain amount of negligence there.

1426. When accidents occur do the Dock Companies pay compensation?—Yes; they give you, if you are a single man, 7*s.* per week, and you have to wait three weeks for it before you can get it; you have got a paraphernalia to go through. If you are a married man they used to give you 8*s.*, but they have raised that to 9*s.* now. I was in receipt of 8*s.* per week when I had the misfortune to break my ankle, and I had six children and my wife to keep on that.

1427. I suppose under the law you would be entitled to claim compensation if they did not pay it?—I am not sufficiently posted in law to answer that.

1428. Did you ever know of a fatal accident?—Yes.

1429. Has compensation been given in that case?—No.

1430. None?—No. I know of some cases where compensation has been given.

1431. (*Mr. Bolton.*) Did you get it?—I got 8*s.* per week, and I had to wait three weeks for that.

1432. (*Sir J. E. Gorst.*) I understood Lord Hartington's question to be whether compensation was paid in cases of fatal accident; do you say you know of cases of fatal accident where compensation has been given?—No, not in cases of fatal accident.

18 June 1891.]

Mr. H. STYLES.

[Continued.]

1433. (*Mr. Austin.*) You said that you were brought up as a ship's carpenter and joiner, are there many of this class at present working in the docks?—Yes, a great many.

1434. A great many?—A great many of all trades.

1435. You spent seven years at the business?—Yes.

1436. What wages did you receive in those seven years?—In those seven years, the first year I received 2s. 1½d. a fortnight; the next, 3s. 2d. a fortnight; and so on. It gradually rose during the seven years until it reached 1l. 1s.

1437. What steps have been taken to ascertain the feelings of the members of your Union on the eight hours' question, or the 48 hours per week?—We have had discussion in the branches, and the men to a certain extent are in favour of it.

1438. Has this been ascertained by open voting or by ballot?—No; merely open discussion in the branch; we have had no voting or ballot upon it at present in the district I represent.

1439. (*Mr. Livesey.*) As to the cases of accident I think I understand that the Company voluntarily give 7s. or 9s. a week respectively in case of accident?—Yes.

1440. Even when they are not legally liable?—I am not in a position to answer whether they are legally liable or not. I have never tested the case.

1441. But they give it in all cases?—No.

1442. At any rate, if a man met with an accident and the Company was liable under the Employers' Liability Act, of course he would get compensation. Your Union would look after that?—I believe they would.

1443. Then as to the defective gear that you spoke of, if it is the fault of the Company you have your legal remedy?—Yes.

1444. As to those representatives you do not say that all of them were discharged, do you?—Yes, all of them.

1445. I understood not, the previous witness said that some were, but I think I understood not all?—Did you understand that from me?

1446. I thought so. You say now all have been discharged?—I said the representatives, that includes all; that is the men's representatives. I do not mean those posted as the Company's representatives.

1447. The representatives who were employed up to the 4th of November last year?—Yes.

1448. Some of them, I suppose, made themselves obnoxious?—No, I cannot see where they did.

1449. We were told they had?—That was the plea put forth.

1450. We were told by a previous witness that some of them had rendered themselves obnoxious?—I am referring now to the Victoria and Albert Docks only.

1451. And he was referring to the other docks. You think that by reducing the hours to 48 you will be giving employment to the unemployed, that is the object, I suppose?—To a part of them, we cannot say to all of them; we should like to, but we cannot.

1452. Do you think that will last; will not the unemployed increase so that if we get on to an eight hours' law, and everybody is limited to working eight hours, is there not after a time likely to be as many unemployed as now?—It is worth a trial.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

19 June 1891.]

Mr. W. H. HORTON.

THIRD DAY.

Commission Room, Westminster Hall, Friday, 19th June 1891.

PRESENT:

THE RIGHT HONOURABLE THE MARQUIS OF HARTINGTON, M.P.

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BRACH, M.P.
 Mr. J. C. BOLTON, M.P.
 Mr. JESSE COLLINGS, M.P.
 Mr. T. H. ISMAT.
 Mr. TOM MANN.

Professor MARSHALL.
 Mr. SAMUEL PLIMSOLL.
 The Right Hon. Sir J. E. GORST, M.P., Mr. G. LIVESBY, and Mr. M. AUSTIN (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. WILLIAM HENRY HORTON called and examined.

1453. (*Lord Derby.*) We understand that you come here as a representative of the Dock and Wharves Foremen and Clerks' Union?—That is so.

1454. In what capacity are you connected with that Union?—As one of the trustees.

1455. Has it existed long?—Two years.

1456. How many members does it include, speaking approximately?—There are several members who have seceded. Do I understand that you wish to know the present members.

1457. Yes?—I should say seven or eight hundred.

1458. What are the special objects which the Union is intended to promote?—To protect the interests of the foremen and clerks employed at docks and wharves in the port of London.

1459. In the first place what is the average rate of wages among them. I suppose it varies a good deal?—Clerks average 24s. a week; foremen, 25s.

1460. Is the employment regular?—In some cases, not in all.

1461. What causes it to be regular in some cases, and not so in others?—There are some trades for which there are a certain number of clerks taken on, and when the season is over their services are dispensed with.

1462. We have heard from other witnesses that there is a busy season and a slack season with regard to dock work, and I suppose that applies to the members of your Union also?—Yes.

1463. A certain number are thrown out of work when there is not much doing at the docks?—Yes.

1464. You consider, of course, that your members should be reckoned among skilled labourers?—Yes.

1465. It requires some time, I suppose, for a man to learn the business thoroughly?—Oh, yes, some years.

1466. What has the foreman to do?—To superintend the loading or unloading of a ship, or manipulating any goods belonging to merchants.

1467. Is he expected to do anything with his own hands, or only to supervise?—As the necessity arises, his employer would ask him to perform manual labour.

1468. That is not considered as outside his duty?—No.

1469. Will you tell us how wages are paid?—Weekly.

1470. And in some cases you have said they are paid all the year round, and in others only during the time of employment?—Only during the time of employment.

1471. Does a man receive sufficient notice when his services are not likely to be wanted?—Yes, he would receive a week's notice if he was a weekly servant, paid weekly, and he would require to give the same.

1472. The payment, I suppose, is direct from the employer?—Yes; in some cases a per-centage has been stopped for superannuation scheme.

1473. From the nature of the work to be done, we may assume that there is no question of piece-work?—Not with foremen; they are paid by the week.

1474. Are there any deductions from the nominal rate of wages?—In the London and India Docks Joint Committee there is.

1475. How much, and on what ground?—2½ per cent. on the gross wage.

1476. That is for superannuation?—The superannuation scheme.

1477. What do they obtain in return for that deduction?—It is estimated 3l. a year for each year under 10 years' service, and after then you are paid according to the scale laid down.

1478. How many hours' work is required on an average; I suppose it varies?—Yes, according to the nature of the work.

1479. Does it ever happen that men are required to be in attendance when there is no work for them?—Yes.

1480. They must come and remain on the spot?—Yes.

1481. Although they may not be earning wages?—Oh, both clerks and foremen would be earning wages if they were ordered to be there.

1482. They would be earning their wages if they were there, whether there was anything special for them to do or not?—Yes.

1483. Can you state how many hours on an average they are employed?—I can only answer for the docks; I am not in a position to reply as to wharves and warehouses.

1484. We are speaking of members of your Union?—Speaking generally of the members of the Union, I should say 10 to 12 hours.

1485. And six days in the week?—Yes.

1486. But the work, you say, is irregular; therefore I suppose that does not continue, for many of them, all the year round?—No; I should say that with 5 or 6 per cent. of them it would not be all the year round.

1487. Are holidays paid for?—In some cases.

1488. How many are there?—The usual national holidays; the Bank holidays.

19 June 1891.]

Mr. W. H. HORTON.

[Continued.]

1489. You have said that your Union was formed to protect the interests of men employed in this line of business. Have you had any grievances to bring before the employers?—With the Docks Committee we have.

1490. Was your Union concerned in the great strike?—We remained and assisted the Dock Company. We protected the Dock Company's interests as servants.

1491. Is there any special complaint or grievance which you wish to bring before the Commission?—The low wages that are paid to my class. The Association I represent do not consider they are sufficient compared with the labourer; 6d. per hour is paid to the labourer when they are employed.

1492. You say that your class should have something more?—Most decidedly. We have to keep up an appearance, and in every way conduct ourselves above the labourer.

1493. And the pay is 4s. a day on an average?—The average is 4s. to 4s. 6d.

1494. I suppose there is a good deal of competition, is there not, to get employment as a clerk?—Very great; more so now than ever.

1495. There is a very great desire to get employment of that kind; it is preferred to manual labour?—Oh, yes.

1496. And that competition has naturally tended to keep the rate of wage abnormally low?—Yes.

1497. Do you think there is any remedy for that?—Only by an arbitration board. There would be a sufficient number of employers and employed upon the board or committee that could regulate the wages, and any dispute might be referred to them.

1498. But do you think that any board of arbitration or conciliation, or whatever you call it, could compel employers to give, say, 30s. a week, if there are a number of men competent to do the work and willing to take 24s.?—I think that the employers would meet their employees. The labourer has had an increase in pay. He got it through striking. It would not do for foremen and clerks to strike. You see we have a good deal to lose.

1499. Putting it plainly, is it not the fact that so many people are willing to go into the business of the clerk, no strike in that business would be likely to succeed?—It would not succeed, I think.

1500. Is there anything you wish to bring before us generally?—I should very much like to supplement the evidence that I have given to-day on a future occasion. You see the notice given has been so short that I think there is a great deal of further evidence that I can lay before the Commission.

1501. On what points?—From the wharves and warehouses.

1502. From members of your Union?—Yes.

1503. But you are not prepared at present to tell us more than you have done?—No, I am not.

1504. (*Sir M. Hicks-Beach.*) You spoke of secessions from your Union. Have there been many?—I should say 1,200 to 1,300.

1505. What was the reason of that?—Through the dismissal of a great many by the Joint Committee. The men have discontinued paying, and have so thrown themselves out of the Association.

1506. Then does your Union now comprise only a comparatively small number of the clerks and foremen employed?—About 700 or 800.

1507. But is that only a comparatively small number of the people employed?—It is.

1508. How many are there employed altogether?—In the port of London?

1509. Yes, who would be eligible for your Union?—Any foreman or clerk who is employed upon any bonded warehouse—any warehouse or dock.

1510. That means a very large number of course?—Yes.

1511. When was your Union established?—About two years ago.

1512. Then you are rather going down hill?—Yes, unfortunately.

1513. Do you see any better prospect for the future?—I think so; as soon as trade gets settled down again and there are less disputes.

1514. In more prosperous times your Union will afford more attractions, you think?—Certainly, when wages are raised.

1515.—At present you are scarcely in a position to do much in favour of those who belong to it, are you?—With the exception of taking up any grievances they might have, and meeting their employers.

1516.—But you cannot press these grievances?—No.

1517. Are there many foreigners members of your Union?—I do not know of one.

1518. Do you complain of the competition of foreigners?—No.

1519.—Do the foremen belonging to your Union pay the men under them?—Through their employer.

1520. For their employer?—In some cases, not in all.

1521. What is the practice when they do pay them?—In what way?

1522. Do they merely receive the men's wages from their employer and pass them on, or are they given any special allowance in any way?—No, they would make up a sheet or a book and it would be handed in to the foreman; the hours would be placed against each man's name, and the amount of wages would of course be shown against that. He would then draw sufficient money to pay the men that he had employed that day.

1523. Would some of the men so paid by the foreman be earning more wages than the foreman himself?—Yes.

1524. Are the clerks in your Union paid by piece-work or by day?—By weekly wage, the majority of them.

1525. Are any paid by piece-work?—No.

1526. How are those paid that are not paid by weekly wage?—They would be paid so much a day, at the same rate that a labourer would be paid.

1527. You mean they are merely engaged by the day?—By the day in that case.

1528. Does the system of superannuation of which you have told us apply only to the foremen, or to the clerks as well?—To the foremen and clerks—the whole of the permanent servants.

1529. At what age does it begin?—From 16.

1530.—The payments, you mean?—Yes.

1531. At what age does the benefit begin?—At any time the Joint Committee wishes to dispense with your services. Any benefit arising might take place the first year of joining; that is to say, if the Joint Committee wished to dispense with your services they would give you a bonus at the rate of 3l. for each year's service or for each year after joining.

1532. Then it is to their advantage to keep the men on, is it not?—It is to the advantage of the foremen and the clerks to still keep in their employ.

1533. If the bonus is given at dismissal, irrespective of the term of service, the longer the term of service the better for the employer, is it not?—It is better both for the employer and the employed.

1534. The fact of the superannuation being given does not depend on ill health or age?—Not at all.

1535. (*Professor Marshall.*) I only wanted to ask you how you got at the average pay. You say the average pay is 4s. and 4s. 6d. How have you formed that average?—I am speaking of the average of the Joint Committee.

1536. How do you get that average. Do you allow for times when people are not employed?—No.

1537. It would be that if you were to add together the wages of all the foremen who were employed during any one week, and divide by the number of foremen, you would get 4s. or 4s. 6d.?—Yes.

1538. I ask that, because the averages that have been given to us hitherto have been on an entirely different basis?—I am not aware of that.

1539. (*Mr. Jesse Collings.*) What do you mean by the Joint Committee?—That is the London and India Joint Docks Committee.

19 June 1891.]

Mr. W. H. HORTON.

[Continued.]

1540. Does the bonus of 3*l.* for each year which is given to a man when he leaves the Dock Company's employment, equal, or nearly equal, the amount he has paid in?—No, it is considerably more. There is 2½ per cent. stopped from his wages.

1541. The 3*l.* a year represents more than that?—Yes.

1542. You spoke of a board of arbitration to settle wages?—Yes.

1543. Do you mean a board of arbitration with compulsory legal powers?—With a compulsory power.

1544. By law?—Yes.

1545. That means that the wages of your particular industry shall be settled by Parliament?—Yes.

1546. (*Mr. Tom Mann.*) What would be the total number of foremen in the port of London?—That I am not in a position to answer.

1547. Approximately?—Foremen and clerks I should say about 10,000.

1548. And how many are members of the Association?—At the present time about 800.

1549. The average hours you stated were 10 to 12 a day?—Yes.

1550. Ten hours a day is 60 hours a week?—Yes.

1551. The rate of pay for foremen is 25*s.*?—Yes.

1552. You complain that the rate of pay is not sufficiently high compared with that which the labourers receive?—No.

1553. During the big strike you stated, I think, you sided with the Joint Committee—with the employers?—In what way do you mean?

1554. You stated that you continued to work during the big strike—you did not come out on strike?—No, we did not come out on strike, and some work was done.

1555. 25*s.* a week for 60 hours' work would compare in the following way with that which the labourer received, would it not; that he would receive 5*s.* a week less than the labourer would receive if he worked the same number of hours?—That would be an ordinary labourer.

1556. An ordinary labourer receiving 6*d.* an hour for ordinary time?—Yes.

1557. Do you receive extra for overtime?—Nothing whatever.

1558. Are you ever called upon to work overtime?—Yes, a great deal.

1559. Would you give us some instances; I do not mean personal instances, but the number of hours that members of your Association are sometimes called upon to work without increase of pay. Would it be five or six hours a week, sometimes 10 hours a week?—It would be sometimes six, sometimes ten, and at other times more.

1560. And no extra pay?—And no extra pay.

1561. So that, without counting the overtime, the pay of the foreman is 5*s.* per week less than that of the labourer who works the same number of hours?—Yes.

1562. That amounts to about 12*l.* a year, does it not?—Yes.

1563. The advantage that you receive by the bonus system provided by the Company is equivalent to 3*l.* a year up to 10 years, is it not?—Yes.

1564. For which you pay 12*l.* when comparing your wages with that of the ordinary labourer?—That is so.

1565. And then, inasmuch as you are called upon to work overtime, and receive nothing for it, you are very much below the standard as regards actual pay, of the ordinary labourer in the employ of the Dock Committee?—Yes, we are.

1566. Whilst that is true of the foremen, it is even more true of the clerks?—It is more so with the clerks.

1567. Are they called upon to work overtime?—Yes.

1568. Do they receive any pay for overtime?—There are some wharves where they have a small allowance.

1569. Do the clerks in the employ of the Joint Committee have an allowance?—No.

1570. You are speaking now especially for the Joint Committee?—Yes.

1571. The clerks in the employ of the Joint Committee receive 24*s.* a week. If called upon to work overtime, not only do they not get any extra like the labourer does above his ordinary rate of pay, but they get no extra pay whatever for it?—They get nothing. There is no scale laid down for overtime.

1572. Has the Association made any effort to improve the standard of living amongst members. Have you endeavoured by negotiation or other methods to raise the rate of pay?—In one particular instance we have applied to the Joint Committee to benefit the condition of their servants, that is the foremen and clerks.

1573. With what success?—Very poor success at present.

1574. Any success?—Reduction of staff.

1575. You stated you believed that the difficulty could be remedied by a board of arbitration. Such arbitration as you have as yet been able to make use of has not resulted in any satisfaction whatever?—No.

1576. Supposing that you had not been bound by the bonus arrangement—the superannuation scheme—do you think it likely that the members of your Association, and those whom you may fairly claim to represent, would have taken things as quietly as they have?—No, I do not.

1577. What is it likely would have happened?—It is more than likely they would have gone out on strike.

1578. And is it not likely that they would have at least raised themselves to the standard of the average labourer over whom they exercise control?—By a strong combination?—Yes.

1579. Then that would lead us to suppose that this superannuation scheme of the Joint Committee, which costs you at least 12*l.* per man per year, actually prevents you raising your standard of living?—You are reckoning the overtime to make up the 12*l.* a year.

1580. No. The average hours you work are 10 a day?—Yes.

1581. Not counting meal times, 60 hours per week?—Yes.

1582. For which the labourer, at 6*d.* an hour, would receive 30*s.*?—Yes.

1583. The members of your Association receive 25*s.*?—Yes.

1584. Fifty-two times 5*s.* would be 13*l.*?—Yes.

1585. Consequently you are paying 13*l.* a year, when comparing your rate of wages with that of the ordinary labourer, and you receive nothing for the overtime you are called upon to give?—Yes.

1586. You have stated it would not pay you to take any action, meaning thereby, I presume, that you would lose this superannuation which you are entitled to?—Yes.

1587. Are the members of your Association generally satisfied with this superannuation scheme?—No.

1588. In what way would you like it altered?—We should like to be represented upon the Board. The money is stopped from the wages, and nothing was said to their servants at the time.

1589. They were not consulted in any way?—Not consulted in any way.

1590. This is a forced reduction. They deduct so much from your wages?—They deduct so much from our wages.

1591. Whether you like it or not?—Whether we like it or not.

1592. How much?—2½ per cent.

1593. You say that the members of your Association would like to be represented on the Board?—Yes. The superannuation scheme is entirely in the employers' hands.

1594. That is the Joint Committee's hands?—Yes.

19 June 1891.]

Mr. W. H. HORTON.

[Continued]

1595. What is the result of the 2½ per cent. being forcibly deducted from your wages. Have you anything else to lose?—I do not understand.

1596. If you were to take action contrary to the rules which no doubt you have signed, what would you lose? Do you have to sign any rules, by the way?—No.

1597. You do not have to sign any conditions?—No.

1598. If you took action in the sense of refusing work unless negotiations were successful, would you lose anything other than this superannuation?—Yes, we should lose our employment.

1599. If you were not successful?—Whether successful or not, I take it.

1600. Whether successful or not?—The Joint Committee, if such an action were to take place, could dismiss whom they chose.

1601. Unless the combinations of yourselves and those with whom you might co-operate were sufficiently strong to prevent it, I presume?—That is so.

1602. (Mr. Bolton.) Do I understand that there are 10,000 members of your profession in London?—In the whole of the port, yes.

1603. Of whom 800 are members of the Union?—Yes.

1604. That is all?—Yes.

1605. As regards the wages, the ordinary labourers' wage is 6d. an hour, and yours is 25s. per week?—That is an estimate. It does not follow that every foreman or clerk receives only 24s. or 25s. a week.

1606. What then?—Some clerks would only be getting 19s.

1607. What is the highest they could get?—I should say 2l.

1608. So that the clerks' wages may be taken to run from 19s. to 2l.?—From 19s. to 2l.

1609. And the foremen?—They would have from 1l. 1s. to 50s.

1610. Then it follows that there is really no comparison between your wages and the wages of the labourers in the sense in which Mr. Mann has been asking you?—No, there is no comparison at all.

1611. And your employment, I presume, is permanent?—Yes.

1612. The labourers' is fitful?—Yes, that is so.

1613. What are the wages that an ordinary labourer may average in the course of a year. It is a fitful employment, is it not?—Yes.

1614. Taking the ordinary average, what would you say?—The average of a proper dock labourer I should estimate roughly at 15s. a week.

1615. We have had it here, I think, from 11s. to 13s., but assume it to be 15s. That is the average wage of the labourer, whereas the average pay of the clerk is from 19s. to 2l., and the foreman from 2l. to 50s.?—That is so.

1616. You said that your application for some improvement in your position had resulted in a decrease of staff?—Yes.

1617. Will you explain what you mean?—In this instance the Joint Committee have given the work over to the ship people to perform their own work, instead of performing it themselves as hitherto, and it has caused a very great reduction in the staff.

1618. Was that done with a view to improve your position in any way, either by reduction of your work or otherwise?—I should take it not to improve our position.

1619. You cannot answer why it was. You only know that that change took place after your application for some improvement in your position?—I think that our application had nothing whatever to do with that alteration.

1620. (Mr. Ismay.) Do the Joint Committee ever furnish you with the rules of the superannuation scheme?—Yes.

1621. You have a copy of the rules?—Not with me.

1622. Did your committee meet together and discuss these rules?—My own Association?]

1623. Yes?—No.

1624. Did you not submit them to your own Association?—No.

1625. Why not?—They were never submitted to us.

1626. I thought you said you had a copy?—After the scheme had been formulated by our employers.

1627. Did you take any exception to the scheme?—We did not like it.

1628. Did you make any representation to the joint committee?—No, not at the time.

1629. Would it not have been well to have done so?—At the time it might have been well. There was something said about a representation when we went to the Joint Committee. That was two years after.

1630. Have you asked the Joint Committee to allow your Union to have a representation upon their committee?—No, but I think it is generally known by our superior officers in the employ of the Joint Committee that that is our wish, and it would not be long travelling to the Dock House.

1631. Do you know that it is usual in large undertakings for the labouring classes who are interested to be represented on such committees?—It is now.

1632. You tell the Commission that yours is the only class that has not been benefited by the great strike?—Yes.

1633. Can you explain that?—The rate of wages now is, if anything, worse than it was before the strike, for the clerks.

1634. Is that because there are more pressing to get into your class as foremen and clerks?—That has a great deal to do with it.

1635. Why should they do so if they are worse off?—A man, if he can get a sure employment for 15s. a week, if he has a wife and family to support, will do so.

1636. But more is expected from your class in the way of living and clothing and education?—Yes.

1637. You have more responsibility?—Yes.

1638. I suppose you take an account of cargoes discharged and weighed?—Yes.

1639. You must be very accurate?—Yes.

1640. Why should the class be so filled up when they can do better elsewhere?—There are so many who have been through the dock work, and being out of employment are only too willing to accept a situation at no matter what wage, rather than starve.

1641. Has the fact that less physical strength is required in that class anything to do with it?—That may have something to do with it, certainly. We do not require that physical strength that a labourer would require.

1642. A clerk is not expected to do any manual labour, is he?—No, but if necessity arose his employer would ask him to do it.

1643. The Joint Committee?—Not only the Joint Committee, but many wharfingers.

1644. Under what circumstances. Give us an instance?—In the case of a strike.

1645. Not in the regular way?—No.

1646. Does that apply to foremen as well?—Yes.

1647. What time do you come on duty in the morning?—Ordinary Customs hours, 8 till 4 or 9 till 4. We are compelled to be there at 8 or 9, as the case may be.

1648. And from 8 to 4?—Customs hours.

1649. Out of that how long do you have for dinner?—Half an hour.

1650. That is your usual day's work?—No, that would be the work for some. It does not follow that because the hours are laid down 8 or 9 to 4, as the case may be, that the work is stopped at that time. When a ship comes in and she requires discharging in a hurry, all hours are worked.

1651. You get the Customs' permission to work overtime?—Yes.

1652. What are your ordinary hours of labour?—About 10 hours a day.

The witness withdrew.

19 June 1891.]

Mr. M. HART.

[Continued.]

Mr. MICHAEL HART called and examined.

1653. (*Lord Derby*) What are you by occupation?—Labourer.

1654. On the wharves?—Yes, at times, and barges; I have worked both on wharf and ship.

1655. How long have you been in that employment?—Since 1875.

1656. Entirely in the London district?—Yes.

1657. What society are you a member of?—At present the Dockers Union.

1658. Will you tell us how many wharves there are in the district with which you are acquainted?—Taking wharves and warehouses, about 50.

1659. How many men are engaged in this district?—About 3,500 to 4,000.

1660. As labourers?—Yes, labourers. In most parts men have to use a good deal of skill in their labour; they have in many cases to be very careful in the labour that they are called upon to perform.

1661. Out of the total you have mentioned how many are in regular work?—I should say there are from 250 to 300 permanent men.

1662. And the rest are employed when they happen to have work to do?—Yes; we have sometimes known men to be employed for a matter of one hour—paid off after one hour.

1663. Taken on for an odd job?—Yes.

1664. And discharged when the job was finished?—Yes.

1665. I suppose that these men are classed as unskilled labourers?—Unskilled labourers.

1666. Does the work require much knowledge?—Yes, it does; in many cases it requires a great deal of knowledge. Loading vessels or in wharves and warehouses requires a good deal of knowledge, for this reason, that in one district the work is principally on coasting vessels, and they require a quick despatch to compete with the railway companies and others.

1667. The work I suppose is of a laborious character?—It is of a very laborious character. We have known for instance, in regard to sugar, that men had to take heavy loads on their backs averaging from 3 to 3½ cwt., which is rather too much for any man to put on his back.

1668. What is the general rate of wages?—The general rate of wages varies. It was in some cases as low as 3½d. per hour. Some men were paid 4½d. per hour; others 5d. per hour. Just about my time was the breaking up of the society, and those men got 7d. and 9d. per hour both on ship and wharf. At present the average wages are for wharf 6d. and 8d.—that is 6d. per hour by day and 8d. per hour overtime. I know of only one shipping wharf where the men are paid alike; I believe that is Fresh Wharf. We have a good deal of trouble in our district at present with reference to the men's meal times. Instead of the men receiving 6d. per hour they are receiving something like 5½d., cutting off the meal time amount.

1669. Taking the average day's work at 8 hours at 6d. an hour, that would give 4s. a day or 24s. a week?—Yes.

1670. Do I understand you to say the men cannot reckon upon getting employment for a whole week?—No, far from it.

1671. Are the wages the same for work on the wharves and for work on board ship?—Not in all cases. The rate at present paid on wharves is 6d. and 8d., the work on ships is 7d. and 9d.

1672. What is the reason of that difference?—The work on ships is of a more laborious character and requires much more skill. As I stated previously the ships have to be dispatched as quick as possible. Take the case of a ship arriving from Leith, or Dundee, or Newcastle, on Monday morning. It has to be dispatched and got away on Wednesday either at 10 or 12 o'clock.

1673. Would that cause considerable hurry?—Yes,

1674. And also the employment of a larger number of people on one day than another?—Yes.

1675. You have told us what the wages are, but you have not told us how they are paid; are they paid by the hour or piece?—At present a good many of our men are paid by the hour, but during this last month or two one section of our men have been paid by the piece. There was a contract that was got on the co-operative system amongst the men of our district, and the employers of the men of St. Bride's Wharf. I am sorry to say that this week they have been working three very large vessels on this piece-work system, and it is very unsatisfactory to the main body of men.

1676. Will you tell us why you object to the piece-work?—I object for this reason, and I think the men object for the same reason also; a certain man takes over the work on behalf of the remainder of the men. He gets the work from the office. He receives the money and pays those men. No doubt he shares or is supposed to share equally with the men, but my firm belief is that he has the biggest share himself.

1677. What do you call the man who receives the wages; is he a sub-contractor?—You might call him a sub-contractor or a representative of the men taking the work direct from the office.

1678. You think there is a general apprehension that some of the money that ought to go to the men sticks to his fingers?—Certainly.

1679. Is that the sole objection to piece-work?—That is one of the greatest causes of objection.

1680. If payments were on a different system you would not object to it merely as piece-work?—The men are extremely dissatisfied and I have heard men showering curses at those men who have gone in for this piece-work system and forsaken their Union. Mainly, I may say, through that.

1681. You tell us the men are dissatisfied. What we want to know is why?—In the piece-work system they will do with a smaller amount of men, whereas if it was hour work there would be more men employed.

1682. The men work harder piece-work?—Yes.

1683. You have told us that a man cannot be sure of a whole day's work when he is once employed, and that he may be discharged after only an hour or two?—Yes; I have known that to be the fact.

1684. That is because there is no more work for him to do at the time?—It may happen. I have known a man to be taken inside the gates and put to work, and it has been found out that the foreman has taken on too many men; he has not told them directly that there was not work there for them or that there were too many men; but it may be he finds some cause of complaint or says "I do not require any more men; I have too many already."

1685. What you complain of is that there is not sufficient care taken to ascertain that men are not taken on in greater numbers than required?—That would be so.

1686. What is the usual length of notice for ending an engagement?—You might say a moment's notice, as I have stated before.

1687. When you are paid by the hour I suppose the ordinary hours are taken at 8?—At 8.

1688. After that it is overtime?—Yes.

1689. Is there much overtime?—In the shipping wharves to a large extent. There are ships which work always late on Friday night, so as to get their ship away with an early start on Saturday morning. In our district to a very large extent overtime is done.

1690. I suppose from the necessity of dispatching at stated times it is impossible to make the work altogether regular; there must be more of it at one time than another?—The men at present at one particular wharf seem to have arranged the work for themselves on a more easy system. We will say there

19 June 1891.]

Mr. M. HART.

[Continued.]

are three men in one gang. They might so arrange it that one man shall work 12 hours; the next shall work 12 hours, and the next 12 hours. But instead of that it often happens that a man has to do 24 hours sometimes.

1691. 24 hours of absolutely consecutive labour?—Yes. I have worked in times gone by 48 hours right off, which of course is too long for any man. Not so very long ago the masters were so down on the men that if a man felt fatigued or was tired out and he left the work he has been punished by being left out of employment for a whole week or fortnight afterwards.

1692. The work being of this irregular character it is scarcely necessary to ask whether they are paid for holidays and Sundays?—No.

1693. They are paid simply for the day's employment?—The day's employment.

1694. Do you agree with witnesses who have told us that the work is of a dangerous character?—It is very dangerous.

1695. What kind of accident is it exposed to?—The most dangerous condition attached to the work according to my knowledge is the way the men are hurried. These ships having to be dispatched so quickly are of course hurried to a great extent, and it makes the men work, I may say, in fear and trembling. On board ship you may hear steam cranes going to work—two in each hold—and two shore cranes pouring down goods as fast as ever they can, and of course that must be rather a dangerous system of work. The foreman of course has at times to hurry the men on to get the ships away. There is a considerable portion of iron cargo which is often very dangerous to handle. Men ought not to be hurried when they have to handle, as they do sometimes, iron girders weighing from 20 to 30 tons, and such girders have been brought up the river for the Tower Bridge.

1696. As a matter of fact, do many accidents occur?—So many accidents occur there that we are told by the authorities of the London Hospital that at one particular wharf they ought to have an accident ward in the wharf—that is, the New Dundee Wharf.

1697. I suppose there is the legal right to claim compensation where accidents have arisen from bad arrangements?—At the present time the only compensation I have known of is compensation they have received from their own fellow workmen, who subscribe 1s. or 2s. per week. In some cases the employers have the men insured themselves against accident, and no doubt a profit is made out of that which the workman does not receive.

1698. But you are aware that if an accident is due to carelessness or bad management on the part of the employers there is a legal remedy?—A legal remedy so far off that many of our poor working men cannot get hold of it.

1699. Do not you belong to a union?—We cannot expect our Union always to be taking up cases, considering the way they have been drained of late. There is no doubt our Union would act in the matter, but I think there ought to be a remedy more easily got than by applying to our Union. We might have a State prosecutor to take up these cases, which would be most beneficial to both union and non-union working men, and would be considered far more reliable and just to the workmen.

1700. We have had various evidence as to the sanitary accommodation being deficient; do you agree in that?—There are many different kinds of factories in Wapping, and though there are very strong smells, we have not seen the sanitary inspector in Wapping except once, and then we had to write to him to come and have a look at the drains and our surroundings.

1701. Do you have to handle any cargoes which are dangerous to health from being of a foul or unsanitary character?—Yes. We have large quantities of old rags and old paper, which we have known to get wet by being in open barges, and in consequence a smell has arisen from it. Likewise we have large quantities imported into this country which the men have to go into the hold to discharge. We have had them from

Copenhagen. I have known three men go into one of these ship-holds and, owing to the bad smells of these rags, they required to be lifted out. Sulphur, again, is another cargo of a dangerous character to the eyes. There is also guano, which is very dangerous, and smells strongly. We had phosphorus rock, which is a very dangerous kind of cargo to work. We have had copper ore, which is worked in such a manner as to be very dangerous. It comes over in great lumps, and it is brought up on scale-boards or shoots, instead of being put into baskets, and this makes it very dangerous, because men have to work underneath all the time the stuff is going up. Then, as I have stated, we have had quantities of iron, which is dangerous to handle, and requires a great amount of skill. A great deal of this is dangerous work for the men to be engaged in.

1702. Have there been complaints of delegates of persons employed by the Union being punished for acting in that capacity?—To a great extent, delegates have been punished for, I may say, only just barely doing their duty as it was told them to do and as they would have been allowed to do at the commencement of their union. Since the commencement of the Dockers' Union delegates have been told off, and the reason why has not been stated, but in their opinion it was because they only did the work which they were allowed to do in the commencement. I know of one case in particular, where a delegate was put off, and mainly through the men he was reinstated because they told their employer that if the man was not reinstated they would not go back to work. Since then it has been a hard matter for us to get a delegate to act properly towards his fellow workmen at these wharves, in fear that the delegate would be put off from so acting. It is one of our greatest difficulties to get a delegate to act in that capacity now.

1703. Then I gather that your relations with the employers are not altogether satisfactory at the present time?—In many cases they are not. We have employers of labour down in our district whom we can very well reason with—and have reasoned with very well until lately. With regard to one employer, however, I may say that he is not satisfied with employing non-union labour, which of course he has a right to, but he must employ a large amount of boy labour, and that makes the work also very dangerous. The boys employed are, I may say, very young. Of course that throws a lot of men out of work which should really be men's work.

1704. Do you object to the boy labour on the ground that it incurs danger or on the ground that it brings more competitors into the field?—I may state it would mean both. It would mean that the boy would not be capable of doing the work, and likewise it would mean that it would be pushing men out of employment.

1705. May we assume that you would object to that whether the work was dangerous or not, because the boys take the place of the men?—Yes.

1706. Speaking generally, do you consider the men have gained as a result of the late strike?—I may say since the big strike the men in general have gained. I may go further, and say that they have not only gained, but they have made use of the gains that they have made. For instance, I know that Mr. Alexander's men at St. John's Wharf took a holiday a short time ago on the Queen's birthday. About 50 of them went and enjoyed themselves in the country in a very respectable manner. That is a sort of thing that we have not known among the labouring or working classes of our district for a man to go out from a wharf in that manner.

1707. Did they get a holiday at the employer's expense or at their own?—At their own expense.

1708. You told us there is a good deal of irregularity in the work, and that there are considerable periods during which the men are not employed. Do you know what other occupations they turn to or what they do in that slack time?—Our district in a large number of cases finds employment for women, I am sorry to say. Many of these are the wives and daughters of the men. In the bottle washing, for instance, women have to do very dangerous work, and even to go on board barges and ships in all weathers. The work is of course very dangerous and very hard. Then there are women who

19 June 1891.]

Mr. M. HART.

[Continued.]

do sacking and bag work, which is of course a good help to the workmen in the winter months, but it is very hard and very trying to see how our men have to struggle over the winter. I have known many cases where men have had to put up with a small allowance of food because they have to think first of their children and the coming winter, and it would have been a very severe thing in our district last year but for the appeals that were made and the assistance which came forward for our people.

1709. There is generally a very large amount of outside assistance that comes into this district?—Not so large in this district as it might be, because unfortunately we are situated in a place that has got such a bad name, though it is not so bad as it is painted, I may say, and until very lately the working men of that district were left almost alone to battle it out for themselves. It is only of late that their needs have become known. I might perhaps put it down to the action of the Dockers' Union, which has to a very great extent assisted them out of their difficulties.

1710. As I understand it, a great part of the difficulty arises from the fact of there being a great deal of work to do at one time and very little at another. Have you any remedy to propose for that?—In regard to the remedies, I take it that there are at present, although there are so many employed, twice as many more looking for employment in that district. We have a number of carmen contractors round about us, and a lot of these carmen have been obliged to seek employment at the wharves and ships. These men have formed a Trade Union of their own recently. The reason why these carmen seek employment is, I think, this: Agricultural labourers in the winter time flock largely to our labour markets; they do not go direct to the water side or the docks and seek the heavy employment and the hard work that is to be got there, but they take a pair of reins out of a carman's hands and so drive the carman to the wharves and ships and overflow our labour market there. Now if we could but keep these agricultural labourers in their own districts and provide work for them at home it would be a remedy. I do not know much about agricultural labourers' allotments, but I think to provide them would be a good way of keeping the labourers to their own industries, and would so enable the working classes of London and labourers in general to have more work than they are at present getting.

1711. You would thus attack indirectly the influx of agricultural labour into London?—Yes.

1712. Do you suffer at all from the competition of foreigners?—Yes; I might say to a somewhat greater extent even than from the agricultural labourers. We have had come to the docks lately a lot of good skilled young tailors, shoemakers, and cabinet-makers, and this is because foreigners have overflowed the labour market. It is all very well to say these foreigners ought not to be stopped from coming into the country. Some people say we ought to open our arms and receive them into our Trade Unions and accept them as brothers, but they are not here very long before they displace our English workmen and work under them at a far cheaper rate, so that our English men are obliged to leave their regular work and seek unskilled labour, and this throws a lot of our workmen into the back-ground.

1713. You would get rid of agricultural competition in the first place and foreign competition in the second place, but would that prevent the inconvenience which arises from the irregularity of work at different times of the year?—It would to a large extent; but there may be other methods which could be adopted perhaps far more easy than the system I have suggested.

1714. Is there anything else you wish to put before us?—In reference to the large number of men out of work and why they are dissatisfied, I would certainly say that British born working men are and will be dissatisfied as a labouring class so long as the present conditions continue. They are dissatisfied not only because they have not sufficient, which we know is their main point for grumbling, but they are dissatisfied to think that there is so much wealth in the country and their share of that wealth is so little. My idea is that they will always begrudge those who have so much of the wealth of this country until there is a remedy

which so provides for the labourer, that although he is a labourer, he shall exist in a comfortable manner. If the labouring man sees his children properly clothed, properly fed, and with plenty of house-room, and his wife in comfort, there is no doubt he will get rid of a lot of his dissatisfaction, and he will say to those who have the wealth: "I am a labourer and I know it; my wife and my children and myself are satisfied; good luck to you and your wealth, and you may keep it." Until some remedy is found for the present condition of things, I say the general labourer will always be dissatisfied.

1715. But you do not tell us how that result is to be brought about?—I have given one or two remedies, but there may be plenty of remedies which a more learned man than I could put forward. I have explained so far as I know the conditions in which the labouring classes stand, and perhaps my friend Mr. Costello may put better remedies forward or assist in explaining any remedies.

1716. (Mr. Ismay.) Where is your district?—Wapping in St. George's.

1717. Is that chiefly coasting trade?—Chiefly, the greater part of it coasting.

1718. The ships come and go regularly in the coasting trade, do not they?—They have to come and go regularly in seasonable weathers.

1719. Does not that give regularity of employment?—To a great extent; but as I mentioned, through a great deal of overtime and night-work it is not nearly so regular as it might be.

1720. But does not the nature of the trade result in regularity of employment in the day-time?—Yes, to some extent.

1721. The ships come in and go out pretty regular with pretty much the same sort of communication, and the same number of men are employed for loading and discharging, are they not?—Not at all times. They do not always take in the same cargoes in and out; they may fetch in a larger proportion than they take out.

1722. But generally speaking, the employment is pretty much the same?—No, I think generally it is the reverse: it is not always regular.

1723. How are you taken on, by the day or by the week?—In the general run of the work the men are taken on by the hour.

1724. None by the week?—Well, a few.

1725. What proportion?—At a few of our wharves such men as the crane drivers or the engineer, or perhaps a carpenter, or perhaps a few men upon the wharf might be regular men.

1726. The foremen of the wharf?—Yes, the foremen of the wharf.

1727. And the stevedores?—There might perhaps be one of the stevedores—a representative of the owners.

1728.—All the others are subject to hourly employment?—To hourly employment.

1729. Is there not a regulation that a man taken on in the morning should be employed for four hours?—That is since the Dockers' Union. Previous to the Dockers' Union a man could be taken on and paid off one hour, and it has happened.

1730. Is what you are speaking of, the taking a man on for an hour and paying him off, a frequent occurrence?—I cannot say that it is frequent.

1731. It is exceptional?—Exceptional.

1732. Some of the men you told us had taken contract work?—Yes.

1733. And you objected to that?—I did. I think I gave my reasons.

1734. Would you object to it if you were one of the men?—Most certainly I should.

1735. Why?—My conscience at present would not allow me, because I think, from the way I have been educated, every man should have a fair and proper share of the work so as to enable him to live properly and comfortably.

19 June 1891.]

Mr. M. HART.

[Continued.]

1736. Do the men who accept that contract work earn more wages?—They would certainly.

1737. Much more?—It is a question of properly sharing the work. If the piece-work was so paid from the office that each man would get his fair share and allowance of the work, and know that he was getting paid from the office, of course that would be another thing, but we cannot say but what this man may not go so far as to swindle the remainder of the men out of some of the money due to them for their work.

1738. He is one of your labourers?—He would be a labourer.

1739. Are these men members of your Union?—Our men at the formation of the Dockers' Union enrolled themselves in the Dockers' Union from St. Bride's Wharf, of Messrs. Middleton, Brothers, and Company. During the big strike the manager of that particular wharf told the men if they would go back while the strike was pending, he would be most certainly willing to pay them their 6s. 8d.; in fact he went so far as to say the men honestly deserved it, and that the work was hard enough for it. Well the men did not return to work until the strike was you may say finished. After the strike was finished there was another petty strike for the meal time half hour, for I may tell you that the men only have half an hour for their dinner. They came out for a few days and they receive their meal time, half an hour. It seems that after this for a long time it was talked about that the men were not working satisfactorily—that the directors were grumbling—that their dividends were so small that there should be some other means of doing the work. By our leaders and others of the Union having interviews with the proprietors of this St. Bride's Wharf, an agreement was come to that the men should work under a different system—a co-operative system—that the men should be paid from the office so much per ton, and that at the end of the week the men should get what was called the plus or overbalance of money that would be left at the end of the week to share it between them. That went into effect, but that caused great dissatisfaction among the men. This co-operative system went into force and the men for the first week, although they would have to lose their meal time of half an hour, received for the first week's plus 3d. It went on for another week, they received the same amount. After that it began to drop off, and since then they have received no plus, and three large vessels have been there this last week or two, and have been entirely taken over on this piece-work system, causing great dissatisfaction to our men; and our men seeing the disadvantage they had suffered through this co-operative scheme and piece-work system, have fallen off from paying their contribution to our Union. The men would be willing, I know, and satisfied to work on the real system and still pay into their Union, which was a great advantage to them.

1740. Why should they go into this system if your system is better and gives them better results?—A mutual agreement was come to by the proprietors of the Middleton Wharf with the leaders of the Dockers' Union, but I am sorry to say the proprietors of Middleton Wharf broke their contract with our leaders, and caused the system to be introduced, and our men were obliged to take it.

1741. You do not object to it if the Union works the co-operative system, but you object to the contractors working it?—Exactly. The scheme that was laid down by our representatives was fair if acted upon.

1742. The Union wanted to have the control and the employment of the men and of the work?—Not so much the control. They agreed that the men should be paid direct from the office: they were satisfied with that.

1743. You told us something about the employers paying the premiums, but that in case of accident the amount insured did not reach the men: what did you mean by that. Suppose men are employed at a particular wharf, say the Dundee Wharf? I have known cases of accident there—men with thighs broken, arms broken, finger-joints off, toes broken, and head smashed now and again.

1744. Sometimes fatal accidents?—Yes. In the case of accidents, perhaps a man gets 10s. a week while he is laid up through the accident, and I should think it

would be more than 10s. a week that the employers would ensure him for.

1745. Do you think the employer retains the other portion?—Undoubtedly.

1746. Have you taken any means to ascertain that?—I have not.

1747. Has your Union done so?—That I could not say.

1748. Would it not have removed an unfavourable impression on your mind towards your employer if you had done so?—Perhaps our Union has not been instructed on that point. No doubt in time our Union might look into that and other questions too. Perhaps they were not aware of the fact that such a state of things existed.

1749. You told us about your having worked 48 hours continuously; under what conditions—was it ordinary work?—In a ship's hold.

1750. Do you think that during the last 24 hours your labour would be much value to your employer?—Certainly not, I am positive.

1751. Why should not fresh men have been put on that work?—There should have been fresh men. At this same wharf, as I told you, the men tried to ease themselves by getting a system of easy work. The wharf I am referring to is the New Dundee wharf. After the dock strike of 1889 one man was known to do 90 hours at a stretch.

1752. I want to deal with your 48; was that a ship discharging or loading?—Discharging and loading.

1753. Were there any special circumstances to call for your working 48 hours continuously?—Only in fear that if I did not fulfil the time I might be left out the next week.

1754. Was there any scarcity of men?—No, too many men.

1755. Why should your employer continue giving you wages and paying you overtime when you are such an inefficient workman in consequence of your fatigue?—I cannot say what the reason was. They might have a doubt in their minds at that time as to whether they could get another man to do the work. No doubt plenty of other men could do the work equally well, and an employer ought to know that a man could not work as well the last 24 hours as in the first.

1756. It is of course not physically possible?—No, it is not.

1757. Were there many others similarly situated on that particular job?—I might say very nearly all. On the last day there might be some few extra men to assist in taking on other cargoes and finish the ship off.

1758. Do you think the bulk of accidents arise when men are in that condition of fatigue, and are worn out?—Yes, of course. Men are not so capable or so active in doing the work, and they are obliged to be flurried, and it is the hurry and the flurry that the men are put to that makes the work dangerous.

1759. What particular duty were you engaged upon on that ship at that particular time?—In stowing cargo below.

1760. I suppose the man on the top of the hatch was there as long as you?—Yes.

1761. Would he be competent to sling off?—After long hours like that it has been known for a man to be three parts asleep. They are continually working the one thing, such as a steam crane. Men work at the one job for 30 or 40 years right off, and after that time they were fit for nothing else but the workhouse or some such place.

1762. Would you penalise overtime by charging more for it?—There was very little overtime at the time I am speaking of. Our overtime was 7d. per hour.

1763. Still, you would penalise it by making it costly to the employer?—Yes.

1764. (Mr. Bolton.) Can you suggest a reason for working so many hours on that occasion while there were many men standing idle at the dock gates?—I cannot explain the reason why, unless it would mean the shifting about of the men, and they might perhaps fear

19 June 1891.]

Mr. M. HART.

[Continued.]

that the men who would come in would not know properly how to go on with the work as well as the men who were at it.

1765. Am I right in saying that out of that 48 hours, 40 were paid at the overtime rate?—No, about 36.

1766. Was not eight hours a day your day at the time?—No, we often wished it had been.

1767. When does overtime commence under those circumstances?—Six o'clock in the evening.

1768. Of the 48 hours how many would be overtime?—About 25 or 26.

1769. Surely you would not work 22 hours at the regular wage, and then 26 hour's overtime?—Yes, it would be so.

1770. Does not overtime commence after you have been working for a stated number of hours?—We started the ship at 6 o'clock on the Monday morning; we worked till 6 o'clock Monday evening—overtime commencing from then. We worked again on Monday night, and all day on Tuesday, and Tuesday night. We got the ship away something like 10 o'clock on Wednesday morning. That was her sailing time. She was advertised to sail at something like 10, but it might happen that some of the cargo would delay her, and she would not go till 12 or 2.

1771. What I wanted to get from you was, when the overtime commenced on that particular occasion, when you said you worked 48 hours at a stretch, did you begin at 6 o'clock in the morning?—Yes.

1772. At 6 o'clock that night you had finished your normal day's work?—Yes.

1773. You began overtime then?—Yes.

1774. Was not that up to the end of the time?—That would be 36 hours, not 48.

1775. Then out of the 48 hours 12 would be ordinary time and 36 hours overtime?—Yes.

1776. Now I presume, in the shape of money alone, the overtime would represent a considerable amount?—Not much; at 1d. per hour it would be a matter of 3s.

1777. It was the overtime you valued?—I did not value it much at the time.

1778. Did you object to working overtime?—Most certainly; I always did object to overtime.

1779. Can you explain why your employers, who could have got other men to do the work which you did not desire to do, and have got it done at about one-sixth less than they paid you, and got fresh men to do it, did not do so?—The only reason is, I think, that they might not think the men were so capable as the men they had on board the ship.

1780. You do not know why?—No; that would be the only reason that I could give.

1781. It was no wish of yours?—No wish whatsoever of mine to work overtime. I never am ambitious for that.

1782. How many are there in your Union?—In our district there would be something like 2,000.

1783. You said you represented between 3,500 and 4,000?—But there are other unions connected with our district.

1784. Are those men, or do they include women?—I am counting men only.

1785. Do you have women workers?—Yes; whether they belong to a union or not I cannot say.

1786. Of the whole 4,500, how many belong to the Union?—I suppose about 2,500 or 2,700.

1787. More than half, then?—Yes.

1788. What is the average wage that these men will make; it is not constant employment, is it?—Taking the men all the year round, the average wages of the workmen in our district, I suppose, might be put at 12s. to 13s.

1789. Out of that what rent have you to pay?—The wages only allow the people to take one room. It would be a luxury to them if they could have two. For two rooms they would have to pay something like 3s. 6d. or 4s.

1790. How much for one room?—From 3s. to 3s. 6d. If they could get a room for 2s. 6d. it would be a very small room indeed.

1791. So that out of the 12s. there would be probably 3s. or 3s. 6d. to come off their wages?—Yes.

1792. Is that your own particular case?—I may say I happen to be one of those rather lucky ones. I had to start very young myself, and I could see the sort of life I should have to go through, and I had to do without all luxuries to enable me to assist the dad in supporting the family. When I say I had to do without luxuries, it is a luxury to a working man to get a pint of beer a day.

1793. Your present wages do not depend upon your thrift when you were young. Do I understand that your wages now are on the average about 12s. a week?—It may in my case be a little more. I would take the average of mine at something like 15s. to 16s. all the year round. But my case is an exception.

1794. Is there favouritism in your case?—Not much favouritism attached to it; I think it is all the contrary.

1795. Generally, how does one man get the advantage of his neighbour?—I may say since the formation of the Dockers' Union I have gone on a different tack to heavy labour. I have been enabled so far to leave the laborious labour alone, because I am at present caretaker of a bit of property which the Dockers' Union was so lucky as to get hold of.

1796. You are not employed at the docks?—Not at present.

1797. When you said just now you were earning 15s. to 16s. a week, did you refer to the wages you would earn at the docks if you were there?—If I were there, probably I would be much the same as the others.

1798. You would then be only getting 12s.?—From 12s. to 13s.

1799. After paying the rent, 8s. 6d. would be left for food and clothing; how is that made to suffice?—We have a very easy method of getting cheap food and cheap clothing. For cheap food one only needs to go to a place in our district called Watling Street where they sell "cag mag" in the way of a bit of meat or fish. They would not be able to go to any of the butchers or bakers or grocers round about the parish, or pay a big price for it.

1800. But is 1s. 2d. or 1s. 3d. a day sufficient to maintain a family and feed and clothe the family and furnish light and fire?—Unfortunately it is not sufficient; far from it.

1801. But it does do it?—It has to do it.

1802. Seeing that your circumstances are so bad, how do you account for it that there should be kept up the over supply which you say always exists? Are the agricultural labourers receiving less than 13s. a week in the country?—When they come to London they get a little more, I dare say.

1803. Do they get more than the average worker if he comes to the dock?—I do not say he gets more. Where men are not members of the Union they would perhaps fly to a place where there was no union labour, in which they would be gladly received.

1804. Why should he leave the country, where he is getting at least 13s. a week, to take a lower rate of pay in London?—He might get a larger run of work. He may happen to jump into a place where he will suit the employer, and would retain the position as a non-union man, and so would receive the benefit of a larger amount of wage all the year round.

1805. Do you say that men leave the agricultural districts to come here because the wages are higher than those they leave behind them?—I do not say that they come directly to the docks, but they come to London and occupy the places of men who work in a more easy manner than the dock labourers. Agricultural labourers are good horsemen, and they are capable of taking over a carman's job or a stableman's job, and they take up their position, and so drive these poor men to the docks; and they would perhaps receive the same amount of pay, taking all the year round, as the regular dockerman or wharf worker.

19 June 1891.]

Mr. M. HART.

[Continued.]

1806. You have some objection to women being employed in your industry?—I have.

1807. What objection?—My first objection would be that there ought to be an indoor's industry for women. If they are not learned or skilled, there ought to be some trade provided for them. I think it is most indecent for the women to be working in barges and holds of ships where men are at work, and it is very dangerous for women to be crawling about barges in all weathers. The pay, too, that these women receive is small in comparison to what a man receives, and if the places they occupied were filled by men, and the women found some other kind of industry, there would be more chance of supporting the household, because, instead of the women receiving 2s. 6d. for a day's work, which is about the average amount in bottle washing, and two pints of beer to each woman, or 2s. 10d. in money, the men would probably get from 5s. to 5s. 6d. or 6s. a day, and the women would be put to another easier and more respectable industry, so that that would allow them to lead far better lives.

1808. Your principal reason for objecting to the employment of women is that it reduces the wages of the men?—Yes, certainly.

1809. (Mr. Tom Mann.) Have any cases come under your notice where there has been deficiency of gear or inefficient gear?—Yes, lots of cases; in the case of shoots, in the case of chain slings which are used. Not so very long ago we had the case of a man who was severely injured by the breaking of a chain sling. The sling could never be found to prove to what extent it was defective, or what the defective part of the chain was. It seems that the chain was thrown overboard somewhere in the Thames, and could not be found; so it could not be proved of what kind of metal it had been made. I may say that there are such men as inspectors or examiners of gear or other machinery work. The inspection is not put into practice perhaps as it might be. In many cases we know that a man, although he may be sufficiently skilled to drive a crane, is not therefore competent to be selected to look after the gearing and machinery work, which, of course, ought to be put into the hands of a practical machinery examiner, a man that could test the machinery and gear, for the workmen.

1810. Do I understand that the only examiner that you know anything of is the ordinary workman?—Yes. At the wharf that I am speaking of this particular chain sling broke. The gearing was put in the charge of a man who had met with a very severe accident himself, and it was given in his charge just in the way of finding him employment. He is a man placed over the tackle house to look after the gear, and the man met with his accident by slipping with a bag of sugar, weighing some 2½ cwt. on his back, and broke his leg, and his leg had to be set three times to get it into its proper place, and then it was not done properly. I may say that the only compensation that man received for that accident was some employment in the tackle shop. Now that man, I know, was not capable of looking after the gear and machinery.

1811. What wharf are you speaking of?—The St. Bride's wharf.

1812. Do many accidents arise from this defective gearing?—They are more numerous than I can mention.

1813. You believe that could be largely met by the appointment of a competent inspector?—Yes; the gearing ought to be properly tested by a man qualified for that work, and he would be, I suppose, a Government examiner of chains. They examine the chains in their own dockyards. They see that the chains are all right before they are put into use, and it is certain that chains and gearing ought to be well tested for working men before they have to stand underneath to do the work that they have to do.

1814. Are the sanitary conveniences at these wharves what they should be?—The sanitary conveniences are very bad, and the men are often in consequence driven to the public-house, and then they are apt to take a pint or two of beer.

1815. You mean because of the insufficient accommodation at the wharves?—Yes.

1816. Does the sanitary inspector ever go round?—The sanitary inspector from Wapping I have only seen there once, and that is since the formation of the Dockers' Union, when he came to inspect our conveniences.

(Lord Hartington here took the chair.)

1817. (Mr. Jesse Collings.) You said that although the workmen who met with accidents were, as you consider, in many instances entitled to compensation, they did not get it, because there was no one to act for them. Do you consider it to be the duty of the Union to follow up such cases?—The men pay into their Union for protection, but the funds are not sufficient to pay them accident money, or sick money, or make provision against accidents or sickness. Our Union would be glad to take up the cases for the workmen, but taking up these cases involves heavy costs, and the way our Union has been put about by strikes, lock-outs, and other causes, placed it in an awkward position for taking up such cases.

1818. But taking the case of a man who considered himself entitled to compensation, do you consider it is a part of the duty of the Union, under your rules, to follow up such cases?—If they could do so.

1819. Have they attempted to do so?—They have, I believe, in one or two cases of accidents, done so, but the decision has not been favourable towards the men, because, being connected with the Union, the Union name goes against the workman who has met with the accident, because we know that not only employers of labour, but magistrates and barristers likewise, are dead nails on union men.

1820. How many cases have you taken up which have led you to come to that conclusion? Have you tested any cases under the Employers' Liability Act?—I have not, at least not in our particular district. I have heard of cases outside the district.

1821. Still you have come to the conclusion that the judges, barristers, and everyone are against you?—Yes.

1822. You said there were 3,000 men in your Union in your district. In the same district how many dock workers are there not in your Union. In other words what is the proportion of the dock labourers who belong to your Union?—With reference to the number of men in the docks connected with our Union, I may say that they have fallen off to a great extent. We had a larger number enrolled in our Union of the dockmen as well as the wharfmen before the grievance with the dock directors, but since that time the representatives have been knocked off; by a threat and nothing else on the part of the dock directors we have lost a large number of our men.

1823. What I wanted to get at was what proportion of the workmen of whom you are speaking in your district are members of your Union?—Of the dock workers about 2,500 in our district.

1824. You said there were 3,000 members of your Union?—Not of our Union exactly. About 2,000 in our Union.

1825. How many are there in the same district who do not belong to your Union. I want to know the relative numbers of union men and non-union men in the year of which you are speaking?—One branch of the Union that we have is about 700 or 800.

1826. You have said there are 2,000 men belonging to the Union in a certain district. How many men of that same district and industry are there who do not belong to the Union?—When I spoke of the whole body of men in the district I meant three different unions.

1827. You say the whole body of the men in your district are in three different unions. Now how many members of those three unions are there?—It would be going rather out of my way to state how many members the other society would have. I am only counting for the branches of the Dockers' Union. I could not say how many union men there would be in the other branches, but I am taking, as near as possible, the total number of men employed in the district.

1828. You cannot give us an idea how many workmen in a certain area belong to unions, and how many do not?—There is the South side Labour Protection League;

19 June 1891.]

Mr. M. HART,

[Continued.]

there is the Amalgamated Society of Stevedores. Now those two classes of workmen are doing work in our district. Out of those two societies there would be from 700 to 800 union men, and I daresay the remainder would be non-union men.

1829. How many would that be?—500 or 600; it may be more.

1830. (*Lord Hartington.*) Are there more than half union men in your district?—Yes; in our union about 2,000, and as near as I can say in the other there would be about 3,500.

1831. (*Mr. Jesse Collings.*) What is the present entrance fee to your Union?—In our Union at present we take in members as low as 2s. 6d.; 2d. per week.

1832. Is that for a grown man?—No, not for a grown man.

1833. I want the entrance fee for a man?—Our entrance fee at present for adults would be 5s. 6d., giving a man as much as six months to pay it in.

1834. And what is the weekly fee?—The weekly fee is at present 3d. Of course we have put off all fines and levies.

1835. You get about 24l. a week from your fees from your 2,000 men?—Yes.

1836. What are the purposes to which the rules of your Union allow those funds to be devoted?—We have had rules so far that have allowed our executive to use those moneys largely in disputes and lock-outs which we have had since the strike of 1889 in our district, costing I may say thousands of pounds, which would be more than we could pay back into that Union for years to come—money that has been expended from that Union is causing our grievances to be settled.

1837. Is it from want of funds that you are prevented from following up the liability of employers in the cases of serious accidents that take place affecting union men?—It would mean a large drain on our funds to retain a solicitor to bring such actions.

1838. You said the average wages of the men were 12s. a week; can you say what the average was before the strike?—The average before the strike would be some 3s. less, because it has been known that the men have received as little as 3d. per hour, and very likely perhaps only for two or three hours a day.

1839. You spoke very strongly about the sanitary accommodation at the docks. Does your Union, as representing the men, take any steps to put the present law in force?—They have done. I may say we have had meetings in our own club-room, where we endeavour to educate our men; and we have endeavoured to wake up the sanitary inspectors and other bodies to see after the cleanliness and welfare of the people.

1840. As unions you have not made direct application to the local authorities to put the present law in force with regard to unsanitary conditions?—Yes, we have done that in some cases.

1841. With any result?—With the result that we have had the inspector come to us.

1842. And has there been any remedy of the state of things?—Yes, there has been a remedy so far, that where there was not water to flush the w.c.'s we have had that attended to, and where there were not dust-bins we have gone so far that there have been dust-bins, so that people could put the dust outside their doors.

1843. You consider the present law sufficient if put in force?—It might be bettered, I think.

1844. You said there were too many men waiting for employment. Do you think the influx of surplus labour is increasing as time goes on?—It is.

1845. And you attribute this largely to the influx of the agricultural labourers?—Yes, to a large extent.

1846. Either by going directly to the docks, or by displacing others who would in their turn go to the docks?—Yes.

1847. Can you give us any idea of the proportion of the men who go to the docks through the influx of agricultural labourers to London?—It is a large proportion. I find not only men in the trades that I have mentioned, but we have men who have been in the cigar-making trade, and who are being ousted by

foreigners. We have tailors, boot-makers, cabinet-makers, and, I know good engineers that are being ousted. We have, too, a large proportion of carmen. I know for a fact that, as late as Tuesday night last, we admitted two carmen into our Union, so that they could seek employment with our own union men at the water-side.

1848. You consider that a large number of these men who seek employment at the docks have come there because they have been displaced in their former employment by the influx of foreign labour?—Yes.

1849. Do you consider it would be a remedy if a limit were placed upon the number who were eligible for employment with dock industries?—I think if we went so far as that we should make a place for those who were not fit or eligible to do that work.

1850. I am not asking you whether the remedy is a right or a wrong one, but only whether, if you were to settle on a number of men (an extravagant number, if you like) who could gain their employment in the dock industry, you would not get over the difficulty of this continual influx of surplus labour?—I do not see that we would. We should probably for our own people, but we should have to find employment for the others.

1851. I wanted you to confine yourself to the dock industry for the moment. Supposing the men who are coming to London now were assured that it was of no use going down to the docks for employment, because only registered or licensed men could gain employment there, would you be likely to get this influx to the docks under such conditions?—Of course, if they knew that was the case they would most certainly know it would not be any use their going there, if such a thing as that were done. If that were done, of course they would have to stop at home, and then you would have to find sufficient work for them in their own districts.

1852. Then, as far as the dock industry itself is concerned, would you consider that limitation to be an advantage?—It would be a great disadvantage to working men in general.

1853. I want you to confine yourself for the moment to the dockers and their branches. If those regulations were made by an arrangement between the representatives of the dockers and the representatives of the employers, so that a certain number of these could do this work, and gain a decent livelihood, would not that effectually stop the influx?—I cannot say that it would stop the influx of agricultural labour.

1854. You understand I am referring to the influx to the dock gates for employment?—According to the way you put it, you would be giving the work entirely to one body.

1855. I am not asking you to commit yourself to saying whether it is a good remedy or not; I only want you to give your opinion as to whether or not it would remedy the complaint you made with regard to the ever increasing influx?—If I went to say that it would so far remedy that evil, still it would be the cause of great inconvenience to thousands round about the docks. There is no doubt that in a sense it would be a remedy, but it would be a bad remedy. A remedy should be found to stop the influx of the agricultural and foreign labour, and work should be found for the people round about who are out of employment.

1856. Do you consider that it would be better for, say, 50,000 men connected with the dock industry, that they should get a fair wage enabling them to live decently and fairly, than it is to have 100,000, or any number who might present themselves, reducing wages to starvation point?—According to my idea, it would be better for any number of thousands to receive a fair remuneration for their work so that they might be enabled to live happily and properly and comfortably.

1857. (*Sir M. Hicks-Beach.*) Has your Union taken any steps to inform the agricultural labourers of the low average rate of wages round at the docks?—Yes.

1858. In what way?—I cannot state offhand the way exactly, but they have explained the way in which the work has to be got at the docks, and how they might improve their conditions in their own districts.

1859. That is not exactly an answer to my question: Do the delegates in any way inform the agricultural

19 June 1891.]

Mr. M. HART.

[Continued.]

labourers that if they go to the docks they will only be likely to earn an average wage of 8s. 6d. after they have paid for their lodgings?—Yes, they tell them that.

1860. Do not you think, if these agricultural labourers were thoroughly informed on that point, that would be the most likely means of preventing their coming to compete with you?—As I have said, it is not so much that the agricultural labourer comes to the wharves or the docks; he will first perhaps take the place of a carman. Of course a carman is used to lifting cases, bags, bales, iron, and machinery. They have to lift these things into their own vans. The work, therefore, is very much like that which a ship-worker or a wharf-worker would have to do. Well, the agricultural labourers will either unseat these men, because they can drive horses, or take the place of stablemen, or something of that kind; then the moment the carman is displaced he would come and seek employment at the docks and wharves. Indirectly, of course, these agricultural labourers affect the labour market at the docks by pushing other men into the wharves and docks.

1861. Does a carman earn higher wages than the average rate of wages at the docks?—I think so. I do not know the average wage of the carmen. It is a thing I have not gone into.

1862. I suppose the agricultural labourer could only unseat the carman by being a better man than the carman, or at least better fitted for the work?—I cannot say about his being a better man. Perhaps it might be that he would come in at a lower rate of wage. In many cases, however, as I said just now, we have admitted carmen into our Union.

1863. You have suggested that there should be a Government inspection of chains and cranes?—Yes.

1864. You have told us that although there is sanitary inspection, not much good has resulted from it. Do you think any more good would result from an inspection of chains and cables?—I said there was an inspection of chains and cables, but that the inspection was in most cases carried out by a working man the same as myself might be, or a man who was not a practical engineer. He would be perhaps a man who was driving a steam crane or winch, or a tackle-man, or a man picked up by the foreman as a man he could rely upon to see to the tackle gear. But the inspection ought to be carried out by engineers with a proper knowledge, and it would be part and parcel of his duty to inspect this gear thoroughly. But it often happens that the work is put into the hands of the tackleman, or some man of that kind.

1865. And for that reason you have asked that there should be some efficient inspection of chains and cables?—Yes.

1866. Why do you anticipate that that inspection will be useful in the case of chains and cables, when you have told us it has proved quite insufficient in the case of sanitary matters?—If it was a duty laid upon a Government inspector to examine these chains, I should think it would be known by the Government that he had done his work, because he would have to make his report showing that he had inspected such premises, gear, and so forth.

1867. Do you consider that a single inspection of a crane would be sufficient, or would it require regular inspection at stated intervals?—I do not think it would be sufficient to inspect it this year and then let it go on to the next. I think it should be inspected at least once a month. May I be allowed to ask whether the sanitary inspectors of the different districts are appointed by the Government?

1868. No, the local authorities?—I think a Government inspector of this tackle and machinery would be more looked after in his work, because we know that in many cases the people of the district have to wake up the sanitary inspectors to see that they do their duty, but it would be for the Government authorities to look after the Government inspectors to see that they do their duty.

1869. Then, by a Government inspector, you mean an inspector from the central Government?—Yes, that is what I mean—a well qualified and practical man, thoroughly up to his work.

1870. You also asked for Government prosecution in cases where the employer might be liable for injuries to the workman. Would you carry that a little further and have a Government prosecution where the employer had suffered by default of his workmen. Would you prosecute the workmen in such cases?—In regard to prosecuting the workmen, I do not suppose that the employers would want to prosecute a man if he met with an accident through his own fault, but if a workman makes an assault upon his employer he has a perfect right to prosecute the working man.

1871. Do you want such a prosecution to be conducted by a Government prosecutor?—Yes.

1872. Why should the Government prosecute in one case where the employer may be wrong, and not in the other case where the workman may be wrong?—If it would be just to the employer to have a public prosecutor, then by all means allow the employers to have a public prosecutor, independently, on their paying for it out of their own funds. If it is beneficial for the workman to have a public prosecutor, it would mean that they would have fairness on both sides, and that the case would be properly carried out. As coming right from the Government of their country, they could rely upon it being carried out—that there would be no underhand or uneven dealings carried on by the employer against the workman, or by the lawyer or barrister who conducts the case. We have known of cases where, after a man has been allowed so much for his accident by the judge or the magistrate, he has not got half the amount that has been awarded to him. I think in those cases it would be beneficial to the working man to have a public prosecutor.

1873. You have not yet answered my question whether you would have a prosecution on both sides by the Government?—It would be for you gentlemen to say whether it was necessary.

1874. Do you see any reason why the employer might not fairly claim from the Government the same assistance in his prosecution as the working men claim?—Let it be so. Let the employer, as I said before, have a public prosecutor from the Government, and let the working men at the same time have a public prosecutor as well as the employer of labour, who can carry out the prosecutions without calling on the workmen for funds. In hundreds and hundreds of cases the workmen cannot do anything for want of funds. I am speaking also for the man who is not a union man. If a union man cannot gain the assistance of a solicitor from his union, a non-union man, being outside the ranks of the union, could still less obtain that assistance; whereas if there were a public prosecutor both union men and non-union men could gain assistance in a court of law.

1875. (Sir John Gorst.) When an accident happens, is some compensation always given to the victim of such accident?—Not always.

1876. On what does it depend whether compensation is given or not?—A man might go and get a summons in a county court against the employer where he has met with an accident. I have known cases where he got some remuneration from the employer—10s. a week perhaps. The main support, however, would come generally from the workmen, who would subscribe.

1877. I am speaking only of compensation given by the employer. Is it the case that in some instances the employer does give compensation, and in some instances he does not?—I can only answer for one case where, previous to the strike, a man after an accident got an allowance, but since that time I cannot speak of any. It is a very rare thing for men to get assistance from their employers where they had met with accidents.

1878. Are the workmen aware that in many cases of accidents they have a legal right of compensation from their employer?—I do not believe they know it; I do not believe that at the present time they have been educated to know these things.

1879. Do not accidents sometimes happen owing to defective gear?—Yes, often.

1880. Are the men aware that when an accident happens owing to defective gear they have a right to compensation from their employer?—Yes, but unfortunately I stated in my evidence some time ago that in one case where there was defective gear, the defective

19 June 1891.]

Mr. M. HART.

[Continued.]

part of the gear could not be found, for the reason that it was thrown into the Thames.

1881. Are the men also aware that they cannot assert their legal rights without the expenditure of some money?—They know very well that they cannot.

1882. They know that law costs something?—Yes, a pretty bit too.

1883. Have they always got the money with which to try the intervention of the law?—I should say not.

1884. With regard to the foreign immigrants whom you object to, are they men of skilled trades?—Yes, they may be skilled in their industries, but that will not prevent them from being pauper aliens, as we term them.

1885. Are aliens of this class generally men who are capable of practising a trade in this country, and so maintaining themselves?—It seems to me, judging by the amount of goods that come from abroad, that there are very many skilled labourers in those countries.

1886. And when they arrive in this country do they exercise their trade and so maintain themselves?—They do; they overflow the market. It has come out in the Sweating Commission how the foreigners overflowed the east end of London, and so drove British workmen away from their industries owing to the low wages for which these foreigners work. An Englishman could not keep himself and live respectably and work for the amount of pay that these men work for. In many parts of the east end of London these foreigners are packed like sardines are packed. They are not housed in the least as Christian people ought to be. It would be worth anybody's while to go to Backchurch Lane or round about Shoreditch station, through Brick Lane and Osborn Street and the surroundings of Petticoat Lane, which is partly in the City, to satisfy himself as to the way these people are living round about those quarters.

1887. You have suggested to the Commission two remedies for the present state of things—stopping foreign immigration and stopping the influx of agricultural labourers?—Yes.

1888. Have you any other remedy that you can suggest?—I suggest that for unemployed labour of British workmen or others that are already in the country there should be places provided where men could go and seek employment, or get employment without seeking it at all; places where they could go and say: "I could get no employment at the docks, at the wharves, or the ships. I have come here; this is a place which can find me some kind of work, whether I am a carpenter, or a stonemason, or a decorator, or a painter, or an engineer, or a cigar maker, a baker, or a shoemaker, or whatever trade it may be; this is the place to find me employment, to occupy my time, to keep me from standing round the dock gates or wharves."

1889. Do you think that employment should be found by some public authority?—Yes.

1890. At the expense of the nation?—Yes.

1891. Are the remedies for the present state of things often talked about in your Unions, and at your meetings?—Yes.

1892. And is that idea of the public right to work an idea which is very prevalent?—In meetings that we have often held in our own branch rooms the men have discussed and talked over these affairs, and how things might be remedied by this State workshop where men could go and seek work during the day.

1893. I suppose you and your colleagues are aware that there are very great objections to that, and a great deal to be said against it. You have heard the arguments used against it?—I have heard the arguments used against it, but the arguments used against it will not drive me from my opinion.

1894. Are those arguments often put forward at your meetings?—I may say that the most of our arguers on that point have gained the argument to the effect that there ought to be such a place.

1895. You say the general opinion is that there ought to be such a place?—Yes.

1896. Then I understand you to say you have considered the objections and the arguments that can be used against them?—Yes.

1897. And the result is the opinion that there ought to be such places?—Yes.

1898. (*Marquis of Hartington.*) You said there was a considerable number of men in the same employment as yourself who did not belong to any union?—Yes, unfortunately, which causes a lot of disturbances too. I may tell you that these men rather take it upon themselves, after ousting these men out of their employment, to sneer at them and jeer at them even as they passed them by. After ousting the men out of their employment through becoming non-union men, they are very eager and grab all the work they can. Then another thing has been to the detriment of the workers that the work is not equally shared.

1899. Do you canvas the men in your trade to induce them to join the Union?—Yes. We are only too pleased to receive the men into our Union.

1900. Do you ask them to join?—Yes, we ask them to join. If we find a man who does not belong to a union the first thing we ask him is does he belong to any union. If not we ask him would he kindly join the Union. Wherever a man who does not belong to the Union is received into it, he is received as freely as any brother that you can shake hands with.

1901. When men do refuse to join the Union on what ground is the refusal made?—Since our delegates have not been allowed privileges that they had in the starting of our Unions, these non-union men get a bigger hold for the simple reason that our delegates are to a great extent wiped out. I might state one particular wharf in our district where the delegates retain that privilege, namely, at the Carron Steamship Company. I am happy to state that that particular place allows the delegates, and they are satisfied with the union men. There the union men carry on the work to their advantage. They are satisfied with the union men and they allow the delegate the privilege of inspecting the docks without any objection whatever. Of course when we find that a man will not join the Union we cannot say anything against the man without causing a strike. We want to avert strikes and lockouts all we can; they are not beneficial either to the leaders of the Union for whom they mean a lot of hard work, and they are not beneficial to the workers themselves.

1902. But I want to know what are the grounds stated, whether real grounds or not, by the men who decline to join the Union. You say that you canvas the men to join the Union, and a certain number refuse?—Yes.

1903. On what grounds do they base their refusal?—I put it to a large extent in this way. There are and there will be, I suppose, for generations to come, a class of men who would not pay even to keep their grandfathers, let alone to pay 3d. into the Union.

1904. Do you mean that they do not see that they would get their moneys worth by joining?—They would stand a much better chance of getting their money's worth.

1905. But they do not see it?—They cannot clearly see the benefits of the Union. Men have been debarred so much in years gone by from becoming members of a union that I believe they are frightened.

1906. They think they will stand better with the employers if they do not join?—They will be more cordially received, because the employers are dead against the Union, if not, the strike would have been stopped quicker than it was. A non-union man is received more cordially by the employers than a union man, because the employer thinks that the union man is fighting against him.

1907. You have been asked as to why, in your opinion, men from the country, engaged as agricultural labourers or in other occupations, should come to London to compete in a trade which is so badly paid, as your own is; is it not a fact that a good many men who do not happen at the moment to have any work at all at home, or who are from any cause out of work, come up to London on the chance of getting a job?—

19 June 1891.]

Mr. M. HART.

[Continued.]

Yes; the amount of remuneration that the agricultural labourer gets for the very hard work that he has to do in the summer, is so small that he cannot provide enough to tide him over to keep him in the district for a winter. It is almost like a force which sends a man away from his own district.

1908. Is it your opinion that a considerable number of men deliberately change their employment to come up to London to better themselves?—Sometimes they come up to better themselves, but in many cases it is a worse position that they get.

1909. Some men, having already employment, leave that employment in order to come to London on the chance of getting better employment?—I do not know that in these days a man is actually forced to leave his employment, but it often happens that his family or his household duties so increase on him that he finds the amount of wages he receives for his agricultural work is not sufficient to rear his family in a proper manner, and so he is practically forced to change his employment.

1910. Besides those, is not there a large class of men who may be out of work for a time, and who come up to London on the chance of getting a job of some kind?—There is a very large class come to London in the winter months.

1911. Men out of work?—They would be mainly during the winter months.

1912. Is not the out-of-work labourer rather apt to go to London or to some other large town on the chance of getting a job?—He has a perfect right to come to London to look after a job.

1913. And he is likely to do it?—He is obliged to do it, because what he receives for the work he does in his district is so small that he cannot tide over the winter months, and is obliged to come to London to seek employment. It is almost like force driving the man.

1914. You said you are doing what you can to make known in the agricultural and other districts the conditions of labour in London, and to stop this influx as far as you can?—Yes.

1915. You are endeavouring to do that?—Yes, we are endeavouring to do that so far as we can, but some pressure ought to be put upon those employers to find the men more remuneration for their labour. They should be allowed more privileges. They are toilers—the men we look to—the people whom we look to for the products of the country.

The witness withdrew.

Mr. MORTIMER COSTELLO called and examined.

1925. (*Marquis of Hartington.*) What is your occupation?—Wharf labourer.

1926. Are you a member of the same society as the last witness?—Yes, the Dockers' Union; the Dock Wharf, Riverside, and General Labourers' Union.

1927. You have heard the examination of the last witness?—Yes.

1928. I believe you do not desire to give evidence upon all the points upon which he has been examined?—I do not think it will be necessary; I can only supplement what has been stated on the questions that have been asked.

1929. Do you represent the same district?—The same district, the Wapping walls and the upper pool of the Thames, that is from London Bridge to Limehouse.

1930. Is that the same district as Mr. Hart represents?—Yes.

1931. You have heard the statements which were made by the last witness as to the numbers of men employed in that district?—Yes, I heard the statement, but I should rather like to increase it: the average is over 4,000 seeking employment in that district.

1932. Seeking employment in dock and wharf labour?—Wharf and riverside labour; not docker labour.

1933. Of that 4,000 how many are members of your Union?—About 3,500 are members either of our Union, or the Stevedores' Society, or the Thames Steam Ship Workers.

1916. Are you endeavouring to give any such information to the agricultural labourers upon the conditions of labour in London as to tend to stop this influx?—Yes, our Union is at present looking in that direction.

1917. You have said that you are in favour of establishing some sort of public workshops?—Yes.

1918. Do you not think that if those workshops were established in London, this influx of under-paid labour and out-of-work labour from the country would be very much stimulated?—Looking at that side of the question, I do not think it would be worse than General Booth's taking our British workmen out to a foreign country to find employment there. I do not see why we could not do it in this country as well as General Booth can by taking the workmen away from this country.

1919. If the men in the country knew there were workshops in London which would be bound to find them work, would not every unemployed man go to London?—It might so happen that the countrymen or the agricultural labourers could be found sufficient work to retain them in their own districts.

1920. But the establishment of workshops here in London would not find labour for him in the country?—Could not we establish some workshops in the country so as to retain them there?

1921. Then your plan is that the workshops are to be established in the country too?—It would be beneficial to all classes to have them established everywhere where labour is necessary, so as to keep the labourers going.

1922. The effect of the establishment of any workshop here, if they were not established in any other parts of the country, would be to bring every unemployed man to London, would it not?—It might possibly be so.

1923. That would not be much of a remedy, would it?—I imagine the remedy would be that these workshops should extend wherever work was to be got—wherever the labourers were. Of course they would have the same right and claim to have these workshops in their districts as the Londoners. I am not going to say that we are to confine all the luxuries of living to London alone. One does not have to travel very far to be outside of London, and of course we should have these workshops extended to outside districts.

1924. Your plan is that there should be workshops established all over the country, wherever there were unemployed?—Yes.

1934. Members of some union?—Of some Trades Union.

1935. What do you state as to wages?—The wages vary according to the different societies. The ship workmen get 7d. and 9d., the wharf workmen 6d. and 8d.

1936. How are they paid?—By the hour principally. Some firms keep the money for the men till the Saturday night; those are firms in which they get the most regular employment; some of the best of the firms, such as Carron Wharf, the St. John's Wharf, the Sugar Market, and others. The masters generally keep the money for the men till the Friday or the Saturday night, when they give it to them. Of course those are exceptions.

1937. And in the other cases?—In the other cases they are paid by the hour; taken on at an hour's notice and paid off at an hour's notice.

1938. Paid by the hour on each day?—Yes.

1939. Is there any system of employment of a contractor or sub-contractor?—Only in one case has a contractor been introduced; that is in the case of the St. Bride's Wharf. I do not think a proper explanation was given of that particular place. The men were working under a signed agreement with the owners of that particular wharf that they should get a certain rate of pay per day with meal times paid for. The owners made a statement to the men—not to the men who signed the agreement, but to the body of men themselves—that on and after a given date they would have

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

to stop the meal times and introduce a system of co-operation, the same as the docks. The men were willing to accept the co-operative system if they were paid direct from the office, that is, if the masters or employers themselves paid them through the office and did not let anybody outside or any of their own number handle the money. This the firm will not agree to. They give out the work to two or three men, who put down the price. The men do not know how much money they are really entitled to, and if they ask to look at the books of the office to see what they really have given to them, they are told to go about their business, and very often are boycotted for a week or perhaps three or four weeks after.

1940. I do not know whether I quite gather what is the grievance complained of in this case?—The grievance is this: When we took over the co-operative work, the piece-work, we generally took it over at an average amount. From amongst our own members we select one, and fix a price for the work, and take it over. All the money we earn we divide amongst ourselves; but for safety, we like to be paid through the office of the governor, and not to let one man handle the money for himself. This firm we know let two or three men handle the money. They take the contract and fix their own price, and do not tell the remaining body of the men what price they have for the job, but pay them whatever they think is sufficient. If the men complain and say, "We think you have got more for this job; we had better go to the office and ask the cashier or some of the clerks how much you have had," they may go to and make application to the foreman or to the manager at the office, but on the following Monday or Tuesday morning they are left out of the work, and are told, "That is the lot this morning; you can go about your business." They are all served the same way.

1941. But this case of which you are speaking is an exceptional case?—That is an exceptional case; that is the only case where they have tried to introduce this piece-work system, or as they call it the co-operative system.

1942. But the usual system is what?—Hour work.

1943. Are you satisfied with the system which generally prevails?—At all other wharves bar this one particular wharf.

1944. You are satisfied?—We are satisfied to work under the hour system at all other wharves.

1945. Have you any statement to make about working overtime?—We have to complain very largely of the coasting and shipping wharves, and the number of hours worked there. On the average the wharf workers work 35 or 40 hours off at a stretch. At six or seven of the biggest wharves in London—those are the Hermitage Steam Ship Company, the Carron Wharf, or the Grangemouth Steam Ship Company, the Dundee Steam Ship Company, the General Steam Navigation Company, and the Free Trade Wharf, trading to Middlesboro' and the Aberdeen Wharf at Limehouse—the wharf hands and ship hands, with the exception of the one wharf I have mentioned, work from 35 to 40 hours at a stretch. That happens twice a week, sometimes more when they have an extra boat out. They generally run two or three boats a week, and sometimes when they are busy they run an extra boat, so that very often the time worked is 90 or 95 hours in the one week.

1946. (Mr. Bolton.) What?—I do not mean work 90 hours right off at a stretch, but 40 hours or more. They very often make up 90 or 95 hours in one week.

1947. (Marquis of Hartington.) I suppose that in practice the same gang of men once set to work on a ship have to finish that work?—The men start on the boat, or start on the job at a wharf and have to complete the job. Until the goods are got out and delivered they do not knock off, except for meals—their breakfast, dinner, or supper time.

1948. You say you have complained of that?—We have complained of that system, and we have tried to remedy it in several instances ourselves. We work in what we call shifts, shifts of 12 hours. We have succeeded in getting one master to give way upon it. In that particular instance we obtained from the master permission to work several shifts. The night gang

relieved the day gang so that no man worked more than 24 hours off at a stretch.

1949. Are you aware of any reason why it is necessary that it should be done in this way?—The only reason I can conceive is the masters thinking that this idea of shifts with different gangs of men coming on at different times and the others going off, would delay the boats according to the tides. But we think an arrangement could be made by which shifts could work with advantage to the masters and do the work with greater dispatch.

1950. Has the Union of which you are a member taken any action in this matter and endeavoured to arrange the hours more conveniently?—We have tried pressing on the masters the need of the workmen not having so many long hours, and the unsatisfactory results that occur from working so many hours, but they do not seem to take any notice, they simply say that they cannot afford to waste time by doing the work with different shifts of men, and that they cannot afford to change the hours of labour to suit us; they must suit themselves and get their boats off.

1951. That probably is a point upon which if a Trades Union exerted some pressure it could exercise some influence upon the matter?—I do not think so for this simple reason; the masters are not so much frightened of the Trades Unions as some people imagine; they had rather fight and put their back up. When we go and interfere in the least thing, even a thing which would be for their advantage as well as ours, they are rather snotty; if we try to introduce any new system, even one which would be of advantage to them as well as ourselves, they would burk it simply because it came from us.

1952. This was not one of the points in issue in the strike or in any of the strikes?—The question of hours did not crop up during the big strike.

1953. Probably the men would be unwilling to make such a question the subject of a strike or a threatened strike?—The men are dead against striking at all times. It is very little they have to do away with even in winter time when they are hard pushed with work, and it would be hard that they should be forced to strike in the busy time to do away with the very little bit of goods that they have.

1954. Are these excessive hours continuous throughout the year?—They are continuous throughout the year at those particular wharves I have named.

1955. Then I suppose the men who work these long hours are receiving a high rate of wages?—Yes, you might really say that one man is doing about sufficient work for three men. The work is very heavy work, generally it is bales of what we call "gunny,"—bales of sacking, weighing five or six hundredweight each, some seven hundredweight; it is very heavy labour. What one man does is really more than what three men ought possibly to do when they have three boats up in a week.

1956. How much will any of these men be earning?—Some of the average men earn from 3*l.* 10*s.* to 3*l.* a week.

1957. And regularly through the year?—Regularly through the year; then of course there are other men who do the outside jobs, who only just get an hour or two's work, or perhaps three or four hours work; they are paid off with 2*s.* or 1*s.* 6*d.* that they have earned in the majority of cases.

1958. But there are a certain number of trained men who are earning very high wages?—Yes.

1959. I understood you to say that the work in the docks with which you are acquainted is of a tolerably regular character?—On the shipping wharves, or at what we call the coasting wharves, it is tolerably regular.

1960. Is it the same set of men as a rule who are continuously employed for these long hours of labour at these wharves?—No, it generally knocks the men up. If a man does about three months right off on a wharf he is unfit for about another month to do any more work. He is generally laid up. We have a Committee visiting the sick down there, because we have so many men laid up. That is in these shipping wharves. In the other wharves, the Colonial wharves,

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

of course the hours are not near so long and the work is not near so heavy, but in these wharves after two or three months work the men are laid up for illness, and once they are ill of course they lose their turn and have to find somewhere else to work.

1961. Besides these men who work these overtime hours, there are a certain number of casual labourers who are employed for a certain number of hours at a time?—They are all casual.

1962. All casual?—All casual. All work by the hour; they are taken on at any time when they are needed.

1963. Is it practically the same set of men who do this work that you have been describing?—Principally, the same set of men monopolise the whole of this work. Of course the majority of the men employed at these wharves only work four or five hours. The wharf might employ 250 men. For instance, the Carron Wharf might employ 250 men; 50 of them would be what are called "royals," always sure of work, always having the first turn at work. These men very likely would be employed all the year round the number of hours I have stated. The other 200 would average very likely from one day to two days a week all the year round.

1964. Working every month very long hours?—About one month in the winter 50 of these 200 that only obtain one or two days a week might get perhaps six days a week on the average, for about one or two months in the winter.

1965. Is there a large competition in labour at these docks and wharves of which you have spoken?—At the wharves I speak of I think we have sufficient work if the hours were properly divided, to give the men say about eight or nine hours a day, and have sufficient work for about 3,000 men; but having 4,000 competing men working all manner of hours there is really too much competition. What makes the hours longer at the shipping wharves is the times we are ordered out. Very often we are ordered out at 12 o'clock at night. We are told to wait out and wait for a boat at 12 o'clock on Sunday night. The boat may not turn up until 6 o'clock on the Monday morning. We may get an order "You can go home till 3." Then we go home and at 3 we are told to go back and wait till 4, 5, or 6 o'clock. There is not the slightest compensation or anything at all given for that.

1966. There is no pay until you begin the work?—No pay until you begin the work; it does not matter what time you are turned out.

1967. Is there any way in which you consider the work might be better regulated?—I think that if it was possible for some municipal authority to take over the work it could be divided or regulated more properly—by some co-operative body—because all these wharves practically speaking are competing against each other; all these coast wharves. If we had some municipal control the work would be more regular amongst the different classes of men.

1968. Do you think that no better regulation is possible with the existing authorities?—I do not see how it is to be done. It is natural on the part both of the workmen and the masters of course that those who can get the most will get the most; there is no thought for the other about it.

1969. And the employers think that this system at present in existence is most to their advantage?—They think so; of course they are labouring under a mistake, but they do not like to give way.

1970. Would it not be a matter which might be regulated by arbitration or mediation?—Most of them refuse to arbitrate. They generally tell you that they know their own business best. If you ask them to do anything which would be to their advantage as well, they are rather snotty about it, and say they know their own business best, and that they do not want anyone else to meddle with it.

1971. Can you state anything as to accidents?—Yes, we have on the average I should say from five to six accidents a week in our particular district, either broken legs, broken arms, or smashed fingers.

1972. Five or six amongst 3,000 men?—4,000.

1973. Are any statistics published?—There is only what we can get from the hospital returns. I think we might easily get from the London Hospital a return of all the accidents that have taken place at these particular wharves at Wapping in the upper pool, because most of the cases are taken to the London Hospital. Perhaps some of them are taken to the surgeons in the neighbourhood.

1974. You think you could get a return from the hospital?—Yes, and from the surgeons in the parish.

1975. You do not know of any accurate account which has been given of the accidents occurring in these wharves?—Not by the employers.

1976. Or by the Union?—No, not by the Union.

1977. Do you think it possible for the Unions to obtain any such information or to keep such a record? It would be if they were all Union men. But of course there are non-union men as well, and they would not come and report their accidents to us. I think you could get all the information from the London Hospital together with the surgeons in the neighbourhood better than you could from the Union.

1978. What are the principal causes of accidents?—I should put it down to defective machinery. I have known cases where we have had rope slings to sling cases weighing 2½ cwt. with very sharp edges; before that set of stuff would get half way up, the edges would really cut through the rope, and down would come the lot into the barge's hold or the ship's hold.

1979. Who is supposed to be responsible for the condition of the tackle?—At every wharf they generally have a man supposed to be able to look after the tackle. In one or two wharves we have really professional engineers, who do their business properly.

1980. To whom does the tackle belong in the first instance?—The tackle belongs to every wharf owner. Every wharf owner has his own tackle, but they are supposed to inspect these things, as far as I can understand, from two accidents that happened at St. Bride's Wharf about six months ago. They swore me out that the tackle had been inspected that morning. We knew for a perfect fact that the man who was in charge of the tackle knew no more about boat chains or smithy work than I do myself, and I have hardly ever seen any smithy work. I should think in about one wharf out of every 10 they have a professional engineer, a man competent to look after these things. In the others they pick out any man to do it.

1981. Is the tackle entirely wharf tackle, or is there any ship tackle?—Wharf and ship tackle both.

1982. The wharfinger is not responsible if there is any defect in the ship's tackle?—Yes, because the ships belong to the wharves.

1983. The ships?—Those ships we are mentioning now belong to those particular wharves.

1984. Is compensation given in case of accident?—Only in the cases where men are insured by the companies or by the wharfingers. Those are the only cases in which I know of compensation being given.

1985. What do you mean by the men being insured?—The master sometimes joins an accident insurance company for the whole of the men working upon the wharf. When one man meets with an accident the master receives compensation money from the insurance company, and pays it over to the man. Sometimes it is 10s. or 15s. or 1l. a week, according to the class of accident that the man meets with. I must mention one wharf where they pay the men, although they are not I think really insured—that is the Carron Company. I know that Mr. Peebles pays all his men in case of accident at the rate of 25s. a week, whether it is the company's fault or the man's fault. That is the only case I know of. I do not think he is really insured. The others have all their men insured.

1986. Are the men aware that in certain circumstances they are entitled by law to compensation?—They know that perfectly well; they know they are entitled to compensation, but they can never get the fees to pay counsel. That is one of the great drawbacks to their taking action. Another is that even if they took action, if they lose their case, when they go back and apply for work they will be boycotted and told that the masters will not want them again.

19 June 1891.]

MR. M. COSTELLO.

[Continued.]

1987. Is it not part of the object of your Union to secure compensation in case of accidents to its members?—The objects of the Union are to protect the members in every possible way it can. I should think that would come under one of the headings of it.

1988. But have they in any case taken any action in the matter?—Yes, we have in two cases. There was one that came off a fortnight ago; a man obtained 60*l.* That was not under the Employers' Liability Act—that was an action for damages against another master, a barge owner. The man met with an accident on the barge and obtained 60*l.* for it. That was one case that the Union took up. The man would never have got the compensation, he would never have been able to pay counsel unless he had applied to the Union.

1989. Some of the accidents I suppose may be in some measure due to carelessness on the part of the men themselves?—You would not exactly call it carelessness, because if a man works 24 or 30 hours at a stretch he does not seem fit to do anything else. I have walked about myself really half asleep and half awake, not knowing where I was or what I was doing. I have often been going up a plank with a big sack weighing about 3½ cwt. and felt no inconvenience with it. We do more work from custom than we do any other way; it is simply from use: it is being used to go to this or that part of a ship and knowing every hole and corner, that we can get through our work; otherwise we should really kill ourselves or kill somebody else very often.

1990. But if the accident was not due to any defect in the tackle you would not be entitled to compensation?—No, we would not.

1991. Have you any suggestion to make as to preventing accidents?—Yes. As Mr. Hart said, I should like to see a Government inspector, the same as you have in factories and mines—a Government inspector of all machinery or tackle connected with dock and warehouse work.

1992. You would not recommend that the local authority should appoint the inspector?—I should not like to trust them with the job. I would rather see it done straight from the Government if it was possible.

1993. What amount of inspection do you consider would be necessary?—I should think about once a month—that is, each wharf and each dock and all machinery in those places should be tested and inspected once a month.

1994. Have you anything to say about the sanitary condition of the places in which the work is conducted?—There has been within the last two or three years some improvement in the sanitary condition of most of the wharves, but the accommodation is not sufficient. I know of wharves where there are 60 or 70 or 100 men employed, where there is only accommodation for one at a time, and very often men are working under a system of strain and want to go to a back place. Of course if they leave their employment and go outside, they will very likely be paid off for leaving their work and going out of the place to get at a back place.

1995. Is there anything in particular cargoes which is unhealthy?—Yes, the most unhealthy we get is what we term bone-dust; that is about the most unhealthy cargo we get. Whenever we have a ship with bone-dust we generally have three or four men ill in the hospital a fortnight afterwards; the bone-dust gets down their throat and in their inside.

1996. Do you think that could be regulated or remedied in any way?—I do not know how it could be, and I do not think that is to be blamed on the employers. I do not think there is any blame on the employers for that at all.

1997. Is there any extra pay given for work of that kind?—No extra pay is given.

1998. Have you considered the Employers' Liability Act at all, or any amendments to it?—No, I have not had the opportunity of reading it; in fact, to tell you the truth, I hardly know where to buy one, if I had the money to buy it with. I have very little time.

1999. That is not a matter which has been discussed among the men?—Not so much this matter. We have not talked very much about the Employers' Liability Act.

2000. You heard some questions which I put to Mr. Hart on the subject of the refusal of some of the men to join the Union. Some of the men refused to join your Union or any union, did they not?—Yes.

2001. What are the usual grounds they give for refusal?—It is principally fear of the master; that is really the only ground. I think I have more to do with getting men to join the Union in this particular district than anyone else; I think I have made more members there than anyone else. The only reason I see for their refusing is for fear of losing their situation. The men answer me, "As sure as I join the Union, Mr. Costello, I shall be paid off to-morrow morning, and somebody else will have my job."

2002. Do you think that that apprehension on their part is well founded?—Very well founded indeed.

2003. Do you consider that the members of a Trade Union are badly looked upon by the masters?—In all cases. In all cases that have come under my notice they look upon them more as enemies than as anything else.

2004. How has that been shown?—By sacking some of the most prominent of the Trades Unionists working at the particular wharves. We had a system agreed to by the masters verbally—of course it was not a written agreement—by which the leading hand at each wharf should have the privilege of standing alongside the foreman and object to any man not able or capable of doing the work being mixed up with the others, because in that way we know many accidents occur, by mixing unskilled men amongst us. That man had the privilege of standing by the foreman, and if he saw any man who was unskilled or was a stranger to him he explained the case to the foreman. That has since been dropped, and those men have got the sack simply for doing what the masters really agreed that they should do: they have simply been boycotted for carrying this system out.

2005. Have any of the men who were prominent in the great strike been caused to feel it any way?—I am talking of since the great strike: we have had about 30 strikes since then in this particular district.

2006. About 30 strikes?—Yes, that is in the one particular district since the great strike.

2007. Could you give us any information about those strikes; what have been their causes?—The first cause of these strikes was this. On the 4th November, after the dock agreement, some of the wharfingers refused to comply with that agreement or to pay the men the 6*d.* and 8*d.* per hour: that was the first cause of the strike. We had about 10 or 12 wharves out under that through their simply refusing to concede the demands of the men according to the dock agreement that had been signed.

2008. What did they propose to substitute for it?—They wanted to carry on on the old terms. Some were made permanent men at 25*s.* or 30*s.* a week; they had a few permanent men here and there on those terms instead of paying an all-round rate of 6*d.* and 8*d.* per hour, the same as at the docks. Of course the men would not have that. They wanted the all-round rate whether permanent or casual.

2009. Are these entirely wharves?—Entirely wharves or waterside places; that is mid-stream work.

2010. Not docks?—Not dock work.

2011. What has been the result of those strikes?—The result has been very satisfactory indeed for the men. In most cases the men have won: they have obtained their 6*d.* and 8*d.* and pay for meal time, and in lots of cases they have got a reduction of the hours of labour that they used to work. For instance, in St. John's Wharf the average hours of labour a man works there (they are paid weekly) were 80 hours a week: they received 30*s.* for that: their labour was to back sugar: each bag would average 2½ cwt. That work was done for 10, 12 and 13 hours a day with only two or three breaks in between, one of a quarter of an hour, one of a quarter of an hour, one of three-quarters of an hour, and one of half an hour. At the present time the men start at 8 in the morning and knock off at 6 at night besides receiving the increased rate of 6*d.* an hour.

2012. In fact, in general, you have succeeded in arranging the dispute upon your own terms?—On our

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

own terms. In one or two cases we appealed to the arbitrators.

2013. But have the men who have been prominent on the part of the Union, Union delegates, suffered in any way?—Yes; they have suffered; they have been left out of work for six or seven or eight weeks at a run. Some of them were the first, the leading hands, almost the first men to be employed at particular wharves. At present they get about the last chance of work. Where they got a full week's work, or what was then reckoned a full week's work, before, they got about two or three days' work now.

2014. I understand you make a distinction between some wharves and others?—Yes, we have about four or five very good wharf managers—very good indeed—who always treat their men properly.

2015. Where the relations are good?—Very good.

2016. In some cases the employers do not object to the Union?—No, not in those four or five wharves.

2017. They co-operate with the Union?—They really rather agree with the Union, as they know the Union men are better workmen, and more used to their work.

2018. In any of these disputes, since the great strike, have you had recourse to conciliation or arbitration?—Yes, in the January, after the great strike, Mr. Thomas Scrutton acted on behalf of six of the biggest shipping or coasting companies that we have; he drew up an agreement by which the men on the boats were to receive 7*d.* and 9*d.*, and the men on the wharves 6*d.* and 8*d.*, all meal times to be paid for, and with sundry other concessions. The companies who signed the agreement were the General Steam Navigation Company, the Hermitage Company, the Carron Company, the Dundee Company, and the Aberdeen Company. Now the General Steam Navigation Company, without giving to the Union the slightest notice, or giving the arbitrator—that is Mr. Thomas Scrutton—himself the slightest notice, without giving notice to either of the parties to the agreement, are breaking through it entirely all the way round. The men are being paid 2*s.* a week for all manner of hours that they like to work them. I communicated with Mr. Scrutton over it myself last week. He was quite surprised, and he asked me to put it into writing for him. The main object, I think, is to force a strike on the men more than anything else,—to force the men to come out, so that they will have an excuse to introduce some other labour at that particular wharf.

2019. Have you any suggestion to make about the establishment of boards of arbitration or conciliation?—I think that if there was a State Board of Arbitration and a certain agreement was drawn up, it would be found that the men would abide by it and the owners would abide by it. There would be some system to go on, and the men would not be cheated and quibbled with, and neither could the masters be cheated.

2020. Do you believe that you can answer for the men abiding by any award that might be given by a board of arbitration?—I am sure the majority of the men would do so; because we have had several instances ourselves lately where the men have had to go back to work under worse systems than what they came out for; where they have been told that the conditions are beneficial, or as much as they could expect. One or two men might grumble a little bit over it, but the majority of them, in fact 80 per cent of them, went back. I think that once their case has been investigated, and they know it has been investigated by a board, they would abide by the decision, whatever it was. If they do it with our Union I think they would be more likely to do it for a State board of arbitration.

2021. In fact I understand you to say that in all cases where disputes have recently arisen it has been because of some breach of the conditions agreed upon, on the part of the masters?—Yes, all in our district I am speaking of; the disputes that have arisen in that district within the last two years have all been breaches of contract between the Union and the masters.

2022. I suppose the masters would probably give a different version of it?—I do not think they possibly could. Of course they might give one; but they could not possibly do it truthfully.

2023. It is within your knowledge that the masters have had any complaint to make of the men?—They have never complained of the men to us, never in any possible way. In fact they have always given the men a good name for the way in which they worked and the way in which they got their work done. They have always complimented the men.

2024. Is there any other suggestion you wish to make upon the subject of dock labourers' employment?—No, I do not see that I have any other suggestion, except the one I suggested before, could be carried out, that is to municipalise all the wharves. If it were possible to do that, I think that would be about the only way we could regulate the labour.

2025. The suggestion is to place all the docks and wharves and river works under the control of the municipality?—Yes.

2026. What do you think would be the effect of that?—I think they could find some way out of the difficulty, and they could solve the question better than individual owners can at the present time. All they think about, instead of solving questions in the fairest way, is to make the best terms they possibly can. The municipality of course, if there was anybody to look after the thing, would have other interests at heart besides merely the returns to be earned.

2027. That would not enable them to give employment to all who are trying to get employment at the docks and wharves, would it?—No, but they could prevent one man earning 3*l.* a week and another man walking about doing nothing at all, but looking after work.

2028. Do you agree with the suggestion made by other witnesses as to the establishment of public workshops?—I quite agree with that.

2029. You see no objection to that?—Not the slightest.

2030. Do you not think that the establishment of such workshops would tend to bring in a still larger number of casual unemployed labour to London?—But each municipality would have the right to deal with its own unemployed.

2031. Then, like the last witness, you suggest the establishment of public workshops in every district?—In every municipality, where needed.

2032. Have you considered what the effect of the competition of these workshops would be with the existing businesses?—I do not see that they would compete at all with the outside trade. I think they would rather live by some system of exchange and barter amongst themselves.

2033. Is there anything else you desire to add?—No.

2034. (*Mr. Bolton.*) You are not a Union official, are you?—Yes, I am a district secretary.

2035. Are you actually employed at the docks in labour?—Not at present. I am employed by the men in the district to look after them at the present time.

2036. How long is it since you have been employed?—It is two years since I worked at the docks.

2037. Of the 4,000, I think you estimated the number of the men employed in your district, what proportion are permanent men whom you call royals?—The royals and permanent men would be about 300.

2038. It is the same thing, is it not?—No, they are not exactly the same thing.

2039. What is the difference?—The difference is that the permanent man has to get a week's notice before they can sack him, and to give a week's notice before he can leave; but a royal can be paid or taken on, the same as any casual labourer, except that he gets the first chance of the work.

2040. Those would be 800?—The royals and permanent men would be 800; there are about 300 permanent men.

2041. Has each wharf a certain number of permanent men and a certain number of royals?—Some wharves have no permanent men; they only have their royals.

2042. They all have royals?—They all have royals.

2043. The royals and the permanent men, I suppose, are the men who work at times 40 hours at a stretch?—

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

They would be the men at the shipping wharves who did that.

2044. The royals and the permanent men?—Yes, at the shipping wharves.

2045. Is the inducement to them to work those long hours that as a rule their pay is considerably greater than that of the casuals, or what is the inducement to them?—The pay is casual pay.

2046. But still there are casuals and casuals; they get the first chance?—They get the first chance.

2047. Then the inducement to them to work these long hours, I presume, is, that their position as a royal casual is so superior to the others, that they do not wish to run the risk of losing that?—No, nothing of the sort; if a man refused to work that certain number of hours that they are needed, they would at once be put on one side, and other men would take their places.

2048. They would become casuals then?—Most decidedly; they become second class casuals.

2049. That is the reason why, I presume, they put up with it?—Yes, it is more force than anything else with them. They are forced to put up with it.

2050. Well, it is the force of interest?—Of course it would be the force of interest. If they did not do it they would get no work.

2051. What wage will these men earn per week. I think you said 40s. or 50s. a week?—40s. or 50s. a week. That is a good average for these royals.

2052. Do the permanent men earn about the same or more?—The permanent men, I should not think, would earn quite so much, because, being permanent men, there would be a certain amount of money reduced. They would not get the 6d. an hour.

2053. (*Marquis of Hartington.*) I would just like to ask one question. You object to men being employed at a permanent wage?—No, I would rather see it.

2054. You would rather see it?—I would rather see it.

2055. How far does that practice prevail in any of the wharves?—In some of the wharves we may have about 10 permanent hands.

2056. Paid at what sort of rate?—They are paid at a reduced rate to what the casuals are, although the agreement is that they should be paid equivalent to the casuals according to the number of hours they are retained for. They should get 6d. an hour just the same, or what would be equivalent to that, but most of them are paid at a reduced rate, as there is something allowed to the master for their being permanent men.

2057. At so much a week?—Yes, at so much a week.

2058. At what a week?—At the present time the wharf I mentioned—the General Steam Navigation Company—who wish to break away from their agreement, wish to pay 25s. a week. They will not specify the number of hours that the men will have to work for that 25s. a week. That is to say, they can order them out at any time, and can make them work any number of hours they like for that 25s. a week.

2059. They could not be made to work for 48 hours at a stretch, could they?—Yes.

2060. Could they?—Most decidedly.

2061. For 25s. a week?—Yes. A permanent hand never knows when he has done at the waterside. He has to turn out at all times and all hours; he must do what he is told; he must not kick the least bit against it.

2062. (*Mr. Bolton.*) But in practice he earns 40s. to 50s. a week?—A permanent man?

2063. A royal earns 40s. or 50s. a week and the permanent men somewhat less?—An allowance is made for his being permanent; but in the case of the wharf I have mentioned they are trying to break the agreement and make it only 25s. a week, whatever the number of hours.

2064. I presume that, without a considerable sacrifice to themselves, a wharf could not employ more than a limited number of permanent men, because they would not have sufficient constant employment for a great many men?—I question that. The smallest wharf has

sufficient work all the year round for about five or six permanent men. Some of the largest have sufficient work for 40 or 50 permanent men.

2065. Then do they not employ four or five or 40 or 50, as the case may be?—No, a wharf that might very well employ to their own advantage 40 or 50 men will only employ about seven or eight.

2066. Surely there must be some mistake there. The favoured man is the royal, who goes on at a higher rate of wage?—Yes.

2067. Then there would be the permanent men; every wharf would have a certain number of permanent men, more or less?—Most decidedly.

2068. You think they do not engage as many permanent men as they might do?—Yes.

2069. Do not you think there is some mistake in that respect, because the permanent men, you tell me, cost them rather less than the royals?—Most decidedly.

2070. Therefore they are acting to their own disadvantage in not employing more permanent men?—Well, of course they do such unaccountable things sometimes; I really could not tell you what reason they have for it; but still it is well known to be the fact that there is plenty of work for them.

2071. You spoke of the inconvenience to which permanent men and royals, I presume, specially, are oftentimes subjected by being called out at 12 o'clock when there is no work perhaps till 6 or 7 o'clock. Can you account for that in any way?—It is only by expecting a boat up. They expect a boat up at a given time.

2072. They get a telegram?—They get a telegram that the boat will be up at a given time, and they order us out to meet the boat. Then something happens to the boat at Gravesend or somewhere else, and we are told to go back and turn out at another time.

2073. It is not their fault then?—I do not know whether it is their fault or not. They might be able to heal it a bit.

2074. But there can be no particular purpose to be served in turning the men out to stand idle?—If they did that the whole week, keeping us out for the whole week, all night long, and sent us home on the Saturday night with no money for it, we should look very funny indeed. You see no compensation at all is paid for this. Very often, on a cold winter's night, you are turned out when it is all covered with snow, and we get no compensation for it whatever; and you have to turn out too.

2075. Is it not rather an intimation to you: "We expect the boat at 4 o'clock, and you are the men who will be taken on for the work if you are at hand at that time." That is the intimation, is it not?—Yes.

2076. It is not an engagement. You are not engaged to go out at that time; you are not bound to go out; you can go or not, as you please?—Most decidedly. No man is bound to go to work; he can stay at home and starve, if he likes.

2077. But it is not stopping at home and starving. The boats of the Carron Company, for example, I presume, arrive pretty regularly at a given hour at the wharf?—Yes; the Continental Wharf.

2078. They give you an intimation that such a boat is to be up at such a time, is that not it?—That is it.

2079. And it is to be presumed that if you want a job you will be there?—They do not do it exactly in that style; they do it in the style of ordering it. If I was head of a gang, for instance, I should be told: "So-and-so, get your gang out by 12 o'clock to-night." I should tell the gang to turn out by 12 o'clock at night. Very likely, when I went to see whether the job was ready, I should be told to go home till 3 o'clock in the morning. Then I have to tell these chaps: "You can go home till 3 o'clock in the morning."

2080. I took the Carron Company as an illustration because I think you said, on the question of compensation for accidents, that the Carron Company made a point of paying every man who was injured 25s. a week, whether the injury was caused by his own fault or that of the company?—Yes.

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

2081. I mean that shows a different spirit?—Certainly.

2082. That company surely would not be disposed, out of pure "oustedness," to call you out at 12 o'clock at night when you were not wanted till 3 in the morning?—I do not think Mr. Peebles would do it; and I think if other wharves would do the same he would be about the first man to come in and pay the men compensation whenever they are turned out.

2083. You said that the men belonging to the Union were a much better class of men than non-unionists?—Yes.

2084. You are about half unionists and half non-unionists?—Oh, no; the union men in my district are over 70 per cent.

2085. Is that the whole district; because I have got it down that from 4,000 men there were 2,000 or 2,500 at the outside belonging to the Union?—Belonging to the Dockers' Union alone. Then of course there is the Stevedores and other societies.

2086. But of your Union you have about 70 per cent.?—No, not of our Union. It is of all unions; we have over 70 per cent.

2087. What is your Union, speaking for your own Union?—Our membership would be about 2,500.

2088. Out of the 4,000?—Yes; the remainder would be amongst the stevedores, as they call themselves, and the steamship workers.

2089. What is the proportion in which the unionists and non-unionists get work?—Well, there are very few non-unionists; they hardly have any chance of employment round about in this particular district.

2090. Are the permanent men and the royals all unionists?—All unionists.

2091. The whole of them?—Yes.

2092. Without exception?—Yes; very often the engineers on the wharves as well, where they have engineers, and the carpenters as well belong to the Dockers Union.

2093. You spoke of municipalising, as you termed it, all the wharves; would you prohibit any other wharves or all wharves?—I do not seem to properly understand you.

2094. You say that assuming that the wharves were municipalised—belonged to the municipality—the work might be maintained at a more regular rate. I ask you whether you would prohibit any wharves other than those belonging to the municipalities?—Most decidedly I should.

2095. Everywhere?—Yes.

2096. (*Marquis of Hartington.*) You would?—Yes.

2097. (*Mr. Bolton.*) You would compel every port in the kingdom to have municipal wharves?—I could not account for Liverpool or other places how they are situated; I am talking on behalf of London. I would like to see them in London.

2098. Suppose Southampton was not municipalised, you would compel Southampton also?—I could not answer for Southampton.

2099. What I was going to put to you was this: many of these lines of vessels that come to London might prefer to go to Southampton if the one had municipal docks and the other had free docks?—I do not exactly see that. I think the municipality would be able to work cheaper than they would in Southampton with free docks, which would be a greater encouragement to the shipowners to send their ships into London.

2100. Of course that is a matter of opinion only; it has not been tried yet; but I do not think municipalities in the past have worked cheaper than individuals?—Perhaps they did not have the opportunity of looking after them properly.

2101. However, that is your suggestion, that all free docks should be prohibited in the Port of London?—Yes.

2102. (*Mr. Tom Mann.*) What proportion of the 4,000 in your district have regular employment?—That is permanent men employed?

2103. Yes?—We have got about 300 permanent men.

2104. Now add on to those the royals who get regular employment practically?—That would add about another 500 or 600 on to them.

2105. Making about 850, all told?—Between 800 and 900, all told.

2106. What would the average wages of those permanent men and royals lumped together be, seeing that they have work the whole year round; the average wages for each week?—From 25s. to 21. 10s.

2107. What would the average wages of the remaining 3,100 odd be?—The average wage of the others would be at the rate of about 11s. to 12s. a week.

2108. When you stated in reply to a question before that the wages would be about 12s. a week; did you include those permanent men and royals?—We averaged the wages all round.

2109. You averaged the wages all round for the 4,000 men?—Yes; the money paid in wages averaged that.

2110. How many wharves are there in this district you are speaking of?—Between 27 and 30.

2111. 27 or 28 wharves?—Yes; warehouses are not included of course.

2112. Which is the highest up-town?—The highest up-town that we deal with is the General Steam Navigation Company.

2113. And the lowest?—The lowest is the Aberdeen Wharf, Limehouse.

2114. In those wharves the Union men get on very well?—Yes; very well.

2115. How do you get on with the Iron Gate and St. Katherine's Wharf?—The first thing that the Iron-gate and St. Katherine's Wharf did was to boycott two of the leading trade unionists there soon after the agreement that Mr. Scrutton had signed for them. At the present time they are trying to break the agreement that Mr. Scrutton signed for them, by reducing the men's money from 6d. an hour to the old 4½d. rate; that is by paying them 25s. a week permanent for any number of hours they wish to work them. They have not given any notice to us of that, nor did they give notice of it to Mr. Scrutton.

2116. This is one of the firms that was party to the agreement?—At Cardinal Manning's.

2117. The agreement between whom, between this firm and how many others?—Mr. Scrutton acted for six firms; that firm and five others.

2118. Will you mention the others?—The Irongate, the Dundee, the Carron, the Hermitage ———.

2119. What company is the Hermitage Wharf?—Leith and Dundee Line; then the British and Foreign and the Aberdeen.

2120. How many of those six firms have complied with the terms of the agreement?—All of them bar the General Steam Navigation Company.

2121. The other five are still complying?—Yes.

2122. And the Irongate Wharf, what have they done?—They have threatened to take permanent hands at 25s. a week without specifying the hours of work that they will work for the 25s.

2123. Has it gone any further than a threat?—The men have been forced to take it. I told the men to take the money and I would see Mr. Scrutton about it.

2124. They have actually done it then?—Yes; they have taken the money. The Company have made a lot of permanent men at this rate of pay.

2125. Then they have broken the agreement?—They have virtually broken the agreement.

2126. Did they consult the other side to the agreement before doing that?—They neither consulted us, nor did they consult the arbitrator, Mr. Scrutton, about it. They never consulted anybody.

2127. For whom did Mr. Scrutton act?—He acted on behalf of these six companies.

2128. Are you speaking of Mr. Scrutton, the shipowner?—Mr. Thomas Scrutton, the shipowner.

2129. He acted for these six firms?—Yes.

19 June 1891.]

MR. M. COSTELLO.

[Continued.]

2130. That was one side to the agreement. Who was the other?—McCarthy and myself.

2131. On behalf of whom?—On behalf of the men.

2132. What sort of reduction of wage has that resulted in?—Well, it will amount to something near 15 to 20 per cent. Of course, you cannot tell till you know the hours that they will make the men work. If we could only get at the hours of labour that the men work for the whole of the week we could tell the reduction it meant.

2133. Is it certain to mean a reduction?—It is sure to, because he can make these men work all manner of hours whether they like it or not, day and night just as he wants them.

2134. You mentioned that you got on pretty well with the Carron Company?—Very well indeed.

2135. Are they all union men?—Every man is union.

2136. Do you ever have disputes?—We never had one since the start, not even a hitch there.

2137. Have there not been little items cropping up necessitating discussion?—Whenever the slightest thing occurs, the manager of the Carron Wharf generally sends down to his leading hand and asks him to go to the Union office and explain this, that, and the other, and the thing is settled in about five minutes.

2138. If any disputes do arise they get over them by negotiation?—Yes. There has never been any work stopped at all.

2139. What can you trace that to?—I suppose it has been the good feeling on the part of the employers to the Union. They want to work comfortably with their men and do not want any dispute.

2140. Have you any reason to suppose that equally good relationship would not exist with other firms if they also would deal with the Union?—Yes, if it was not for the nasty feeling of the masters towards the Unionists' proposals. Anything with the name of Trade Union attached to it seems to be an eyesore to them.

2141. From the way in which you have got along with the others, harmoniously or otherwise, is there any reason why in the coasting wharves the 24 hours' system should not prevail?—No.

2142. Mention those in which it does?—Only at the Dundee. That is the only one where the men have this arrangement of 24 hours; the others work 30 to 40 hours right off.

2143. But I mean the long hours, where the men work not less than 24 hours at a stretch?—That is at the coasting wharves only.

2144. Just mention them?—There is the Aberdeen, Dundee, Carron, Hermitage, South Devon, British and Foreign, Miller's Dublin Wharf, Irongate and St. Katharine's, and in some cases one or two other little wharves where they run schooners and so forth.

2145. About 10 or 11 wharves all told?—Yes.

2146. You told us that after about two or three months of these excessive hours the men were generally laid up sick?—It generally knocks the men up. It takes all the inside out of them.

2147. Do you believe the men would defend the long hours?—They are deadly against it, all the lot of them. They have passed resolution after resolution, and even got me to approach the governors with the idea of reducing the hours or arranging some system of shift.

2148. But without success?—Without any success, only in the case of the Dundee wharf, where they have a 24 hours' shift.

2149. When is a man considered old in the sense of being unfit for this work?—They never consider you old if you are able to do the work at all. They would keep you at it if you were on the point of going into the hospital or into your grave, some of them. We have men who have been in the same place for 50 years; men 65 or 70 years of age, having still to do the same sort of work as young men. They still have to do it just to get their bit of a mouthful.

2150. That might be said to indicate that a man might live a very long time even under all these hardships?—Some of them; not all of them.

2151. What is the average state of affairs?—I think when a man gets 45 or 50 he generally suffers from a

rupture. Of course even then he would get a little job in the market—sweeping. A lot of our fellows suffer from rupture through the severe strain on the back.

2152. Should we be correct in understanding that in consequence of these excessive hours with such heavy labour, at about 40 years the average workman in the Wapping district is really ruptured or injured in some way, so that he cannot compete with a young man?—He really is not fit to compete with a young man; he cannot do it; it is impossible for him to compete.

2153. Do you think that the eight hours would be practicable, or the eight hours' shift?—The 48 hours' week would work very well there. I do not think it would be practicable to have an eight hours' day or an eight hours' shift, but the 48 hours' week would work very well.

2154. Has this been discussed?—It has been discussed in all the societies down there.

2155. What societies have you?—We have the Dockers Union, the Stevedores' Society, the Thames Steamship Workers, and a branch of the South Side Labour Protection Society.

2156. What opportunities have you for discussing these labour questions?—We have a kind of club down there; we have our branch meetings; then we have our Sunday night lectures upon these subjects.

2157. What are the Sunday night lectures?—Generally some members try to explain these subject to the best of their ability, and the others take up the matter and discuss it amongst themselves.

2158. How long has it been practicable to do this kind of thing?—Since we have had a place given us by the Dockers' Union; that is, for about 18 months.

2159. Is it the outcome of the Union?—Yes.

2160. Did this kind of educational work go on before the Union was established?—We never knew of such a thing.

2161. Do you believe that the Union is having very good educational effect?—A very good effect on all the men.

2162. Now you spoke of the women working. What other work do they do besides bottle washing?—Sack making, pickling, and so on.

2163. What are the average wages of the bottle washers?—I believe they get from 2s. to 2s. 6d. a day.

2164. And the sack-making?—They work, I think, by the bundle; so much for so many bundles. They generally take that work home; they do it in the courts and alleys roundabout there.

2165. What number of rooms do they occupy?—One room to a family is about all the room there.

2166. What is the average rent?—About 2s. or 3s. a week.

2167. Leaving the average workman in that district with about 9s. ?—9s. or 10s. to look after himself.

2168. Does that indicate the standard generally round that district?—Yes, unless a man has a little boy about 10 or 12 years old that he can get in as a messenger somewhere in the city where he can earn about 5s. or 6s. They very often have to drag the youngsters away from school before their proper time.

2169. In the busiest times are all the men absorbed?—No, we always have a vast number of men out of work in the busiest times.

2170. Is that the reason you propose this municipal work-shop?—That is why I propose something of that kind so that the surplus labourers should do something for their living instead of hanging about the streets doing nothing.

2171. (Mr. Jesse Collings.) In that wharf where you said all union men were employed, is there any opposition to employing non-union men?—Not the slightest.

2172. If a number of non-union men were to present themselves and the employers were to engage them there would be no opposition?—Not the slightest opposition. The only thing that would happen would be that the other men would try to encourage them to join the Union if they possibly could, which is only reasonable.

2173. Do you understand when you speak of municipal ownership a municipality representing the ratepayers?—Most decidedly.

19 June 1891.]

Mr. M. COSTELLO.

[Continued.]

2174. They would undertake this great undertaking of the docks of London?—The docks and wharves.

2175. In the event of their making a profit that would belong to the ratepayers?—That would belong to the ratepayers.

2176. But in the event of their losing—?—You would increase the rates to cover the deficiency.

2177. Are you aware that a great body of the ratepayers or citizens are very poor themselves; they are the struggling class?—Yes.

2178. Now, as a practical question, have you any hope of this remedy that you are proposing, the municipalisation of these great undertakings being adopted by the ratepayers?—I should imagine so, if it was properly placed before them and properly explained to them.

2179. You do not think there would be any objection; and the same remarks I suppose would apply to the workshops—in the case of loss. If there were loss on the municipal workshops, that would also come out of the ratepayers' fund?—I do not see there would be any loss on municipal workshops.

2180. But you may assume the possibility of a loss?—I cannot see any possibility of there being a loss.

2181. Would you not contemplate it?—No, I cannot even do that.

2182. Do you know of no undertakings on the part of contractors and tradesmen that do not pay sometimes?—Yes, we know that contractors and tradesmen fail, but if a body of men are working for the benefit of each other, not dealing with outside trades at all, I do not see how they are going to fail; they do not work for the profit of the thing, but simply to keep and clothe themselves.

2183. Then you cannot contemplate any loss?—Not a loss on municipal workshops.

2184. I see by your rules that one of your main objects is to take legal action where necessary for the

recovery of compensation in cases of accident?—That is in the rules.

2185. That rule you do not put in force?—We do put it into force wherever application is made. Those rules have only been in force about a twelvemonth.

2186. I notice you say you have 4,000 members?—No, 4,000 men applying for work.

2187. Are weekly payments of 3d. by each of your members, with the entrance fee of 5s. 8d., meant to meet the expense of strikes and so forth?—It meets lock-outs and organisation expenses; there are several expenses that I do not know really all about. That is a matter more for the executive council to explain than me. I have not the slightest possible doubt about it. I think they send a yearly report out. It will be very easy to obtain one, and see where the expenses have gone to.

2188. Is there sufficient to cover the expense of putting into force this Rule 4, so as to get compensation for the men where they are legally entitled to it?—Yes, whenever it is applied for that rule is carried out. Wherever a man has applied for legal aid in order to obtain compensation, the rule is carried out. In fact I know that within the last three months we have retained a solicitor for the purpose of that.

2189. You are not stopped by want of funds from carrying out that rule when aid is applied for?—Not when applied for.

2190. There is one question which is rather important to my mind. Do you think that failing municipalisation of these wharves there is any chance of some board being established by agreement with the dock owners for the purpose of regulating labour questions?—Do you mean an outside body; outside altogether of the dock directors and the men, or a mixed body with the directors and the men and outsiders as well.

2191. Either, as the employers and the men determine—a general body for the regulation of disputes?—They might do something.

The witness withdrew.

Mr. HART re-called; further examined.

2192. (*Marquis of Hartington*.) I understand you want to make some explanation?—There were one or two things I did not bring out in my statement. There is a certain place of call for the taking on of the workmen, on one of the docks, namely, the London Docks. The place is called the "cage." I am sure it is a sight of horror to see the way in which those men are taken on to work at that place. It is a thing that wants looking at a great deal. It is commonly called the cage—a place for taking on workmen. You see the workmen climbing up over one another's shoulders, putting their feet into the other chaps' pockets to tear them down to get taken on for work.

2193. What does that apply to?—To the place of call at some of the docks.

2194. Is that at one particular dock?—It is badly carried out at one particular point of the docks; that is at what they call the cage at the London Dock. That is all I wish to say.

2195. This is something that goes on outside the dock?—Yes, the place of call outside the dock. You see men at times standing from 2 in the morning till almost 3 in the afternoon waiting for a day's work. This is a thing that ought to be remedied very much.

2196. That shows the competition that exists for deck employment?—Yes, great.

2197. Have you any particular suggestion to make?—It should have come in when I was speaking, in the finishing up of my statement of the remedies in reference to the influx of agricultural labourers and pauper foreigners, but it was overlooked. I did not bring it forward.

2198. You would not prevent their coming to get employment; if these men want employment they must come somewhere to get it?—Well, I thought some other remedy or method might be brought forward for them to get it in an easier way than that.

The witness withdrew.

Adjourned till Wednesday, 1st July, 1891.

1 July 1891.]

Mr. H. QUELCH.

FOURTH DAY.

Commission Room, Westminster Hall, Wednesday, 1st July 1891.

PRESENT:

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.

Professor MARSHALL.
Mr. HENRY TAIT.
The Right Hon. Sir JOHN E. GORST, M.P.,
and Mr. G. LIVESEY (Group C.) also
attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. H. QUELCH called and examined.

Lord Derby.

2199. What branch of industry do you represent?—I am here to represent, in the first place, the South Side Labour Protection League as an organisation; and, in the second case, a particular section of the organisation known as the Steamship Workers.

2200. In the business that you represent what is the average rate of wages?—The recognised rate of wages is 7*d.* per hour ordinarily, and 9*d.* per hour overtime; those are the recognised rates. Of course they are not always paid.

2201. Is the work by the hour, or by the day, or by the piece?—It is all hour work or piece-work.

2202. And not day work?—And not day work.

2203. Are the wages paid by the employer direct, or are they paid by a sub-contractor?—In many cases they are paid by a stevedore who contracts to do the work for the shipowner or the broker. In some cases they are paid by the owners or by the merchants.

2204. What are the ordinary hours of labour?—The working hours are from 6 in the morning till 6 o'clock at night; that is the recognised day.

2205. Is much overtime worked?—I should say 25 per cent. of the men's work is overtime.

2206. When do you begin to count overtime, after how many hours' work?—After 6 o'clock; whatever the time may be they start work; the overtime is after six o'clock.

2207. At what rate are they paid for overtime?—It is paid at the rate of 2*d.* extra or 9*d.* per hour in the ordinary case.

2208. Is the employment fairly regular?—It is very irregular.

2209. In consequence, I suppose, of the irregularity of ships coming in and going out?—Some ships come up fairly regularly and others do not; and sometimes there is a glut and sometimes a rush of trade, and sometimes there is a depression. That is mainly due to the demand or the lack of demand for freights.

Lord Derby—continued.

2210. Are there any special dangers about the work?—There are a number of special dangers; it is all very dangerous work—in the ordinary way it is dangerous work.

2211. From what cause is it dangerous?—A good deal of the work is heavy stone that is got out of the ship's hold, working underneath a bucket carrying up the stone. There is always a considerable amount of danger attaching to it, and there are exceptional risks in consequence of defective gear, and the employment of foreigners in driving the machinery in many cases.

2212. Why does the employment of foreigners cause the danger?—Because the man driving the winch if he is a foreigner does not understand the language of the men from whom he gets his instructions.

2213. Are many foreigners employed?—In some cases a great deal of work is done by foreigners; in some cases that is not so. There are four lines of steamers trading within the port of London, and they displace 48 Englishmen who would otherwise be employed. All ships carrying foreign crews and working in the river employ one of the crew in driving the winch or crane, and that displaces a man, and sometimes two, and sometimes three men on one ship; and at the same time it is a frequent cause of accidents. Just before me at the present time I have the case of a boy of 16 working on a certain ship who did not understand a single word of English, who had to carry out instructions which came to him from below, and the man who drove the crane was also a foreigner who did not understand a word of English. A number of accidents happened there in consequence of setts having been put into slings, and perhaps they were not all right, and men would go on heaving away and not understanding the

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Lord Derby—continued.

instructions of the men below, the sett fell out of the slings and caused injury to those about.

Mr. Bolton.

2214. That would be a foreign ship?—No, in some cases English ships carry foreign crews.

Lord Derby.

2215. Then you say that accidents are frequent?—Accidents are frequent. In this particular instance a carpenter was sent down into a barge to sling the goods that were being taken on board and had to be stowed. He knew no more about the slinging of goods out of a barge than I do about cabinet-making, with the result that he himself was injured and had to be taken to the hospital, and not only himself but another man. On two ships I went over last Friday there was an accident on each of them. In one case a sack of wheat smashed a man's leg, and in another case a man got his finger cut in the chain. The foreigner was driving the winch, and the man at the gangway sang out to lower away, but it was too late before he understood the instructions, and the man's finger was almost torn off, and he had to be taken to the hospital.

2216. I see you say in your proof that there is no adequate compensation for those accidents when they occur?—There is practically no compensation, because, in the first place, there is no claim on a foreign shipowner at all. You have no claim upon the foreign shipowner when the foreigner is driving the winch; he is in the employment of the foreign company. Then, in the second place, such compensation as is secured to a man by the Employers' Liability Act, the men in 9 cases out of 10 do not care about going for it for fear of losing their employment.

2217. Then you do not say that the law is inadequate, but men are not willing to put it in force?—Oh, yes, I say that the law is inadequate in 9 cases out of 10; one would say, not only in equity, but in law a man would be entitled to compensation, but he does not get it. We have first of all the difficulty of "contributory negligence," which is so easy to prove or to appear to prove; then we have the "common employment," which shows, that if a man does anything at all to the work and an accident results from his negligence that the employer is not liable; and then the compensation, even where it can be got, is inadequate. For instance, this is a case that happened—of course, it would not be fair to pre-judge the case, but this is an accident which I saw happened last Friday in the Surrey Commercial Docks, where a sack of wheat fell and broke a man's leg, and the man died before the night was out. That was entirely due to insufficient men working down below, and through the sack not being carried under plumb and hung on properly. The sack was hung on away from the hatchway, with the result that it swung about, and pulled the runner from the man who was heaving up, and the sack fell and broke

Lord Derby—continued.

the leg of the man below. The question is, whether he will get compensation, but, if he does, it will not be adequate compensation. The other men standing about said that they would not have anything like that happen to them for 500*l.* Now, the man's relatives will not get 500*l.*, if they get anything at all.

2218. We can hardly go here into the details of the law, but I understand you think that the Employers' Liability Act requires considerable amendment?—That is so.

2219. You suggest in the memorandum which you put before me that there should be no limitation to the amount of compensation allowed?—That is so. I think that it should be left to a jury to decide what the compensation should be.

2220. And you also object to a right of appeal against the decision of the jury?—Yes, because working men cannot afford to fight those continuous appeals, and where cases are carried to a higher court, in 9 cases out of 10 the feeling is entirely on the side of the employer, and the men get nothing like justice done.

2221. You have something to tell us about the docks and general labourers, by which you mean labourers working in this particular employment along with the men whom you represent?—Of course, the organisation which I represent includes different sections of workers. There are besides steamship workers general wharf labourers, corn porters, factory operatives, and so on; it is a general labourers' union, and including different sections. But I wish to say this also in connexion with the steamship workers; of course the rates of pay which I have mentioned might lead a good many people to suppose, and might lead this Commission to suppose, that the men are fairly well paid. As a matter of fact the work is so irregular, and the work is so slack in consequence of this irregularity at different periods, because a large number of men drift into the work, and when they are slack there is a difficulty in finding work for any considerable number of men, with the result that the average amount of work done is not more than two or three days per week at the outside.

2222. You mean taking the year through?—Yes.

2223. Now, I believe you have something to tell us as to the manner in which the general labourers are affected by labour-saving machinery?—Yes, I find this in every department of industry; it is so in every department with which we are connected; the gradual improvements of labour saving machinery constantly tend to displace men, and to increase the number of men out of employment, and to intensify the work of those who continue to be employed.

2224. But I presume you do not propose to prohibit the use of labour-saving machinery?—No, but what I would suggest is, that it is within the power of the Legislature to give the advantage of this labour-saving machinery to

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Lord Derby—continued.

the worker instead of, as at present, compelling him to endure all the disadvantage. I have known, for instance, in the Surrey Commercial Docks, within the last 10 years there has been a machine introduced which in many places displaces something like 98 per cent. of the men employed; where two men with this machine can do the work which, 10 years ago, it took 100 men to do. That means so many men thrown out of employment, and competing with others. There is just as much for all of us to do as there was then, and probably more, and yet we are told that this arises from over production. We have those men competing with the machine, and the result is that the men have to work harder and earn less money.

2225. Why do they work harder?—In consequence of the competition of those who are outside, and the same thing happens in the case of improvement of machinery in a factory. Of course we are not dealing with factories, but still the cases are analogous, and I wish to give an instance in a factory. There was an improvement in machinery and one-third more work was put upon the men who were engaged in that work, and the result is that a certain number of men were displaced. This improvement of machinery should have lightened their labour, but it really intensified it, and they all had to work harder on account of the improved machinery, and a certain number of men were thrown out of employment.

2226. What remedy have you to meet the case of the labour-saving machinery?—In the first place, the work would be steady if the hours of labour were limited. We suggest, and that is the suggestion which the whole body of the men are in favour of, that all night work in the river should be strictly done away with, that there should be no night work at all, and personally I would be prepared to suggest that there should be a definite limit put on the working hours; the limit which at the present time would be sufficient to secure employment for all those out of employment.

2227. You mean eight hours per day or 48 hours per week?—Yes.

2228. And no overtime?—Yes.

2229. And no night work?—And no night work.

2230. If any cases arise of which a good deal of work is to be despatched in a short time, how would you deal with them?—Well, in that case emergency would have to be shown; that is not the case as a rule.

2231. I did not quite understand your last answer?—I say, of course, there might be a saving clause where longer hours should be worked in case of emergency, but the emergency should be a pressing one, and would have to be proved, because we find that it is not necessary.

2232. But then who is to decide that; when the emergency arises you must have it decided offhand, I suppose?—What we would suggest at any rate is that the employer should be liable to a penalty for working beyond a certain time,

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Lord Derby—continued.

and in order to avoid paying that penalty he would have to show cause.

2233. So that there should be a defence?—That is so.

2234. That there was a pressing emergency?—That there was a pressing emergency.

2235. Now you speak in your proof of the competition of boys and old men, and also of foreigners; what do you say upon that point?—I have already spoken of the competition of foreigners in connexion with this steamship work in four lines. I do not know that it is necessary to mention those lines of steamers coming into the port of London. There are something like 48 men displaced by the employment of those sailors. That is an injustice to the sailors because they are kept working when they ought to be relieved from work. They are employed as sailors; they do not get paid for discharging or loading cargo at all, and if they work overtime on that when they do get paid it is very seldom they get more than 2½d. or 3d. an hour, whereas English stevedores or lumpers doing that work would be paid something like 9d. an hour. And it is also unfair to the English merchants—we may be said not to have very much sympathy with the English merchants—because where Englishmen are employed of course it costs him more to get his cargoes in or out. The foreign liners I refer to are the Rotterdam boats, the Amsterdam boats, and the German Hamburg boats, and taken together they displace something like 48 men. With regard to the general labourers there are not many foreigners working along the water-side, but men of all trades and all callings drift to the waterside, and many of these we feel are displaced by the foreign immigrants. Of course, we do not object to foreigners coming here at all, so long as foreigners are prepared to stand up for the same wages and the same conditions as Englishmen are prepared to stand up for. I do not feel so very strong upon that point. It is no doubt a fact that competition for labourers in other departments forces a large number of men to go down to the docks who would not otherwise be there.

2236. It operates on your industry indirectly but not directly, I suppose?—That is so. With regard to the employment of boys and old men we say that boys and old men are unfairly pitted against the ordinary worker; that very often boys as they grow up when they get big boys and are strong enough to do men's work are employed upon work which is injurious to them, and it makes them old men before their time, and very much to the saving and to the profit of the employer. What I should be prepared to suggest in that connexion is this, that the two parties, the employer and the workmen, either individually or in associations, should fix what should be boys' work and what should be men's work, and that then the law should step in and say that boys should only do boys' work. With regard to the old men, that is also the case, and old men are unfairly pitted against the other men, and the question is

K

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Lord Derby—continued.

difficult how to fix the time for calling a man an old man. I have seen men about 30 or 40 who might be termed old men in consequence of the hard life that they have led, but I have also seen men working alongside the water up to 60 or 70 years of age. We say that that is wrong. No man ought to be called upon to work for his living after 60 years of age, for then he is a proper charge upon the community, and it should be the duty of the community to provide him with a subsistence. A man who has worked all his life up to 60 years of age has earned all that he is likely to consume.

2237. But if he prefers to go on working after 60 years of age would you prevent him doing so?—I would prevent him where he is working for a smaller wage against other men, as he too frequently does.

2238. In short besides limiting the number of hours worked you would limit as far as possible the class of persons who should be allowed to work?—Certainly. What I mean is this: You will have in many cases a man who has worked in a place all his life and who has gained experience and ability for doing certain work, and although he is an old man he may be able to do it as well as a young man, but because he is an old man and cannot get work anywhere else, the employer cuts down his wages 25 or even 50 per cent., and that is unfair to him and to the younger men who might be employed in his place. Not only that, but, as I have already said, a man who has worked all his life until he is 60 years of age has earned more than he is likely to consume after that. I say for those men public almshouses should be provided.

2239. That is going into rather a wide question, but I am not arguing upon your views, but only wish you to state them. Your suggestion is that as far as possible men should be prevented from working after a certain age, and also that boys should be prohibited from labouring up to a certain age?—That is so.

2240. Not so much in the interests of the boys and the old men themselves, but in order that there should be less competition amongst adults?—We object to their being unfairly used against adults.

2241. You have something to say about emigration from the agricultural districts. There is a great deal of that, I suppose?—Yes; there are not many agricultural labourers who find their way to the waterside; the majority, I should say the overwhelming majority, who work along the waterside are Irishmen. I should say about 20 to 1 working along the waterside are Irishmen, that is, men coming direct from Ireland, or the sons of Irishmen. There is something rotten in the state of Ireland to drive so many of them over here to undertake the precarious work of a waterside labourer, because from the statistics which I have collected amongst these men, I find that their average amount of work does not reach more than two days per week, and their average wage is not more than 10s. a week; and, of course, one is inclined to ask how they live under these con-

Lord Derby—continued.

ditions. Well, as a matter of fact, they do not live, they simply exist for a short time, and they die off very quickly. I have already said 30 years of age is old age for a waterside labourer, generally speaking. There are some tough customers who live to be considerably older than that. With regard to the emigration of the agricultural labourer that is a very serious matter, although it does not immediately affect the waterside labourer, still they come into London and displace other men, and a certain proportion find themselves at the waterside. The agricultural labourers look for something better, and get into factories, and become drivers. We find a great many of them acting as carmen. Of course they displace other men who do find their way to the waterside, and that is the refuge for those who cannot get work anywhere else. I know something about agricultural districts. I was brought up in an agricultural district, and the principal reason that they come is, in the first place, because they have not got proper accommodation in the country, and, in the second place, because they cannot find employment.

2242. We shall have the case of the agricultural labourers dealt with later on, and perhaps we had better not go into that now?—It concerns us; it is a question which concerns the general labourer, and as I am in a position to say something about that I should like to show its hearing.

2243. Now, you told us that there are certain periods of exceptional distress?—Yes.

2244. What periods are those?—When the Baltic trade is stopped in the winter time things are very bad with a very large number of waterside labourers and with dock labourers. Of course all throughout the year they simply exist from hand to mouth, and when there is a hard season they are in a terrible state of distress. Last winter we had five or six weeks of very severe weather, and the distress was very bad indeed. A good deal might be done with a limitation of the hours of labour, and the finding of employment by local authorities, to steady employment, to put a stop to a great deal of this irregularity which is too often ascribed to the season, but which does not always arise from that. We ought to give the men an opportunity of making a better living in the more prosperous times, so that we would not have to deal with this exceptional distress as exceptional distress, because I find that the agencies which are set to work to deal with this exceptional distress are by no means satisfactory. Last winter in the hard weather I went to the local authorities in our districts, with a large number of men connected with this organisation, to ask that they should be set to work. There is plenty of useful work even in the winter time which labourers might do whereby they might earn their living, and the local authorities tell us that they have no power; and then we go to the Local Government Board to ask that that duty should be enforced upon them, and the Local Government Board tell us that there is no exceptional

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Lord Derby—continued.

distress, but that the people can go to the workhouse. Well, they do not want to go to the workhouse. We do not want them to go to the workhouse; we do not want them to become paupers altogether, and we want to give them an opportunity of earning their livelihood. Seeing the inadequacy of the poor law and the local authorities, you have independent charitable agencies started, and relief committees which are generally useless. They give doles of bread and cheese, a little bit of groceries to people, and the majority of the recipients are the least deserving.

2245. Your recommendation upon that point in some way or other is this: The local authority should supply employment to those who cannot get it in their regular business?—That is so. I say it should be the business of the municipal authorities, and not only the municipal authorities but the rural authorities to find employment for those who are out of employment, and that this should be a permanent and a growing means of finding employment for working people.

Mr. Ismay.

2246. You have worked at the docks yourself, I suppose?—No, I have not. I come up here to represent the Union.

2247. Have you never worked at the docks?—I have never worked at the docks. For three months I have gone to the waterside day after day, during the three months I was out of work, as scores of others do, but I never worked at the docks myself.

2248. What have you worked at then?—At almost every kind of labour short of that. I worked as an agricultural labourer, as a painter's labourer, and in an iron foundry, and in an ironmongery, and in a paperhanging warehouse.

2249. Why did you come to drift down to the docks?—I was out of work. If I may be permitted I wanted to say something about disputes between employers and employed and the unfair action of the employers that probably other men who would have come here who had practical experience of this work could not give. I am a paid servant, and I am safe as compared with these men who are not safe to come here and give evidence. I was out of employment for three months in consequence of being told that I could leave, and I left, and my employer circularised the other employers to the effect that I had left on strike, which was not true, and I could not get work, and I was out of work for three months. I went during that time, morning after morning, to the waterside and endeavoured to get work. I was a stranger and there was always a crowd. I daresay none of you know what it is to be out of work. I wish that some of you had the experience. There are always crowds at the dock gates and wharf gates, even at the best of times, who are fighting and struggling for employment. I did not get employment, and that is how I drifted there. It was only through happening to know someone after the three months that I did get work.

Mr. Ismay—continued.

There were a great many men out of work at the time.

2250. How long have you been at the docks?—A good deal in connexion with the organisation. I knew a lot of the men, being mixed up with them in many ways before the summer of 1889, and when the re-organisation of the riverside workers came about I took an active part in that re-organisation, and I came to be appointed their secretary; that is how I find myself in this position here.

2251. What are the labour-saving appliances which you referred to as displacing so many men?—Patent buckets for taking the grain out of the holds of ships. Of course they cannot be used in every case, but if they could they would displace a larger number of men than they do at present.

2252. The grain is in bulk then?—Yes.

2253. You seem to rather make a point of the accidents that arise through the employment of foreigners on board these four large lines that you referred to?—Yes.

2254. Are they not foreign ships on which those foreigners are employed?—The four lines to which I have referred are foreign lines, but there are English ships which carry foreign crews.

2255. But those ships of which you have particular knowledge, were they foreign or English ships?—Both, because when the English ships carry foreign crews on them there are not as many men displaced, and in many cases the risk is greater, because you have a larger number of Englishmen, and the greater part of the work, where foreign crews are carried on English ships, is done by Englishmen; but a foreigner drives the crane or winch, and as a consequence he does not understand the instructions given in the hold or in the barge.

2256. On board those ships, are there not Englishmen doing the work?—Not in the crews. Englishmen do the stowing and the discharging.

2257. You mean foreign ships with foreign crews?—No, I said English ships carrying foreign crews. For instance, there is a line of boats bringing over iron girders and stone. The stone is carried in the fore and aft hold, and there is a foreigner, one of the crew, who drives the winch for the fore and aft hold. The iron girders are carried in the main hold, and that is a more difficult cargo to handle and there is more risk attached to it, and there they have an Englishman to drive the winch at the main hold. Although it is much more dangerous work, as anyone who has seen it can tell, because the setts have to be very nicely balanced, or they would slip out of the slings, and the setts are heavier than the buckets of stone, yet there are less accidents in the main hold, where the work is more dangerous than at the fore and aft hold, where the foreigner drives the winch.

2258. Then your contention is, that a good deal of overplus labour would be done away with by not working overtime?—By not working overtime, that is so.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Ismay—continued.

2259. And by limiting the age at which young men commenced to work, and limiting the age at which old men leave off?—That is so. Another point with regard to the machinery is, that it is constantly being improved, and it is constantly displacing men, and at the same time that it displaces men the competition in the labour market causes those men who are still employed to work longer hours for less wages, so that the thing cuts both ways.

2260. I thought you said that there was a fixed wage, that applies to both men and boys, of 7d. per hour?—Yes, there is a fixed wage, but the employers do not always pay it. You see our wages are fixed in this way. For instance, some time ago, among the men who were working at the wharf there was an old man who could do the work perhaps better, in consequence of his experience and practical knowledge of the work than a younger man. He was put off. His wages were 6d. an hour, and 8d. an hour overtime, and the employer offered him 1l. 1s. a week, which was not anything like what his wages should be. He came to me, and he was told that he must refuse the terms offered by the employer. The man had worked there for years, and he could not get work elsewhere. He was valuable to them, and we paid him strike pay for six weeks, and the employer told me that he had dismissed the man and would not employ him; that he was not worth 15s. a week, that it was a lie that he had offered him 1l. 1s.; that he would not pay him 15s., and if he offered himself, that he would not pay him boy's wages, and, believing the employer rather than the man himself, they stopped the strike pay. We could not pay 10s. per week for ever, and the week after the pay was stopped the man was working for 21s. per week. That is how the old men are used; the employers offered them much below the margin, and that is my experience of every one of those cases they offer the men wages, and there is such a pressure for employment that men, in order to get the opportunity to work, will accept almost anything in the way of wages.

Mr. Bolton.

2261. What is the number of men that you represent?—3,000 men in the organisation.

2262. And that is not in the particular industry that you represent?—No, I will give you the numbers. In this industry you have about 500 in our organisation who are working in the steamship work, but they are not all in our organisation, but a large number belong to the Dockers' Union, that is, the Dock, Wharf, Riverside, and General Labourers' Union.

2263. What is the proportion of men employed in the industry that you come to represent who belong to the Union, and what is the number who are free from the Union?—There are very few of them outside the Union. I should say that those steamship workers are as good a body of union men as is to be found in the port of London.

2264. Can you give the figures?—Not the exact figures.

Mr. Bolton—continued.

2265. Can you give us near about the figures then?—There are about 500 of those men belonging to our organisation.

2266. And what number of men will be working in employment to which those 500 men devote themselves?—From 1,500 to 2,000, I am informed.

2267. Will the same proportion hold throughout?—Yes.

2268. That is to say, that about one-fourth of the men belong to your organisation, and three-fourths are outside of it?—Of course the men who are outside belong to some other organisation.

2269. They may or may not?—Yes.

2270. So far as your organisation is concerned one-fourth belong to it, and three-fourths are outside of it?—It does not apply to all those other branches of industry.

2271. I am speaking now of the branches that you come here to represent?—I do not know whether I quite understand your question. It is not true that one-fourth of all the men employed in each branch of industry belongs to our organisation.

2272. What proportion then is it in the industry that you represent? I do not want those that you do not represent?—There are different industries in the organisation; for instance, we have corn porters, steamship workers, engineering labourers, factory workers, warehousemen, and we have riverside and general labourers. There are factory operatives, a very large number of them in the metropolis. I have had no possible means of finding out the exact number, but in the district where our organisation is mainly concerned there are several thousand factory operatives, but only 200 of them are in the organisation.

2273. What were the remainder in?—They are outside organisation altogether.

2274. Speaking of the insufficiency of the Employers' Liability Act you gave two reasons for your not adverting to it in the event of accident, and one was that it did not cover sufficient ground, and the other was, if I took down your words correctly, that the higher courts did not do justice?—That is so.

2275. Can you give me any instance where an injustice has been done by a higher court?—I have not anything in my mind, and of course since this Commission has been sitting I have not had the opportunity of collecting the information, but time after time cases have occurred, and the witnesses who will follow me will be prepared with instances to show this, but I am not prepared myself with instances.

2276. You come here to tell us that that is one of the reasons why you do not take advantage of the Employers' Liability Act, and when I ask you for one instance you are unable to give it?—Yes, because I have not any instance, and I have not had an opportunity of collecting those instances, but still it will be in the recollection of everyone present the fact that over and over again the judgment of the county court jury has been reversed by the court above.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Bolton—continued.

2277. You spoke of the effect of labour-saving machines; one of the effects was that it made the work harder for the men who were left to do the work.—Yes.

2278. Does that remark apply generally?—It does not always apply.

2279. Does it often apply?—It often applies.

2280. Where does it make the work harder in one instance?—I can give you one instance. I daresay I could give you many instances, because it does not affect those men who are concerned immediately with the machine, but all the body of men in the particular department where it is working.

2281. Why?—For instance, in Spratt's factory they introduced an improved machine whereby more biscuits were turned out. That did not merely concern those men who were on that machine, but the men working in every department of that factory have to work harder in order to keep up with it; and the same with the docks and elsewhere. For instance, if they have steam to get the grain, the trimmers who are trimming the grain have to work harder to keep up with the steam. Where steam is discharging the grain, the dockowners save from 9*l.* to 10*l.* in a single cargo in labour. That means that the men have to work harder in order to keep time with the steam crane.

2282. I do not see that that follows. We will take this machine that takes 98 per cent. off labour, and we will deal with the two men who still have to work, and you say that those men had to work harder. In what respect have they to work harder?—They trim into a machine and they have to work harder. Those two men are trimmers, and they would have to work harder to trim to that machine than they would have to trim to manual labour.

2283. Well, next the remedies that you had for that state of matters, you propose to prohibit old men and boys from doing work?—From doing certain kinds of work.

2284. And you said that after 60 years of age men should be sent to public almshouses?—That is so.

2285. But a little while after that you said that you did not want any connexion with labour so as to make paupers of them?—That is so.

2286. What would be the position of those men at 60 if they were not paupers?—I should call them pensioners rather than paupers.

Mr. Tom Mann.

2287. Of the 3,000 men you represent, what proportion would be waterside labourers?—The majority of them. There are about a couple of hundred factory operatives and not more than 200 others outside of that who are not waterside workers.

2288. About 2,600 of them would be waterside labourers then?—That is so.

2289. And those would be engaged on the south side of the river?—Yes.

Mr. Tom Mann—continued.

2290. And engaged in the same departments of labour, and there are many other men who belong to different unions?—That is so.

2291. So that if you spoke of the total number of employed in the departments of industry which your organisation represents it would not mean that the total number of Trades Unionists are those you represent?—No, the majority of the men working along the water-side, in fact most of the places I know, I may say, belong to one union or another.

2292. They belong to various unions?—They belong to various unions.

2293. That is, several unions are catering for the same class of men?—Yes. I need only say, for instance, that there is the Leather Trade Union, in Bermondsey, and at different times the leather trade is busy, and at other times it is slack, and they come down to the water-side to work, and the men, as far as possible, object to work with non-unionists, but having several unions, they work with any unionists.

2294. You said that the average wage is 7*d.* per hour, ordinarily, and 9*d.* an hour for overtime. Do you mean that to apply to the whole of the 3,000?—It was only the steamship workers I referred to. The recognised rate of wages for waterside labourers, the general labourers, is 6*d.* per hour, and 8*d.* per hour overtime. The corn porters are not paid by the hour, but are paid by the day. Their wages are 5*s.* 10*d.*, for daily labourers 30*s.* per week to regular men, of whom there are very few.

2295. What number of corn porters would you represent approximately?—I should say about 3,000 there, of whom we have about one-third in the organisation.

2296. About 1,000 men, roundly speaking?—It may be more, perhaps 1,500.

2297. This accident that you spoke of which took place, where a man had his thigh smashed and died in consequence, was he a corn porter?—No, a trimmer.

2298. Would you explain what a trimmer is?—A trimmer is a man who shovels down the grain so that the corn porter can bushel it and put it in a sack, so that it can be packed up.

2299. The grain comes over in bulk in the vessel, and certain men called corn porters fill this grain into sacks, and other men bring it to various parts of the vessel to fill it into sacks, and these men are called trimmers?—Yes.

2300. Therefore when you speak as to the men having to work harder in consequence of the steam bucket being used, you meant these trimmers who had to bring the grain from various parts to the men who fill it into sacks, and that being hoisted quicker the men have to work it quicker?—Of course with the bucket there are no corn porters. Where corn porters are working, if the corn is being hoisted by hand, they cannot get it out so quickly, and the trimmers do not have to work so hard as they do when it is worked by steam.

2301. You stated that the average weekly wage taken would be about 10*s.*; do you mean

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Tom Mann—continued.

that to cover the whole of the men you represent?
—The whole of the waterside men.

2302. You would exclude the factory operatives?—Yes.

2303. As to the whole of the waterside men, the 2,600, or whatever the number is of those you represent, 10s. would fairly represent their weekly takings covering the whole of the year?
—I should say so.

2304. What rent would they pay?—The rent varies. The man who gets a decent turn of work pays 5s. or 6s. a week rent, but then there is a very large number of men working at the waterside who do not pay any rent at all, who simply live in lodging houses when they can get the 2d. or 4d. which they have to pay, and when they cannot get the money to pay for their doss, of course they have to stop out of doors. I knew a man last winter who never, for weeks, earned sufficient to pay his lodging money.

2305. As you say, some manage to pay 5s. or 6s. a week rent; that would, of course, imply that a proportion of them get considerably more than 10s. a week wages?—Yes, the regular men, working as corn porters along the wall, get about 30s. a week; some of the piece-work men can earn more than that.

2306. But that must bring it down, so that on the other hand there would be a considerable proportion not getting more than 5s. or 6s. a week?—Yes, sometimes 2s. or 3s.

2307. What proportion of the men you represent do you think would get that sum of 5s. or 6s. a week?—I should say that not more than 25 per cent. would average 1l. a week, then you might have another 25 per cent. earning about 5s. a week, and the rest would range between that, making up an average of about 10s. all round.

2308. With a view to remedying this you suggest that one point that needs attention is the regulation of boy labour?—Yes.

2309. Also with regard to old men; you lodged certain complaints saying that some of them ought not to be working who are now working?—That is so.

2310. And that generally there should be a regulation as to the old men, that they should practically be pensioned off when they reach a given age; but would that materially affect the labour question in your district?—It would affect the wages question; it would not affect the number of the men employed very much, because there are not a large number of old men, only they are used to reduce the wages of the others.

2311. It would tend to keep wages up to a higher level. You also said that you are in favour of the eight hours working day or the 48 hours week. Do you mean either or both, or are you in favour of an eight hours' day as distinct from a 48 hours week?—Personally, I believe in the strict limitation of the working day to eight hours. I do not care how it is worked, but if the work is continuous it should be worked by relays. I do not think the majority of the men would be prepared to

Mr. Tom Mann—continued.

favour that view, but I believe the majority of the men, even along the waterside, would favour a 48 hours week, and I am certain of this, that they would all like to see night work done away with.

2312. They would like night work abolished, and the 48 hours week established?—Yes.

2313. But you say probably the majority of the men would not be favourable to the eight hours day, though you, personally, are favourable?—That is so.

2314. Would that materially improve the condition of the waterside labourers?—Oh, yes, there cannot be the slightest doubt about that.

2315. Could we hope that when that was done there would be something like regular employment for all?—It would make the employment more regular, but of course there would not be employment for all those who go to the waterside now.

2316. Would it still leave a considerable proportion at a 10s. a week rate?—Yes. The effect that it would have would be to make the employment more regular for a certain number, and to shut the others out of employment altogether. Of course those others would have to be provided for in some other way.

2317. You stated that you suffer considerably from season trade; you gave the Baltic trade as an instance?—Yes, we do suffer, but not as much as formerly. I do not think that seasons make so much difference in the regularity of the work as the depression and inflation of trade.

2318. At the same time the Baltic trade does fall off entirely for a given period?—Yes.

2319. It is picking up just now, I believe?—Yes.

2320. When it is busy what number of men would be employed who are out of work when the trade is slack?—A good many of the men, all through the slack time, do absolutely nothing; one wonders how they manage to exist at all. It is only those who get the first turn at the work who get anything to do in the busy time. The others go on for weeks at a stretch and do absolutely nothing; even in the busy times they do not get a very good turn of work. There is a rush, perhaps, one day, and another day they are standing idle.

2321. Then, apart from seasons, what is it that causes the fluctuations. There are very serious fluctuations, I understand, in these trades that you represent. What are the principal causes, apart from seasons?—One time there is a great demand for goods. For instance, a large number of our men, as I have already stated, are engaged in the iron trade, that is, in working out iron cargoes, cargoes of iron girders, and so on. When the iron trade is brisk there is a great demand for rails, girders, joists, and so on, and of course then they are busy. When there is depression in that trade they are slack. The same with grain cargoes, and the same with other cargoes. Sometimes there is a severe competition for freights and sometimes the reverse is the case.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Tom Mann—continued.

2322. Are any of your members engaged in the tea trade?—Not many.

2323. Does their labour fluctuate in consequence of the fluctuations of the trade?—Yes, but it is like this with waterside work, that when there is a falling off in one direction there is an increase of work in another. One finds that, generally speaking, the seasons do not very much affect the whole body of waterside labour. In some particular cases they do. The Baltic trade is about the most important that I know of. The majority of the men who work in the tea trade, with the organisation of which I am connected, drift from one part to another. If the tea trade is not busy they find work in other departments where there is work. They find the same amount of work, which is a very small amount in many cases.

2324. I should like this to be made very clear, because if when one class of labour falls off another class becomes pretty brisk, that would show that the men may be able to change from one department to another. Therefore I would like to ask you when the Baltic trade is at its best is there a sufficient number of men who regularly follow up that trade to meet all the requirements of the trade?—Yes, there are very few men who go from other departments to that. It is heavy work. With regard to general wharf work it is different.

2325. Now with regard to the tea trade. As far as you have a knowledge of it, from your men being engaged in that trade when it is at its height, is there a sufficient number of men who follow up that trade generally?—I should say there is a very large influx of men when the tea trade is busy. A large number of men come in because it is not like this other work; it is lighter work.

2326. Would you have the Commission to understand that by changing from one department to another there is something like fair work for all?—No, there is not. By changing from one department to another you get this average; you get an average of about two or three days at the outside worked per week. That goes on practically all the year round. There are periods when things are worse; there are periods when things are better, but still there is a certain amount of regularity, and even with that you cannot at any time, even at the busiest time, say that all the men are fully employed.

2327. To what extent would that be remedied by a 48 hours week?—That would find more regular employment for those who are really employed, but it would not find employment for all.

2328. It would make it worse for some?—It would make it worse for some.

2329. Therefore it requires something in addition to that?—Yes.

2330. Have you any suggestion?—Of course this limitation of the hours of labour should be carried into all departments of industry. I believe if that were done at the present time it would have the effect of keeping a very large number of men from the waterside altogether.

Mr. Tom Mann—continued.

It is very questionable if that is carried out in every department whether it would not absorb the whole of those who are out of work. But what I suggest in addition to that is what I have already put forward, that it should be public business to provide useful work for those who are out of employment; that the municipal bodies, the boards of works, or whatever local authority there may be in rural as well as urban districts, should have it as part of their duty to provide useful work for the unemployed in their district.

2331. Do I understand you to advocate municipal control of the docks and wharves?—Yes, certainly.

2332. What gain would there be from that?—I should go even further than that —

2333. Let us confine ourselves to that; let us see whether or not there would be any advantage. In your opinion if the docks and wharves that exist in the port of London were controlled by the municipality, what advantage would accrue to the workers?—Before that were done I think there should be the limitation of the hours of labour insisted upon, and a minimum rate of wages fixed, a maximum day and a minimum wage should be fixed. Then the docks and wharves and other places of that description held under public control would be in the position of treating their employees better than any private employers could do.

2334. Do you think it is simply a general advantage that would accrue or would they by that regularity of the hours of labour be able to transfer from one wharf to another or from one class of trade to another where now they are not so able to transfer?—Of course if the control extended, as it should do, over the whole of the port then they would be able to regulate it. There would not be that competition for freights, and there would not be that competition for the work one against the other that there is at the present time. Sometimes you will find a whole crowd of men outside one gate competing for work and outside another perhaps there are not sufficient men for the work; you would not have that state of things.

2335. The proposal that the municipality should be responsible for finding work for men who are unable to get it is a very grave one, and has met with many difficulties. Could you make that easy; what would be your first step if it were left with you?—The first step is to provide the necessary buildings.

2336. The buildings in which the work should be done?—Yes. That would employ a very large number of labourers clearing the ground.

2337. In the construction of the buildings?—In the construction of the buildings.

2338. Then assuming you had the buildings erected?—I suggested last winter to the local authority in St. Olave's, Bermondsey, that they should erect a bakery, then that they should go on and erect workshops of other descriptions, a tailor's shop, a bootmaker's shop, and all kinds of shops, and factories for the production of all

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Tom Mann—continued.

those things which are regarded as the necessities of life.

2339. What effect do you think that would have upon outside labour. I mean upon labour now conducted under private enterprise?—It would not have any effect upon that labour if it were insisted upon, as it should be, that fair wages should be paid.

2340. The men who are now working at the docks and wharves occasionally, and who, you would say, ought to go to these workshops when they are unable to get work at the docks and wharves or any other places, might not possess the necessary skill to be able to do the work right off at what you might call a fair rate, perhaps you would say the Trades Union rate?—I say there should be a minimum fixed below which no man should be paid, and that according to the man's skill you might be prepared to pay him more, prepared to pay him more than that minimum where his ability was above the average.

2341. There should be a minimum irrespective of what he produced, a minimum that he should have a sort of living rate?—Quite so.

2342. The objection is raised that immediately you begin to turn out bread, or furniture, or clothing, or so forth, from the municipal establishments which you are advising, you would seriously interfere with the general conduct of trade, and you would increase the difficulty rather than lessen it?—Personally I am not concerned which way it is. I am not concerned how far it interferes with trade as long as it provides food and clothing, and shelter for those who need them. But I should not suggest that these goods should be produced and put upon the market as commodities at all.

2343. That is an important matter. You would not treat them as commodities?—No.

2344. You would not enter into competition at all?—Not necessarily.

2345. Then how would you arrange it?—In my opinion it would have to be a national business; it could not be done in one locality and left undone in another.

2346. Why?—For a number of reasons. Otherwise you could not produce all that was necessary, and therefore you would have to put the commodities upon the market, whereas if the thing were done nationally you would have farms and gardens, and so on, being cultivated in the country; you would have all kinds of factories and workshops where the work would be conducted on a co-operative system, and the different necessities would be interchanged one with the other. Nothing, except in the shape of superfluity, need be put on the market at all.

2347. Do I understand that you advise that if men thought well to stay at these workshops or factories they should be allowed to stay for good?—Oh, certainly. I think it is very likely they would.

2348. And conduct their business by exchanging commodity for commodity?—Quite so.

2349. If you are asked why they should not enter into competition what would you say;

Mr. Tom Mann—continued.

why should they not enter into competition with private enterprise?—So far as I am concerned I do not object to their entering into competition with private enterprise at all, but the capitalists might object to their entering into competition. I say, as long as the workman gets a fair wage, and gets the opportunity of earning a living that is all that we ask for. It would not be likely in my opinion to raise so many objections if this work were carried on simply for the production of necessities, and not for the production of commodities to be put upon the market.

2350. And by these means you would hope to find work for all?—Certainly.

2351. Do you feel pretty sure that you would be able to do that; that would be the effect?—I do not see how one could avoid that effect. There is plenty of raw material and there is plenty of labour.

2352. And that is the real object of your recommending it?—Exactly.

2353. Would your organisation be prepared to endorse that?—Oh, yes. We have passed resolutions in favour of that. Our delegates to the Trades Union Congress last September at Liverpool were instructed to vote for a resolution brought forward in that sense. We have gone with deputations to local bodies in connexion with that to urge that upon them. We sent a resolution to the London County Council in that sense also.

2354. Do you think that anything short of that or some similar proposal will meet the requirements of the case?—I think that that is absolutely necessary. It is either that or making people who are out of work frequently a burden upon the community as paupers, or else driving them to starvation.

2355. You are not at all alarmed about the expense that would be incurred in establishing these municipal workshops?—The expense of establishing these workshops would, in my opinion, be considerably less than the cost of maintaining paupers.

2356. Are you assuming that this would abolish pauperism?—It would abolish what I call pauperism. I say that the aged poor men and women who work all their lives are a just and reasonable charge on the community, and they should not be regarded as paupers at all. It would abolish pauperism so far as the able-bodied workman is concerned. Any man who can earn his salt should have the opportunity of doing it.

2357. That is, you would afford him the opportunity of getting at the tools and at raw material, and enable him to produce what he required to consume?—Precisely, this should be done nationally on a co-operative principle. It should be done in the most economical way. One of the objections at the present time is that labour is wasted. An able-bodied pauper is simply a burden on the community. A man has to do so much work which is not useful work at all. If a man goes into the workhouse and breaks stones or picks oakum, or something of that kind, he does not earn anything at all.

1 July 1891.]

MR. H. QUELCH.

[Continued.]

Mr. Tait.

2358. You stated in your evidence in chief to the Chairman that the average wage earned by the members of your federation was 7*d.* an hour and 9*d.* an hour overtime. You afterwards qualified that in answer to a question of Mr. Mann's by saying that it only referred to certain men who were in your federation or a certain class of men. Can you tell the Commission what is the lowest minimum wage paid to any member of your federation?—I am very much afraid that I cannot. For instance, we have some factory operatives; they pay all sorts of wages in factories, men work for from 14*s.* to 24*s.* a week. I was then speaking in connexion with the steamship workers. They, in the first place, appointed one of their own number to come and speak on their behalf, but he afterwards withdrew because he did not care to jeopardise his position by coming and giving evidence before this Commission.

2359. Then I take it that 7*d.* per hour is the highest maximum wage that is paid to any in your federation?—That is the highest wage paid to any man that I know in our organisation. That is the recognised rate for steamship workers.

2360. Does your federation by any mutual agreement between your employers and yourselves restrict the hours per day?—No. The arrangement is as I have already stated from 6 a.m. to 6 p.m. That is recognised as the working day; any time work after that is regarded as overtime and is paid for at overtime rate with regard to these men; but there are other men working constant who are, of course, supposed to be paid overtime after 6 p.m., but in many cases they are not paid at the overtime rate.

2361. When you mentioned the hours of 6 a.m. to 6 p.m. do I understand that any man working between those hours, which would be 12 hours, receives the ordinary rate of pay?—In this particular case, yes.

2362. And that after those hours he receives the overrate?—Yes, that is so.

2363. Has your federation ever attempted to get any arrangements made with the employers to have a meal hour between those times?—There are meal hours between 6 a.m. and 6 p.m.

2364. But what is the maximum day that your men work without being paid overtime?—The men when they are at work from 6 a.m. to 6 p.m. are paid for their meal time. That is considered a 12 hours' day. They have about an hour and a half or two hours out of that 12 hours.

2365. You said that in some instances the wages of the men were paid hourly and daily, and in some cases weekly?—Yes.

2366. Has there been a disposition at any time on the part of your men to have the system of being paid by the hour or by the day abolished and to try to get a weekly payment system?—No, I do not think that the men would be inclined to favour a weekly payment system because it means a reduction of wages and not only that it makes the men less independent.

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Mr. Tait—continued.

There is a strong feeling amongst waterside labourers generally against the making of permanent men as they are termed. I mean the men earning regular weekly wages.

2367. Between the hours of 6 a.m. and 6 p.m. if a man was working six days a week one of your members would be working 72 hours in the week, may I take it that you do not get the overtime rate until after the 72 hours of work?—No.

2368. Do you mean after the 12 hours' work?—You are paid after that time in this particular work. In some cases the wharfingers have endeavoured to trick the men. The arrangement was that the overtime should be paid after a certain hour, whether they work three, four, or five, or six hours after 6 p.m. the overtime should begin, not that a certain number of hours should be worked before they were paid overtime.

2369. You said that your men favoured an eight hours day, some of them, and you then subsequently said that you thought the majority would favour a 48 hours' week. Suppose you had a 48 hours' week, would you require that overtime should start after the working day of eight hours or be reckoned after the continuous 48 hours had been worked?—In that connexion we would do away with overtime altogether. We ask that all night work should be put a stop to and abolished, because it is very dangerous, and for many other reasons, and I believe that the majority of the men, at any rate of those that I have consulted, are strongly in favour of the abolition of night work altogether, which would probably mean the abolition of overtime.

2370. In reply to the Chairman you stated that there may arise cases of emergency where men could be called upon to work overtime. In cases of emergency would you be prepared to say whether you would have the overtime paid after eight hours has been worked or after the 48 hours?—So far as I am concerned, I should be prepared to have the overtime paid in every case for whatever time a man worked after a certain hour. If an emergency arose the rate would have to be higher. For instance, at the present time, where excisable goods have to be got out of a ship and they want to work after certain hours it costs them a very considerable amount for the custom officials to be kept after those hours; and they are prepared to pay that where it is necessary.

2371. You stated that men were sometimes paid by a stevedore he acting as the intermediary between the employer and the labourer direct?—Yes.

2372. Do you think if an arrangement could be made whereby that class of men should be abolished, it would be to the advantage both of the employers and the workmen?—It might be to the advantage of the employer, but it would not be to the advantage of the workman as far as my experience goes. The abolition of the middleman is, of course, a very useful thing where public work is concerned, but where you

f.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Tait—continued.

are working for an employer we find that the employer is worse to deal with than the middleman. For instance, at several wharves along the south side of the river, the men employed in discharging cargo and re-loading vessels used to be employed by a stevedore who acted as intermediary between the owner or the wharf people and the men. They were then paid at the rate of steamship workers, 7*d.* and 9*d.*, that is 7*d.* ordinary, and 9*d.* overtime. After a while the middleman was got rid of, the wharf people took to doing the work themselves; they are now paying these same men the ordinary wharf rate of 6*d.* an hour and 8*d.* an hour overtime, so that they not only pocket what the intermediary was getting, but they get 1*d.* an hour off the wages of the men.

2373. In speaking of your desire to get an eight hours day you did not tell the Commission whether your members would desire that to be done by statute or by the ordinary process of trade organisation?—It is absolutely impossible to do it by trade organisation, absolutely impossible. The men are all agreed about that. They ask for legislation to do it. The competition is so great. Some time ago we had a body of men whose normal day was 10 hours; they were supposed to work 60 hours a week for 1*l.* Really they were working something like 18 hours a day in order to get a living; they were compelled to do this. They objected to it; they asked to have the hours reduced, and at last it came to a strike; a number of them who were acting for the others, those who were called the agitators by the employers, were put off, and the men struck. They had not been out for a fortnight before their places were all filled up by men from the outside, who were only too glad to take the work on the old terms. Under those circumstances we say it is no use attempting to get a reduction of the hours of labour by trade organisation. That is an instance of it.

2374. This is a very important point in your evidence, and it is well for the Commission that it should be brought clearly out. Can you inform the Commission whether in speaking for your men you have taken the vote of the men, or has it been done by resolution?—With regard to which —

2375. As to the necessity of interference by statute?—I can only say this, that I went with the delegates to the Liverpool Trades Congress last September. I was instructed by a resolution of a general meeting of delegates, representing all the men, to vote for the limitation of the hours of labour to eight by Act of Parliament.

2376. You made reference to the amount of distress during certain periods of last year, owing to the Baltic trade not being in operation, and you stated that you thought that the local authorities and local government boards and the municipal bodies should do certain things. I take it that you propose to supplant all philanthropic and charitable institutions that are at present in existence by establishing municipal

Mr. Tait—continued.

control for all works?—Yes, that is so. I find that these so-called charitable institutions and philanthropic associations, relief committees, and so on, are more or less frauds. They do not relieve the distressed, they simply pauperise those who are lazy and who are willing to accept any gratuity rather than earn their living.

2377. And your object is to alleviate that distress which has from time to time been brought under your notice?—Yes. I would like to point this out. Last winter there was, for five or six weeks together, a very severe time of it, quite apart from season, trade, or anything of that kind. Large bodies of men were practically frozen out. That was an exceptional circumstance.

2378. Might I ask, in the case of one of your representatives being out of employment, does your organisation make any provision for giving him any weekly allowance?—No. If we did that we should have to increase our contributions up to the rate of pay which the majority of the men receive. At the present time our contributions are 2*d.* a week; we should want about 10*s.* a week contribution in order to pay all our unemployed; about 10*s.* a week; and then we should not have enough.

2379. In answer to the Chairman with regard to the question of the Employers' Liability Act, you stated that you wanted to abolish common employment?—Yes.

2380. Would you give us your reasons, as a representative of a trade, for the abolition of common employment in connexion with the provisions of the Employers' Liability Act. Is there any cogent reason that has been brought in front of you?—Well, it is not fair at all. A man acts as a ganger; the men who are working with him are absolutely under his control, they are bound to obey his orders or go; a man cannot afford to go; the men have to stick, and if an accident occurs through the ganger's negligence, through his giving the men wrong instructions or something of that kind, they have absolutely no claim on the employer.

2381. Then I take it that your objection to common employment is, that the workman not having the opportunity of saying whom he shall work with, the employer ought to be responsible for any act of negligence?—Precisely.

2382. And when you say you wish to make the question of compensation illimitable, you do not do that from a monetary sense, do you?—No, I mean this, that there should not be any limit to the amount of compensation; and, further, I think that some penalty should be imposed upon the employers where it can be shown that there is anything approaching criminal neglect.

2383. It is for the purpose of surrounding the conditions of employment with all safety appliances that you wish to make the liability unlimited?—Yes; at the present time employers insure against the Employers' Liability Act, insure against all risk accruing therefrom, and then they are careless. I should say that 90 per cent. of the accidents which have come under

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Tait—continued.

my notice, have arisen in consequence of defective gear, or of the negligence of some person having authority, but who is, at the same time, said to be in common employment with the person to whom the accident happens.

2384. You did not refer in your evidence in chief to the strikes which have occurred, but I should like to ask this question. The members of your federation would have had something to do with the strikes which have taken place in the docks?—Yes.

2385. Will you just explain to the Commission if the men are desirous that there should be no more strikes, and what means they would adopt for the purpose of preventing them?—I think all the men whom I represent are agreed as to the desirability of not having any more strikes; but there are two parties to that. The employers are constantly, it seems to me, endeavouring to stir up strife by trying to take a mean advantage of the men. I could cite numerous instances; since the strike of 1889 there has been nothing of any magnitude, but we have been constantly in difficulties with the employers, and there have been constant disputes, and every one of those has arisen in consequence of attempts made by the employers to deprive the men of any little advantage that they might have gained in the strike. Since then a strike took place in connexion with our organisation, at Messrs. Keen's, Shad Thames. There was an attempt to cut down the piece-work rates, which had been settled long before. The men resented that, and a strike ensued. They were out some four or five weeks. When the matter was settled, I saw Mr. Keen about the settlement of the affair, and we arrived at a certain arrangement. When I saw him he said: Now if any further difficulty arises, come here to me, and we will talk over the matter instead of having any strike or dispute. Since then, innumerable disputes have arisen in consequence of his unfair employment of boys—putting boys to work which he undertook that the boys should not do, and displacing men in consequence of the employment of those boys. Every time that I have written to Mr. Keen in connexion with these matters, he has not had the courtesy even to reply to my communications. One finds that this is only one instance among many where the employers use every possible means to cut down the wages of the men. It seems to me perfectly dishonest. The employers seem to have an idea that neither faith nor honesty should be observed with regard to their *employés* at all. As business men, I suppose they imagine that cheating and dishonesty should be the fundamental principle of their business, and they regard their labour as a commodity which they should get as cheaply as possible. There are no personal relations between the employers and the employed at all.

2386. What we would like to get at is this. Is your federation prepared to suggest to the Commission any means for the purpose of preventing these strikes, and removing the difficulties which you have explained?—No, we have

Mr. Tait—continued.

no remedy to offer; we have no proposal to make at all. We say that it may be possible for some independent body to come in and mediate in a dispute, or to settle a dispute by arbitration; you might have an arbitration board or a conciliation board, or something of that kind. But, then, both parties to the dispute would have to be so far agreed in the first place as to accept the decision of this arbitration board. You could not have an arbitration board, even a state arbitration board, which should say, we *will* arbitrate in these disputes, or, we *will* fix the terms of the settlement.

2387. You need not answer this question unless you like; it is somewhat a personal one to yourself. You have not any proposals from your federation, but, as an individual, would you be favourable to a compulsory conciliation board for the purpose of preventing these strikes?—Personally, I think not, so far as I have given the matter any consideration. I think it is a question of the natural conditions. Where you have two classes with conflicting interests, there is bound to be warfare, and the most that the State can do, unless it is prepared to completely alter those conditions, is to say how that fight shall be carried on—to fix the limits to the fight itself. I do not think you should have any body which should be able to impose its authority, and to step in and say this thing shall be settled in such and such a way. Even in connexion with the suggestion that I made as to the employment of boys, I think that the employers and employed would, either individually or collectively, have to settle what should be boy labour and what should be man labour. Then the law should step in and say that boys should not do men's work. I do not think that any outside authority could fix what should be boy labour.

Mr. Jesse Collings.

2388. What is the difference between your society and the Dockers' Union?—It is simply a difference of organisation, that is all. It practically includes the same class of workmen, but it is a different organisation and has different methods. Our organisation is practically a federation. The Dockers' Union is a centralised union and the Southside Labour Protection League is a federation of branches.

2389. Then it is a union, the same as the Dockers' Union?—Yes.

2390. What are the weekly fees of each member; did you say?—The contributions are *2d.*, or rather *2½d.* a week. Each branch fixes its own contributions. We fix the minimum.

2391. What is the minimum for a grown man?—The minimum contribution is *2½d.* It was *2d.*, but we have lately altered it to *2½d.*

2392. What is the entrance fee?—The entrance fee ranges from *1s.* to *1l.*

2393. What is the amount of your funds in hand?—The branches hold their own funds, and I could not give you any accurate information on that point. We have very little at the centre. The centre merely takes sufficient

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Jesse Collings—continued.

to carry on the working of the organisation, with a small balance, which is allowed to accumulate, but which, of course, is expended when a dispute arises, when also levies are made.

2394. You say the "working of the organisation"; that is what I want to get at. What does the organisation do to protect the labourers? What is its operation?—As far as possible when a dispute arises we endeavour to settle that dispute by arrangements between the employer and the employed before the men go out. If the men are forced out, then we undertake to pay each man 10s. a week so long as the strike lasts.

2395. How many paid organisers have you in your society?—Only one, except that the branch officers are paid small fees for collecting contributions, and so on. There is only one paid servant.

2396. You have said that your society objected in self-defence to non-unionist workers. In what manner have they shown their objection?—As far as possible they refuse to work with them. Whenever they are sufficiently numerous—sufficiently strong—they refuse to work with the man who has not got a union card.

2397. Do they take any other active steps to make it disagreeable for the non-unionist?—I scarcely understand that question.

2398. Do they make it personally disagreeable to non-unionists who are working or attempting to obtain work?—I could not say that they never do such a thing. I expect they do; very likely they do. What I mean is that a man working under those circumstances would probably find himself in rather an uncomfortable position, by the epithets which would occasionally be addressed to him, and the way in which, generally, he would be treated. If he were in a public-house and the men knew he did not belong to the organisation, and that he worked at a certain place, they would call him a black-leg probably, they would refuse to drink with him, and so on, and, as far as possible, send him to Coventry.

2399. Is that one of the methods by which labour is to be protected by your organisation?—I cannot say that that is one of the methods by which labour is protected, but that is a way which all sorts and conditions of men have of treating those who do not follow those methods which they believe to be conducive to their mutual interests.

2400. You remember the repeal of the combination laws, which were so much complained of by the working classes?—Yes.

2401. Was the object of that repeal to gain liberty on the part of working men generally?—Liberty to combine, as I understand.

2402. General liberty of action?—Liberty to combine, as I understand. Those laws were, of course, against combination. The liberty secured by the repeal of those laws was the liberty to combine.

2403. Then may we take it that you consider that treating a man who does not wish to combine in the manner you do is your idea of

Mr. Jesse Collings—continued.

liberty?—No. As I understand, I am not here to say what is my idea of liberty. My idea of liberty is, of course, that a man should do exactly as he likes; but you cannot have such liberty in society; the only possible place for absolute liberty, it seems to me, is in central Africa, where there is nobody else living.

2404. That is not my question. I do not want to lead up to any discussion with you; I simply want to ask you, as a responsible organiser, whether the treatment you have described in public-houses, the name calling, and so on, is your idea of liberty to the labourer to combine. I want to ask you whether that liberty carries with it the liberty of non-combining?—No; in my opinion the liberty to combine does not. From the employers' point of view, certainly, the liberty to combine carries with it the liberty not to combine, and the employer naturally, in my opinion, fights, or should do, against combination, but—

2405. Let us leave out the employer?—But from my point of view the liberty to combine does not involve liberty not to combine. I would certainly object to any personal violence being directed towards men who refuse to combine, but at the same time I say that the men who combine, and who do so because it is to their mutual benefit, have a perfect right to send any individual who refuses to act with them, to Coventry.

2406. I will go back to my question. Liberty to combine, I understand you to say, does not include the liberty of non-combining?—Well, I suppose from a legal point of view it does; but in my humble judgment I should prefer that it did not.

2407. But from the point of view of your society?—That is so.

2408. The liberty secured by the repeal of the combination laws secures the liberty to combine, but not the liberty to choose not to combine?—I quite understand that the law does secure that, but we would much prefer that it did not; that is, from our point of view. We are prepared to give a man the fullest possible liberty to combine, but we are not prepared to give him liberty not to combine.

2409. Have you ever, as responsible organiser of your society, uttered any word against this treatment of your fellow workmen, treatment of the kind you have named?—Certainly not against sending men to Coventry.

2410. Have you ever encouraged it?—Yes.

2411. And that you consider is compatible with liberty of labour and (to bear in mind the title of your own society) the "protection" of labour?—Exactly. I do not believe in the right of any man to have the liberty to injure me.

2412. I only want to get at the facts. How do the numbers of your union compare with the numbers that do not belong to the union?—I have already stated that taking the workers with whom we are most intimately connected, and who form the majority of the organisation, practically all these men belong to one union or

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Jesse Collings—continued.

another. So long as a man belongs to a union we do not object to him at all.

2413. There is a large number in the various industries, I presume, who are non-unionists?—No; that is not so, except with regard to factory operatives whom we are endeavouring to organise, and of whom we have only got a very few in from one or two factories. Of the majority of the men the waterside, river, and dock labourers, I may say, speaking generally, the whole of those men belong to one union or another.

2414. Then do I take it from you that nearly all the dock workers and the riverside workers are union men?—Yes, nearly all of them, I should say.

2415. There are some who are not?—Oh, of course there are some who are not.

2416. Do they amount to a fourth?—No, I should say not in the places we are connected with. I should like to point out this first, that we call ourselves the South Side Labour Protection League, and we have very few men on the north side of the river Thames; there are only a few men, some 200 or 300 men in Wapping, who belong to our organisation. We have no other members on the north side of the river.

2417. I understood you to say that it was not the rate of pay that you complain of so much as the irregularity and insufficiency of employment?—Yes. Of course I know perfectly well that if there was more employment, if there was not so much competition in the labour market, the rates of pay would go up.

2418. That is not my question. Taking the present state of things you did not, as I caught your expression, complain so much of the present rate of pay as of the irregularity and insufficiency of employment?—That is so. The rate of pay of the waterside labourer compares favourably with the rate of pay of any other labourer, that is, so far as the rate is concerned.

2419. And you said that an eight hours' day would remedy that, or a 48 hours' week, whichever way you like to take?—It would go a good way to steady the employment.

2420. That is to say, you would prevent an adult man from selling his labour to a greater extent than eight hours a day?—Certainly.

2421. Do you happen to know what is the general opinion of all the Trades Unions on that point; do you know whether or not they are favourable to a general eight hours' day?—Generally, I should say yes.

2422. You understand what I mean by the old unions?—Yes.

2423. Are they in favour of the eight hours' day?—Yes, I believe they are, a very large proportion of them. Of course I cannot judge from anything except from expressed opinions. We found that at the Trades Union Congress a resolution in favour of an all-round eight hours' day by law was carried by a majority. We found also, that the only opposition that was offered to any such resolution was, on the part

Mr. Jesse Collings—continued.

of the men who offered it, not because they objected to an eight hours' day, but because they believed they could have an eight hours' day without any legal enactment.

2424. I am always speaking of a legal eight hours' day. If at the Trades Union Congress you were to eliminate the representatives of the new unions, would the old unions have been in favour of a legal eight hours' day?—I have not the figures with me now, but I would just like to point out this, that the representatives of the new unionism, as it was termed, at the congress did not amount to more than about 50 of the whole that were present, and that the resolution in favour of an all-round eight hours' day was moved by one of the delegates of one of the oldest, and one of the most conservative, and one of the richest and most powerful of the old trade organisations, namely, the London Society of Compositors.

2425. You stated that the great evil was the influx from all quarters of labourers to the dock and riverside labourers' industry. Is it your opinion that if you were to improve the condition of those industries by better pay and better general conditions altogether you would not still further increase that influx from all parts of the country?—If we were to increase the pay?

2426. If you increased the pay and generally improved the conditions of the industry, would not that still further attract this labouring class that you refer to?—No. As I think you have already pointed out, I am not complaining of the rates of pay, I am complaining of the slackness and irregularity of the employment. It is precisely the irregularity of the employment, the chance of getting work, that brings so many men to the waterside. I have already said that I went down to the waterside day after day for three months, because there is always a chance of getting work there. If the work was made more regular by a limitation of the hours of labour, it would simply mean that there would not be so many men competing there for work, because their competition would be useless. These same men could work at factories; yet because the work in factories is regular and the same men are employed week by week and they are not taken on outside the gates, you do not see crowds of men competing outside the gates of a factory for work.

2427. Do I understand you would limit the number who were eligible for dock and riverside employment?—Oh, no.

2428. Then if you were to increase the opportunities of work, would not that still farther increase the influx from all parts of the country?—I do not say that it would increase the opportunities of work; it would lessen the chances of getting a casual day's employment. It would steady work, and the result would be that these men who go there now day after day, and sometimes perhaps get one day's work in two or three weeks, would not get at all, because they would know they would not get anything.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Jesse Collings—continued.

2429. I understood you to say that you would advocate that every man after he was 60 should be maintained by the state?—Yes, that is so.

2430. Have you worked that out as to what the state should allow him; should it be more or less than the wage that an able-bodied man of 60 would get in a factory or workshop?—I think he should get sufficient to live decently on. At any rate he should not get less than an ordinary week's wages.

2431. But I understood you to say that you would prevent him from working; now, if by working he might get 30s. a week, would you recommend that the state should pay him 30s. a week, or should the State compel an able-bodied man of 60 to retire perhaps on 20s. or 15s. a week, or whatever the State might feel disposed to give him?—I say that as a matter of fact men do not want to work after that age.

2432. That is not my question. We will not enter into whether a man will work or not; I only want to be clear as to your system. First of all I understand that you recommend that no man over 60 should be allowed to work, and that he should be maintained by the state after 60?—Yes.

2433. What I want to ask you is this: would you compel the state to pay him as much money as he could get and was willing to get it if he were allowed to work, or would you cut him down to any lower sum?—No, I would not cut him down to any lower sum, although a lower sum than that which he could get, perhaps, might be fixed. I say that the state might fix a rate which should be given, and that that rate should be equal to the minimum rate of wages; and if men could get more, that is all right, let them go on. What I object to is, advantage being taken of these men's old age to make them work for less.

2434. I only want to get at the facts of your recommendation. Do I understand you to mean that if a man up to 60 is getting 2l. or 30s. a week, he should be compelled to cease working, and that the state should continue to give him 2l. or 30s. a week or whatever he may have been receiving?—I do not quite understand the question. I would fix as the minimum of a man's subsistence 30s. a week. If you ask me where a man is earning more than that, and he could go on working for more, would you compel him to cease work and accept the 30s., I say no; we would not do so.

2435. If he were getting, at 60, 40s. a week, and was able to and would like to go on working and getting 40s. a week, your plan would be to compel him to cease work and receive 30s. a week from the state?—No, I would not compel him; but if the employer says to him "You are doing this work for 40s. a week, but you are now 60 years old, I will give you 35s. a week if you will go on," I should say he ought not to be allowed to go on.

2436. Then you retract what you said, that you advocate compulsory retirement from labour of all men at 60 years of age?—No, I do not

Mr. Jesse Collings—continued.

retract that at all. I simply add to that. I say that if a man is getting more than what I should fix as the minimum—

2437. Let us go step by step. First of all, I understand that you would compel every man to cease work at 60; do you say yes or no to that?—I say that in the circumstances which you have just put to me I should not do so.

[Mr. Collings was at this point summoned from the room.]

Professor Marshall.

2438. Your league, I think, includes factory workers?—Yes, a few, a very small minority.

2439. Are you technically correct in describing it as a Trades Union?—Well, it is registered under the Trades Union Acts.

2440. It is not a Trades Union in the ordinary sense of the word, either in its constitution, or in its purposes, I understand?—Oh, yes; in its constitution and purposes it is, I understand.

2441. But, surely, a Trades Union, in the ordinary sense of the word, is a combination of members of a certain trade, or group of trades; and a combination of people whose work is in no connexion with one another is not a Trades Union in the ordinary definition given, I believe, in the history of these unions, is that so?—No, that is not so, because, as a matter of fact, we are all connected with each other. These factory operatives, for instance, when work is slack in the factories, drift, or a great many of them drift, to the waterside. The overwhelming majority of them are what is technically known as unskilled labourers, and as a consequence they drift about.

2442. Can you refer me to any history of Trades Unions, or any kind of Trades Unions, written by an accredited officer of Trades Unions, which would describe a Trades Union in such a way as to include a collection of people whose work had no direct connexion with one another?—No, I do not know that I could, because, as a matter of fact, until quite recently there seemed to be little or no attempt to organise what is known as the unskilled labourer. Trades Unions, in the early part of their history, and until quite recently, as far as my own knowledge goes, which perhaps is not very extensive, were mainly concerned with what we call trades, with mechanics or with miners, and so on, working in a particular trade, men who worked in that trade all their lives, and in many cases where apprenticeships had to be served, and so on.

2443. I believe you will find that that is not so, if you look back into history. However, would you not be more correct in adhering to the words which you have used once or twice, "federation," and as given in the official title of your organisation "league." Are you not a league or federation, and not a Trades Union?—Well, what we call ourselves is the Southside Labour Protection League, but we are regis-

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Professor Marshall—continued.

tered under the Trades Union Acts, and our object is, and as I understand it, is the object of Trades Unions, to maintain the rate of wages, to raise them wherever possible, to shorten the hours of labour, and generally to improve the condition, as workmen, of our members.

2444. Are you aware of any other body at all similar to yours?—Oh, yes.

2445. Will you name 'one?—There is the Dock, Wharf, Riverside, and General Labourers' Union.

2446. That has, I believe, no factory workers?—Oh, yes.

2447. It has factory workers?—Yes. Then there is the Gasworkers and General Labourers' Union, the Kent and Sussex General Labourers' Union, the Tyneside Labourers' Union, and others.

2448. Do all these include factory workers?—They all include all sorts and conditions of labourers, working in factories, working in the fields, or working on the river.

2449. These organisations are, I presume, all modern?—Those that I have named are.

2450. It would not be possible to pursue the methods by which the older Trades Unions worked with regard to workers collected from trades that have no direct connexion?—No; you could not adopt precisely the same methods.

2451. You said that a very large per-centage of the waterside workers were Irishmen?—Yes.

2452. Does that statement not apply exclusively to the Surrey and Commercial Docks?—No. All along the riverside I should say 20 per cent., 20 to 1, I mean, of the men employed are Irishmen. You have had some witnesses here in connexion with waterside work. I do not know, but I believe every one of those witnesses had a Celtic name.

2453. I have understood that the number of Irish at the Surrey and Commercial Docks was much larger than elsewhere. You think that is not so?—No. It may be larger, but so far as my own observation goes, I should say not.

2454. You say that the highest wage is 7d. an hour?—That is the highest wage that I know of, 7d. and 8d. That is in connexion with our organisation as I stated. There are the stevedores, who get 8d. and 1s., but they form a separate society altogether. Theirs approximates probably more nearly to the old Trades Unions, because they are only stevedores.

2455. A very large proportion of those who work at the south side docks are timber men?—Yes.

2456. They work chiefly by the piece?—Yes.

2457. Is it not very common for them to earn 1s. an hour?—Oh, yes; I had forgotten those; I have to apologise for making that statement. Those men, of whom very few indeed belong to this organisation, earn 10d. or 1s. an hour. There are very few of those men; the larger number of them belong to the Dockers' Union.

2458. You say, I think, that there are about 25 per cent. earning 5s. on the average; 25 per cent. earning 1l., and the rest scattered

Professor Marshall—continued.

evenly between those two limits?—Oh, no; the rest earn lower than 5s.; 5s. a week is pretty good; there is only an average of 10s. a week. It would not be between 5s. and 1l.; it would be less than 5s.

2459. Ought your answer to be then, that there are 25 per cent. earning about 1l.; then there is a large jump of 25 per cent. earning 5s., and that the remaining 50 per cent. are earning less than 5s. a week?—I should say so, yes.

2460. Under those circumstances, in what respect was it a grievance for a man to be offered one guinea a week and permanent employment?—Because, in this case, the man was working regularly at this place; he was a useful man, and he was one of the first called on; he was getting 6d. an hour; he was making 5s. or 6s. a day. As I have already said, there are a few who get decent wages. The regular men, working along Bermondsey Wall in the corn trade, have regular wages of 30s. a week, as I have already stated, but they are very few; this man was one of the few. Then he was put off and left out, and he was offered one guinea a week instead of 30s.; of course he refused.

2461. You said just now that you wished very much that the number of people in steady employment should be increased so that people might get to understand that there was not much use in going down to the docks for casual employment?—Yes.

2462. Why then did you also say that you objected to the weekly system? That would tend to increase steady employment, would it not?—It only tends to increase steady employment for a few, and it reduces the number of men employed, because a weekly man has to do anything. A weekly man dare not refuse anything that he is asked to do. A casual man will not do it; a casual man will not work under price. Some few days ago a number of men came to me and asked me what they were entitled to. It appears they were entitled to an extra $\frac{1}{2}$ d. per quarter for landing grain after 6 o'clock. The wharfinger refused to pay this extra $\frac{1}{2}$ d. They said, "All right, pay us our money and we will knock off." If they had been in constant employment they would not have insisted upon it; they would have had to go on; but being casual men they said, "We do not depend upon you for employment, you can either pay us the extra $\frac{1}{2}$ d. or pay us our money, and we will knock off, if you like."

2463. Do men in other trades find it possible to keep their independence, although they are hired by the week?—Exactly, because they are trades; but where they are not trades, where it is unskilled labour, they do not. As a matter of fact, I think I have already stated that in consequence of this casual employment, these men really suffer, but at the same time they are able to keep up a higher rate of pay. The rate of pay of the waterside labourer compares favourably with the rate of pay of any other labourer.

2464. Exactly; but so far as I understand, you regard it as an evil that there are so many

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Professor Marshall—continued.

people getting casual employment, instead of there being a smaller number of people getting more steady employment?—No; what I object to is that the casual employment is so exceedingly casual. I do not object to the casual employment if there was more of it, but it is so exceedingly limited.

2465. I do not understand how you can increase the steadiness of employment, unless by diminishing the number of men?—You would certainly diminish the number of men, but not to a proportionate extent. For instance, some men employed at the present time do a fairly good turn of work. I know men working who earn 2*l.* or 3*l.* a week; the average is the same, and that makes the earnings of those who get the lesser rates lower than they would be if those men did not get so much.

2466. That is very much more than the 7*d.* an hour which you gave us just now as the highest wage?—No—well, in some cases it is. Those men work night and day sometimes, at 7*d.* ordinary, and 9*d.* an hour overtime; then, they work piece-work, which is at varying rates. While they have to do it, it is hard slogging work, but, of course, it pulls the price up, and they get the money. For my part I do not favour piece-work at all, I would like to see piece-work abolished altogether; but they do it, and those who get the turn at the work are able to knock up a decent figure. Of course, it is all right for them.

2467. My point is this: witness after witness has admitted that the rates of pay per hour are so very high, that if tolerably steady employment could be got the condition of the dockers would be thoroughly satisfactory. So far as I can make out, the general action of the Union is against any proposal by which employment could be made steady. As you have said, they resist the introduction of a weekly system, they resist the increase in the number of permanent men, who could be shifted from one part of the dock to another. I want to understand how you reconcile this complaint that your work is unsteady, with a systematic opposition to everything that would tend to make it steady?—No, that is not so. We object to the methods adopted by the employers to steady it, which really do not steady it, which really intensify the competition for labour amongst the casual men, which practically increases their number in proportion to the amount of work that they do, while at the same time it cuts down the wages of those who are in a comparative degree regularly employed. Because there are amongst the casuals these men to whom I have referred who get the first turn at the work, and get what we regard as big wages. These men are not weekly servants at all. If they were employed as weekly servants, they would not get half those wages.

2468. Would it not be better that there should be a moderate number of people employed at 1*l.* 1*s.* or 2*s.* a week, rather than that there should be this number, which, if your figures

Professor Marshall—continued.

are right, averages about 25 per cent. at 1*l.*, 25 per cent. at 5*s.*, and 50 per cent. at less than 5*s.*?—No, because there would not be any more regularly employed than there are now—only those that are regularly employed on the weekly system would do for a lower wage as much work as they do now, for what we regard as a high wage.

2469. But I am supposing that the number permanently employed should be increased?—I do not see where the compulsion would come in. The employers would not be prepared to increase the number of regular hands unless they were going to get the advantage of having those regular hands at a lower price.

2470. At a lower price per hour, but at a higher wage by the year?—What we really want is something that will cause steady employment for a large number—if not the whole of them—something which will simply eliminate the minority.

2471. There is not work at the docks for all these people steadily all the year round?—That is so. Then our proposal would steady the work for the majority, and would eliminate the minority for which there was no work. But the making of permanent men would intensify the work of those permanent men; it would mean, if there were work to do, that they would be working day and night, but it would not steady the employment for the majority, but only for a minority, and make the condition of the majority worse than it is at the present time.

2472. I think you are assuming that the permanent men would be compelled to work day and night. But I am assuming that they would work only reasonable hours, and that the arrangements with regard to overtime should be such that it would not be to the advantage of the employers to work them overtime except when there was a special stress of work?—I can only state what actually takes place, and of course an ounce of fact is worth a ton of theory.

2473. I am not asking in regard to what actually takes place, but whether you think this change is desirable?—The change which we suggest is to steady the employment, and to let the men work by the hour or by the day, but not to make them regular men, because I know perfectly well from experience that unless the law said they should not do it, the employers would make the men work day and night, and they would have to do it.

2474. If provision were taken to prevent the regular men working excessive hours, would you regard the increase in the number of regular men as an advantage?—If a minimum rate were fixed, yes.

Mr. Jesse Collings.

2475. Do you mean that men should give over work after they are 60 years of age?—Yes.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Jesse Collings—continued.

2476. Do you say that the law should compel them so to give over work?—Yes, I do; only I say this, that I would allow this much liberty, that there should be a living minimum fixed—or a maximum, whichever you like, which should be paid to these men as a pension, and that they should be provided really with a decent living after they attained that age. But if a man should say, "I am not prepared to do this. I prefer to go on working," and if he were going to get what would be paid to a younger man, and that was more than he could get from the state, then I should say he would be at liberty to do so.

2477. Then it comes to this: you would allow every man, when he arrived at 60 years of age, to give over work if he liked, and receive the state pay, whatever that might be?—Yes.

2478. Have you any idea what the state pay should be?—I have said that in my opinion subsistence is worth about 30s. a week.

2479. Is it your opinion that all those labourers and others who are getting an average, as you stated, of 15s. a week, would all give over work in order to receive 30s. a week?—Yes, I think so, after they attained 60 years of age.

2480. I understand from you that every labourer throughout the kingdom, when he arrives at 60, should be at liberty to retire from work, and receive from the state a minimum of 30s. a week?—That is so.

2481. Would you advocate that a labouring man beginning at 20 or 21 should be compelled to pay a portion of his weekly wages towards such a fund as that?—No, I would not.

2482. You would not advocate compulsory payment of that kind at all?—No.

2483. I understood you to say that your chief remedy for the surplus labour was municipal workshops?—Yes.

2484. And I think you said that the men should be employed in such workshops as bakers, tailors, &c.?—Yes.

2485. Do you consider that that would tend to take the trade away from other bakers and tailors?—Yes; but it would not matter. Suppose, for instance, you start a baker's shop, and you set men to work, who otherwise would be paupers, making bread; that would take work away from other men who were employed by private employers making bread. Then you have got to find employment for those other men, and you set them to work in the municipal workshops, and thus, if you like, you may absorb the entire industry of the country.

2486. May I take it that your ultimate aim is that all the labour of the country should be carried on in these public workshops?—That is a question of progress and development.

2487. By making bread in the national workshops you would throw the working baker out of employment, and therefore he would have to go to the national workshop?—It might come to that.

2488. Will you tell us how that would act with regard to the surplus labour. In some weeks, as we understand from you and other

Mr. Jesse Collings—continued.

witnesses, there are hundreds or perhaps thousands out of employment, and then in a busy season, which might follow the next week even, there might be very few out of employment; how would that difficulty be met by these national workshops?—I think I have already stated that dull seasons are mainly due to the depressions and inflations of trade which arise in consequence of competition. Generally speaking, they are not due to seasons. Seasons have less and less to do with the rush of work or the slackness of work than they ever had. What I say is this, that if there were no unemployed always available as there are to-day, those who are responsible for the management of this business would have to arrange that there should not be this glut of work at one time and depression at another.

2489. That you would obviate by having national workshops where a man could demand employment for a day, or a week, or a month, or permanent employment?—Eventually, of course, I opine that this national employment would be permanent, that it would be much desired by the employées, and that private employers would have to arrange their business in conformity with the changed conditions.

2490. Then I understand you contemplate that it would lead to the municipalisation of all industries?—That is so.

2491. Suppose there is any loss attached to these workshops at the end of the financial year, who would have to make up that loss?—In my opinion this business should be conducted on co-operative principles with the most economical machinery and so forth, and I do not see how a loss is possible. But if there were a loss, then it would have to be borne out of the public fund.

2492. Out of the rates?—Yes, or the Consolidated Fund.

2493. I thought you spoke of municipal workshops?—But I have already pointed out that this should be a national business, though it should be under local control.

2494. If there should be a loss, no matter how great or how small, you think there should be a rate put on next year in order to cover the loss?—Yes.

2495. What is your opinion as to the proportion of poor ratepayers as compared with rich ones?—I should say that the poor ratepayers are in the majority; I happen to be one myself.

2496. And you would levy on all these poor ratepayers a 6d. or a 1s. rate, in order to recoup the loss of the municipal workshops?—No; I think I have already stated that I should prefer that this should be imposed upon the national fund, and that the greater portion of taxation, if not all taxation, should be taken from incomes.

2497. Not from excise, customs, and so on?—Upon incomes.

2498. You said your ideas would be opposed by the capitalists?—Yes.

2499. What do you mean by the capitalist?—I mean by the capitalist a person who owns certain means of production, and uses them as a

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Mr. Jesse Collings—continued.

means of exploitation, in order to take advantage of the poverty of the worker to get a profit out of him. That is what I call a capitalist.

2500. Suppose there were no ships and no railways, would there be any employment at all for the riverside men and the dockers, and the railway employees?—No.

2501. Have you any idea how railways and shipping can be created except by means of the capitalist?—Yes, certainly; I have yet to learn that a capitalist produces these things. I do not know, I may be mistaken.

2502. Can you tell us how they can be produced?—My humble judgment is, I say I may be mistaken, that all those things are the products of labour.

2503. Then we may sum up your remedies in three: first, with regard to the men over 60 years of age giving over work; secondly, the adoption of a general eight hours legal day for work; and, thirdly, the establishment of municipal workshops?—Yes, that is what I should suggest.

2504. Those are your three remedies for the present state of things?—Yes. I want to make my position perfectly clear if this question is to be put to me, and if my answer is to be taken as conclusive. I want to say this, that I do not believe the reduction of the hours of labour, and a law to compel men to cease work at 60, would remedy all these evils. If you reduce the hours of labour it will employ more men, increasing the cost of labour, and the result would be the introduction of fresh machinery, with the result that you would have precisely the same condition of things, only on a higher economic plane. Therefore I put those things forward as simply palliatives for the present condition of things, and I would hope that by the adoption of those measures, and by the employment of workmen in municipal workshops, the ultimate outcome would be the municipalisation and nationalisation of the whole organisation of labour and the whole of the means of production.

2505. Those are the only practical suggestions which you have to make?—I should have had others to make if I had been allowed to speak with reference to the agricultural labourer. I was going to suggest, for one thing, that it should be made a public business to provide dwellings for the working people to live in. The want of house accommodation in the country is one of the chief causes of the migration of agricultural labourers into the towns.

Sir John Gorst.

2506. What is your definition of a boy?—Boys are different in their age according to the class of work on which they are engaged. I should say that what is a boy's work should be a matter of mutual arrangement between employers and employed, either individually or collectively; and that then it should be illegal to employ boys at men's work as fixed by this arrangement.

Sir John Gorst—continued.

2507. Then would your definition of a boy vary from trade to trade?—It would have to, I think.

2508. What is your definition of a boy in the dock labourer's trade?—My definition of a boy would be any male person under the age of 18.

2509. How would you determine or define the sort of work that boys may be put to?—Up to that age I should only put them to the lighter kinds of work, which I should say should be mutually agreed between employer and employed, according to the class of work.

2510. How would you enforce the performance of that kind of work only by the boy?—I would not care if men did that work; as long as they got men's wages for it, it would not matter.

2511. It is no use to make a law unless you can enforce it. Suppose it were enacted that no boy should do other than certain definite work in the docks, how would you secure the observance of that law?—The men themselves would take particular notice to give information wherever that law was infringed.

2512. Would you punish the boy if he did work?—In some cases I would punish the employer only, and in other cases I would punish both the employer and boy.

2513. In what cases would you punish the boy?—That would depend entirely upon circumstances.

2514. Can you not describe to the Commission the sort of case which would make it penal for the boy to do the work?—In the majority of cases I would not impose a penalty on the boy, because unfortunately they would not be free subjects; but where they were free to do this or to refuse, then I should certainly think that a penalty should be imposed upon them.

2515. What sort of a penalty would you impose, fine or imprisonment, or both?—I should say both.

2516. Would you impose fine and imprisonment upon the employer?—Yes, certainly; I should prefer to send him to prison.

2517. Would you make it penal in an old man to do work after the age of 60?—I do not think there would be much necessity to make it penal if you gave him 30s. a week for doing nothing.

2518. Let us understand your point. Would you leave it to the man's discretion to work or not after 60, or would you punish him by law if he kept on working?—I should certainly not allow him to work. I should punish the employer for employing a man over that age.

2519. How could you prove that the employer knew the man was over 60?—If he did not know it you could not very well punish him.

2520. Do employers know the ages of their men?—They very soon find out their ages in most cases, I know.

2521. Would you make it the duty of the employer to ascertain the men's ages?—I should make it the duty of the employer to keep a book in which should be entered the names and addresses and ages of his employées. It is done in most cases now. Most employers know the

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Sir John Gorst—continued.

names and addresses and ages of the persons whom they employ, or their stated age at all events.

2522. Would you, then, make it penal on the part of an employer to employ a man after he was 60?—Yes; except under the circumstances which I have already stated.

2523. Unless the man could prove that he was able to earn more than 30s. per week—I do not say that even. I say unless he was able to show he could earn the standard rate of wages, which might be above 30s. If the standard rate of wages was not above 30s., and he could earn that, I would allow him to continue. If the standard rate of wages was 40s., and he could only average 35s. a week, I would not allow him to continue. If the standard were 35s., and he could go on at 35s., let him go on.

2524. Supposing a law were passed restricting the hours of labour to eight per diem, or to 48 per week, how would you enforce that law?—I would enforce it by a penalty on the employer for employing any man.

2525. Would you enforce it by a penalty upon the employer only, and not on the employée?—I should say so in the majority of cases, because the men are not free agents in this connexion.

2526. Then, if you enforce it on the employer, would you not have to show that the employer knew the man had already worked 48 hours?—I do not know that you would.

2527. Would you enforce it on an employer who was not aware that the man he was employing had already worked 48 hours?—I do not see that would be necessary.

2528. If a man worked for two different employers, say, 38 hours for one employer, and 30 hours for another, what would you do?—In that case you would have to impose the penalty on the man.

2529. I want to know what your scheme is. Would you impose a penalty on the workman who worked more than 48 hours a week?—Certainly.

2530. Fine and imprisonment?—Either or both.

2531. Would such an offence as that be very easy to detect?—In the majority of cases it would be comparatively easy to detect. I do not say that men would not elude it in certain cases, but those cases would be very few indeed. The majority of men do not want to work more than 48 hours a week.

2532. Do you think that the workers themselves would give information, and would prosecute a man who broke the law if once enacted?—Yes, certainly.

2533. Do you think they could be depended upon to secure the enforcement of the law?—Yes.

2534. Are there not cases in which the enforcement and limitation of eight hours a day is impossible in certain circumstances?—I do not know of any such.

Sir John Gorst—continued.

2535. Take the case of an agricultural labourer in the time of hay harvest; would it be possible during the weeks of hay harvest to restrict the labour in the hay field to eight hours a day?—Yes, so far as my observation goes it would. You see, during the past few years even there have been very great improvements in machinery, and I find that in the agricultural districts, which I know best, where when I was a youngster there used to be migration from all parts to do the work there, now, during the busiest time of harvest, there are men standing about idle.

2536. Is it your opinion that such a law as that could be enforced in agricultural districts, without resulting in the loss of a great quantity of hay or corn?—So far as my observation goes, there are always men out of work in those agricultural districts now, and there is no reason why men who are not at work should not be brought from other parts to do the work. I was going to say, in that connexion, that I have already pointed out, if an employer infringed the law, and he could show that it was a case of emergency, he should be relieved from the penalty.

2537. Whom would you make the judge as to whether it was a case of emergency or not?—I think some public authority should be made the judge.

2538. In a case of that kind, the prosecution would take place before the justice of the peace: would you make a justice of the peace judge as to whether the case was a case of emergency or not?—No, I would not; not the present justices of the peace, anyhow. I should prefer that the justices of the peace should be drawn from a different class. I think if the employer could prove to men who understood the work—who knew what the work was, namely, those who had to do the work—that it was a case of emergency, then I think he might very well be let off the penalty.

2539. Then, I understand, you would leave the question whether it was a case of emergency to some tribunal?—Yes; which should be clearly defined beforehand.

2540. Can you give me any idea what sort of tribunal should be constituted?—Yes.

2541. Whom would you make judge?—I should make men accustomed to the work, in every case, judges.

2542. Let me take a particular case. Suppose a ship under a mail contract. The goods which are to form her cargo come down 48 hours later than was stipulated for, and she has to be loaded during the night; whom would you make the judge of whether that was a case of emergency or not?—I should, in that case, make a person who understood the whole of the circumstances a judge.

2543. Whom?—Men connected with the work.

2544. Do you mean that you would have a sort of parliament of all the dock labourers, and captains of the ships, shippers, and so on, and put it to a sort of popular vote as to whether it was a case of emergency or not?—No.

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Sir John Gorst—continued.

2545. What authority then would decide?—I think in a case of that kind you should have for different trades different arbitrators.

2546. Would you trust a police magistrate?—No.

2547. Would you trust a judge of the High Court?—No.

2548. Would you trust a county court judge?—No, because they do not know anything about it.

2549. Can you tell the Commission whom you would trust?—In a case of that kind I should say a working stevedore, who was not connected with that particular job, would probably be the best judge as to whether it was a case of emergency or not.

2550. If a shipper was prosecuted for employing men overtime under such circumstances, would you make the arbitrator in the case a working stevedore?—Yes.

2551. And if the stevedore were called to arbitrate and said it was a case of emergency, that, in your opinion, would settle the case?—Yes.

2552. You have spoken about the minimum wage to be given by municipal authorities to the employed men. What is the minimum wage you would fix?—We have in some cases, in connexion with local bodies, fixed the minimum wage at 6d. an hour. I think it would be better in those cases to fix a weekly wage of 30s.

2553. That would be more than 6d. an hour?—Yes.

2554. Would you have the same minimum wage all over the country, or would it vary from municipality to municipality; would you give the same wage, for instance, in Ipswich that you give in London?—I imagine that there would be variations according to the district.

2555. To whom would you trust the duty of settling what was in the particular district a proper minimum wage to pay?—I say that should be based upon the cost of living in a particular district; that is to say, if there were variations. I do not say absolutely that there would be.

2556. Would you trust the town council to fix the minimum wage?—No, I should not; I do not think they would be always the best judges.

2557. Would you trust the county council to fix the minimum?—Yes, I think so.

2558. Whom would you trust in the boroughs?—The municipal body, whatever it might be.

2559. That would be the town council?—Yes, the town council.

2560. Then you would trust the town council?—Yes, I did not understand you in the first instance.

2561. You would trust the town council to fix the minimum wage?—Yes, I think there should be a central control. I think I have already stated in this connexion with regard to the employment of men in municipalities that there should be a central national control, and any questions of dispute in connexion with the minimum would have to be referred to the central department.

Sir John Gorst—continued.

2562. You mean a minister responsible to Parliament?—Yes.

2563. The President of the Local Government Board?—Yes, exactly.

2564. He should control the rate of the minimum wage as fixed by the municipality?—I think they should have a veto in case of a dispute or anything of that kind.

2565. Do you think the workmen who were employed by those public authorities would be content with their wages and their position?—If the wages were, as they should be, above the ordinary wages, which as a matter of fact in some cases they are, the workmen would be satisfied.

2566. Are you aware that the Government of the country already employs an immense number of workmen?—I am.

2567. Are they content with their position and their wages?—No, because they are paid in many instances less than the wages paid outside.

2568. Why cannot that evil be rectified?—There are several reasons why it has not been rectified. I do not say it cannot be rectified. In my opinion it can, and should.

2569. Why should the workmen employed by these municipal authorities that you spoke of be better off and more contented than workmen now employed in Government establishments?—Those who get this minimum to which I have already referred are better off and more contented. I never met a contented man yet, but I meant comparatively contented. I refer to the employées of the Bermondsey vestry. I have had some connexion with those men for some time. They are paid a minimum of 6d. an hour now, and they are fairly satisfied.

2570. What is their work?—All sorts of work, scavenging, dust work, and cleaning up generally. Of course there are certain skilled workmen, and they get the Union rate of wages recognised by their trade; but I am talking about the unskilled labourers, whether they are employed as labourers, road sweepers, or anything of that kind.

2271. Is it your experience that those men are contented with the wages they get, and with the conditions of their employment?—I say those men are fairly contented, comparatively speaking; but I say I do not know men who are absolutely contented.

Lord Derby.

2572. You told us, I think, that, as a rule, it was those who could not get any other employment who tried their chance at the waterside?—Yes. I want to make that answer perfectly clear. A large number of men work at the waterside from their boyhood, especially the men who do the harder kind of work; but generally the wharf labourers gravitate from all

1 July 1891.]

Mr. H. QUELCH.

[Continued.]

Lord Derby--continued.

departments of industry, men who are unsuccessful, men who are out of work, sink down lower and lower, until they get into a doss house, and there is no chance of getting decent employment, and they go to the waterside, where no questions are asked, as long as the men are wanted.

2573. Then does it not follow that if you improve the condition of the men employed at the waterside, men will be attracted there in still larger numbers?—Not if the improvement takes the direction which I suggest, because it will steady the labour. It would not be so much a game of chance, as it is at the present time. At present it is precisely a game of chance. You see the men outside the dock gates are like a lot of dogs struggling to get a bone. This is what attracts the men there; there is just a chance of a man getting a few hours and earning his 6d.

2574. You say that, as matters stand now, the waterside labour is attractive to a certain class of persons who cannot get employment elsewhere?—Yes, it is the last chance.

2575. If you improve the condition of the waterside labourer, can you do that without bringing a still larger influx from outside?—Yes, I think so. I think the result would be to deter others, because you see it is a chance which to a certain extent would be got rid of by the steadying of employment there.

2576. Then I understand you also said you rather objected to the employment of a large number of permanent men?—Yes.

2577. You wish the work to be casual?—Yes; that is to say, to be daily work, but to be more steady than it is at the present time.

2578. I suppose it is a fair inference, from what you have said, that no working men ought to stand outside the union?—Yes.

2579. Would you take any steps to drive men into the union if they preferred to stay outside?—I would not suggest any legal steps in that direction. I do not think it would be right, but still I say that the men have a perfect right to refuse to work with a non-unionist, and to use any means short of actual illegality to force a man into the organisation.

2580. I did not quite understand what your objection was to piece-work at the docks?—Piece-work has this effect, whether at the docks or anywhere else, that it intensifies labour. It reduces the number of men employed. It gives those who do the work a larger amount per man during the time they are doing it; but the actual amount paid for the work in many cases is less. Then ultimately it leads to task-work being substituted for piece-work, where the men have to perform a certain amount of work for a day wage.

2581. If men are paid by the day or by the hour, and not by the amount of work they do, I suppose they take it more easily?—They are never able to take it easily, but still they do not kill themselves to the same extent as they do piece-work.

Lord Derby—continued.

2582. At any rate they do not work equally hard, and there is more work for other people?—That is so.

2583. Did I understand you to say that if you had a compulsory 48 hours week, with no overtime, and no boys in some classes of employment, and no old men, and as few permanent men taken on as possible—in short, all that you have mentioned to us as desirable—still that would not be sufficient materially to improve the condition of the people of whom you are speaking, unless in addition municipal or national workshops were opened for the unemployed?—That is so.

Mr. Jesse Collings.

2584. You said that when you left your employment your employers circularised all the other employers with the view of preventing you getting work, because, as it was alleged, you had been engaged upon a strike?—Yes.

2585. Would you have any objection to giving the name of that employer?—No. The firm was Bevington and Morris, of Bermondsey. I was working there in the rug department. They dress sheep skins and make wool rugs of them. Complaint was lodged against the whole body of the men, and we were told we could all leave if we liked. We took the employer at his word, or rather the manager, for we never know our employer as a rule. I went out. I tried at several places for employment. I was told that they had been informed that we had left on strike, and that they did not want any strikers there. I went to a place where I had to send to this employer for a reference, and I was told the same thing, but when I inquired there as to what the result of an inquiry for a reference was, I was told they had been informed I had left on strike, and that they did not want any strikers there. For three months I was out of work.

Lord Derby.

2586. Men who take the lead in getting up a strike are not likely to be favoured by the employers?—No.

Mr. Bolton.

2587. Had you taken the lead in this particular case?—No, not at all. The whole of the men who came out under the circumstances were treated in the same way.

Professor Marshall.

2588. Was a list circulated amongst the other employers so that when you went and asked for employment you found the employer was already warned against you, or when you went for employment did he say, "Where were you last employed," and then make inquiry?—No, in that particular department they do not want

1 July 1891.]

Mr. H. QUELCH

[Continued.]

Professor Marshall—continued.

references or characters, and therefore I have simply to go there and ask for employment, and I was told that they had been informed that we had left on strike.

Mr. Bolton.

2589. How did they distinguish you in particular?—They asked where we had been working. Of course they do not take on a man in the street and take it for granted that he knows the work. There is a certain amount of skill attached to this work, and they ask you where you have been employed.

Mr. Jesse Collings.

2590. Do you wish to withdraw the statement that this firm circularised the employers to prevent your getting employment?—I wish to qualify it to this extent. I never saw the circular, but information came to me from those to whom I applied for employment that they had been informed.

2591. That they had been informed before you applied?—Yes.

The witness withdrew.

Mr. JOSEPH FALVY called and examined.

Lord Derby.

2596. You represent, I understand, the corn porters in Rotherhithe, in Bermondsey, and Horsleydown?—Yes, there is a slight omission there. We have a few men in the same branches of industry in Wapping.

2597. How many men are there employed in that branch of business?—I should say from 2,000 to 3,000. There may sometimes be even less than that, but in busy seasons I should say it would run up to nearly 3,000.

2598. The numbers vary a good deal, I suppose, from time to time?—Yes.

2599. What are the ordinary wages?—5s. 10d. a day, and 30s. a week.

2600. Thirty shillings a week for men permanently employed?—Yes, that is for the permanent men, what few there is of them.

2601. Taking the constantly employed and the casual men together, what do their wages average?—If you take it in that way, it may average 10s. a week, but then there are plenty of men who do not earn half 10s. a week.

2602. In short, the wages are very irregular and very uncertain?—Yes. There are a few men at each of these firms who are called first men, and they would get, perhaps, two or three, or even three or four days' work in the week. Then, it will often be the case, that there will not be an outsider employed at these places at all, and those men, of course, range about from warehouse to warehouse, trying to get employment.

2603. How is the work done; by the hour, the day, or the piece?—By the day. We do

Mr. Bolton.

2592. I understand you to say that you object strongly to admitting union and non-union men working together, or rather that you object to union men not having the absolute option of excluding non-union men from working with you?—Yes.

2593. You do not apply it in the opposite direction?—No; the employers do that.

2594. You thought it was very unfair in your own case to exclude you as a union man, but you would not have thought it unfair had you been a non-union man if you had been excluded?—I was not a union man at that time.

2595. How was it you struck?—We did not strike. What I complain about is the misstatement that was made simply because we took the manager at his word. If it had been a strike the statement would have been justified, and I should not have complained about it. I know, in one case, one of the fellows who was out with me, made an application for a license to the Metropolitan Police Court to work on a tramcar and he took it down there to be endorsed by the late manager, and he wrote across the form in red ink, "left on strike" which was not true. If it had been true one could have understood it. I do not object to the employers fighting us. We understand that is their business.

Lord Derby—continued.

not reckon, and never did reckon, hours in our work. We have not done so during the 50 years of which I can speak.

2604. Are the wages paid directly by the employer, or through a sub-contractor?—When it is day work it is paid direct from the employer.

2605. What are the ordinary hours of labour?—From six to six.

2606. Twelve hours?—Yes. Of course, there are the meal times from that.

2607. How long is allowed?—Half an hour at breakfast time, 20 minutes at 11 o'clock, and an hour for dinner, and 20 minutes at four. So we work about 10 hours actual work.

2608. Is there much overtime?—Sometimes we do a little in very busy times, but, as a rule, overtime is not worked. The men are against it.

2609. Is it very well paid for when it is worked?—It is paid for at the rate of 8d. an hour.

2610. Is Sunday work paid for at the same rate?—Yes; but that is a thing that very rarely occurs, except when a barge is sunk, or what we call hung up, that is, one barge sitting on another. Some such accident would cause Sunday work.

2611. You have already told us that the work is very irregular; what is the busiest time?—Generally speaking, the last three months of the year; after harvest.

2612. How many should you say, of the whole number you have mentioned as being employed,

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Lord Derby—continued.

make full time?—I should think about 20 per cent. That would be the very outside.

2613. Is that including the constant men?—Yes; that would be, I should say, the very outside.

2614. And, with regard to the remaining 80 per cent., how many days per week do they work?—A few of the men may get two or three days a week; others do not get one day a week. We have hundreds of young men who do not average a day's work a week.

2615. Is it less or more regular than it used to be?—The grain comes more regularly, but there is considerably less work than there was.

2616. Is the work slacker on account of labour-saving machinery?—That is one reason, but there are many other reasons besides that.

2617. What other causes are there?—One of them is what some people in this country call a blessing, the manufactured flour which comes into the country. That displaces an enormous amount of labour from the ship until it goes to the brokers. If you will allow me, I will explain how it displaces labour. In the first place, I will take American flour, and, perhaps, it will be better for me to confine myself to that. For convenience they send it in what are called half-bags, which contain about 140 lbs., 1½ cwt. They are easily handled, and two sharp men in a ship's hold would sling without being heavily pressed, 300 tons of that in a day. Whereas if that came as wheat it would take at least five gangs of men, six or seven men in a gang, and if it was a deep ship they would have to have another man on the winch, and they would average about 10s. a man. That is a displacement of labour in the commencement. Then it comes home to the warehouse. If it was wheat we should have four men in a barge, and two men pushing it into the bushel; instead of that with the flour a man or a good sized lad can sling 100 tons a day comfortably. So instead of there being, perhaps, four or five men engaged two men can take that off and shove it 8 or 9 ft. high. It remains there, perhaps, for 12 months sometimes, and not another piece of work is done upon it in the shape of labour until it is going to be delivered, and then many of the employers take advantage of the boy labour and deliver it by boys instead of by men.

2618. You do not object to the introduction of labour-saving machinery?—Yes, I do very strongly object to it.

2619. Do you propose to prevent it in any way?—Yes, I should. I have what, I think, would be a remedy. I expect you will think me very conservative in referring to the flour, and, no doubt, you will consider me very socialistic in what I am going to say about labour-saving machinery. I think that there should be a very heavy tax upon labour-saving machinery. I know some people would say if you do away with labour-saving machinery you will be doing away with engineers, but I say that my experience of a lifetime is, where you make a few weeks or a month's work for an engineer you may displace hundreds of men for

Lord Derby—continued.

a quarter of a century. I will give an illustration to show what I mean. In the place where I am in the habit of working, 27 years ago they had a little engine run up, about 7-horse power, and it only cost about 60*l.*; and two years ago in consequence of the neglect of the driver (at least I could not call it neglect, because it is a common thing for them to take drivers away to do other work in the meantime, running them backwards and forwards when they should be looking after their engines), the bottom of the boiler gave way through not having water in it and they had to have a new one. I think they had a Cornish boiler this time, rather a good one, and that cost about 50*l.* more. So that in 27 years it has had very little repairs indeed, and in 27 years all that that engine has cost has been a little over 100*l.* All that time it has been saving labour in this way. But before that little engine was erected it would take 12, or, in some cases, 20 men to land 300 quarters of wheat, that is 600 sacks, and that would be a good day's work for the men to do, even if it was going on to the waterside, that is the floor up above the water, that would take 8 or 10 men. So, from a working man's point of view, I do object to it very strongly. I say that one of the remedies for the present condition of things is, and I have thought the thing-out, as well as I have been able to do, to tax manufactured goods of every kind, the other is to tax labour-saving machinery in proportion to the amount of labour which it displaces. It would be a very easy matter to do that.

2620. You object, also, I think, to overtime?—There is very little overtime, because the men object to it. We find sometimes employers will not take the men on till after breakfast, and then they want them to hurry and work overtime. The men have said no; there was a barge there, and you knew you wanted the barge out, and you should have commenced to employ us when we were there at 6 o'clock in the morning, instead of employing us after breakfast.

2621. Do you consider that the work is of a dangerous kind?—Yes.

2622. On account of the defective machinery?—Yes. For instance, the chains of some of the engines will go from year's end to year's end, and never be examined by an experienced man.

2623. You want more frequent inspection of the machinery?—Of the machinery and of the plant and gearing. Being worked by steam, it is more necessary that it should be inspected than if it were worked by hand, because, when you put the snaught on the mouth of the sack or 2½ cwt. bag of flour, if it is German flour, you cannot work that as steadily as you can by manual labour; it is a sudden jump, and when the links get worn they will go without any warning whatever. Therefore, it requires supervision of some kind. The same thing will apply to the machinery and plant, such as the planks, and many other things which are used when we are obliged to travel with a load on our back.

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Lord Derby—continued.

In fact, when employers insure themselves, as they now do, they are apt to be quite careless about the lives or the limbs of the workmen.

2624. There is the Employers' Liability Act, but I gather from the memorandum you have given me that you are not quite satisfied with it?—No, I was under the impression that we should not be summoned here until to-morrow, and I have gathered some facts and cases which have come under my own knowledge since the Act has been in existence. I have had some hundreds of cases pass through my own hands where men have been injured. In addition to that, there is a barrister in the Temple who is very kindly looking up a case for me. I hope to be prepared with that to-morrow, and with your permission, I should like that part of my evidence to be left over, because I cannot now put the matter properly before you. Many cases have occurred where men have not been able to recover. I have myself met with an accident, and owing to the contributory negligence clause, and common employment, I have not been able to recover.

2625. Have you anything to say, as the last witness had, on the subject of the employment of old men and boys?—Yes. I differ somewhat from Mr. Quelch as to that. I hardly think that it would be fair after an employer has had 40 or 50 years sweat out of a man that that man should be pensioned off at the expense of other people. For instance, I might take the case of my own father. He was 57 years in one employ. He never saw his employer, and that is the great difficulty that men do not know their employers. It was said that the firm paid over 100*l.* a year in poor rates. After being for 57 years in one employment (and there were no holidays in his time, but he worked every day and about 60 tons weight per day passed through his hands during the whole of that time) though it was said that the firm paid over 100*l.* a year in poor's rates, I do not see why the rest of the poor people in our parish should have been compelled to contribute to my father's support after that firm had had 57 years' sweat out of him.

2626. Do you object to old men being employed?—My principal objection is that the employer uses them as a weapon against us. I know a case of a man who, as far as his general utility in a corn warehouse is concerned, would be worth perhaps a dozen other men, because the man is able to weigh flour, and every one of these bags as they come is weighed, and the weight marked on the bag, a man who is able to weigh, mark, and do many little things of that kind which the general waterside labourer is not able to do. There is always work of that kind which a granary keeper could give a man after he is past hard labour, but the system seems to be now, when all the steel is out of you to kick you out. That is my principal objection. Of course I object that an employer should still continue employing a man at a reduced rate of wages because it is, I say, neither more nor less than a getting the thin end of the wedge in.

Lord Derby—continued.

2627. What do you mean by getting in the thin end of the wedge?—If he is allowed to employ one old man, what is to prevent him employing another one and so getting the principle portion of his work, or at any rate the easiest part of it, done by old men at reduced wages.

2628. Suppose an old man is able to do half as much work as he did in the time of his full strength, is it unreasonable that he should be paid half as much for doing half as much work?—As unionists I do not think we could agree to that. Then I say, without fear of contradiction, that the men belonging to our Union always relieve the old men going on towards the afternoon or evening. We shift round so that every man has a fair portion of the work. I am speaking now of day work; and it is a common every day occurrence, when it comes round to an old man's turn, after he has had one spell at the bushel for two or three men to prevent his doing it. So that I say there is nothing to prevent the employer employing him if he feels disposed.

2629. Do you think an old man, if he desires it, should be excluded from the chance of earning such wages as he can?—For the reason which I have already given I say he should not be employed at less wages. In my opinion it would be getting or attempting to get the thin end of the wedge in.

2630. Do I understand that you claim it as a matter of right that the same wages should be paid whether a man is capable of doing full work or only capable of doing half a day's work?—Yes, for this reason, that I say that an employer does not suffer. His fellow workmen do his portion of the work, and the employer does not suffer because the man is somewhat advanced in years and is not perhaps quite so smart as the younger men.

2631. Do you mean that if half the men employed were old men, and unable to do full work, the employer would not suffer, because the other half would do their work for them?—We need not trouble ourselves about one-half the men being old men. It is quite the exception in waterside labour, especially in grain, for a man to live to get old. It is only one here and there who lives to be old. You can see the men everywhere really dying, almost dropping in the street from starvation. At 30 years of age they go into the infirmaries and die. It is unusual for them to live to be 40 years of age.

2632. Is there any foreign competition?—No. The work is too hard for the foreigners as a rule, to come and compete with us, but we feel it in this way. Ours is an open labour market and there is just one point which perhaps it would be as well for me to clear up now. In our union we do not object to work with any man as long as he is an unionist. I am one of the officers of the branch in that particular neighbourhood, and we are not at all severe on a stranger. If a stranger comes in the neighbourhood and he gets work, I, or some responsible person sees him, and says, "Our branch is so" and so, and we shall expect you to come and "join." The only ones we are harsh upon, and

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Lord Derby—continued.

perhaps you will say cruel to, are men in our immediate neighbourhood, who have got benefits equal with our own, and perhaps more, and who will not belong to us. We are obliged to put a little pressure upon such men, but to a stranger we are never at all harsh.

2633. I suppose by putting a little pressure you mean that without the use of violence you make his life unpleasant to him?—No; what happens is this. If he does not have his card stamped he will not be employed; the foreman will not employ him. We do not need to bring any pressure. That is the pressure. If he has not his card stamped showing that he is a *bond fide* member he will not get employment.

2634. I do not understand how that agrees with what you say in your memorandum, that the attitude of employers towards the unions is one of passive hostility, and in some cases of active opposition?—Quite so. While we have the majority with us it will be so, but the moment the employers get the majority it will be the other way. Seeing that in nearly every case we are unionists, at present we have got the whip hand.

2635. As I understand you then, the employer will not take on a non-unionist because of the objection the other men feel to working with him?—That is so, and he does not want his work to be stopped. He knows if he employs a non-union man the work will be stopped, and that is a loss to him.

2636. If you induce employers to refuse to take on non-union men, are you justified in saying that their attitude towards the union is one of passive hostility, and, in cases, of active opposition?—Yes, we are. They recognise it at present, because, as I say, we are able to compel them to do it, if I may use that word, from the fact that the whole of the men are unionists. I will give you the words of one employer, and perhaps that will be the best way of answering the question. I will give you the name of the firm if it is necessary. He said: "I am with you, because you have the majority, but the moment that you are in a minority, I shall be against you." Those are the words of a very large employer of labour.

2637. Whatever may be the motive, as a matter of fact, the employers, you say, will only now take on union men?—Yes, in the majority of cases.

2638. What was the immediate occasion of the strike of 1889; what did the men turn out for?—We only turned out for the rate of wages we got in 1871.

2639. Had the rate of wages fallen?—Yes; in 1871-72 we got 5s. 10d. Then, in consequence of excessive competition between the dock companies and the granary keepers, we willingly agreed to work at a lesser wage to enable our employers to compete with the dock companies. We allowed the 10d. a day to be taken off, seeing that myself and a few others knew something of the masters' point of view, and we knew it was utterly impossible for them to compete with the dock companies. Certainly there was

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Lord Derby—continued.

some amount of self-interest in the matter, because if we brought work into the neighbourhood we were benefiting ourselves as well as the employers.

2640. Since that strike there has been another, I understand?—Yes; that was at Messrs. Keen. That was in consequence of an attempt on the part of Messrs. Keen to reduce the price of the work to the piece-men, which he had previously signed an agreement to pay, and in that case it was only the old rate of wages that had been paid between 1871 and 1872.

2641. From what you have stated as your view of the case, we may take it, I suppose, that the employer would put it in a different way?—Do you mean as to the wages?

2642. Yes?—We knew the rate of wages which were got between 1871 and 1872, and during the slack periods that I have referred to, of course, it was taken off, and the men agreed to it. But, then in 1889, all we asked for, at the south side, in connexion with the corn work, was our own rate of pay, namely, that which we had conceded a year or two previously. May I say that we do not come here with any hostility to the employers, or anything of the kind. I am one of those that have, during all my lifetime, held that our interest and the interest of the employers are to a certain extent identical, and we do not come here because we are opposed to the employers as employers. There are one or two exceptional firms, and I think it only right that they should be mentioned, who are in favour of the Union, and they candidly admit that the unionists are the best workmen, that the work goes on nice and quiet and comfortably. I may say, with regard to one of them whose name I will mention, that the foreman has been laid up for the last six or seven weeks with influenza, and that the gentleman has been obliged to manage his own business. Only last Friday that man sent for me and told me how pleased he was about the comfortable manner in which the work had gone on and the nice way in which the men had performed the work, without any driving from him, because he never went near them after he gave them their orders in the morning; and, I should like to say, if the employers would meet us in anything like that friendly spirit, the men would be always ready to meet them in the same way. The firms I referred to, and the only two firms that I know of that are really friendly with us, and who say that the unionist is the best man, are Gardiner, Gardiner and Tidy, Farrands Wharf, Bermondsey, and Mr. Husband, High Street, Wapping. Either of those men, under any circumstances, would let their work stop rather than employ non-society men, because, they say, that the society men are worth more money to them, and so they are.

2643. They strictly maintain the monopoly of the union?—There may be some selfishness in it because they say as a rule they are the better workmen.

2644. As a matter of fact whatever the motive they do so?—Yes; and I think it right I should

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1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Lord Derby—continued.

mention that our being unionists does not by any means make us worse workmen, or anything of that kind.

2645. Is there anything else you wish to add to your statement?—Yes. I wish to speak as to the case of a man suffering from his loyalty to the Union, and that is a most important thing to us. We have not been able to get certain men to come here to give evidence for fear of their employers.

2646. You say in your memorandum that a number of men have from time to time suffered for their loyalty to the Union?—Yes.

2647. But you told us just now that the employers were so willing to act with the unionists that they would not take non-unionist men?—Quite so, and that is just where it is necessary that I should make some qualification in order to show you the way in which it is done. I am speaking of those who, as I have just told you, are with us while we have the majority, but who would be against us directly we were in the minority. They do spot and mark any man who takes anything like an active part. Although they will tell us on the one hand, "If you have any complaints send somebody to us, and we will see if we cannot settle it"; yet if that man has the misfortune to be out of work he will find he is left out. Men will be taken on in front of him, behind him, and on both sides of him, and he will be left out although there is no reason for leaving him out except that he has taken an active part. The man's own senses will show him that that is the reason. He will get spotted. They will not employ him. Suppose a man has got a job, and he is standing lowering a sack, and a foreman or master is going by in a steamboat, he will say, "Oh, you have got that agitator there; you had better get rid of him." I am telling you what I have suffered. For nearly 10 years I was as nearly starved to death as any man in this world. Not because I was unable to do my work, not because I was ever drunk, for no man can accuse me of that, and no man could ever say I was not able to do my work through drink, and in addition to that I was able to do many things that many other labouring men could not do in connexion with marking grain and things of that kind, yet I was as near starved to death as possible, and the only offence that I committed was being a unionist; yet I daresay you will have some gentlemen called before you who will tell you that it was nothing of the kind, but I am telling you what I have personally suffered, and not what somebody else has told me.

2648. You say the only offence you had committed was being a unionist?—Yes.

2649. And yet you have told us that only unionists are employed?—That is since 1889. The society which we now belong to came into existence about 1871, and unfortunately our numbers became very much reduced. We had been about 18,000 out of 28,000 on the south side, and we fell down to about 300. There was only one branch in existence. I was the only

Lord Derby—continued.

unionist in my neighbourhood at that particular time, and I had to suffer in consequence because I remained a unionist the whole of the time.

Professor Marshall.

2650. When you were speaking of labour-saving machinery displacing workmen I think you said that a particular part of the machinery would displace seven men, each of whom would be earning 10s. a day?—Yes; I commenced with a vessel discharging flour.

2651. Are there very many men who would earn 10s. a day?—If there were 300 tons that would be 800 quarters, and that would take three gangs, we will say, to discharge. At any rate it would take two at the very least, and that would be rather a big day's work to do by hand. That would be 400 quarters each. That would take eight men, and you may safely say the average would be 10s.

2652. How many men do you think would be earning 10s. a day?—If a vessel brought 300 or 400 tons of flour she would probably bring 300 or 400 tons of wheat.

2653. You mean that several men, at all events, would be earning 10s. a day?—Only those gangs who were discharging the wheat. It does not apply to any other men on board the ship, not to the general labourer.

2654. I want to know at a busy time about how many men would be earning 10s. a day?—There might be 200 or 300 at work in different parts of the dock.

2655. Out of how many?—Out of the entire batch.

2656. You say there would be 200 or 300 men earning 10s. a day; out of what total?—Out of the total that were looking for employment. It would depend upon circumstances. Sometimes we have had it happen in very busy times, and in very hot weather, that we have not been able to get men at all from the fact of the work being so hard.

2657. Do you agree with the statements made by the last witness, as to the average wages of 25 per cent. of the men being 1l., of another 25 per cent. 5s., and of the remaining 50 per cent. less than 5s.?—Yes, quite so, and I am amongst the men every day of my life.

2658. Fifty per cent. of them will get less than 5s.?—Yes.

2659. Do you include people who occasionally look in at the docks?—I am not speaking of the docks. They are not docks where we are, I am speaking of granary work, corn work.

2660. Considering that when work is good the men seem to get 10s. a day, how is it that there are only 25 per cent. who get 1l. a week, and that the remaining 75 per cent. get either 5s. or less per week?—You are mixing the two sets of men up. When I spoke of men earning 10s. a day, I was then speaking of men who would be discharging wheat out of a ship's hold, which is piece-work. The others would be men who would be working from 6 to 6, with the exception of their meal times, along the waterside, and

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Professor Marshall—continued.

they would get 5s. 10d. a day, that is supposing they worked the full day.

2661. When you spoke of there being 75 per cent. who were getting 5s. or less per week, are we to understand that those who were working piece-work were not included?—Yes.

2662. And that the numbers you gave only refer to casual labourers?—And to day work.

2663. So that this would not show us what the real average is?—The average would be about 10s., but what we are anxious about is the men who work along the waterside, who sometimes do not get a day a week and their average earnings do not amount to 5s. a week.

2664. What I want to know is, how many of those who endeavour to get what work they can at the docks get 5s. a week or less. In order to justify this statement of 75 per cent. getting 5s. a week or less, are you or not compelled to include as dock labourers people who occasionally go to look in at the dock?—When we make that statement we are not including those men. When I spoke of the men who are earning 10s. a day I merely gave that as an illustration to show where the labour-saving commences with flour coming into the country already manufactured. But as to the labourer along the waterside, the 10s. a day does not apply to him at all. His money is 5s. 10d. a day, or 30s. a week if he happens to be a constant man. They are two distinct things altogether.

Sir John Gorst.

2665. What is the name of your union?—South Side Labour Protection League.

2666. Are all the men who are members of your union employed in granaries?—No.

2667. Are some of them employed in discharging ships?—A portion of our members work in the Surrey Commercial Docks.

2668. Discharging ships?—Discharging ships.

2669. And others in granaries?—Yes, the portion of our membership which I represent here are granary men, Rotherhithe, Bermondsey, and Horsleydown, and a very small number in High Street, Wapping, which is on the other side of the river.

2670. Are there granarymen men who confine their work to the warehouses, or are there granarymen who also discharge ships?—These men work in the granary. They very seldom indeed go to any other kind of work.

2671. You have described some young men who you said did not get a day's work a week?—Yes.

2672. How do those young men live?—That would be a puzzle that I think very few of the men could even themselves solve. It is not a living.

2673. Are those young men members of your union?—Yes.

2674. How much do they pay?—2d. a week.

2675. Do they pay this 2d. a week whether they are in work or out of it?—Sometimes they are out of work for two or three weeks, but when they get paid they will come up and bring themselves into the limit.

Sir John Gorst—continued.

2676. As soon as they get a day's work in the week, a week's pay becomes due?—Yes.

2677. Can you do anything for these men beyond qualifying them for employment, do you give them any assistance when they are out of work?—None whatever. To give out-of-work pay would be simply introducing a lazy scheme.

2678. If there is a strike would they be paid strike money?—Yes; if they were called out by the executive, not if they came out on their own responsibility. We do not allow men to do that. If they are called out by the executive, then we allow them 10s. a week.

2679. Do they get any sick pay?—No.

2680. Nor any sum of money on death?—No. There are one or two branches which have a burial fund, which they pay a halfpenny a week to.

2681. Is the payment to the burial fund extra?—Yes, and it is kept clear and distinct from the labour fund. It is kept in a separate account.

2682. Do you give the members of your union any legal assistance. Suppose, for instance, they have an accident, would you assist them in enforcing their claim against their employer?—Yes.

2683. Would you assist them by money, or only by advice?—By money. Suppose a member of my branch meets with an accident, which has in more than one case happened, we have what we call a whip round, we have even sometimes a concert to raise funds.

2684. With which to maintain his claim?—Yes, in order to bring an action.

2685. Is there any other advantage which the members of your union get besides those you have mentioned?—No, none that I am aware of.

2686. You cannot tell how these young men live, do they work at other employments besides grain shifting?—Very few of them indeed know anything of any other kind of work, only grain work. They come along as boys, and they are employed while they are boys and put to hard work, and really they are half killed, and when they ask for men's wages in a very large majority of cases they do not get employment at all.

2687. Where do these young men come from?—They are most of them born in the neighbourhood.

2688. At what age do the boys go to work in your branch of the business, that is in the granaries?—There is a lot of work which a boy can do, and which I should define as boy's work, what I did myself when I was a boy in a warehouse. That would be, for instance, to sweep up and to keep the place tidy. That is boy's work.

2689. At what age do they begin that?—There was no school board when I used to do it. I was barely nine years of age when I commenced. Of course they do not go so young now.

2690. At what age do they go to work now?—Boys go when they are 14 or 15 years of age.

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued

Sir John Gorst—continued.

2691. They do not go when they are younger ?
—No, I do not know of any cases in our immediate neighbourhood.

2692. What wages will they get ?—6s. or 7s. a week.

2693. Are they generally the sons of men who are employed ?—In very many cases they are.

2694. Have your unions any rule about these boys, would you allow a strange boy to come in ?—Yes.

2695. Would he be required to belong to the union ?—No. Up to the present we have no branch for boys, but it is one of the things that we are about to take in hand. In fact we passed a resolution last night, and there is to be a meeting called specially to take into consideration that very question.

2696. What was the resolution which was passed ?—It was a resolution to take into consideration the question of boy labour.

2697. Did you come to a conclusion upon it ?
—Of course not. That would be utterly impossible until we called the committee together to discuss that question, and that only, and to define what boy labour really means if it is possible for us to do it.

2698. At what age do you consider a boy becomes a man in your branch of business ?—He is generally looked upon as a man when he is able to do a man's work. Some boys are better men at 18 years of age than others at 23 or 24.

2699. Then you do not have a fixed age ?—No.

2700. When a boy at the warehouse begins to do man's work, and is fit for it, would you then call upon him to join the Union ?—Exactly. What I should say, would be this. Directly the employer calls upon him to do man's work he should pay him man's wages.

*(Sir Michael Hicks-Beach here took the Chair.)**Mr. Tait.*

2701. You have not in your evidence in chief stated anything about the question of hours of labour in so far as restrictions on it are concerned. Would you tell the Commission what are the opinions of your members in regard to the question of reducing the ordinary working day ?—We are unanimously of opinion that it would be a good thing if we could reduce the hours considerably, say to eight. Our reason for that is this; we say, if the hours were reduced to eight, it would mean this. We will say a gang of eight men is now taken on at 6; if the men only worked eight hours instead of 12, 12 men would have to be taken on, and that would mean taking four men in that one gang out of the ranks of the unemployed.

2702. Will you tell the Commission if the opinions which are expressed by you have been taken from a vote of your members or resolutions passed at your meetings ?—Yes, it has been taken by votes of our members. I may say, I am not a very old believer in the thing,

Mr. Tait—continued.

myself, because until latterly I did not believe that it would be any remedy; but the thing has forced itself upon me, in trying to solve the difficulty of the unemployed. I am very pleased to say that we have one, at any rate, of our employers who is of that opinion too. In fact, he has commenced the system.

2703. Can I correctly say that the nominal working day of the corn porters at this time is 10 hours per day ?—Yes, deducting the meal times.

2704. During these past 10 or 12 years have the Corn Porters' Union made any approaches to their employers for a reduction of their working day ?—No.

2705. They have strictly confined the working of their organisation to the question of wages ?—Yes. All we asked was to go back to the old rate of pay, and it has been a continual fight, on and off, as to that.

2706. Would you tell us as to whether your Union is desirous that a reduction of working hours shall be brought about by the ordinary means of organisation or by the enforcement of the State ?—We are of opinion that it will never be brought about by the efforts of trades unionism, and that certainly the State will have to interfere with the object of giving a little employment to those who now get none or very little.

2707. What is the position of your Union as regards wages ?—I do not quite understand you. Do you mean, should we expect the same rate of pay for eight hours as we do for 12 ?

2708. If you call upon the State, as you say, to regulate the hours, what is the opinion of your Union about the State taking any control over the wages paid ?—That is a matter which I have never taken a vote of my branch upon. Personally, I should be opposed to state control. That is my own private opinion. I think we understand the subject better ourselves than any officials whom the State could appoint.

2709. There seems to be some little misapprehension on the part of Professor Marshall in regard to what you said as to 75 per cent. of the men that are working in connexion with your trade, being unable to get any more than one day's work per week. Is it correct to say that three out of every four men that are at present seeking for daily work at the docks do not get more than one day's work per week ?—Yes, that is so.

Sir Michael Hicks-Beach.

2710. Do you refer to the docks ?—I used that term, but I thought it was understood it applied to corn granaries. Of course the two things are not quite alike. For instance, we do not recognise, and never have recognised, work by the hour, it has always been a day's work, or half a day, as the case may be. Perhaps you will allow me to make myself a little more clear. In most of these places they have a few permanent men, in some places only two or three, in others perhaps half a dozen. Of course they

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Sir Michael Hicks-Beach—continued.

would be at work every day. Then there come what we call the first men. There may be perhaps three or four men who are a bit handier than the others, and who would be called upon, even if work were a bit slack. They perhaps would get four or five days' work a week, or during some weeks, in busy times, they might be at work all the week. Then you come down to another section who would only get a couple or three days a week. Then there is another section who would not get on an average more than one day a week, sometimes hardly that.

2711. Has your Union ever expressed an opinion as to the State interfering with strikes and as to the appointment of a conciliation board?—No.

2712. Would you object to giving your opinion on that point?—Not in the least. I should be opposed to it. I should fight against it. I am afraid we should be likely to have such men as Sir Peter Edlin, and Mr. Slade, and men of that kind, appointed upon the conciliation committee or arbitration board, or whatever it might be called, and we should have men who are large shareholders in certain companies, whom we were just going to fight. You would not hear anything about their being shareholders until an intimation was made to that effect; they would not have the manhood to suggest it themselves. I do not think you can wonder at men being opposed to appointing such boards of arbitration in regard to questions of this character. I should be opposed to it.

2713. You say your Union does not give any pension or out-of-employment allowance?—No.

2714. You give the benefit of legal assistance?—Legal assistance, but I may say that does not come out of the funds. Generally there is somebody in the branch who takes the matter in hand, the chairman, or some other member, and he will get legal advice for him, but in the majority of cases it is money thrown away. The funds are only employed for the ordinary expenses of working, and for strike pay.

Mr Mann.

2715. Will you state whom your Union embraces. It embraces some factory operatives?—Yes, a small number.

2716. Some wharves where general cargo is dealt with, and granaries?—Yes.

2717. And a portion of the men employed in the only docks on the south side of the river, that is, the Surrey Commercial Docks?—Yes.

2718. You alluded to 10s. a day being earned by some men. Am I right in supposing that that 10s. is earned only by corn porters proper?—Yes.

2719. And the corn porters proper are a very small proportion of the total number of the men represented by you?—Quite so.

2720. So small a proportion that they do not materially affect the average rate of wages?—Very little. I mentioned that simply to show how flour coming into the country affected the labour market. That was my only object in mentioning it.

Mr. Mann—continued.

2721. Then your members are engaged, some in discharging ships mid-stream, some at wharves, and some at the deal and grain ships at the Surrey Commercial Docks?—Yes.

2722. Do you still adhere to the statement that, taking the whole of the membership, 10s. a week for the year round, is a fair estimate of the wages taken by your members?—Yes, rather over.

2723. Out of that what would an average workman pay for rent?—The majority of these men are married, with families, and some of them are compelled against their will to live and sleep in one room. That is a common thing. The poorer the neighbourhood the higher the rents; and it is a common thing for them to have to pay 3s. 9d. or 4s. or 4s. 6d. even for one room. Let me give an illustration: the house I was born in, which was an old house then—it is 60 years older now—we were paying 4s. a week for, and it now fetches 11s. That is a fair illustration of the way rents have gone up.

Sir Michael Hicks-Beach.

2724. Is that for the whole house?—Yes.

2725. How many rooms?—Four.

Mr. Mann.

2726. With respect to the dispute you had at Keen's Wharf, do you remember how that was settled?—He agreed, I think, to give what he attempted to take off.

2727. Do you remember anything of the negotiations which took place that caused him to give the increased rate?—Oh, there is no mistake about that. He was compelled to do it.

2728. It may be within your knowledge, in any case in Mr. Quelch's knowledge, that certain negotiations took place between the employers in the port of London with a view to bringing Mr. Keen up to the standard that was recognised then by the employers in the port. Do you remember that that was so?—Yes.

2729. In consequence of the negotiations that took place between the representatives of the union on the one side and the Employers' Association on the other, and in consequence of the Employers' Association admitting that Mr. Keen was not paying what they considered the proper standard rates, Mr. Keen did comply, did he not?—Yes.

2730. Supposing there had not been that recognition on the part of the Employers' Association, would not your case have been more difficult; would it not have been more difficult for you to have brought Mr. Keen to book?—When I said I was opposed to a board of arbitration I was under the impression that you meant a state board of arbitration, that is, officials appointed by the Government. Now I should be opposed to that, but I should certainly not be opposed to a board of arbitration where there were employers of labour on the one side and workmen on the other, and where both sides were practically acquainted with the technicalities of the work. I am in favour, and have

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Mr. Mann—continued.

been all my life, of arbitration in preference to strikes. Personally I am opposed to strikes; I would do everything I could before resorting to them; the strike should be the last resource. Any board of arbitration outside the State I would welcome, but certainly I would not welcome a State board of arbitration.

2731. Your Union has had some knowledge of the difficulty which arose where the employers refused to submit the case to arbitration?—Yes.

2732. Did that tell in your favour or against you?—Against us.

2733. It was decidedly against you?—Yes.

2734. Now supposing there had been in existence a body (irrespective of whether it was recognised by the State or not) which could have said, "We shall examine into the rights and wrongs of this particular case and make the facts public," would that have been in your interest or not?—That would have been in our interest, certainly. That is all we wanted.

2735. Now supposing such a body existed, and you on the side of the men, as Union officials declared, "All we want recognised is a fair return for labour done," would it not have been directly to your interest to have submitted that case to what we will now term a State board of arbitration, that should have the power to step in and examine into the rights, or wrongs of the case, and give an official opinion as to what was the proper rate of pay to be received by your members. Would not that have told in your favour?—If it was a State board, I do not believe it would.

2736. Where would the special difficulty come in by reason of its being a State board? You suffered because no such body came in, did not you?—Yes; and I believe we should be still likely to suffer, because we would have to submit our case to men who practically knew nothing whatever about it.

2737. That brings us to this, that you are afraid of the composition of the board?—Of the State board.

2738. But supposing you were satisfied with the composition of the board, supposing that the board that should be established was an accredited board, properly representative of the interests of both sides, then would you have anything to fear or to oppose?—Certainly not. That would remove the difficulty.

2739. Then you are not, as I understand, opposed to a State board of arbitration. You are only opposed to a one-sided board of arbitration?—It would certainly depend a good deal upon how the board was constituted.

Mr. Ismay.

2740. Do I understand you to say you have worked a long time at the docks?—Not at the docks, but at the granaries all my life.

2741. You were born in the neighbourhood?—I was born there, and worked there. It is over 50 years now since I commenced to work.

2742. Are you living in the house you were born in?—No, I am not; but still the house is

Mr. Ismay—continued.

standing. I was born within 50 yards of the waterside.

2743. You said your father worked for 57 years for one employer?—Yes.

2744. And he never saw that employer?—No.

2745. What was his employment?—He was employed in a corn granary.

2746. One of your grievances is that you do not see the employers now?—Certainly; it is because my experience is where we are able to get directly at the employer we get better treatment, both in wages and in every way. It is where we have to deal with companies, where we have a managing director, with no soul and no heart, who has to secure as much as ever he can out of the white slaves in order to pay big dividends and large salaries to officials who are doing no work, that we meet with difficulty. Our experience is where we get in direct touch with the employer that we are more decently treated.

2747. You told us that your Union covered various trades, the Baltic and the grain trade?—Yes.

2748. Do the men who work deals go and work grain?—Very seldom indeed. That is a peculiarity of the particular kind of work I represent here. Generally speaking they take to it as boys. When a boy comes into the docks he commences loading these timber carriages and in a very large majority of cases seldom does any other kind of work. I have known scores of men who never earned a halfpenny at anything but deal or wood work.

2749. Why should not that man go and work corn?—There is nothing to stop him, but the same thing would apply to many scores of men at the corn work.

2750. Would it not help to raise the average of their wages if they were to exchange work?—It generally happens, seeing that it comes from the same part of the world, that when there is work in one there is work in the other, and as a rule both branches are slack at the same time. Then the men who are up to the corn work get the preference, and the men who are doing the deal work get the same.

2751. Do I understand you to say you do not complain of the rate of wages so much as the excessive number of the unemployed?—As a whole I do not think we have very much to complain of as to our wages, seeing that we are far ahead of many other classes of labourers. Certainly it is very hard work for a man to be running about with four bushels of wheat on his back. Frequently on a hot summer's day I have been running about with flannel shirt and trousers for 100 yards, with a sack of wheat on my back, and directly I turned round I could see another waiting for me. I was running backwards and forwards, except meal times, for 12 hours.

2752. Have you any opinion to express with regard to the permanent men?—Yes. We object to them. My principal reason for objecting to permanent men is this: Our experience has been on scores of occasions that the employers only

1 July 1891.]

Mr. JOSEPH FALVY.

[Continued.]

Mr. Ismay—continued.

engage these permanent men on purpose to fight the unions. That has occurred over and over again. Upon one occasion a wharfinger in the general trade went so far as to bring some old men out of St. John's workhouse and engage them as permanent men until he succeeded in breaking up two or three small branches of our Union in that particular neighbourhood, and the moment he did that he discharged all these men whom he had made permanent. They do it simply on purpose to defeat us, and if they succeed in defeating us in a week or two these men are discharged.

2753. As a unionist you object to that?—Yes, on that ground, because it is only a means to an end.

2754. You think the masters would become independent of the Union if they got a sufficient number of permanent hands?—They might do so.

2755. Are the constant men unionists?—Yes.

2756. Then you can call them out?—No, we cannot call them out. The men would have to give a week's notice, or else we should have them hauled up at Southwark Police Court. The men are bound to give the lawful and legal week's notice. The master may do it in this way: He may watch his opportunity and attempt to do something to us on the Monday morning. The constant men could not give a week's notice until the following Saturday, and would be compelled to do work which his fellow unionists had refused to do, rightly or wrongly; he could not help himself. That is what we object to. The object of the master is not to benefit the men by making their employment constant, because they do not make the crippled man, or the man who is not smart, permanent men, but the men who are made permanent are some of our very best men.

2757. And they are paid accordingly?—They are paid 30s. a week.

Mr. Mann.

2758. Less than the casual?—It is 10d. a day less than the casual, besides many a half hour they will steal from them. The casual men work until the clock strikes 6. Then of course they jump up and go for their money, and then the constant men have to go and shut up two or three barges, and perhaps are engaged nearly an hour.

Mr. Ismay.

2759. Do they get extra for that?—No they do not. It costs them 8d. if the extra men stop to do it.

Sir Michael Hicks-Beach.

2760. You spoke of one firm who had adopted the eight hours day?—Not quite an eight hour day. Perhaps I did not make myself clear.

Sir Michael Hicks-Beach—continued.

2761. Will you explain what it was?—He has adopted this system: Instead of starting at 6 in the morning he starts at 8. I said it was a step in the direction of an eight hours' day. He starts at 8. It means this: that whereas if he started at 6 o'clock in the morning he would require only eight men, by starting at 8 o'clock it means that he employs 12. Many days he has three gangs of men at work, and it means that he is employing 12 men more than he did previously.

2762. They being all paid at so much an hour?—No, they are day men.

2763. Then is he paying more wages in the total than he was previously?—They do not go to work until half-past 8. He stops the 10d., so that the men working from half-past 8 till 6 will get 5s., whereas if they worked from 6 in the morning they would have 5s.-10d. So that they are really better paid in proportion.

2764. But the men are receiving less wages?—The men suffer certainly the loss of this 10d., but the employer is losing considerably more than that.

2765. Still the men are not receiving as much wages as they would if they began at 6 o'clock?—No, but still the object of the men is to benefit those other four, eight, or 12 men, as the case may be, so that the men are willing to give way a point or two on their behalf.

2766. How long has this been going on?—It has now been going on for six or seven weeks. He says he has no objection to working the eight hours except that he has to compete with the others. He says he does not see that there need be any obstacle in the way at all. He does not see that there is anything in the world to prevent it being done in a regular way. The result is that instead of employing 20 men he employs about 30.

2767. Do you mind giving us his name?—I would rather not, for this reason: This same employer has suffered very considerably from fellow employers in the neighbourhood.

2768. In what way?—He has been insulted, has been called a blackleg on the Corn Exchange at Mark Lane, because he has been favourable to us. I would be very sorry to give his name. He is a good employer and always has been, and I should be very sorry to do anything here that would be likely to cause him to be further insulted. He abstained from joining the Masters' Association for a very long time, but he was compelled, in consequence of the annoyance he was put to in the course of his business, and for the sake of peace, to join them. They talk about our bringing coercion to bear upon the men, but if that is not coercion on the part of the employers I do not know what it is.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

2 July 1891.]

Mr. J. FALVY.

FIFTH DAY.

Commission Room, Westminster Hall, Thursday, 2nd July 1891.

PRESENT:

THE Right Hon. THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.

Mr. TOM MANN.
Professor MARSHALL.
Mr. H. TAIT.
The Right Hon. Sir JOHN E. GORST, M.P., and Mr.
GEORGE LIVESSEY (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. JOSEPH FALVY recalled and further examined,

Earl of Derby.

2769. I think you have some further evidence that you wish to give to-day?—Yes, with reference to the working of the Employers' Liability Act. Before I proceed to answer that question, might I be allowed to say that just at the close of my evidence yesterday I think I was asked by Sir Michael Hicks-Beach if I was prepared to give the name of the firm who had taken a step in connexion with the eight hours' movement. On the impulse of the moment I thought that it would be unwise to do so, seeing that the particular employer would suffer ten times more than the men, and I declined to give the name. I am prepared to give the name now, but I would rather that it did not go into the press; we have not many friends, and we do not want to give the names of those who are friendly, but I am prepared to hand in the name of the firm, that is, the name of the firm which has taken a step in the direction of the eight hours' movement (*handing in the name*).

2770. Now will you tell us what your objection is to the present working of the Employers' Liability Act?—Yes. With your permission, there was one very important thing with reference to a section of our men yesterday, and it is connected with the Employers' Liability Act, and the section as to Thames steamship workers. They complained, and with very good reason, that when these steam winches are at work there is no means of conveying the escaped steam either into a condenser or into a pipe to have it conveyed into the water, or anything of that kind. As a rule the pipe runs down from the winch, level on the ship's deck, and the steam runs out in that way just outside the ship's

Earl of Derby—continued.

bulwarks. In the majority of cases the whole of the time when the goods are being lowered this steam is permitted to come out, and even on a bright summer's day, when the man is standing at the hatchway, it is utterly impossible for him to see those working underneath, and the result is that many accidents have occurred, and also many men have been scalded. Upon one occasion I got a new jacket from a Steamship Company, because in walking by on the barge's deck the steam started out and smothered me. It happened that the inside of the pipe was corroded, and I got the benefit of it on my jacket, and they gave me a new jacket. We have had many serious accidents from the man at the gangway, who directs the men at the crane, because it has been utterly impossible to see the man in the barge. We say that that could be altered by the expenditure of a few shillings, but seeing that the whole of the workmen are employed in what is called common employment they cannot recover. Of course, if a foreigner is working at the crane they are also shut out. That is one of the things in connexion with the Employers' Liability Act, under which our men suffer to a very great extent. With reference to the general working of the Act, out of a number of cases I have selected a few which have actually been fought out, and I propose to give you the result, and endeavour to show you the uselessness, as far as the Act is concerned, to the working man of that Act. The first case I should like to mention was a case of one of our men. I should explain that some of our men in the winter time, if they are slack, and if they can get a run in a steamboat they do it, but at

2 July 1891.]

Mr. J. FALVY.

[Continued.]

Earl of Derby—continued.

the same time these men are not sailors or they were not, in the proper sense of the word, up to the deciding of these actions. In this case a man named Grace got a run across to St. Malo; when the vessel was going out from the river, under the directions of the chief engineer, it appears that they had the cover to the shaft to the connecting part of it, and they got the vessel under weigh without putting the covering on. Acting under instructions Grace had to go round to the back of the engine to get a spanner, and in hurrying back to bring the spanner, as the engine was starting he fell into the crank, and the result was that his leg was smashed up. It was considered to be one of the best jobs that was ever in Guy's Hospital, to come out with a leg in any shape at all. We entered an action in the Southwark County Court; it was very early after the Act was passed, and at that time there was some doubt about it; we went before one of the ablest county court judges, and ablest lawyers, Judge Stonor; and after hearing the case they asked for an adjournment, and he made an order that they should allow Grace 1*l.* per week, which turned out to be 15 weeks, for one of their witnesses to come home, viz., the chief engineer. When the chief engineer came back he swore that it was under his control and directions that Grace was working, and it was while acting under instructions that he gave him in going after the spanner that this accident happened, and he also admitted saying, "Never mind, we will put the cover on after we have got under weigh," that is, fairly out of the river and at work. The defendant in that case was the owner of a small steamboat of the name of "Cawthorne"; he does brokering in Mark Lane, and he was insured in the Steamship Insurance Company, and they went to the Court of Appeal on the question of whether he was a seaman or not. They hold that a seaman could not recover under the Act, although the judge sent up very strong remarks in support of the plaintiff in the case. But notwithstanding that the judges said that they were sorry indeed, seeing the terrible injuries that the plaintiff had sustained, that they were compelled to decide against him on the ground that he, being a seaman, could not recover. The result of that was that he went into the infirmary and died a very few weeks after the appeal case was decided. We hold that that particular instance shows that if one poor man has the misfortune to go to sea and happens of an accident he is completely shut out of the benefit of the Employers' Liability Act. I should add that the man in this case did not go as a seaman but as a fireman. There is nothing to learn in a voyage across the channel, only to throw some coals in. The next case is that of Robert Brown, another waterside labourer, living at Prince's Street, Rotherhithe; he was severely injured by one Appleby, a contractor; he was a stevedore contractor. This man met with his accident and brought an action against Appleby—Appleby was insured (I shall have something to say presently with respect to insurance)—and they took up the defence as they always do in

Earl of Derby—continued.

those cases, and fought us in every step that they possibly could from the commencement to the end. A few days before the action came on in the Southwark County Court the defendant, acting on the advice of the Insurance Company, got a bill of sale upon his goods. The man got a verdict for 45*l.*, and up to this moment the poor plaintiff has not got a penny of his 45*l.* damages, or a farthing of the costs either. This is one of the ways in which an employer can evade the Act. What we say with reference to insurance companies is that if they take up a case and defend it, which they do with tooth and nail, as I have already said at the commencement, with pleadings which involve in the course of the action spending even three or four times the amount of costs which there need be; and yet at the last moment after you get a verdict most of those insurance companies, if they can drop the defendant, will do so. Or the man is a man of straw, and we can get nothing because he has made over his goods, as in the case I have referred to. What we say is that if an insurance company takes up a case of this kind and fights it outright to the bitter end then insurance companies ought to be held responsible for the verdict if we get one. If this is not done it is quite useless to fight a case. If the employer is insured and a man meets with an accident, and the insurance company takes the matter up, acting under their advice, he will evade his responsibility by a bill of sale. After we get a verdict the insurance company shows that it has happened through some negligence which he might have prevented. They drop upon him and take him to the Court of Appeal, and the result to the poor injured workman is the same, viz., that he gets nothing for his injuries. With reference to the insurance companies, as I have just stated, it is almost impossible to recover from them, because they fight you to the very bitter end, and you will understand that it is a difficult job for a poor man, if even he has the help of his friends, to raise a few pounds. But where we have to fight oftentimes a rich company, where they have the aid of the best solicitors and the best counsel in London, I think you will see the impossibility of a man recovering anything under the Act. Again, we also complain that even at present if the insurance company agrees to take over the liability there is no security. We say that the insurance company who took over this insurance liability under this Act should be compelled to deposit something like the same amount as has to be deposited in the case of a life insurance. I believe the sum that they have to deposit is something like 20,000*l.*, so that if there is an unfortunate run of claims there is something for the insured to fall back upon. But with those insurance companies, and they are very numerous, to-day I am informed the premium is so low that it is no longer an inducement to the employers to insure. At the same time we contend that it tends to make the employer more careless than he otherwise would be. Until this Act came into force many of the employers really did not know any better but

2 July 1891.]

Mr. J. FALVY.

[Continued.]

Earl of Derby—continued.

that they were liable, and we did not have as many accidents as now. I am speaking of my own particular district; that of course I know about. We did not have the number of accidents which we have had since the Act came into operation. The employer insures, and it appears that it makes him careless whether his men meet with an accident or not. If a carman even when sober goes along the street and knocks down a man or a woman or a child, he is liable for manslaughter, and if he has the misfortune to get a pint or two of beer no one has any mercy upon him; but you may complain to an employer as often as you like to do so, and things are not altered until some one meets with an accident. Sometimes the thing is allowed to go on because the men are afraid to report it to the foreman, and if you do so you are a spotted man, and he will tell you, "You know too much, you go on, you know too much," and the result is that the man who has the courage to point this out or complains the next day or the next week is left out. Men dare not complain because of this. Men with families, of the two risks, elect that of going on working and chancing it, especially where they have a wife and family dependent upon them. We say that where we can prove that there is any defect in the gear or anything of that kind, where we can prove that the employer, or some responsible person on his behalf, has been made acquainted with it, it ought to be a criminal offence, not an offence in which he could escape by merely paying two or three shillings a year to an insurance company for every 100% that he may pay in wages. The employer ought to be called upon to take more precautions than he does at present. We believe if something of that kind was in existence employers, and those who may have to see this matter carried out, would be more careful. Just to give one illustration, upon one occasion I was using a lowering rope from the corn crank on to a barge, we have a cleat at the side of the board, which is hung with a cleat. It is like an arm fixed on the doorway with a piece of wood fixed in the centre. Naturally that rope wears away, and a rope that would lower safely a sack of oats would not lower safely a sack of flour weighing 2½ cwt. I said to the foreman, "That rope is not safe for wheat, it might do for oats." He said, "You go and hang it, you are always finding fault," and I replied, "But it is not fit for lowering wheat." If I go on then we come to the contributory negligence clause, and that being so I would not be able to recover, because it would bring me under the contributory negligence clause. In that case if I or any other man was present and heard me complain about that particular rope not being safe notwithstanding that I had complained to a responsible foreman, the mere fact of our going on with the work, especially after my complaining, would bring us under the contributory negligence clause. That is all that I have to say with regard to the contributory negligence. Now we do not feel it quite so severely as the doctrine of

Earl of Derby—continued.

common employment, because contributory negligence is a thing that the county court judges leave to the jury—under common employment, as they say there is the Act of Parliament and they cannot go outside of it. There was another case I wish to mention that brings us under the head of common employment. This is a case that only lately occurred, it is the case of a man named Sullivan, who was at work on a building which is now going on in Queen Victoria Street. It appears that the building was taken in the first instance by a contractor and he has sub-let it to three other contractors, the brick-laying and the stone-masonry and the carpentering and the work appertaining to that part of it—the masons, plasterers, and decorators. This man Sullivan was at work for the plasterer in the bottom of the building, and they were pulling up bricks by the basket. There were three distinct sets of men under different masters. The plasterer's man is at work at the bottom of the building as I said before. This is a case of a man who belongs to us. Some of our men go to bricklayers' work, and this man is a member of our union and he goes to this work. I do not wish to press this case any further than to say that he is a labourer and it bears strongly upon the doctrine of common employment. The result was that two bricks fall upon this man's head and he is sent to St. Thomas's Hospital and he dies and an inquest is held upon him and the verdict is "Accidental death." In that case we tried to get something out of it. We had a counsel sent down, even to that inquest, and because it was on all fours with the case which had been decided some time back in the Court of Appeal we could not recover. The Master Builders' Association took the case up and won it, and the decision was against us because they said it was on all fours with the previous decision. Although there were three sets of men and three sets of employers, yet they held that the whole of the men were engaged in one common employment, viz., that of the building of a house.

2771. We cannot go very fully into those details. You object to the common employment and contributory negligence clause?—But without you allow us to go into cases which have been already fought out in the county courts and in the Court of Appeal in support of my argument we might just as well have stopped away.

2772. We understand your view and what it is you object to?—It is not my view. These are cases which have been actually decided, and they show the necessity for an alteration of the law.

2773. Very well, I will not stop you, but I should like you to condense what you have to say?—I will only select those few out of some scores. We have already complained of the action of the insurance companies and with your permission I will just read what we have to say in reference to insurance companies and the way in which they fight us. That is the object of this case which I am going to read to you. It is bearing upon what we say that something ought to

2 July 1891.]

Mr. J. FALVY.

[Continued.]

Earl of Derby—continued.

be done in the direction of the insurance companies. If they take upon themselves to fight a poor plaintiff, we say that they certainly should be called upon to bear the responsibility if the plaintiff wins the case. This is the case of William Swetman, a labourer in a foundry. This man is also a member of our Union. We have not gone outside the Union. Swetman "sustained serious injuries to his right hand through the defective state of a crane which he was working. Swetman and a fellow labourer were engaged in hoisting a large ladle of molten metal when the handle of the crane came off, the ladle was running down—four moulders below were in great peril." That is, the moulders were waiting down below to put it into moulds. "Swetman courageously attempted to stop the crane by seizing the wheel, his hand slipped and got into the cog wheels; that stopped the crane, and the men below were uninjured. Swetman's employers were insured, so he was obliged to fight the insurance company. The case was before the Southwark County Court on the 25th July last year, and he obtained a verdict for 60*l*." Why we refer to that case is to show the terrible way in which these insurance companies fight those cases. Coming back to my point, what I complain of is this, although they fight us the employer himself would be inclined to do something for the poor man, but he dare not. If he gives one shilling they would throw the whole expense upon the shoulders of the employer, and that makes the employer treat the men differently. As I said in some cases they would be inclined to do something for the man, but seeing that they insure it is utterly impossible for them to do anything. We say where employers are allowed to insure, where an insurance company fights for him, then the insurance company ought to be completely responsible for the verdict whatever it might be. There are only two other cases, and they are very short; they are two accidents which, unfortunately, I met with myself. The first case comes under what is called the contributory negligence. We went to work early in the morning in November when it was dark, and where men had been at work the night before; they had been shooting grain down from the holds from one floor to the other, and they had been at work, and they had neglected to put those doors down in the morning, some time between 6 o'clock and breakfast time; and before we started work the foreman said, "Do mind that hole; they were at work last night." We started round, and before it came to our turn it was dark again at night. In the course of the work I dropped down in the dark breaking my left leg, and went down through that hole, and the result was a long stay in Guy's Hospital, and nearly the whole of one of the main leaders of my leg was taken out in consequence of that accident. The contributory negligence was because I had been cautioned before daylight in the morning, and although my work took me away for the remainder of the day yet the law called upon me to bear in my mind all the day long what the foreman had

Earl of Derby—continued.

said to me, and that was the contributory negligence which I was guilty of.

The other accident that I complain of myself comes under the head of common employment. The facts of the case are these: I was at work at Platform Wharf in Rotherhithe, and during the course of my work in the morning the gang with which I was at work were taken from the job we were then doing and sent to load a van. During the time that we were loading that van it was necessary to make a road with planks. It was a very high floor. Among the planks was an improper plank, namely, a slab cut from pitch pine; it was fibrous and of lighter weight than it ought to have been. Well, I, or any other man who knows anything about it, knew by the weight that it was not a proper plank. I may as well stop, my Lord, if you will not listen to a case of this kind.

2774. Go on?—What is the use of the inquiry if I am not allowed to go on. We have tried to show from cases what has actually happened, and these two cases have happened to myself. If they are not worth listening to I will go back to the men and represent it to them, and stop the whole thing at once.

2775. We are quite willing to hear you?—You do not appear to be.

2776. But remember we have a great many things to inquire into, and we do not want you to lengthen it out?—But what I am saying here affects every workman in London, and particularly waterside labourers. The law is mixed up with other Acts of Parliament, and we want it to be shown how we are affected. You will gather from the cases I have mentioned that we are practically unprotected in any way; and if we are not allowed to mention these two cases where I have suffered (what stronger evidence can you have than that), the whole thing becomes a farce. We have other water-side labourers, and I have no doubt that they will bear out my evidence.

2777. You think that there ought to be more care taken to see that all proper precautions are observed to prevent accidents?—Yes, but we maintain that we are in a position, and have taken trouble to show that where the things have lately occurred the men have not actually recovered. That is our object in being here, and that is strong evidence to show that an amendment of the Act is required, especially where men receive terrible injuries, as I have in those cases. If the Commission decide that I am taking up too much time, then I can retire. I am entirely in your hands.

2778. We have no objection to hear you; please proceed?—What I was speaking about was the accidents happening in connexion with coru work, and I said that it was an improper plank, it was a slab of pitch pine. This plank was an improper plank, because along the outside edges of it there was sap and the middle remained, and instead of the plank being strictly level (it was only 12 inches wide) it became oval, and the first thing I did I fell, and came down on a big stone with sharp edges, and my injury kept me six or eight months in Guy's

2 July 1891.]

Mr. J. FALVY.

[Continued.]

Earl of Derby—continued.

Hospital, and I left a very large portion of my old body there; and yet that comes in the common employment in that way. This man who ran this road with the assistance of two or three boys, we call a working foreman. If that road had been done under the direct superintendence of the superintendent of a big firm, he never doing any work, I could have recovered; but by the fact that it was made under the superintendence and by the help of the working foreman, common employment came in, and I could not recover. I have condensed those cases. We could have produced hundreds of other cases, and the majority of them in our Union, but we selected those few which would have the most bearing on the case to try and show this Commission the necessity for an alteration of the law. The first two things that we complain of is that where an insurance company take the responsibility of fighting the action the responsibility of paying on the verdict should certainly fall upon the insurance company.

2779. What do you mean by the responsibility falling upon the insurance company; do you mean that they would have to pay?—But they do not pay. I have just shown you the case of the man Appleby, where he was acting under the advice of the insurance company, and he has admitted that it was under the advice of the company that he two or three days before the action came on got a bill of sale upon his goods. He admits that it was upon the advice of the insurance company that it was done to cover himself, and yet this insurance company fought tooth and nail right from the beginning to the end. That means that where a county court action could be fought for a few pounds, which we have no difficulty in finding, it prevents us fighting an action in detail from the commencement. As I said before, with pleadings, which means spending money from the beginning to the end, it is utterly impossible for us to do it.

2780. What you are complaining of is the expense of the legal proceedings?—Yes, brought under the direction of the insurance company. The insurance companies are able to drop it.

Mr. Ismay.

2781. I wish you merely to explain that. I take it that what you complain of is that the insurance companies, having fought the action, do not accept the results?—That is it. I should make it clear that we have to make the employer defendant.

2782. Yes; and then when you have won the action the employer takes advantage of the Bankruptcy Law?—A bill of sale in this particular case.

2783. Yes, in this particular case, and consequently the plaintiff, although he won his case, got no benefit?—Not a penny, and no expenses.

2784. That is what you wish to bring out?—Yes.

Mr. Bolton.

2785. Is not that rather a defect in the general law than the Employers' Liability Act?

Mr. Bolton—continued.

You have got the remedy under the Employers' Liability Act?—Yes.

2786. But then the general law enables him to evade that?—Yes. If you are going to ask us to mix up half a dozen Acts of Parliament, then you are asking us to do something that is impossible. What we say is that if a man injures himself in that particular way and his employer is in the insurance company, and he may have only been in for a day or two, the insurance company compel him to pay, and they fight us to the bitter end, and if we get the verdict the employer, through the insurance company, should not be able to evade the responsibility. What we complain of is that if the insurance company take up the case then they ought to take the results of the verdict.

Mr. Tait.

2787. I should just like you to make perfectly clear to the Committee what his desire is with regard to contributory negligence. What you complain of is the fact that unless you report any defective machinery to your employer—if you see that there is any defect you are not liable to receive damages from him?—Yes.

2788. And that if you do report it to your immediate foremen the possibility is that you may be spotted for so doing?—There is no possibility about it, it is a surety.

2789. Then you want the clause relating to contributory negligence erased from the Act and the whole responsibility of that placed upon the employer without any report from the workers?—No, I would not be so unreasonable as that, because we may have workmen doing many things that are not right perhaps. I say this: in my own case, as I have already said, I was cautioned in the morning, and I had been at a good many different shops and came back at dark, and because I had forgotten what I had been told I could not recover.

2790. You do not want the workmen to be held responsible for any defect in the machinery, but the whole responsibility to be placed upon the employer?—Oh, no. I should say where it was through wilful negligence, then I would not make him liable.

2791. I do not say that?—Where it could be proved that it was sheer negligence or carelessness on the part of the men I would not even make the employer responsible.

2792. But where that is not proved and there is a defect in the machinery then the responsibility ought to be on the employer, you think?—Yes.

Earl of Derby.

2793. Have you anything to add to your evidence?—Well, you seemed so anxious to curtail my remarks that I did not go into a case which concerns the workmen, especially in the port of London, namely, the payment of wages in public-houses. I promise you that I shall not be longer than five minutes. This payment of wages in the public-house is as important really as the Employers' Liability Act. For allowing me to state the case that

2 July 1891.]

Mr. J. FALVY.

[Continued.]

Earl of Derby—continued.

I am going to state you ought to be thanked in the name of the women and children as well as of the men, because they are the people who have suffered. You are aware that there is a clause that makes it an offence for an employer to pay his wages in a public-house; and it is also an offence on the part of the publican who allows it to be paid in his house, and also the man who pays it. It may seem strange my being in a public-house, especially as for many years I have been a teetotaler. The employer who is the cause of the mischief employs a poor man to pay the wages. For instance, I am working at the docks with five or six men, and as the employer knows me best instead of paying my wages he says, "Here, Joe, here is the money"; he knows I have no earthly chance of getting change except in a public-house, and I have to go there, or if I say I will not do it I am left out the next day, or they say, "Don't employ that fellow," and that obliges me to accept the money. If I took it I must go into the public-house and call for a pot of beer, or a bottle of ginger beer. I throw down the sovereign, because they will not take the trouble to get the silver for us, and the publican gives me the change. I pay my fellow men in the front of the bar. The law makes me liable for paying the money and it makes the publican liable for allowing it to be paid, and I am very sorry to say that up to the present time the law is almost a dead letter. At the south side of the water there have been only three prosecutions, two at Greenwich and one at Southwark, and they slipped through there. I took one case to Southwark Police Court, and the landlord got fined 3*l.* and 10*s.* costs, and in the other case the publican escaped, and that was because I should have summoned the barmaid instead of the landlord, and the poor man, who had no alternative but to go there, was fined 5*s.* and 2*s.* costs, but Sir John Bridge remitted that upon my application when I explained the circumstances to him. What we say in this case to make that effective is that it is useless for the Legislature to be occupying the time of the House and its Members in making and passing Acts of Parliament to bene-

The witness withdrew.

WILLIAM SALTER called and examined.

Earl of Derby.

2795. You are a Dock labourer, I understand?—Yes.

2796. How long have you worked in the docks?—20 years.

2797. Can you give us what the average wages are that you have received?—From 9*s.* to 10*s.* a week is the average.

2798. Is the work regular?—Very irregular.

2799. When you say 10*s.* is the average, you mean the average during the year?—I mean throughout the year.

2800. But it comes irregularly, you say. What is the most that you make in a week?—

Earl of Derby—continued.

fit the working men unless they see them carried out. We are prepared to give them credit for being anxious to do us good, but it is utterly useless to go on passing Acts of Parliament when they put nobody to enforce those Acts. Even to-day the very man that I summoned has been doing the very same thing for months. We say to prevent this the liability to the poor workman ought to be removed, and it should be proved that the publican knew that they were wages that were being paid before he is made liable; and I would also like to add this, and I know that some of the employers are in favour of it, that the only way to stamp out this and prevent a large portion of our women and children suffering is by making the punishment imprisonment and not a fine.

2794. We do not understand whether what you object to is the Act itself, or not putting it in force?—Some portions of the Act. The man has to accept payment in that way or he must be left out of employment, and in paying the master's money that Act makes him responsible as in the case I have given here, where 5*s.* or seven days was the penalty. That was a case in which I took action myself. We consider this a hardship. We say that a man ought not to be liable in any way, and the publican should not be made liable either, unless you could prove that he knew that wages were being paid. We say that we ought to go to the root of the evil and fine the employer who pays the wages in the way I have described, because he knows that we have nowhere else to go to but a public-house to get change. I know that what I am going to say will be acceptable to some members of this Commission, many a man has gone into a public-house and through his hard work and want of food, has taken a drop of beer and has been under the influence of drink and has spent the whole of his wages. The result is that the wife and children have been compelled to suffer, and we think that it is one of those things that this Commission might take in hand, and I am sure that it will be one of those things that the whole working population, women and children included, will be very thankful for.

Earl of Derby—continued.

The most, possibly 30*s.* sometimes, but it is very seldom.

2801. Have you anything to say as to the manner of payment, are you paid weekly?—Every night—daily.

2802. Are you paid by the hour, or by the day?—By the hour, 6*d.* per hour, and 8*d.* per hour overtime.

2803. Is there a bonus system?—There is a plus system, the old plus system is in vogue in defiance of the Dock Companies' written statements to the contrary.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Earl of Derby—continued.

2804. By that we understand that a certain proportion of wages are paid every day, and the remainder at the end of the job?—Yes, the remainder at the end of the job, if any, and most often there is none. It is, in fact, the old plus system which was in operation before the strike.

2805. Was it discontinued for a time after the strike?—It was discontinued from November last up to the beginning of this year; it was daily wages and day-work, and then they stopped the meal times, and since that they have started the old plus system; they still stop the meal time.

2806. I suppose that no notice is necessary to terminate an engagement?—No notice whatever.

2807. I believe you have something to say as to the cause of the work being so irregularly distributed?—Through the shipping being backward, of course the wool fleet only comes once, and the Calcutta fleet at other times, and it is, of course, through seasons in a great measure, through seasonable delay.

2808. We have heard something of accidents happening in dock work; are there many?—Yes, very often, and through over-driving by foreman.

2809. What do you mean by over-driving, do you mean too great haste?—Haste, hurry-scurry work, "come here" and "go there," and "do this" and "do that," and after a dozen orders the man is confused and he does not know what he is about half his time.

2810. When accidents occur there is a right to compensation under the Employers' Liability Act. Do you find that Act effective, or do you think it deficient?—My opinion is that it is nothing but a farce—the Employers' Liability Act. They can go and get plenty of men to turn round and give evidence right in their favour for the purpose of getting employment.

2811. I understand you to say that what you complain of is, that verdicts are obtained by false evidence, and so injustice is done to the man who complains?—Yes.

2812. You are not complaining of the Act itself, but of the judge or jury being misled by false evidence?—Yes, of the Act itself so far as this is concerned. It is impossible for a poor man to go to law with an employer, because he may appeal from court to court even if right and justice and truth are on the side of the man, and so gain a verdict and cripple the poor man.

2813. But do not the Unions take up such cases?—The Unions would do so I daresay, but the Unions have not been in operation a sufficient length of time yet.

2814. How long does it take for a man to become efficient as a worker at the docks?—Some men would never become efficient; others are efficient in the course of three or four years.

2815. But it requires, then, some training and some skill?—Anyone can shove a truck, but that is only one small part of the dock labour.

2816. Are you at all affected by the employment of foreigners?—In an indirect manner. Foreigners do naturally push out the little shop-

Earl of Derby—continued.

keepers, the small tradesmen, and when all their resources are gone then they drift down to the docks.

2817. Do you have many cases where men are working in the docks who were formerly employed in other trades?—A great many; the majority of them have been employed in other trades and other professions. I have known painters, watchmakers, carpenters, and joiners. I was going to say it did not matter what trade you wanted, if you go down to the docks you will get it there.

2818. People who have failed in other trades and who are tolerably able-bodied, are very apt to go to the docks, you think?—They are very apt to go to the docks.

2819. And that, I suppose, is the main cause of there being generally more labour than is wanted there?—It is a great cause, but there are other causes. For instance, I may say, the foremen, in defiance of our regulations that are in existence, are in the habit of taking down their friends out of a job, and taking them in preference to older men working for years and years.

2820. Have the foremen the power of choosing the men?—It is the foreman who goes up and selects his men always.

2821. I believe you wish to tell us something of what has passed since the strike of 1889. Did a change take place in the system of employment then?—Yes, a change took place. The Company made an agreement, and we had representatives up to the 4th of November last year: that was to superintend each gang of men—each gang of men having its own representative—and they went and saw the books, and saw that the men got their fair share of the plus or the bonus at the end of the job always. But that was rather too strict for the companies officials; they did not like it, and they gave notice that they would abolish the representative system, so that on the 4th of November they ceased to do the work. After the 4th of November the day work system lasted up to the beginning of the year, and they stopped half-an-hour at meal times according to the contract made at the time. Here is an extract or two from the latter—of course we do not know why they abolished the system, but we asked our Union officers if they could give any information, and this is an extract from the letter that they furnished us with. This is the extract from the Dock House letter:—

November 24, 1890.

"It is the object of my directors to reduce the amount of casual employment at the docks, and secure as far as possible regular work for all classes of labourers in each department. My directors will always be ready to investigate grievances, and redress them whenever they are proved to exist."

According to that it seems very fair and very plausible, but directly a man finds fault or mentions a grievance he knows he is immediately marked and left outside.

2822. There are more men out of employment than can get it?—A great many more.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Earl of Derby—continued.

2823. Naturally, therefore, the employer has the power of choosing?—Quite so.

2824. And you say that power is sometimes exercised to get rid of men who for any reason have made themselves objectionable to the employers?—That is so.

2825. Can you suggest any remedy for that, is it not inevitable?—I do not see that it is inevitable. I should say that the State is bound to provide for every human being born into the world, in the shape of municipal workshops, or vestry work, or something of that description, for the surplus labour of the docks, and for other places equally.

2826. I think we understand, you think that the State or the local authority are bound to find work for everybody who cannot get it?—Yes, for everybody who is willing to work.

2827. You make a statement in the paper which you put before me as to men who have suffered on account of the information that they have given, which, I suppose, is unfavourable to the employers?—Yes.

2828. Will you mention such cases?—There was one case that came under my notice yesterday from the evidence given upon this Commission the week before last. Since that evidence has been given (I am referring to a member of the fish porters' branch) he has not done an hour's work, and they refuse to give him any. Only one single instance more: I may say that I have myself at different times made complaints of grievances, and I have been left outside over and over again.

2829. I suppose that the motive could not be proved in any such case: an employer does not say, "I will not give you work because you have given evidence against me," but he simply says, "I have no occasion for your services"?—Certainly, he was not going to give himself away.

Sir M. Hicks-Beach.

2830. Do you think that those who work in the docks are better off now than they were before the great strike?—Most decidedly.

2831. In what way?—In the hours they work: they get 1d. more for it than they did then.

2832. Is there any other way in which they are better off?—I believe myself that this classification system that they have with the joint committee is for their benefit, because there is a greater number of men employed now working more regularly than what there were then. But if they were to carry it out in its entirety it would be better; they do not do so. They bring favoured individuals in between the classified men, so that it actually leaves the outsiders, or the remnant, far worse off even than the favoured few. But, of course, there are a greater number of men regularly employed than there used to be.

2833. Do you consider it, so far as it goes, a good thing or a bad thing?—If they could all be employed.

2834. But I want you to speak to the actual state of things; do you consider it better in that

Sir M. Hicks-Beach—continued.

respect, or worse than it was?—For the remnant that is outside it is far worse, but for those employed it is better, and there are more of them employed now than what there used to be.

2835. You said it took a long time to learn the dockers' work?—I did not say a long time, but probably three or four years.

2836. What are the parts of that work which it takes so long to learn?—For instance, any one, as I said before, could shove a truck, but for a man to go down a ship's hold and break out wool, he would not be able to go to that work or to do any good there without a considerable time in seeing it done and working at it until he knows the best way of breaking it out.

2837. Is there anything else?—The same with jute: a man would start and try to get a bale of jute, and he might stand there till the day of judgment if he did not know how to go about it, because it is all screwed in.

2838. Do you consider that with regard to by far the greater part of the docker's work skill and experience are required?—A certain amount of knack and experience is required.

2839. Which is only gained by practice, I suppose?—It is only gained by practice.

2840. Therefore those who are regularly at work in the docks would naturally have the preference, would they not?—Most decidedly.

2841. Why is it then that you complain so much of outside competition?—Because it is the men who know nothing about it who are competing from outside.

2842. Quite true, but if you can do the work better do not you get the preference?—No, not in all cases, because there is a class of men, what I call permanent men, who are always inside, and one or two men at these jobs can turn to and employ a dozen more men to assist them, and they would show them how to go about it.

Professor Marshall.

2843. You spoke about municipal workshops. I think the phrase has been used by different witnesses in different senses. I should rather be glad to know in what particular sense you use it. Do you mean municipal workshops to carry on the ordinary business of the country or only municipal workshops to employ that class of labourer which for want of strength or energy cannot find employment in ordinary workshops?—My meaning in using the term "municipal workshops" was that there are men from every branch and every trade in the universe, and that is a big word to use, applying for work at the docks. By having municipal workshops they could go and find employment there from the State, and be paid by a State rate of wages or a Trades Union rate of wages.

2844. These men are rather below the average of efficiency I presume in their respective trades?—Not at all. It is over competition in their different trades that drove a great many of them there.

2845. But the fact that they are driven out by the competition shows that they are below

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Professor Marshall—continued.

the average of efficiency as a rule?—I cannot say that. I have known myself good workmen there. Men I have known working at their different trades at different times I have known to be working at the docks.

2846. Workmen without any moral fault?—Without any moral fault.

2847. Then why does not any employer take them on?—Because they do not need their services; there are too many of them in the market.

2848. Why does not the employer take them on in place of some less efficient workers?—Well, that is a question I could not answer.

2849. Do not you think it is generally true that those carpenters and others who go to the docks do so because they are for some reason not worth employing at the ordinary rate of wages by private employers?—I hardly catch your meaning.

2850. Do not you think that those carpenters and others who come forward at the docks come there because builders and other employers regard them as less useful workers at the ordinary wage than the workers whom they already have?—My experience goes to show me that there are as many good workmen coming there as there are bad or indifferent workmen.

2851. Why do good workmen go there?—Simply on account of the competition in their trade or in their several industries.

2852. But why do they not go to private employers and offer themselves and be taken on by the private employers?—Simply because the market is over-stocked.

2853. The preference then is given to inferior workmen?—The market is over-stocked. That is my meaning at once.

2854. I still do not understand what you mean by an efficient worker. Do you mean that those good workers at the docks are better than many of those who are employed say as carpenters in private employment?—I do not mean better, of course, I mean as good as those that are employed in a great many cases.

2855. As good as the lower end of those who are employed?—As good as the average of those who are employed.

2856. But are they not only as good as the lower end? I mean this:—If there is a workman who is up to the average, and therefore better than the inferior class of workmen in private employment, why cannot he get private employment and displace the inferior workmen, the inferior carpenter say. Why is it that the carpenters who come to the docks are not the inferior carpenters only?—Simply for the reason that they may be walking about for months and months before they find out a master who actually wants men.

2857. But why should that be on any large scale? Do you not think that, generally speaking, the carpenters who come to work at the docks are men who have some flaw in them—physical, mental, or moral?—No, I do not. I think it is through the over-competition in trade, and through the glut of workmen in the

Professor Marshall—continued.

market that the men are forced down to the docks to get a bare existence.

2858. But the more efficient competition, surely the more certain it would be that an employer would discharge a less efficient worker and take on a more efficient worker?—If you were an inefficient worker, for instance, working for a man, would you think it was just to you to have you discharged and to put another man in your place?

2859. My question is different from that?—Of course you will excuse me; I look at it from the workman's point of view; you are looking at it from some other point of view. I do not know which.

2860. I do not ask you whether it would be just, but whether the employer would not do it?—I do not know whether he would or not, as unfortunately I am not an employer.

2861. The point that I wanted to get your opinion about was whether these municipal workshops would be on such a large scale as to carry on the greater part of the business of the country, or whether they would be only a kind of workhouse of a better and improved character, adapted for the wants of that class of workers who being unfortunate in some way or other, were not able to get employment in their own trades at the normal wages?—My idea of municipal workshops is that there should be one in every district, so that a man after he has looked for daily work somewhere else from a private employer and has failed to get it, might go there and get a day's work or a week's work if it was necessary but that it should have no form of pauperism about it.

2862. But your workshop is designed only for what may be called the ragged edge of labour, not for the main body of labour? You do not wish to have municipal workshops to take the place of private employment, but only to supplement private employment in special cases?—To supplement private employment.

2863. In special cases?—In special cases.

2864. And not to displace private employment as a rule?—No; I do not say to displace private employment, but to supplement it for the unemployed.

2865. I wish to make this point clear, because I think that two or three other witnesses have said that they have wished for municipal workshops in the sense in which you explain it now, but the phrase has also been used by those who wish for what is commonly called a socialistic re-organisation of society; that is, the substitution of municipal workshops throughout the whole country for private employment. I understand that is not what you wish?—Nothing of that kind at all.

Mr. Jesse Collings.

2866. Would the establishment of municipal workshops which were compelled to give employment to those out of employment, in your opinion, gradually shut up private workshops?—No; my own idea upon that subject is that hundreds of thousands of workmen are walking about the streets of London, and unfortu-

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Jesse Collings—continued.

nately other large towns, to-day who would require shoes, and trousers, and coats, but who do not now wear them simply for the reason that they have not got the wherewithal to procure them. I believe if those men were employed in making those trousers and shoes and other necessary articles, those who were so employed would consume them; that is to say, the consumers who are walking about who cannot afford to buy them now would be able to pay for them then.

2867. You mean that if there were 50 tailors out of employment and they were engaged in the municipal workshops in making trousers and coats the 50 tailors would be able to buy those trousers and coats?—Yes; and shoemakers and bakers and other tradesmen.

2868. Where would they get the money to buy them?—From their labour when they were working at other trades and other businesses where they cannot get employment now.

2869. Who is to supply the material and the working expenses?—The State. Who supplies the private individual with them?

2870. The purchaser of the production of a private workshop pays a price that covers the labour and material, and all expenses?—Just so.

2871. I want to know how a man who only receives the price of the labour on a pair of trousers is going to buy the garment out and out?—But my meaning is simply this—I do not know whether you misunderstand me or I misunderstand you—my meaning is simply this, that if there is a number of shoemakers and a number of tailors, and a number of bakers; and other men they will need one article or the other; that would compensate for the material and for the time that was used in making the articles—the one with the other.

2872. If there were bakers employed in making bread do I understand that you think the wage received in making the bread would be sufficient to buy the bread?—Yes. Men who cannot now actually procure the necessaries that they really want would be able to do so then if they were employed.

2873. But would they not displace other bakers?—How could they displace other bakers? The consumption would be greater.

2874. But how would the man get the money from his labour to buy an article which is composed of labour and material as well?—I do not understand your question.

2875. Supposing a man is employed the whole of the week in baking bread and the labour is 30s. and the flour was another 30s. Who is to buy the flour? Where does he get the money to buy it?—I do not take you. I mean to say this; of course the shoemaker wants bread, and the tailor wants boots, each could pay for the other—that is my meaning—and the State should provide these things.

2876. The State should provide them?—The State should provide those things, and the labour that each one did in his turn would help to recoup the State for what it laid out.

2877. Then where would the money come from when you say the State, would it come

Mr. Jesse Collings—continued.

from the taxes?—From the Treasury, or from the taxes if you will, whichever word you think best to use.

2878. Then I understand you that the deficiency is to come out of the rates and taxes?—Certainly.

2879. And if private employers have their trades closed by the efforts of these national workshops, what is to happen then, who is to pay the rates and taxes?—I am not going to say that the private employers are going to have their places closed. If there are 100,000 more buyers or consumers brought into the market how is it going to injure the other 100,000? Of course I have had no education, and I hope you will excuse me in the way I speak.

2880. Can you give us a rough estimate of the number of men employed in the dockers' industry altogether?—In London, do you mean.

2881. Yes, a rough estimate?—I should think about 20,000, from 20,000 to 30,000.

2882. And you say their average wage is about 10s.?—That is the outside.

2883. I mean the outside?—The outside is 10s.

2884. The outside sum?—The outside sum, the biggest sum on the average. Some of those men do not average from one year's end to the other above 5s.

2885. How many men do you think would be sufficient to do that work, working, say, eight hours a day, and getting a fair wage. If they were not subject to this outside competition, instead of the 20,000 to 30,000 men who barely get 10s. a week on the average, how many men do you think would be sufficient to do the work so as to get fair wages?—I should think from 7,000 to 8,000, perhaps 10,000.

2886. Then would you advocate that by some means of licensing or enrolling men as dock labourers there should be a restriction of the number to about 10,000 or 12,000, whatever it might be, so that they might get employment?—So that they might get employment. If you can find the others that are left—

2887. I am putting aside the others altogether. I am speaking about dock labourers. If the number were limited, we will not put a figure at all, or we will put it as extravagantly as you like, if it were limited to the number that would get good wages, would not that secure you from this outside competition?—Yes, it would so far as this is concerned, that you would have to have some preventive from these foremen taking on men as they do now, bringing outside help down, their friends and others.

2888. But my point is this: suppose these bakers and carpenters knew that it was no use to go down to the dock gates, that none but enrolled or licensed dockers would be taken on at all, would not that prevent this outside competition of which you complain?—It greatly would help to do so.

2889. Then do you consider that it would be better to have 10,000 or 12,000 men employed at such wages that they could live decently:

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Jesse Collings—continued.

would not that in your opinion be better than having 20,000 or 30,000 men at starvation wages?—Of course it would.

2890. And would you advocate that?—Certainly I would.

2891. You would agree that as far as the difficulties you are complaining of are concerned, the limitation of the number in proportion to the work to be done would meet the difficulty?—Yes.

Mr. Tom Mann.

2892. You have mentioned several systems that have prevailed from time to time during the last couple of years, and you appear to complain of them in some way or other. You mentioned a plus system that prevailed in the group of docks you represent prior to 1889 and you said a change had taken place as the result of the strike. What was the difference? What was the plus system that prevailed after the strike?—It was a plus system that prevailed after the strike, but our representatives then were able to go into the office and overhaul their books and to see that justice was done to the men. That was up to the 4th November last. But when they found that that was treading on their official corns I suppose they turned to and altered that system according to the extract that I have read to the day work system on the 4th November last.

2893. Who altered it?—The dock directors.

2894. Altered it to the system which prevailed after the 4th November last year?—The day-work system.

2895. Was that satisfactory to the men?—It was satisfactory to the men so far as this that they were willing to work day-work if they let it remain at that, but they did not let it remain at that.

2896. What happened?—They stopped their meal times. They used to have half-an-hour for meals, and that was never stopped before, but then they stopped it.

2897. When did they stop the meal times?—The 24th November last.

2898. Till when?—Up to the present time.

2899. Is it the day-work system that prevails to-day?—No, it is what the Company call co-operation. Really and truly it is the old plus system that was in vogue before the strike.

2900. Let us try to understand your complaint very clearly. What had been the interpretation of the Dock Company respecting no pay for meal times after the strike? To whom did it apply; who did receive and who did not receive payment for meal times?—All men that were working on day-work would receive no pay for meal time.

2901. Do you remember the condition under which the strike was terminated as to what should happen with regard to the work that had been done under contract, whether it should be done on a piece-work basis or a day-work basis?—It was done under a piece-work basis distinctly. Here is the agreement that was in vogue after the strike, "Agreement drawn up between the dock officials and the delegates

Mr. Tom Mann—continued.

" of the Dock, Wharf, Riverside, and General Labourers' Union to come into operation on the above date."

2902. That would not tell us?—This is the agreement.

2903. Surely not. I am speaking of the termination of the large strike—the strike of 1889?—Yes, up to the 4th November last.

2904. And there was an agreement in which it was stated that the work that had been going on under certain conditions should be changed to other conditions. What were those conditions do you know?—Those conditions were the piece-work system, with our representatives looking after the interests of the men, and the representatives of the Company looking after the Company's interests.

2905. So that in the India group of docks which you represent it was piece-work and not day-work?—Not day-work at all.

2906. Consequently the men received pay for meal times?—They received pay for meal times, and it was always deducted out of the plus system at the end of the job.

2907. Were there any working day-work?—No.

2908. In some of the docks there were?—In some of the docks there—in the Victoria and Albert Dock.

2909. Did they receive pay for meal times?—They did.

2910. The day-work men?—The day-work men received pay for meal times.

2911. Now, the change that has taken place this year is what is termed a classification system, is it not?—Yes.

2912. What is that classification system?—The A B and C system.

2913. What does A mean?—The permanent men.

2914. Receiving what?—Receiving weekly wages.

2915. What does the B mean?—The B men are the registered men; they are a form of weekly; they are paid weekly, with the exception of any holiday time; if any holiday time is coming on they pay the men off. They pay them over night, and then for the rest of the week they pay them daily, or if the holiday comes in the fore part of the week they do not engage them for the holiday. They work it in one way or the other so that they shall not pay them for holiday times.

2916. Are they taken on daily or weekly?—They are taken on daily, in the morning.

Mr. Bolton.

For the week?

Mr. Tom Mann.

2917. They are taken on daily?—Daily.

Mr. Bolton.

2918. Taken on for the day?—Taken on for the day.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Tom Mann.

2919. But they receive their pay weekly, except in broken weeks?—Except at holiday times. At other times they receive their pay weekly the same as other men.

2920. Then who are Class C?—Class C are casual. They used to be always called on regularly every morning. They are called Class C now.

2921. You say they used to be called on regularly every morning?—Used to be.

2922. Are they not now?—Of course it stands to reason when there is an enlarged staff of permanent men and registered men being weekly, there is not above a dozen casual wanted now where there used to be a hundred before.

2923. Who are Class D?—They are the second order of the third-class men.

2924. They have a still less chance?—Yes.

2925. They are more casual?—More casual or less casual.

2926. Then what is your complaint, I have not been able to understand it, with regard to A, B, and C? Is A satisfactory to you?—Well, they have always had permanent men from the very first commencement.

2927. You do not object to that?—We do not object to that, nor do we object to the registered men being made. We say that when they make a classification they should follow that classification out, but instead of that the foreman brings down men with him, his lodgers, for instance, or any men that he knows, men who will give him a pint of beer or a couple of pints of beer overnight; he will say, "Oh, yes, come down in the morning." Then when the men come down in the morning he will take them inside round by the glass house or some other favourite spot.

2928. What is the glass house?—It is the place where they engage these daily clerks, tally clerks for the Company.

2929. Not under this system of classification?—It should be under the system of classification, but they do it under the rose, as it were, on the quiet. They take them round there, and they say, "These men will be wanted," and they take them on in preference to the C men.

2930. That is not A, or B, or C, but other men?—Men in between, who are totally unacquainted with the work.

2931. When this system of classification was introduced did the Company give any reason for it?—Yes; the reason they gave was, as I said before, this: the men, of course, did not know, and they asked through the branches, and the branches received this letter: "It is the object of my directors to reduce the amount of casual employment at the docks, and secure as far as possible regular work for all classes of labourers at each department."

2932. That shows that the object of the Company was to try and steady the labour market there that men should have more regular employment than they had previously had. Now, were there sufficient at the docks to fill up the whole of these classes?—Oh, yes, without any more outside help, and more than sufficient.

Mr. Tom Mann—continued.

2933. Where did these outsiders that you are speaking of come from?—Brought down by these foremen.

2934. In violation of the classification?—In violation of the classification, that is the very grievance that we complain of.

2935. That is what I wanted to get at. Your real grievance is that the Company have on various occasions changed the system, that they have changed it now into the classification system, and after stating by letter to the Union officials that they were prepared to comply with these terms in order to steady labour they have then introduced absolute strangers?—Absolute strangers through their foremen.

2936. What effect does that have upon the labour at the docks?—Of course the men who have been used to the work for years and have followed employment at the docks for years are walking about outside, and men who never saw a dock before are at work in their places.

2937. How does that fit with the statement that you have there?—It does not fit at all, that is our complaint.

2938. Did not you also read just now another statement saying that if you had any complaints the directors would be glad to receive them?—The other statement is this: "My directors will always be ready to investigate grievances and redress them whenever they are proved to exist." Now whenever we make a statement or go to a foreman and say so and so is the case he will say: "Yes, I will see what I can do for you." Next morning we are not wanted. Whoever makes the statement is not wanted, he is left outside. They do not say "we will leave you out" but they do leave you out.

2939. Have you approached anyone higher than a foreman?—Oh, yes. In the case of one ship that I was working on myself there was a question cropped up and I went to the warehouse keeper. The warehouse keeper said, "Yes, we will see what we can do in the matter." The consequence was I was a fortnight or three weeks left outside myself. I did not know of any other motive.

2940. How many of the men who have been in the habit of following up dock work regularly have been left out of late in your group of docks?—75 per cent.

2941. See if you understand the question. How many of the men who have been in the habit of following up employment at the docks pretty regularly have been left out by the introduction of strangers?—75 per cent., three-quarters of the men.

2942. You make that statement deliberately?—I make that statement deliberately.

2943. And have you lodged that complaint to the dock officials?—No, I have not lodged that statement.

2944. I mean any similar statement, a statement bearing on that question?—A similar statement I have made over and over again, that they were taking on strangers in preference to our own men.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Tom Mann—continued.

2955. And how have you been received?—Treated with indifference. No notice taken of it or else I have been left outside to walk about.

2946. Has anyone besides yourself, as far as you know, taken any action?—The Union officials have. I may say that Moore went in there once or twice, and he spoke to them about it.

2947. Are we to understand that your complaint is that there has been a departure from this system of classification by the introduction of absolute strangers which clashes with that statement made by the Dock Company which you have just read: further, that the introduction of strangers makes the condition of employment at the docks more casual than ever for those who have been following out dock work for years; and also that although the Dock Company have officially stated that they will receive complaints and redress grievances if possible, yet when those complaints have been lodged they have refused to redress them?—They refuse to redress them, and they have done so.

2948. That is your complaint this morning?—Yes, and there is another question about that "plus" system. Each and every time that we go and ask what rates they are paying for the "plus" system, or this so-called co-operative system we can get no satisfaction. I applied to one of the cashiers at the window where they pay the plus out, and he referred me to the assistant warehouse keeper. When I went to the assistant warehouse keeper and asked him he laughed and referred me to the warehouse keeper, so that there is no redress—no satisfaction given.

2949. You were asked just now if a given number of men were to be employed regularly would that suit you or the men generally. Would you be satisfied with regular employment?—Yes, of course, it would be like a glimpse of heaven to us.

2950. That is exactly what you are striving to bring about?—Yes. If we had regular employment we could do well.

2951. Is that what your Union and all the Unions that you know of are striving to bring about?—They are all trying to bring it about.

2952. That is why the Union or the branch that you belong to has expressed this opinion about reduction of hours?—Yes, about a 48 hours' week. The men are heart and soul with it. They say: "There are these permanent men and others working as many as 50, 60, 70, and 80 hours a week, and that if they were to have 48 hours per week it would give those who are walking about outside a chance of getting 20, or 30, or 40 hours where they can get none now."

2953. And you were also asked the question—if you can do the work better than those who are introduced, will not the employer, as a matter of course, take you on; is that so?—We were asked that, but the answer is simple enough. The employers will not do so, because we cer-

Mr. Tom Mann—continued.

tainly belong to a Union and we are known, and they take on strangers and permanent men in preference to us.

2954. Are you quite sure that men, quite strangers to the docks have been introduced in preference to the men who have followed up the work?—Perfectly sure.

2955. Let us get that in a little more detail; do you know any of them?—I know one foreman in particular who brought down his own lodgers no later than last week to the East India Dock and they were taken on in preference.

2956. What had these strangers been employed on before, so far as you know?—One of them I learned was a barman in a public-house.

2957. Have you any detailed knowledge concerning the others?—Yes; I know several other tradesmen that were brought down in the same way.

2958. Men who certainly were not in the docks before?—Certainly not in the docks before.

2959. And therefore could not work as well as the regular docker?—Certainly not.

2960. And they have been introduced in violation of the classification scheme?—In violation of the classification scheme.

2961. And those are the grounds of your chief complaint?—Yes.

Mr. Bolton.

2962. You described yourself, I think, as a dock labourer?—Yes.

2963. Are you also a Union official?—Well, so far as the branch is concerned. I am nothing, only a member of a branch, the secretary of a branch.

2964. And for that I suppose you receive some pay?—5 per cent.

2965. Five per cent. on what?—5 per cent. on the takings; they are very large.

2966. Do you mean that satirically?—Oh, I mean it the honest truth.

2967. What does it give you as additional wage, if you have no objection to tell us?—This quarter it ran me 27s. 6d.

2968. Per week?—For three months.

2969. Per week?—No, for the three months.

2970. However, you are a Union official to that extent?—As a branch member, that is all.

2971. Is the work at the docks as a whole more abundant since the strike than before?—About the same, I should think, it is about the average.

2972. It has not increased?—It has not increased.

2973. Has it diminished, do you think?—I do not think it has diminished. It is much about the same.

2974. About the same?—Well, for the first six or eight months after the strike there was a good bit of work; it was in abundance for the first six or eight months, but now it is the usual thing again, about the average.

2975. You say that it takes from three to four years for a docker to learn the trade?—I beg pardon. I did not say to learn the trade, it is not a trade.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Bolton—continued.

2976. Well, to be a competent docker, is that what you mean?—Yes, that is my meaning.

2977. And yet you say that men are brought in suddenly who know nothing about it?—Yes.

2978. Do they get exactly the same pay?—Exactly the same pay.

2979. Then who suffers from that?—The experienced workman.

2980. Why?—Because it means harder work for him to show him. If there had been another experienced man alongside him he would be able to assist him. Instead of that he has to turn to and show him, and oftentimes do it while the other man is looking to see how he does it.

2981. But under the system at present in force the experienced men must be very few indeed?—Under the present system?

2982. Yes, according to the figures you have given us?—How is that?

2983. If I did not misapprehend you, you said that absolute strangers have been introduced by foremen since the last strike, to the extent of about 75 per cent. on the whole?—Not since the last strike. I did not say 75 per cent. of the whole, I beg pardon.

2984. Then what did you say? You said something about 75 per cent.?—I said there were 75 per cent. of the men who are unemployed, the old hands.

2985. Then they must have got new men to that extent?—They must have got new men to that extent in there, that is into the one particular dock that I am referring to. There was always this certain number of permanent men.

2986. That does not refer to all the docks; it merely refers to one dock?—I am speaking of one particular dock more than the others because it is the one particular dock I have done more in of late years. I have worked in all of them, but I have been in one particular dock I might say these last 9 or 10 years now.

2987. You said that absolute strangers have been introduced since the last strike somewhere to the extent of 75 per cent.?—Yes.

2988. Well there must be only 25 per cent. of old hands left?—Quite so.

2989. Therefore there must be very few experienced hands left in that place?—Yes.

2990. Is that general, or is it limited to one dock?—I could not say that. I know it is so in that dock.

2991. Which dock?—The East India Dock.

2992. Now with respect to that classification. The permanent men are paid a fixed wage, I suppose?—Yes.

2993. Is it 6d. an hour?—25s. a week.

2994. They get a fixed week's wage?—A fixed weekly wage.

2995. And what are their hours?—All hours the Company wants them.

2996. But what is the day's work or the week's work?—The week's work averages 50 hours.

2997. That is the agreement?—Yes.

2998. Then if they work 50 hours is there overtime?—I could not say.

Mr. Bolton—continued.

2999. You do not know?—No. I have never had the pleasure of being a permanent man yet.

3000. But you know a great many permanent men, I suppose?—I know a great many.

3001. You do not know the terms on which they are engaged?—No, not to speak truthfully.

3002. Then is your statement as to 25s. a week something which you know as a positive fact?—I think that they do get overtime.

3003. But do you know positively that 25s. weekly is their wage?—I know it is 25s. a week.

3004. And you think they get overtime?—Yes.

3005. At what rate do you think?—About 6d. an hour.

3006. The others get 8d. an hour for overtime of course?—Yes.

3007. You think theirs is 6d. and not 8d.?—Yes.

3008. Have you any reason to think that?—I have no particular reason for thinking it, only what I have heard them saying at different times, that they get overtime.

3009. At 6d. an hour?—Yes, at 6d. an hour.

3010. You have heard them saying that?—I have heard them saying that.

3011. Do they complain of that?—No, they do not make any complaint; it would not do for them to make complaints.

3012. Not to the masters but to you; to their friends they might?—No.

3013. Then they are quite satisfied with 6d. an hour overtime?—I do not know; I could not say.

3014. Are they engaged by the week? What is their engagement as to notice?—A week's notice.

3015. Most of those are new men, are they not?—A lot of them are new men.

3016. The foremen have excluded the old ones?—Yes.

3017. And are the old ones reticent with respect to their earnings while they were permanent men?—Yes.

3018. They will not say anything?—No.

3019. Why?—For fear of their position in a great measure.

3020. But they have lost their positions; they are no longer permanent men?—I thought you were referring to those that are left of the old permanent staff.

3021. No, I mean those that are out?—Those that are outside?

3022. Yes. You say 75 per cent. are new men?—I said 75 per cent. of the old hands that were employed; but you will understand there was not above 10 per cent. that were permanent at the first.

3023. Of the 10 per cent. that were permanent at the first, how many of that particular 10 per cent. remain, on the average?—I should say the most of them remain now, and they have made about 15 per cent. more since.

3024. Then your statement that the foremen bring down men to displace others does not apply to the displacement of permanent men?—No.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Bolton—continued.

3025. They and the foremen appear to get on?—Yes.

3026. Can you account for the foremen treating them with so much delicacy?—Well, simply for the very reason that they are always together and “hail fellow well met.” Of course, the foremen are made from their ranks.

3027. They are supposed to have the best position of any labourers at the docks?—Yes.

3028. And is it not natural to conclude that if the foreman was doing what you suspect he was doing he would put his particular friends into the best position in the docks?—If he could.

3029. Has he not the appointment?—He has not got the appointment of the permanent men.

3030. Who appoints them?—The warehouse-keeper, and they have to pass other officials.

3031. Now we come to Class B. I think your complaint there was that the dock officials so manage matters that they never keep these men engaged during the holidays?—No weekly men, none of the registered men.

3032. Are there two classes in B?—No, one class in B.

3033. You said the Class B men were engaged daily and paid weekly?—That is it.

3034. And I think it was a matter of complaint on your part that the dock officials so managed it that they were never engaged for holidays?—That is quite right.

3035. But how can they be if they are engaged daily? You do not engage a man on a holiday?—Let me make my meaning clear. They consider that being engaged weekly, though taken on actually every morning and sent to various jobs, they are entitled to the holidays as well as the permanent men.

3036. Are they paid at a higher rate or at a lower rate?—They are paid at the same rate.

3037. The same as the permanent men?—The same as the men outside, 6*d.* an hour, or the daily rate of wages; only they take their money once a week, and they get 8*d.* an hour overtime.

3038. The weekly hours of permanent men are about 50?—About 50 hours.

3039. And they have overtime if they work longer?—Yes.

3040. I do not quite see how you make out that an injustice is done them by not keeping them on pay during holidays when they are only engaged daily?—The very fact of their being paid weekly they contend gives them the rights or the standing of permanent men. But when the holidays come at the latter end of the week they are paid daily from the beginning of the week, and when the holidays come at the fore part of the week they are not taken on until after the holidays, so that they always escape getting paid for holidays. They consider that being paid weekly they have a right to be kept on weekly always and to be paid for the holidays.

3041. I suppose they could be paid daily if they liked?—If they like to lose their work they can ask for it.

Mr. Bolton—continued.

3042. Then they would become casuals?—They would become casuals.

3043. But if they were paid by the week they would be permanent men?—No.

3044. Yes, they would. What would be the difference between them if they were engaged by the day and paid weekly, but kept on whether there was work or no work?—Well, that is the light they look at it in.

3045. Then they would be permanent men?—Yes.

3046. That would do away with the class altogether?—They think very naturally that if the permanent men get the privilege of their holidays, they, being paid weekly, have an equal right to that privilege.

3047. Is their labour as continuous as that of the permanent men, are their engagements as continuous?—Yes.

3048. Then they are practically permanent men although they are only engaged daily?—Although they are only engaged daily they are paid weekly.

3049. Whether there is work or not. Are they taken on at busy times or at idle times?—Oh, no; in slack times they are put off.

3050. But the permanent men are kept on?—The permanent men are kept on.

3051. Then that is all the difference, is it not?—Yes.

3052. That they have not a regular engagement; they are not permanent men?—I did not understand the term you used at the commencement of your question.

3053. They get the first call, in other words, for any work that is going?—They get the first run of any kind of work that is going.

3054. And they are not satisfied, because they think they should be permanent men in reality?—That is it.

3055. Can you advance any reason why they should be permanent men if there is not work for them?—The only reason I can show is, of course, that nearly each and every one of them are able to do the work as well as the permanent men.

3056. But if there is no work for them to do?—Then, as I said before, if there is no work for them to do they cannot get it.

3057. But is not that just the position? There are as many permanent men taken on as you approve of being taken on as permanent men, and those men are the men whom the Dock Companies, or whoever the employers are, suppose they can find permanent employment for. Then they have another class of men called Class B, who get the first call for any work that is going. They are paid weekly, but they are engaged by the day only?—Yes.

3058. And their advantage over Classes C and D is that they get the first call on the work; there is pretty sure to be work, and if there is work going on they get it, but if not they do not get it?—Quite so.

3059. Your argument is that those men whether there is work or no should be paid the same rate of wage. Is that fair?—The same rate of wage?

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Bolton—continued.

3060. Yes?—How do you mean the same rate of wage?

3061. You say they should be treated as permanent men and be paid for holidays and everything else, whether there is work or not?—I did not say so for myself. I said that was their complaint.

3062. Quite so, but do you agree with them? I agree with them myself perfectly if they can get it.

3063. Then it is your complaint as well as theirs?—No; I am merely stating their complaint.

3064. And you agree with them?—Yes, I perfectly agree with them.

3065. Can you give me some reason why they should be so treated?—Because they are as capable men, every bit as capable, and being paid weekly I contend that they have a right to the benefit of the holidays when the holidays arise in their busy season.

3066. And whether there is work or not?—When the holidays arise in their busy season?

3067. Whether there is work or not?—No, I did not go so far as to say whether there was work or not.

3068. Now, you say that the dock officials refuse to receive complaints, or that if they received complaints the men complaining always found that they were not wanted again. Tell me, who are the dock officials to whom these complaints are directed?—Well, the warehouse keeper and assistant warehouse keeper, the cashier, the taking-on foreman; from the very commencement right up to the top of the tree.

3069. In the notice you received, in which you are requested to make complaints, are you directed to make complaints to any particular person?—To any official?

3070. Have you got it there?—Yes.

3071. Will you read the words?—"My directors will always be ready to investigate grievances and redress them whenever they are proved to exist."

3072. That is "my directors;" there is nothing said about officials; there; nothing about warehousemen and so on?—The directors do not know of them because they only have a meeting half-yearly or quarterly, whichever it might be.

3073. Do you mean to say that that notice is just the same as a piece of waste paper?—I do not know whether it is as good as waste-paper or worse even.

3074. You mean the dock directors wrote that?—To blind public opinion.

3075. What reason have you for thinking that?—Their acts. It is an old saying—

3076. What acts?—The acts that they have proved already.

3077. What acts that they have proved already, what do you refer to?—When a man goes to the office and reports any grievance, it does not matter what grievance it may be, he may go to the office and report it, but the consequence is that after he has reported it the officials

Mr. Bolton—continued.

say they will inquire into it, and the man finds he is left outside.

3078. There is not even a word there about "officials," it refers to the directors themselves. You say that has been written by the directors to throw dust in the eyes of the public?—I said so, and I still maintain it.

3079. What proof have you of it?—The proof is as far as this. At the time of the strike, when public opinion was so strong, they made these agreements and these promises, and as soon as ever public opinion had quieted down again they deliberately broke them.

3080. Are you aware of any representations having been made to the directors themselves?—I know that representations have been made, but, of course, I could not recollect now the occasions.

3081. To the directors themselves?—Oh, no, I would not say to the directors themselves.

3082. To the board?—To their representatives; to the board.

3083. There have been representations made to the board?—To the board; to their representatives.

3084. Who are their representatives? The warehousemen are not representatives of the board surely?—The secretary, I suppose, is the representative of the board—Mr. Morgan.

3085. Has any representation been made to the secretary?—I take it our Union has done so.

3086. But you do not know it?—I do not know it, but I take it our Union has made representations.

3087. But you do not know it?—I do not know it, certainly not.

Mr. Ismay.

3088. How long have you been working at the docks?—About 20 years.

3089. In what capacity?—As a labourer.

3090. What age were you when you commenced?—I should be about 20.

3091. What had you been doing before that?—Brought up in a smith's shop as a labourer.

3092. Then you drifted to the docks?—Yes, the competition in trade.

3093. Have you been working as a stevedore or a porter, or what?—No, merely as a dock labourer.

3094. But in what capacity?—On board of ships, and on the quay, too, at times, whichever was the busiest; whatever I could get a turn at I was willing to take.

3095. Is your employment more steady now than it used to be?—Much.

3096. Much steadier?—Much steadier.

3097. And that is what you want to get?—That is what we want to get.

3098. Can you get that as long as you have got the overplus that comes down from London and the country and crowds you out as you say? Is that what prevents your getting steady employment?—That is what prevents it.

3099. And the docks have got to receive all these people?—From every quarter from which they drift.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Ismay—continued.

3100. Can you suggest any means of overcoming that difficulty?—The only means, as I stated before, would be, as I think they have a right to do, to erect municipal workshops for the surplus labour.

3101. I will not go into that question; but is there any way by which you can steady employment at the docks so that the men may have more regular work. First of all, steam has taken the place of sailing?—Yes. That has steadied it a great deal more to what it used to be, because when they depended so much on the sailing ships there were seasons when we would go for six or eight weeks together without work at all. I remember a time when there was as much as nine weeks without any work at all.

3102. That was at the time of the easterly winds, I suppose?—Yes.

3103. But that is got over now?—In a great measure; but still this dock I am working at now depends upon sailing ships a great deal.

3104. From where?—From the Australian Colonies, and Calcutta, the Coromandel coast, and all round it.

3105. Coming with wheat and wool, I suppose?—Wheat, and wool, and jute, and seed.

3106. That would be Calcutta?—Yes, Bombay, and those places—sailing ships.

3107. You are satisfied with the rate of wages you get per day, I suppose?—Oh, yes, we make no complaint about that, the 6d. an hour and 8d. overtime; we do not complain of that.

3108. And the real *crux* of the thing is that you want regularity of employment?—Yes; and this plus system. We cannot get at how much we are working for.

3109. Then you come into the co-operative system there, do you not?—The Company's co-operative system. It is not the men's co-operative system. It is simply that the Company say it is co-operation, but they are driving the men to do as much as ever they can, and the men do not know how much they are earning or how little.

3110. In some of the docks the Union takes the contract?—Yes, and I should like to see it extended.

3111. You want to see that extended?—I want to see that system extended.

3112. How would you then provide for the overplus of labour?—To put on one side for sickness or old age.

3113. But how would you provide for the men who come down to the docks whom you had not employment for? What would you do then? Suppose the Union did all the work at the docks how would you deal with the overplus seeking employment?—Forty-eight hours should be a sufficient number of hours for a man to work, and that would mean dealing with 25 or 30 per cent. more of the men that are walking about; that would absorb that lot.

3114. Doing away with overtime?—Doing away with overtime, and the profits that were made should be put on one side for sickness or old age. That is only my own idea, of course.

Mr. Ismay—continued.

3115. Well, we want to get your views. Your idea is that the Union ought to become contractors?—Yes.

3116. And do the work at so much per ton?—Yes; that is precisely my idea.

3117. Who would fix the rate per ton?—It would be fixed between the merchant and the Union officials.

3118. Who would have the power to decide between you, suppose you differed?—I do not think, speaking as a Union man myself, that we would have any cause of complaint whatever, providing that the Union took the work through their officials. The men would be perfectly satisfied with the rate they took it at, because the Union officials themselves are representatives of the men.

3119. Suppose you got it into that system, and you went on for a year or two, would it not practically give you the control of the whole of the labour at the docks?—For a year or two, I believe it would.

3120. And the employers would be at your mercy?—No. How could that be?

3121. What is the rate per ton now for loading and discharging, say, a steamship from Calcutta? What is the rate you would discharge her at?—It is according to the class of cargo, whether seed, or jute, or anything else.

3122. Well, a general cargo?—It would average from 1s. to 1s. 6d.

3123. Might not you want 2s. for that in the course of a year or two when you had got control of all the labour?—I do not think so. It is the policy of the Union to work in harmony with the employers and the men.

3124. And you would be so content that you would avoid strikes?—Where could the necessity for a strike come in? There would be no necessity for a strike, because we should be dealing actually with the employer.

3125. I only want to get at what, from your point of view, is the best way of dealing with the difficulties that undoubtedly exist at the docks in regard to the irregularity of employment, which presses seemingly very heavily upon your class from what you state. That is what I want to get at. You think that the best thing would be to have the contract system?—Yes.

3126. Contracting with the shipowner?—With the merchant.

3127. With the shipowner?—Or with the shipowner.

3128. Not with the docks?—Not with the docks at all, or the dock officials, but direct with the shipowners.

3129. And the Union should appoint officials to deal with the matter?—Yes. As representatives of the men it would be their duty to look after the men's interests; and as the direct negotiations would be with the shipowners, it would be their interest to work in harmony with the shipowners.

3130. What wages do you think you have averaged while you have been at the docks, roughly speaking? What wages would you average before the strike?—Before the strike I should think they averaged 6s. or 7s. a week.

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Ismay—continued.

3131. You yourself?—Yes.
3132. Not more than 6s. or 7s. a week?—No.
3133. Then since the strike?—During this affair I was practically left out on the stones, but before this affair I had been averaging perhaps 10s. a week.
3134. That is without the income from the Union?—Without that at all.
3135. What rent do you pay for your house?—I pay 2s. 6d. for my room.
3136. Are you a bachelor?—No, I am a widower, worse luck.
3137. Have you a family?—I have two little children.
3138. You pay 2s. 6d. a week?—2s. 6d. a week.
3139. Have you lived in the same house since the strike as before?—Yes; I am three years and half there now.
3140. What makes the work at the dock so attractive that the people all drift down there?—The daily rate of wages; getting their day's wages every night.
3141. And there is also a certain amount of independence about it, is there not?—There is a certain amount of independence. If they do a day's work to-day they can go to some other dock or some other place of work next day.
3142. Do you think the work is best at the dock where you are now?—No.
3143. Why do you not remove?—Old habit, old association, more than anything else has kept me at that dock. When the Albert Dock was opened I worked there for 12 months, for the first year after it was opened. Then it fell slack in the winter time; the wool season commences in the winter in the East India Dock; I drifted back there and so I have remained.
3144. Steam has done away in a great measure with the difficulties arising from seasons?—Not in the East India Dock. There is only one line of steamships running regularly into the East India Dock, Donald Currie's.
3145. They go on pretty regularly, irrespective of the seasons?—Yes, there is one within a week; but how long do they last? They are out in 12 or 14 hours, all finished.
3146. Do they work day and night?—They finish them right off oftentimes; sometimes they do not.
3147. But it takes them longer to load?—It takes them, perhaps, two or three days to load.
3148. How long are they in port at a time?—They average a week at home, nine days perhaps.
3149. It takes them a little longer than 12 or 14 hours to discharge, does it not?—No longer. You can form the average yourself. The longest one I have known coming home from the Cape has been 20 hours, and I have known some of them to be out in six hours; you can fix your own average.
3150. If you commenced to discharge a steamer would you be taken on to load her?—No. It is a stevedore who loads them; we simply discharge.

i 70839.

Mr. Ismay—continued.

3151. Then where would you go to next, after you have finished one of Donald Currie's ships?—Walk about looking for another job somewhere else; either there or at another dock.
3152. Why should you not act as stevedore and load?—Simply because they have a society of their own, and they will not work with us.
3153. They do in other ports?—But not in London.
3154. Then it is partly your own societies that cause the trouble?—No.
3155. You say the stevedores will not allow you to load?—Certainly not.
3156. Why should you not load the ship as well as discharge it?—Because we have not had the practice of loading.
3157. Do not the permanent men load?—No, they do not load.
3158. After you have unloaded one ship you have got to wait till another comes in?—That is it.
3159. I suppose the scarcity of employment does not arise from what you call "not being wanted"—men being put off on account of their having taken some action as regards the dock officials?—Well, I blame two-thirds for it.
3160. Were you very prominent?—Of course, the men naturally come to me, being their branch secretary, with their complaints, and they look to me, in the first instance, to forward their complaints through in one form or another, either up to our Union officials or else to the dock officials, one way or another.
3161. I cannot understand why, after getting that notice, you did not communicate direct with the secretary or the directors. You would then have received a reply—must have done. You try it next time?—Yes.

Chairman.

3162. Did I understand you to say that if the Union had complete control, and the men were engaged entirely through it, there would be no necessity for a strike?—There would be no necessity for a strike, because it is the interest of a Union to abolish all strikes.
3163. Then strikes arise from Unions not having sufficient power?—In some cases.
3164. And, I suppose, under the circumstances you mention you assume there would be no such thing as a non-unionist workman; but every workman, under such conditions as you suggest, must be a member of a Union?—Not necessarily must. Unfortunately they are not so, but they would be if they were to look after their own interests.
3165. You say it would be better that the Union had entire control over the employment of the men?—Yes.
3166. Under those circumstances, I suppose, you take it for granted no man would be employed who did not belong to a Union?—No.
3167. Why should they employ any strangers in preference to their own men?—They would sooner have their own men, men who are accustomed to the work, than have strangers, naturally.

Q

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Tait.

3168. In reply to Mr. Mann, with regard to question of classification, your main ground of complaint seemed to be based on the fact that casual men are employed between the sections A and B as against B and C?—Yes.

3169. As against what you considered to be the official instructions?—That is it.

3170. And the employment of those casual men under those circumstances has resulted in old dock labourers like yourself being left out in the cold?—Left outside. That is one of our greatest complaints.

3171. That is the reason why, in answering Mr. Bolton, you said that 75 per cent. of the men employed in the India Docks under those circumstances had been left out in the cold and new men engaged in contravention of the agreement?—That is precisely it.

3172. Mr. Ismay asked you, would it not have been better for you to have acted as stevedores, you or your Union; and you replied that the stevedores would not work alongside with your Union men?—Certainly.

3173. One of the reasons of that would be that the stevedores were organised in 1872?—That is right.

3174. And that their hourly rate of wage is 8*d.*, whereas yours is only 6*d.*?—That is it.

3175. And in consequence these men naturally refuse to work along with men receiving only 6*d.* when they themselves are receiving 8*d.*?—Naturally so.

3176. For fear of bringing down their standard rate of pay?—Naturally so.

3177. In regard to complaints to the directors instead of to the immediate foremen for the purpose of obtaining redress; is it within your knowledge that there have been any overtures either by your Union officials or yourself in the capacity of branch secretary; has any communication been made to the directors complaining of their foreman and subordinate officials breaking through the agreement with the men? Do you know of any such cases?—I know it has been done repeatedly; but, of course, I could not give the specific occasions now.

3178. But it is within your knowledge that such things have been done?—Yes.

Mr. Bolton.

3179. Who was that notice addressed to?—To one of our Union officials.

Mr. Tait.

3180. In the dock in which you are engaged have you any knowledge of the circular which was put about in September 1890, wherein special instructions were laid down by the Dock Company for the employment of men? Is it within your knowledge that the men have to be "carefully selected, physically strong, and the permanent men are only to be within the years of 23 and 30"?—They had bills published all over the East end of London to that effect.

3181. The old dock labourers, who might have expected to get a fair share of the work in the

Mr. Tait—continued.

docks, were by that notice shut out from being permanent men because of the restriction of the age to 30. You, yourself, could not become a permanent man under those circumstances?—I could not be, because I am much over the age, and others who have applied have been told the very same thing.

3182. And you and your men have naturally reason to complain of that?—Yes.

3183. Besides that, they made it a condition of these men within those ages, being employed as permanent men, that they should belong to a sick society which gave a weekly benefit of 10*s.* a week. You are aware of that?—Yes.

3184. You think that it is not the part of the employer at any time to make such a condition for employment?—Certainly. I do not see why he should dictate as to a man's private business.

3185. With regard to the Employers' Liability Act you made one very important statement, that it was within your knowledge that where accidents had occurred at the docks which warranted some application being made to the court for the purpose of getting damages assessed it was useless for the dockers to raise an action in the court, as it was so easy for the dock companies' subordinate officials to go to the gates and get men to give evidence in their favour for the purpose of simply receiving employment?—Yes.

3186. Which evidence you characterise as false evidence?—Most decidedly.

3187. I suppose if the Commission were, during the course of their sittings, at any time to call upon you for a case in point for the purpose of establishing your position, you would be able to do it?—I should state the facts so far as I know them.

3188. In reply to a question of Mr. Mann, on the subject of eight hours, while you admitted the advisability of such a limit being put upon the ordinary day's or week's work, you did not say by what means you would like that eight-hour day brought about. Will you explain to the Commission what means you would adopt?—I think it would be no use fixing 48 hours a week, except through the State.

3189. By Act of Parliament?—Yes, that is what I mean when I say the State.

3190. In answer to Mr. Jesse Collings you admitted the principle of the Dockers' Union having a license for the purpose of engaging so many more men, and you said it would make a certain proportion more comfortable if the dockers were a licensed body?—I take the license to mean his Trade Union card of membership. That is what I understood the license to mean.

3191. Would you favour the docker's calling being made a close corporation by any form of licensing?—I do not understand the close corporation question.

3192. Would you restrict the work of dock labourers to those who simply hold the license?—I mean to say that the Dock Labourers' Union would make the dock labourers' lot a far better one than it has been in the past if they

2 July 1891.]

Mr. W. SALTER.

[Continued.]

Mr. Tait—continued.

had the power of saying so many should be labourers, and no more.

3193. By that would you say that you are prepared to make the Dock Labourers' Union a close corporation, so that only a certain few men should be employed in dock labour?—Yes.

3194. This is quite different from being a member of Trades Union?—Yes.

3195. Do you know what would be the result if all trades were to do the same?—No, I do not.

The witness withdrew.

Mr. JAMES DONOVAN called and examined.

Earl of Derby.

3199. You represent the Amalgamated Stevedores' Society?—I am a member of that body.

3200. Are we to understand that you come here to represent it?—No.

3201. What number of members does it comprise?—About 5,000.

3202. Are there any apprentices among them?—There is a system of apprenticeship in this way. There is a boy to every gang of 10 or 12 men.

3203. That boy is learning the business, I suppose?—Yes, as he grows up to manhood.

3204. If there is only one boy to every ten, I presume that your members cannot pass through that apprenticeship?—No, it is not a system of apprenticeship; it is a system that has been in vogue from time immemorial, at all events beyond my recollection. There are no regular indentures signed or anything of that sort.

3205. Does your work require a certain amount of skill and training?—Yes, a large amount.

3206. How long do you think it takes to make a man understand it thoroughly?—He would have to be a good knowledgable man and of good average education to be a good workman in five or six years.

3207. How are these wages paid?—They are paid by the hour.

3208. Direct by the employers or through sub-contractors?—There is a system of working directly from the owners of ships and brokers, and from stevedore masters, as they are called—sub-contractors, I presume. They pay on the conclusion of the job each day, at whatever time we finish.

3209. Are all the wages paid daily or only at the end of the job?—They are paid daily, and at the end of the job.

3210. Part daily and part at the end of the job?—All at the finish of the day. Some jobs finish in the middle of the day. We demand our money then.

3211. Always at the end of the day, or earlier if the job is finished?—Yes.

3212. Is any notice required to terminate an engagement?—No.

3213. What are the ordinary hours of labour?—We work a nine hours' day when we get the chance.

3214. Is overtime frequent?—Yes, there is a great deal of overtime.

Mr. Tait—continued.

3196. You are prepared to admit that all trades are entitled to do the same?—I am prepared to admit that all trades are entitled to do so.

3197. And your solution with regard to those who are not fortunate enough to hold this license by being members of this close corporation would be that the municipal authority should find employment for them?—Yes.

3198. By the erection of municipal workshops?—Yes.

Earl of Derby—continued.

3215. Night work?—Yes.

3216. You have not told us what the average rate of wages is?—Our pay is 8d. an hour.

3217. And how much for overtime?—1s. an hour.

3218. That is better pay than in any other employment connected with the docks, is it not?—Yes. We had a great struggle to get into that position, but we have maintained that. For a matter of about 22 years we have had that rate of pay.

3219. Will you tell us whether you consider the employment dangerous?—Yes, very dangerous.

3220. In what way?—Risk of accidents in the machinery and gearing and insufficient accommodation for men to go up and down out of the ship's hold and over the ship's sides into barges and craft.

3221. As a matter of fact, do accidents often occur?—In Poplar Hospital, in the vicinity of the docks, there are always four or five stevedores occupying the beds, and very often the deadhouse.

3222. And when accidents occur is compensation paid?—In a way. I can name about three instances of men being killed suddenly, and when the cases had been settled in favour of the widow receiving a certain amount of money the other parties took it to a higher court.

3223. You say after the matter had been settled?—After it had been settled in the lower court they took it to the higher court, and that crippled the resources of the people, and they had to come to a settlement with them.

3224. Does not the Union or the Society take up such cases?—Not as a whole body. There are portions of them that pay a certain amount to an association called the Legal Aid Society to assist them, but I have seen them settle many cases in a very bad manner. Where there has been a good chance to get compensation for a thigh broken, for instance, they have settled a matter of that description for 20l., which is very inadequate and insufficient compensation.

3225. That is a society, I suppose, which the men themselves have set on foot?—They pay into this Legal Aid Society to be fairly represented.

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Earl of Derby—continued.

3226. If they are not satisfied with its action, I presume the remedy is in their own hands?—What are you to do when you have got your hand in the lion's mouth? You have to be civil and get it out as easily as possible.

3227. Do you mean by that you do not think that any arrangement would obtain you justice in such cases?—I do not know about any arrangement. I think that there ought to be some official appointed from Government, and a working man could lay his case before this official, and he would take it up and see the man received justice. I am not acquainted with legal points. I think there is another matter which wants looking to greatly.

3228. What is that?—The matter of common employment as it is called.

3229. You agree with what has been said about the rule as to common employment and contributory negligence being a hardship upon the workmen?—Yes, they are a hardship.

3230. Are you troubled at all with foreign labour?—We are not now. There has been a rule in vogue in our association for the last 16 years that none but natives of these islands shall become members of the Society.

3231. Does it follow from that that no stevedores' work can be done except by natives? You exclude foreigners from your Union, but can you exclude them from doing this kind of work?—We have proved it so in this way, that when they have attempted to do so, which they have on occasions recently the past winter, they were soon glad to get rid of them.

3232. Your people will not work with them, I suppose?—No.

3233. I believe you have something to tell us about the dismissal of the representative delegates who were at one time employed?—We do not have representative delegates the same as in other Trade Unions. It is very often the case that in a gang of men a man that holds any position in a society, if there is any dispute, will be the spokesman, and that man on occasions has had to suffer for speaking on behalf of the whole body.

3234. Have you had many strikes or lock-outs in your branch of business?—We had only one dispute for a matter of 12 years, and then we had none for nine years. But in the last 15 or 18 months we have been continually in hot water. I believe it is through the action of nothing else but the Shipping Federation.

3235. You say for the last year or 18 months you have been continually in hot water. In what way; what kind of disputes do you refer to?—Gangs of our men going on board the boats of Mr. Becket Hill have found there are incompetent coalies (men who store coal in the ships) at work over their heads. There have been Federation coalies at work over their heads, taking in coals at the same hatchway; the men start work. Very soon they find it is dangerous for them, and they protest against it. They say that these men must knock off or they themselves will, not on account of their being Federa-

Earl of Derby—continued.

tionists, but because it is unsafe to work with them.

3236. These men who take in coal are independent of you, belong to a different society, and you find it inconvenient to work with them?—I do not think they belong to any society so far as that goes, unless it is a very aggressive one. They are placed there on purpose to have trouble and quarrel.

3237. At any rate they do not belong to your Society?—I will put it in this way. We had got into the way of being able to work with the men that were always in the habit of working about at these coals, because we had confidence in them, the men were quite safe to work under. For instance, they knew how to fill a basket of coal, and it would go up safe and come down safe. They would put a certain amount of protection around so that we would not be struck with the coal. There is an art of filling coal, simple as it is, besides which, it wants a lot of manual labour. For instance, an unskilled man would put a lump of coal on top of a basket, and that going over your head, the least thing knocking against it would knock the large lump off the top, and we have had several of our men injured in that manner. A man knowledgeable with the work would put the lump at the bottom, and work with the small stuff at the top—a little dust you do not mind.

3238. Has the employment of these Federation labourers been the principal subject of the disputes you refer to?—That, and threatening our men if they do not work harder. It is a threat to tell men that if they do not do so and so that they will bring some other men in their place. It is intimidation, in fact, of the officials in connexion with these Federationists.

3239. If an employer says to a workman, "I cannot continue to employ you unless you work harder," do you call that intimidation?—No. A man has to work hard to put 100 tons of flint into a steamboat before 12 o'clock in the morning, dinner time, when he does not start mostly till half-past 7. It takes four hands to fill 100 tons of flint. He is working pretty hard, and if there is a stoppage for a pint of beer, he will be told they will not have any more of that. He will have other men on board. I myself have been working for that firm for a number of years, and I say it is intimidation to those earning their living in that neighbourhood and living there. They have put their little capital, whatever they have in a garden, or perhaps a pigeon-house, or whatever it may be that amuses them, and it is a threat to those men.

3240. You consider that they have a vested right to the employment, and that the employer should be able to show cause before he dismisses them?—I consider that the men should not be threatened. I do not know about a vested right. I consider that it is intimidation to take a man's living from him that he has been getting, and without any fair cause, because a man would stop 10 minutes to have a pint of beer. He would make that up. The per-centage of

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Earl of Derby—continued.

the money which they earn in the meantime would testify to that.

3241. You think your people work quite hard enough, and the employers do not always take that view. Is that the view you put it?—No; they always have men sweating and driving the most they can out of you. If, when there is a heavy job, you stop for a pint of beer, or less even than that, there is one threat at all events continually made to your face. They are keeping these men, supporting them in some shed in one of the docks, for instance, in the Albert Docks. That is a firm that we had worked in harmony with for 20 years or more, never had any dispute; they paid all our dues and demands, and if there was any little matter cropped up it would be referred to the committee, and back to their leading men. That is all stopped, or most of it, since those Federation men were taken on.

3242. It is since the last strike that this less satisfactory state of feeling has prevailed?—No; I cannot say it is. It is not so long ago as that since the Federation was got up. We had a comparatively quiet time till the formation of this Federation, and since it has been in existence in the docks there has been nothing but trouble and quarrel with all sections of workmen, from the boys who scurf and scale the boilers to the men that put the boilers into the ship.

3243. Was not the Federation the result of the great strike?—No, I think not. I think it was the result of a dispute with the seamen and firemen. I am not positive on that score, but I think that is what it was.

3244. By the way, you told us just now that you did not consider yourself a representative of your Society, but does not your paper contain your credentials. "This is to certify that Mr. James Donovan is a duly accredited delegate to the above council on behalf of Branch "No. 3?"—That is my credential to my council, but not to come here. The Society that I am a humble member of is very slow to move in anything political; we have never moved in anything of the sort. They never have, and I have tried very hard to get them to do so myself. But I took independent action myself in this matter when they would not do so.

3245. Have you not said here, "I take it on myself as being a fit representative of a very important class of workers to express a desire to be heard," and that you enclose your credentials and say that you have had a large experience of combination, and that on behalf of the Amalgamated Society of Stevedores you ask to be heard. Is not that your letter?—Did I finish like that?

3246. "As I have a full experience of our combination the Amalgamated Society of Stevedores I ask to be heard, and that my suggestions, if reasonable, be adopted," and you enclose your credentials?—Yes, but I do not say, if you notice the reading of it, that I ask to be heard as the representative of the Stevedore Society.

Earl of Derby—continued.

3247. Then you speak only on your own account?—I speak from my experience and knowledge of the work.

3248. Does your Society take any steps to find work for men who cannot otherwise obtain it, or, is that matter under consideration?—We have introduced one system and it has worked for a number of years, and worked well. I believe we are about the first labour organisation that has done this. We have restricted our members to working not more than one day and one night; they must have 24 clear hours off before they start again. That spreads the work a little more. Men used to work until they fell down pretty well, and other men at the same time would be idle for weeks or months.

3249. Do you mean that men worked for more than 24 hours together?—I mean that no man must work more than that now. There is a rule in the Society to that effect.

3250. But before you made that rule did men work for more than 24 hours together?—Yes, over 60 hours.

3251. Have you had any experience of the system of co-operation?—We have discussed it on two or three occasions. We have tried it experimentally in gangs as it were. But it has been defeated by foremen and others. They get into office, although there is a rule against them getting into office, and become foremen, and human nature is weak, and they give way and defeat the object. At all events they have defeated it.

3252. Do you mean that the foremen are opposed to it?—All permanent men seem to be opposed to it, foremen and donkey men.

3253. Not only the foremen?—No; all permanent men.

3254. Is there anything you have to suggest which you think the Legislature ought to do and can do by way of improving your condition?—I think there could be a great deal of suffering among our people prevented by having the gear examined officially by men competent to view it.

3255. Is there anything else you wish to suggest?—I believe that an eight hours' legal day would work. We have struggled and lost so much money in assisting others in attempting to improve themselves that it would take years for us now as a body to get on a proper footing to fight that battle. In fact, I think myself personally it is too stiff a job to fight it out. I think it should come legally.

3256. You desire a legal eight hours' day?—It would give our men more work, that is to say, it would equalise the work a little more, instead of some men earning 24s. and 30s. while others are only earning 10s. or 12s.

3257. Do you object to a man earning more than the average of other workmen?—I do not object to that, but I should like to see it so that all men would have an opportunity of earning sufficient to keep them decently and clothe them. I do not think that 12s. a week, for instance, is a fair wage for a man without any family at all to live on. He lives pretty close

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Earl of Derby—continued.

in the wind if he does. He cannot pay much rent, and so on.

3258. I think you told us that in your employment the rate of payment was higher than in other occupations connected with the docks?—The rate of pay per hour is higher, but the irregularity of it, and the precariousness of the employment, is very great.

3259. And are they all known men who are employed?—Yes, there are no blacklegs that I know of at the work now. The only people I know as blacklegs are these Federalists. Of course, they are not proper Union men, because I believe that any man who pays into a Union, or is a Union man, should pay a certain amount of money down or should pay his quarterage and have a say in the management of the Union. They have no such thing as they are; it is nothing but an aggressive fighting body.

3260. When you say you want the eight hours' day, I suppose you rather mean 48 hours in the week; work could not, I suppose, always be finished in eight hours?—No, our work is of such a nature through tides, &c.

3261. What do you say about overtime?—There would have to be overtime through the nature of the work. They have to follow the tides and so on. Of course these difficulties can be got over, I believe, by men who study the matter a great deal better than I do. I can state that eight hours would divide the work better than it is at present.

3262. What you object to, I understand, is its being unequally divided, some men getting a great deal more and others a great deal less?—Yes, there are so many who are in regular employment, and others, though they are at work while the work is there, have to take it only while they are busy. For instance, all hands are at work to-day, but to-morrow, or the rest of the week there will be more than half the men idle.

3263. Does not that arise in part from the very nature of the business, ships coming in and going out irregularly?—Yes, it does to some extent.

Mr. Bolton.

3264. Are you an official of the Union as well as a stevedore?—No, not at present.

3265. You have no connexion with the Union except membership?—No.

3256. Your view is that prosecutions for accident should be undertaken by a Government official?—Yes, there should be an official appointed from the Government, and a man if he is injured should lay his case before him, and if he could get a solicitor and prove it was a fair case, that gentleman should take the matter up for him in the interests of the working men.

3267. And how would you have him paid?—As all the officials are paid by the Government at the present time, on the same principle.

3268. Where would you have that official resident? Would you have one at every dock, or one for every port, or what would you have?

Mr. Bolton—continued.

—You could have one at every large port, like Liverpool or London.

3269. How about the smaller ports?—They could refer to those men who have the right of taking up cases, and a man could find a solicitor, and get a solicitor's opinion about the case, but he could not carry on the case. He might be able to raise sufficient money to get a solicitor's experience and knowledge, and to know whether he had a good case or not, but he could not carry it on, and I believe it would be right, where a man would do so, that he should have facilities given him to see it carried out in a fair manner.

3270. Is it not part of the duty of your Union officials to protect the men in those cases?—No, it is not.

3271. Is there no obligation at all on the Union?—I have told you there were some of the branches that paid into a Legal Aid Society.

3272. I was asking whether there was not, generally speaking, an obligation on the part of the Union itself to protect the men in those cases?—Not in our business. There is no rule to that effect.

3273. You said, I think, that you had had some interference by foreigners in your trade, but they were only there for a few hours, and that the masters were glad to get quit of them. What was the objection found to them?—They could not do their work in a proper manner, or in a safe manner, and damaged the property.

3274. Do you find that ships come to this country from foreign ports improperly stowed?—Yes, sometimes we have to break them out and re-stow them.

3275. You do not re-stow them if they have arrived here at the port of discharge?—Not if it is the port of discharge. We have ships come half loaded from Hamburg and Antwerp.

3276. I am speaking of vessels that come here with full cargoes. Do you find those, as a rule, improperly loaded?—We leave that to the dockers. They unload the vessels.

3277. You know nothing about it?—I do know something about it, but that as the docker's work.

3278. Are they properly stowed or improperly stowed?—It is according to where they are coming from. Vessels coming from the Colonies, for instance, are well stowed.

3279. Say they are coming from Calcutta?—They are all right, they are stowed well. The nature of the cargo is such that it is a very simple matter to stow them correctly.

3280. How is it when they come from Java? Do you know that place?—Yes.

3281. Are they properly or improperly stowed as a rule?—The nature of the cargo there also makes it a simple matter to stow it.

3282. What is the nature of the cargo?—There is a great quantity of india-rubber, coffee, rice.

3283. Sugar?—Sugar, and so on.

3284. Tea?—There is not a great deal of tea.

3285. Is there not as much tea as india-rubber?—There is a large quantity of india-rubber comes from Java.

3286. Tobacco?—Yes.

2 July 1891.]

Mr. J. DONOVAN

[Continued.]

Mr. Bolton—continued.

3287. Is not that a pretty mixed cargo, or a mixed lot of stuff?—Not according to a London stevedore's point of view.

3288. Do you find, as a rule, that vessels from foreign ports arriving here are properly stowed?—I do not have the experience of it; we do not unload them; we load.

3289. Were these foreigners that were brought in here to load or to unload?—They were to load. They had been discharging and were to load.

3290. And it was simply their incompetency that led to their being sent about their business?—Exactly.

3291. Are you sure it was that?—Yes.

3292. There was no interference on the part of the Union?—None whatever. The captain sent for the executive, for the secretary, and asked him to bring his stevedore men to work.

3293. That is all you know about it?—I know that the other men had destroyed a lot of valuable property—broken a lot of glass, &c.

3294. What is your particular objection to these Federationists; are they not members of a Union?—No, I have stated that they are not.

3295. Is there a Federation Union?—No.

3296. What is it then?—I take it it is an aggressive body formed by a certain number of capitalists to cause, or try to cause, dissension and trouble among the ranks of the various Trade Unions.

3297. Then do you think the trades unionists are to be exclusively in possession of the labour market?—I think it would tend more to peace, and have good workmanship done if such was the case.

3298. Then is it your opinion that all labour in this country should be done by trades unionists as being more to the advantage of the general public?—In regard to our own case I will say yes. In our line of business we doubled our wages very nearly in two or three years. Our wages run from 3s. 6d. to 4s. It was an extraordinary good man, and a very old confidential man, and next to a foreman who got 4s. 6d. That was 23 years ago. Before 1872 was out we had 6s. per day all round. That was 8d. an hour. Since that time we have had various conferences with the employers—I mean the first employers, the brokers; and there is a document even now, signed within a twelve-month, that they are quite satisfied with the rate of pay that we are getting, and there has never been any disturbance. We have had none, I think, or did not have for years, only one. It was in 1889, the one that I have spoken of before. That is the only dispute we had for years. They are quite satisfied, and if that is the case, and the masters are all satisfied, I think that shows that it works well.

3299. I do not think you have told us what the average rate of wage among your people is. Have you any idea?—You may put us into about three classes, I should say. There are men who earn pretty well regularly every week about 24s. There is another class earns about 18s. Then there are the elderly men, men, of course, who get the cold shoulder as soon as they are looking a bit old, although they might be

Mr. Bolton—continued.

better men than a young man at the work. As soon as they get to look old they are left in the cold, and they get about 12s.; I should say no more.

3300. Are these men in equal proportions, should you think?—Not quite. I think the majority of the men are in the middle class.

3301. Perhaps if you take the average wage of the whole at 20s. a week that would be about it?—No, it is too high; never had it.

3302. 19s.?—15s. to 18s. 18s. might be an average; 17s. or 18s.

3303. I think you said just now that your wage per day rose to about 8s. or 9s.?—It is 8d. to 1s.; 8d. during the day, and 1s. for night-work.

3304. For eight hours that would be 5s. 4d.?—Yes. With the eight hours they would tolerate no lowering. Our men are of that class and that character that, even when they were asked to do a matter of work that they had done at one time, you could not get twenty out of the whole 5,000 that would go to it in the way proposed.

3305. What I was wanting to ascertain was, the average wage of the men in your class, being, as you say, about 18s., how long they work for that 18s.?—They might work two or three times every day, say three hours.

3306. Is the employment so constant that they will get two or three hours every day?—No.

3307. The rule is sometimes a glut of work and then a famine of work?—Yes, there is a lot of that.

3308. What is the general rule in regard to the work, is it a whole day's work and then a rest?—Lately we have introduced a system of only having three calls a day. You might see our men hanging about. In the winter time it was painful to see them hanging about from 6 o'clock in the morning to 4 o'clock in the afternoon. But latterly we have brought a rule into operation, and it was signed and satisfactory to the shipowners of the port of London and the dockers, and we have had three calls a day, not less than three that is.

3309. That would be 2s.?—2s.

3310. Would that occur every day as a rule?—No. You may go weeks without earning a penny.

3311. Then you must have a good deal of overtime?—There is considerable overtime, most of the mail boats work overtime.

3312. Do you see any remedy for that?—The avoidance of overtime. I think it could be arranged so that men could have an eight-hour day.

3313. You have always a number of men idle?—Yes, there is always a number of men idle.

3314. Consequently if you had eight hours only and no increase in the amount of labour, the total amount earned would be less than what is earned at the present because there would be no overtime and no extra pay?—You mean there would be no increase in our pay.

2 July 1891.]

MR. J. DONOVAN.

[Continued.]

Mr. Bolton—continued.

3315. Whether you adopt the overtime system or prohibit the overtime system, the total amount of work would remain the same, and as you have now a large number of men always idle, if you adopt the eight hours a day pure and simple, and prohibit overtime, more of those men would get work, but the total amount earned would be less, because there would be no overtime which is paid at a higher rate. So that the total amount to be divided among the men in your employment would be less in the year than it is at present?—No, I think not.

3316. Show me how it could be otherwise?—In this way, that the men who do the overtime now are the men who get the "pref." in the work.

3317. I am not speaking of that. I am speaking of the amount earned by all the men together. You wish, as I understand you, that more men should be employed?—Yes.

3318. You say that that could be attained by limiting the day's work to eight hours without overtime; but as you have sufficient men at the docks always to have a number of men idle, it is quite clear that the amount divisible among the men themselves would be less than it is at present unless you could increase the quantity of work to be done?—Of course the quantity of work would increase. For instance, where they have one gang going now and would work but the one gang, they would then work three gangs.

3319. I am afraid that that does not increase the quantity of work. It does not induce a greater number of ships to come here?—It would increase the earnings of the men who only earn 18s. a week.

3320. It will divide the money better undoubtedly; it would divide the money amongst a greater number of people, but will there not be less money to divide, because you say a great portion of your work is done overtime at a shilling. Then you would have less money to divide under those circumstances?—Yes.

3321. Do you think it is desirable to make any change of that kind and to prohibit overtime?—I do not think it is possible to do it at the present time. I do not know of any way myself, on account of the tides, &c. It might be possible they would be able to do so.

3322. You seem to think that those coalies, as you call them, are very incompetent men?—I mean to say the Federation men are very incompetent.

3323. How do they get the name of coalies?—Do you mean the Federation men?

3324. I do not care whether they are Federation men or not?—They are called that through working the coals, putting the coals into the ships.

3325. How long has a man to work at that before he gets the name of coalie?—He belongs to the Union and works at the coaling for some time.

3326. I suppose the fact of his being called a coalie is owing to his working at coal?—Yes.

3327. Why is he incompetent to work at coal?—The men who belong to the Federation are

Mr. Bolton—continued.

because they have only been brought newly into the work from I do not know where. I may say they are the riff-raff of the world.

3328. Why do the Federation take up the riff-raff and the Unionist only get the pick?—Because the pick of the men will go into better employment, will go into respectable employment, and will not be bribed. I believe it is the English nature to act straight and be above-board, and look for fair treatment; and these men are being bribed to under-cut and under-sell another man. He is a lower-priced man, and he is bribed to be so.

3329. Do they work at lower wages than you do now?—I believe so.

3330. Do you know it?—I know it.

3331. What is the difference?—They do not get paid for meal hours, for instance.

3332. Do they get overtime?—They do not get paid for meal hours in night work.

3333. Do they take a less wage per day?—They take a less wage.

3334. Do you know that positively?—I know it has been the common talk and common knowledge from the men themselves. They are paid in a different manner. They are supported and kept.

3335. What I wish to know is whether you can state of your own knowledge that Federationists work at lower wages than Unionists?—They do.

3336. You say that of your own knowledge?—They do.

Mr. Tom Mann.

3337. The Union that you belong to has about 5,000 members?—Yes.

3338. Did they receive an invitation to send delegates here?—I have not been in office these six months, and I could not tell you.

3339. In any case you are not appointed by them as already stated. Have you come here purely on voluntary lines?—Exactly.

3340. No request made that you should come?—No request. I asked the executive if they would do so, and they were so very busy trying to bring about settlements of little disturbances that we have had so much of, that they were too busy; and besides that, they are very slow to interfere in anything political. I must say that.

3341. Respecting the condition of employment you state that the Union some years ago succeeded in limiting the number of successive hours that the men engaged on the work should work, to 24?—That is the outside.

3342. That is the outside now?—Yes.

3343. But it was formerly oftentimes as high as 50 or 60?—Yea.

3344. Are any steps about to be taken with a view to reduce it below 24?—There is a great deal of dissatisfaction yet, but there has been no practical work done so far as that goes. There has been a great deal of agitation going on amongst the members in the club room.

3345. Is the maximum reached by the best men, or rather by the men who have the best run of the work?—The permanent men, such as

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Mr. Tom Mann—continued.

the foremen and donkey men who drive the steam donkeys.

3346. Do they get paid at the same rate?—They get an extra 1s. They get 7s. a day driving the donkey engine, and the foreman generally get from 7s. to 8s.

3347. You have put the average of the stevedores at 18s. ?—About that.

3348. What rent does he usually pay out of that?—You see large numbers of them augment their wage in this way, because there are between 40 and 50 per cent. of our members who are naval reserve men. They get a retainer that helps them along a bit. I myself pay 4s. 6d. up to 6s. for rent.

3349. What proportion of your members would be naval reserve men?—I should say between 40 and 50 per cent. A very large percentage of our men are naval reserve men.

3550. Receiving on the average about what pension as naval reserve men?—They get a retainer of 2s. 6d. a month, and they get a guinea a week for a certain number of weeks in the year, and they can go and put that in in a very slack season. They can choose their own time when to put this drill in.

3551. There are some of your men receiving only 12s. a week?—Yes, and a good number of them, too.

3352. How long has the Union existed?—22 years.

3353. How would you describe your work, as stowing or stowing and discharging?—There is very little discharging; only of heavy ores of the port of London that our men do. They do the discharging of the heavy ores, such as iron and copper ore; pig iron and pig leads and phosphorous rock also. That is about the only discharging we do. We do all the loading of the port of London with one little exception.

3354. Prior to 1889 did you go along pretty steadily with the employers?—Yes, everything worked very smoothly.

3355. No disputes?—No disputes except one we had in 1874, which I forgot. In 1874 the master stevedores attempted to reduce our pay, and the Society had a conference with the employers—that is with the brokers and owners—and it was settled in one day. We maintained our position. We were only out one day.

3356. In 1889, of course, you came out to help the dock labourers?—Yes, that was a spontaneous movement on the part of the men.

3357. You stated that you had worked amicably with one firm for about 20 years until the Shipping Federation became an established fact?—Yes.

3358. Since then you do not appear to have got on well with that firm. What firm is that?—The British India Company.

3359. How did the difficulty come about there?—I think through these Federation coalies principally.

3360. The dispute did not arise with your men—the stevedores?—No. It was unsafe to to be working with these men. Besides, they used bad language to the men. They asked to have an alteration made to have the old coalies.

i 70839.

Mr. Tom Mann—continued.

There was a dispute with the coalies, you understand, and they struck against them. Our men worked for two or three weeks with those men, until it was unsafe.

3361. You would have us understand that the cause of the dispute between the stevedores and the British India Company was due to the fact that Federation coalies were employed, whom you considered to be incompetent coalies?—They were incompetent. It was dangerous to work under them.

3362. Supposing they had been competent, would there still have been grounds for leaving work?—I could not say.

3363. Was the leaving work endorsed by the executive of your Union—leaving the work of the British India Company?—No, it was not.

3364. But they did leave?—The men left. It was unsafe to work.

3365. Did they leave any other firm at the same time?—No, I do not know of any other firm.

3366. Are any of your members working for the British India Company now?—Yes, large numbers of our men are working for the British India Company; but there is always friction.

3367. What proportion of your men are now working as stevedores for the British India Company?—I could hardly tell you the proportion. I could not properly answer that question I do not know exactly.

3368. I do not think you have made it quite clear as to whether your members really left the work of the British India Company because of the incompetent coalies, or for some other reason?—That is the only reason I know of. The men complained of it being dangerous to work where those men were.

3369. Was it not to help some other Union?—I never heard so; not that they left the British India Company. It was through their men being incompetent. Some other question may possibly have been mixed up with it, but whether there was anything of the sort I do not know.

3370. You do not know what the cause of the dispute was between the coalies and the firm?—No, I do not.

3371. Therefore, you could not trace it further back than the coalies?—No.

3372. You are not prepared to say anything concerning a point which you did just allude to (the Sailors' Union), as to whether it had anything to do with them?—I would not say, but what happened might have been through them. They were very close with the Coalies' Union, and whether the coalies come out in sympathy with them or not I do not know; but I think the complaint our men laid before the Council was that it was unsafe to work on board the ship where those men were working.

3373. Can you say for certain whether that was the reason or not?—They laid that complaint before the Committee.

3374. And gave that to the Committee as a reason why they intended leaving work, irrespective of whether the Committee endorsed it or not?—They left work on account of that.

It

2 July 1891.]

MR. J. DONOVAN.

[Continued.]

Mr. Tom Mann—continued.

3375. On account of the incompetent coalies?—Yes, it was dangerous where they were.

3376. They are hoisting coal out of the barge while stevedores are working on deck and in the hold, and pieces of coal fall off the coal basket; consequently there is danger of injury to the men?—They put a lot of store coal in the 'tween decks of these boats, and they fill up the bunker abaft the main hatch in the 'tween decks. They fill it very often by carrying the coals along the deck. Then sometimes lumps fall off the top of the basket on to the men. They did not take steps to hang a canvas round so as to protect the stevedores as the ordinary coalies would do, and they do not do it now even.

3377. Do you say that these Federation coalies are receiving less than members of the Union?—One of them has told me so. He has told me of his rate of pay.

3378. In the case of your members, you always receive pay for meal times, for night work?—Yes, at night.

3379. But not in the daytime?—No.

3380. No pay for meals in the daytime, but for all meal times at night?—Yes.

3381. But these Federation men have not been receiving that pay?—No.

Mr. Tait.

3382. You state that most of your members were employed by a stevedore master?—By various stevedore masters.

3383. The stevedore master generally employs your members?—Yes.

3384. Is he a member of your Union?—No.

3385. Do you know what wages he gets?—He is paid per tonnage.

3386. And you are paid by the day or by the hour?—By the hour.

3387. It will be his duty to see that you work as hard as you possibly can?—Yes.

3388. The more stuff you put out certainly means a higher rate of wage for the men, they being paid by the ton?—Are not paid by ton they are paid by the hour.

3389. You say a good deal of overtime has been worked by the stevedores?—There is considerable overtime. In all the mail boats there is overtime.

3390. In answer to the Chairman you said that in many instances the men had been called upon to work long and continuous stretches of duty well on to 40 hours in some cases?—That is a good many years ago.

3391. You have a clause in your Society rules which prohibits any of your members working more than 24 hours?—Yes.

3392. Does it occur very often that men are called upon to work those stretches of duty?—Large numbers of the men; almost every mail boat, the large mail boats of the P. and O., the British India, the Pacific boats, the New Zealand boats, &c. They all work more or less a couple of nights at the finish.

3393. When this class of steamers come in to be loaded or disloaded have you ever approached the master stevedore to ask him to let one gang

Mr. Tait—continued.

of men go home at the end of the day's work, and to take on a fresh gang?—Yes, it has been done privately. But they get in the way of having a certain class of men and they like to keep those.

3394. Has it been the case that the master stevedore has refused to take an a certain gang, and would rather have those men working 24 hours?—Yes; to work a day and night is the longest stretch our club allows.

Mr. Bolton.

3395. This would be at overtime rate?—Yes, for night time.

Mr. Tait.

3396. You said that the work was very dangerous, and specified the insufficient accommodation in the holds of the ships as being a dangerous element in your employment?—Yes.

3397. Have you through your association, or by other means placed at your disposal, directed the attention of those that are responsible for this insufficient accommodation to the subject?—Yes, gangs of men have complained on board certain ships, and they got no satisfaction. The only satisfaction they would get would be that the captain or chief mate of the vessel would tell the men very likely there would be a fresh gang of men come in the morning, and the men would get the sack for speaking.

3398. The complaint you have made has been made either to the master stevedore or to the chief officer of the ship?—Exactly.

3399. And for making that complaint the men have sometimes found that they have been spotted?—Exactly.

3400. Therefore as a body of workmen you are intimidated to a certain degree by such actions as those on the part of the employers or those for whom the employers are responsible?—Yes.

3401. In answer to the Chairman with regard to compensation, you stated that there was in existence in connexion with your members a Legal Aid Society?—Yes.

3402. I presume its objects are similar to the objects of the Insurance Societies which are in existence for employers coming within the category of the Employers' Liability Act?—It struck me at the time when I saw it that they were the very same who were running the two organisations.

3403. You also stated that you thought that an official should be appointed by the Government to inquire into all legal cases; do I understand that you wish to give him any other power except to make an inquiry and report?—I think there should be a permanent official appointed.

3404. For making inquiries?—For making inquiries, and to receive and take the case up if he considered there was fair and just cause for a trial.

3405. You would leave it to that one individual alone to say whether it was a justifiable case?—No. A poor man may be able to engage a solicitor, but he could not carry on a case. He

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Mr. Tait—continued.

would have his solicitor to settle the case for this man, and to explain it to this official.

3406. You have followed I have no doubt very narrowly all cases that have come into court under the Employers' Liability Act regarding your Society?—I have known cases which have been brought into court.

3407. Have you personally taken a great interest in the Employers' Liability Act?—No, I have not personally taken great interest in it.

3408. You have not read the present government Bill now before Parliament?—No.

3409. Have you read the Bill which was put forward by the Parliamentary Committee of the Trades Union Congress which has also been given notice of in Parliament?—No.

3410. You stated that you excluded the foreign workmen from your Union. Do I take it that it is because they are foreigners only that you excluded them, or was there some other reason? The case was that we were half starving at the time. At the time that that rule was passed we were not averaging 9s. a week.

3411. The conditions being equal, you have no objection to the foreigner?—At that time they were coming into it rather thick and heavy. There were several at that time before we passed that rule. There is a rule to that effect, or rather it is a byelaw, that only natives of this country should become members of the society.

3412. Is the rule still in existence by which you deny the right of the foreigners to join your Union?—Yes; there is a byelaw of that kind.

3413. You also stated that a number of members of your Union had been dismissed, or, in other words, intimidated by the action of the employers?—Yes.

3414. I suppose, like a number of other dock people, you feel that your independence as men is being assailed by being prevented from ventilating what may be your personal opinions in your own as well as your masters' interests?—Yes.

3415. You think it is an unfair thing for employers to vent their spleen or to sit upon a man simply because he may speak his mind upon subjects which he has a right to speak upon?—Yes. One case in point recently occurred. I happen to have had notice of it only lately. It was on a P. and O. boat. A very paltry little dispute occurred about a claim for a shilling. The answer, made by Captain Hancove was, "Wait till we see the Shipping Federation," or "Go to the Shipping Federation." There had been no words further about the matter. The next day the man made a claim for the money again, and he asked what further they would do about it. The men said that they would do the same as what he told them, they would apply to the Council, and he asked what means he would have of settling the job as the men were going to knock off unless they were paid the shilling, and this one man, Bob Stapleton, told him that he would have to do

Mr. Tait—continued.

the same as he told him, apply to their Executive Council, using his own words. The man was sacked without any notice. He had been some years in their employ driving a donkey engine for them. He was sacked without any further notice. He was an old hand in the firm, and had been there for years.

3416. Has it come within your knowledge in your lengthened experience as a stevedore that the employers, the shippers, for instance, have had their attention directed to that form of intimidation?—I cannot say.

3417. I do not know that your Union has taken any steps in it?—We have done so on occasions, and when we have the brokers have always taken our part, and it has been rectified when there has been anything done before like that.

3418. Then you have directed attention to the subject?—Yes.

3419. And you have always received fair redress from the brokers when you appealed to them?—Exactly.

3420. You made some statement with regard to the men that are working under what you call the Federation ticket, and you stated that they were dangerous to the stevedores through their want of experience in the work?—Yes.

3421. You made a further statement that these men were allowed to make statements of a character which you as an ordinary stevedore would not be allowed to make from one workman to another, and to use bad language to those that had not the Federation ticket?—Yes;

3422. Can you say whether the master stevedores had a knowledge of this fact?—The superintendent has been there.

3423. If the master was not there his subordinate official was there, and it would certainly be within his cognizance that such things were going on?—Yes.

3424. I suppose such privileges being afforded to those men, which are not given to the ordinary stevedores, surrounds their whole action with an amount of suspicion?—Yes.

3425. And you attribute those privileges being given to those men simply to the fact that they hold the Federation ticket?—Yes, if it is a privilege to abuse men, or to pelt them with coal.

3426. Then it is the fact that the men that hold the Federation ticket even attempt abuse by throwing coals at other men?—Yes, and have been supported by the police; I have seen it done.

3427. Do you know whether it has come within the knowledge of the master stevedores that that has been done; has it been reported to them?—There has not been any stevedore masters engaged where that has occurred. It is the brokers and shipowners. They have been quite aware of it. They knew about it.

3428. And were these shipowners members of this Federation?—I presume so, when they upheld and supported it.

3429. You supplemented your statement by saying that the police knew that these men had thrown stones at your workmen; did you take any steps to show the position which the police

2 July 1891.]

Mr. J. DONOVAN.

[Continued.]

Mr. Tait—continued.

had taken up in the matter?—One or two men attempted to explain it to the policemen and they got a month for explaining it, so it was time to run away instead of attempting to explain their position or ask for satisfaction.

3430. Were the men apprehended at the ship side when they asked to make explanation?—They have taken the part of the Federationists in that way, that if our men were going along and these other men were leaving the ship, the first thing that they do is to hoot, halloo, and shout at our men. Perhaps there would be a little return, and if our men would return the compliment and do a little of the same thing the police would drive our men away.

3431. Whether they were right or wrong?—Yes, whether they were right or wrong.

3432. In reply to the Chairman, you stated that the Federation could not be looked upon as being the result of the great dock strike?—As far as my knowledge is concerned I think it was the outcome of the seamen's dispute.

3433. When you say that you think the Federation has been the result of the seamen's dispute, do you refer to the Cardiff dispute?—No.

3434. To the one previous to the Cardiff dispute?—To the one which was in London over the matter of signing hands on board ship.

3435. How many years have you been a stevedore?—Since I was 12 years old; about 25 years.

3436. During all your experience did you ever know a Federation being in existence previous to last year?—No.

3437. Do you suppose that it has been instituted for any special good to the workmen?—I can prove even now by actions which have occurred within these last few days that it is for the special bad of the workmen. They carried on work amicably heretofore for 20 years, and it is especially to do us harm.

Mr. Tait—continued.

3438. If this Federation were instituted for the special benefit of the workmen, is it not surprising that it should not have been in existence long ago?—Yes.

3439. In regard to the question of hours of labour, has your Society, to your knowledge, ever made any special movement for the reduction of hours, and by what means do they propose doing it?—My opinion is that the reduction should be brought about by legal enactment.

3440. The co-operative system in stevedore work, you say, has failed?—No; I do not say it has failed.

3441. The principle has not failed?—No.

3442. But it has been defeated by the officials with whom you are employed?—Yes, exactly.

3443. Who do not like it?—Yes.

3444. But the principle you still hold to be good?—Yes.

3445. And you think as an individual that if the co-operative principle of working between the masters and the employes upon the dock was continued it would result in good to both parties?—Yes, I do.

3446. You said you would require a man to take a general inspection of the gearing; what kind of a man would you require?—A man who had had experience as a stevedore at work.

3447. Would you not require a mechanical engineer?—No.

3448. You would prefer a stevedore?—A mechanical engineer would be very well to test chains, for instance; to test the capacity of them; but the man who has usually had a good experience of stevedoring would be the man to examine all ropes and chains and chain slings, and the manner of using them, and what weight could be placed upon them so long as they were sound. But I believe they should be tested at certain periods of the year.

3449. An inspection similar to the inspection of boilers, for instance?—Exactly.

The witness withdrew.

Adjourned to to-morrow morning at 11 o'clock.

3 July 1891.]

Mr. JAMES DONOVAN.

[Continued.]

SIXTH DAY.

Comission Room, Westminster Hall, Friday, 3rd July 1891.

PRESENT:

The Right Honourable THE MARQUIS OF HARTINGTON, M.P.

The Right Hon. THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. TOM MANN.
Professor MARSHALL.

Mr. HENRY TAIT.
The Right Hon. Sir J. E. GORST, M.P., The
Right Hon. A. J. MUNDELLA, M.P., Mr.
GEORGE LIVESEY (Group C.); and Mr. GERALD
BALFOUR, M.P. (Group A.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

JAMES DONOVAN recalled and further examined.

Mr. Tait.

3450. You referred yesterday, in your evidence, to the insufficient accommodation in the holds of ships. Does that refer especially to the hatches of ships?—Yes, getting down to the hold and the hatches, and so forth is very dangerous; in fact there is a murder committed ordinarily—it is an ordinary occurrence to have a man or two murdered every year.

3451. What do you mean by a man getting murdered?—I will quote an instance on the ship which is called the "British Sceptre." The men were going on board to put the hatches on, or rather they were going to put them on at night, when this accident occurred. My own father received his death over the accident. They had got about half the hatches on, fore and aft along the midships, and there were four men on the hatches and they all fell through. One man was killed named Dasey; my father died within 18 months from the effects of the accident, and of the other two men, one had a broken thigh, and the other had an injury to the back which he never recovered from.

3452. Could these accidents be prevented?—Yes, there should be a periodical inspection of hatchways. In fact there should be competent official inspection every voyage on coming home to show that they are safe.

3453. I suppose you refer to a competent carpenter to inspect?—Yes, a competent carpenter—a man who would be responsible to no shipowner, but responsible only to the Government or to the Local Board, or whatever it is.

3454. Has the results of these accidents created any friction or bother at the docks in London? Well, they have got to be so common that they pass them over; they are very common through

Mr. Tait—continued.

the defective hatchways. I could name about 20 men who have been killed during the last 15 or 17 years.

3455. Through defective hatches?—Through defective hatches. In the case I have spoken of they came in at night, and in the case of the one that fell down the hold the hatches fitted into afore-and-after, which was short; the only catch at each end was a piece of iron plate about an inch and a half. It is an ordinary occurrence to see the same thing now.

3456. You are speaking now with special reference to the number of men, members of your society, who from time to time are out of work. Does your society pay any out-of-work pay?—No, our society pays no out-of-work pay.

3457. You make no provision for any weekly payment for men who are unfortunate enough not to be working?—No.

3458. What are the contributions to your Union?—2*d.* per week, and at a death it averages about 5*d.* right through the Union; but each branch or group of branches, sets its own figure to a death levy. An accident levy for the whole is one common object that we have. If a man loses a limb, or is incapacitated from following his labour, there is a levy of 6*d.* right through the League.

3459. You stated that for a considerable number of years your society has been on very harmonious terms with your employers?—From 1874 to 1889 we have never had a dispute—only a lock-out on the P. and O. boats—that was in 1880, through Captain Angove.

3460. On principle your Union is against strikes?—It always avoids them.

3 July 1891.]

Mr. JAMES DONOVAN.

[Continued.]

Mr. Tait—continued.

3461. What steps do you take to avoid strikes?—We send delegates to the parties with whom we are having the dispute, and try to come to a settlement by conference.

3462. Are your members consulted, and do they instruct your delegates before going?—Yes.

3463. What position does your society take up as to arbitration or conciliation. Do they believe in not only conciliation but arbitration on questions where there is any likelihood of a dispute?—Yes.

3464. And where that has been done they have always agreed with the decision of the arbitrator?—Yes.

3465. You do not speak, I believe, for your organisation, but I would ask your own personal opinion—are you favourable to state arbitration?—Yes, on condition that the arbitrators are selected from the workers in fair proportion.

3466. In other words, that there is a fair representation of workmen and employers, and others upon it?—Exactly.

Mr. Jesse Collings.

3467. Will you explain to us what this Shipping Federation is to which you refer so much?—My knowledge of it goes so far as this, that I have held every office pretty well in the organisation of which I have been a member for the last 17 years. I was very nearly continually in office for about 15 years, I went from one office to another, and in that time we had several conferences with brokers and owners, and if any dispute arose over any question which was always easily settled we gave way a point, or they gave way a point, according to the circumstances of the case. Since the formation of this Federation there is no referring to us as a body at all.

3468. I simply want to know what the Shipping Federation is, how it is composed, whether it is a Trades Union or not?—No, it is not a Trades Union.

3469. What is it composed of, who are the Shipping Federation?—So far as I understand, I gather it is from the list in "Fair Trade," that is the only way that I have personal knowledge; it says that it was a combination of shipowners and brokers, and men interested in the shipping business to dissolve or break up the labour unions that are at present existing in the riverside trade.

3470. You do not know that of your own knowledge, but you speak from what knowledge you gain in the newspapers?—I do not know its constitution, but I know who constitutes it. I have been on a conference with the Shipping Federation.

3471. I do not want you to take up the time of the Commission answering the questions; I do not want you to make a speech?—I have been to see what the Federation is composed of; I have attended at the conference where the Shipping Federation was, and I saw who they were composed of, that is the leaders of them. The chairman was the manager of the New

Mr. Jesse Collings—continued.

Zealand Shipping Company—Strickland was one.

Professor Marshall.

3472. You said that a system of co-operative work had been started by the stevedores, but that they have dropped out; I think you use the words "dropped out through the weakness of human nature," or something of the sort, and also that the permanent men were opposed to it. I think it would be very interesting to know the exact history of those schemes?—I stated that they had been discussed and carried and adopted by the club, but the carrying out of them was defeated by the men who held the permanency jobs—the foremen and the donkeymen.

3473. What was their motive; what led them to oppose it?—Their reasons were that they had a very good job and they were afraid of any change. They get pretty regular pay and had things settled and established, and they were afraid of change—they did not know whether it would improve them. It was experimental so far as they went, and it had never been tried, and they would rather remain on the old system, as they were afraid that some of them might lose their jobs.

3474. The stevedore work is by its nature specially adapted for co-operative contracts, is it not?—Yes.

3475. Do you think that there is no hope that those schemes may be revived?—I think the principle is all alive, and I have hopes of its being adopted in a very few years.

3476. Do you think it is necessary to get the agreement of the permanent men to it. Is it not a thing that might be adopted tentatively as a trial without the aid of the permanent men?—Yes; I think it could be.

Sir J. E. Gorst.

3477. Can you state the proportion of men working in the docks as stevedores who are members of your Union?—All the men that work in the docks stevedoring are union men, excepting those that have been introduced lately by the Shipping Federation.

3478. Then all the old stevedores who used to work in the docks before the dock strike were all members of your Union were they?—There were two unions; but there had been a dispute, and there was a break; but the whole lot have combined in one now.

3479. The whole of the men now are combined in one Union; what is the name of it?—The Amalgamated Society of Stevedores.

3480. And, excepting those who are brought in to work by the Shipping Federation, you say that all the men who work at the docks are members of this association?—Exactly.

3481. What is the qualification for membership. How do you elect a man?—A man has to be proposed and seconded by at least two or three members.

3482. Must he have some knowledge of his trade before you elect him?—He must be

3 July 1891.]

Mr. JAMES DONOVAN.

[Continued.]

Sir J. E. Gorst—continued.

practical man, or a stoutly-built man, and be recommended either as a sailor man, or a man who has done docker's work. We do not object to men from other unions joining who are seamen or firemen.

3483. They are men who are accustomed to labour about a ship, and who know what they are about on board ship?—Yes.

3484. Do they pay an entrance fee?—Yes; an entrance fee of 2*l.*

3485. Have you any boy labour amongst the stevedores?—Yes.

3486. You began labour as a stevedore at 12 years old?—Yes.

3487. How is boy labour among the stevedores regulated. Do you bring in your own boys?—The boy is taken on by the foreman, one boy to each gang. The boy is placed at the guy for slackening off the boom, or when a sailing ship is lowering cargo, or bringing wood on board. They give him easy jobs of lowering cargo into the ship's hold.

3488. What wages do these boys get?—When they are first taken it is about 2*s.* 6*d.* a day till a boy gets to 17 years of age, and he gets as high as 4*s.* 6*d.* and 5*s.* a day.

3489. Is there any complaint in your Union among your men of any attempt to substitute boy labour for man labour?—No; we have never had much trouble. There is one boy to each gang; that is the rule of the club, and it is very seldom attempted to be disturbed.

3490. I suppose your Union is strong enough to stop any attempt of that kind?—They have never attempted it. The boys could only take up one position. A boy cannot do the labour that is needed for a man's work.

3491. Now about accidents. I wish to ask one question. Do stevedores who are hurt in their work ever get any compensation from their employers?—Ever? Yes, after struggling for it.

3492. Do they ever get it without any struggle? Are there any employers who give compensation when a man is hurt?—Yes; there are cases where that is the case. We get along very well with the employers, but in a severe case a man has to fight it out in court.

3493. He fights it out in court?—Yes.

3494. How does he find the money to pay his lawyers? Of course you cannot get justice without fees, and how does a man raise the necessary fees for going into court?—Large numbers of the men belong to the society called the Legal Aid, and that furnishes them with the quality of its title.

3495. Are there some men who get hurt and never get any compensation at all?—Yes.

3496. Is that often from want of means to pay the lawyers?—Well, at times from that, and at times through being unable to carry the case further after an appeal.

3497. Are there often appeals?—There have been often appeals.

3498. Would any amendment of the law about the liability of employers be of any use to you, unless there were some means by which you could get cheap justice. Do you want an

Sir J. E. Gorst—continued.

amendment of the law or an amendment of the practice most?—Well, I think the law could be amended also. I do not know exactly the clause which refers to it, but I have been one of a party where there has been an accident, where it has been caused through the orders of the foreman and the man was hurt; and when he went into court they said that the man was engaged with himself and they dismissed the case.

3499. Do you mean that the man had contributed to the accident by his own fault?—They stated because the foreman was the mate and held a card of his own, and so forth, they threw the case out of court.

3500. On the doctrine of what is called common employment; is that it?—Yes, I think so, but I do not know what it is.

3501. In the case of fellow workmen the employer is not liable; is that it?—I do not know exactly the clause, but that was the cause of it.

3502. Could the co-operative principle be easily applied to the loading of ships?—Yes.

3503. Has it ever been applied in recent times?—Well, in isolated cases. For instance, a man will take a ship and take a gang with him and the whole of them go and work the ship right out and share alike.

3504. Does your Union act like the Dockers' Union as contractor itself for loading ships?—No.

3505. Never?—No, it has not done so.

3506. Do you approve of the principle of your Union itself taking a contract to load a ship?—I do.

3507. Is it generally approved by the men of your trade?—It has been carried at two very large general meetings.

3508. But never actually put into practice?—Never actually put into practice.

3509. Would you be willing if any shipowners wished to make a contract with your Union to load their ships for a lump sum? Would your Union be willing to enter into such a contract?—It is a great difficulty with these permanent men. There are a great many permanent men, foremen and donkeymen, and they have considerable influence. These men influence the others. The foremen have the right of taking on the men, and the man who would make himself any way prominent in a question like that would be considered as touching the pocket of the foreman, and he would pay the man out by leaving him idle and say nothing about it. The man could not prove that that was the cause of his dismissal because it is the ordinary thing for him to engage fresh gangs.

3510. But if the Union were to take a contract is it your opinion that they would then have the engagement of the foremen and the donkeymen and the whole thing?—Yes.

3511. Therefore the opposition in such a case of the foreman and the donkeyman could not prevent the carrying out of the contract?—They could delay it a long while.

3 July 1891.]

Mr. JAMES DONOVAN.

[Continued.]

Sir J. E. Gorst—continued.

3512. Do you not mean that the influence of the foreman and donkeyman could prevent the contract being made?—Yes.

3513. But if the contract was made they could not prevent it being carried out?—Yes; that is right.

Mr. Livesey.

3514. I think you can give us some valuable information relating to the dispute and difficulty which arose about six months ago with three lines of shipping. You stated that the stevedores dispute arose in consequence of the Federation coalies being employed, but that was hardly the beginning of it. What was the beginning of that dispute with the New Zealand Shipping Company?—With the New Zealand Shipping Company?

3515. Yes?—I stated exactly what I have to state now, and that is this: I was on the council at the time, and the complaint laid before the council by the men was that it was dangerous to work under those men who were the Shipping Federation coalies, and they knocked off.

3516. Yes, but that was not the beginning of it?—That was the complaint that the men laid.

3517. What council was it you were on?—On the executive council of the stevedores.

3518. Was not this the beginning: that these three shipping companies—Shaw, Savill, & Co., the New Zealand Shipping Company, and the British India Steam Navigation Company decided to sign their men on board the ships. Did not these shipping companies sign their men on board?—I believe they did. I do not know exactly at what time though.

3519. That was in the beginning of December. Then did not the Wade's Arms United Labour Council of the Port of London issue a manifesto in the beginning of December?—The Wade's Arms?

3520. Yes?—But that is not the Stevedores Council.

3521. No, perhaps not; but you know whether they issued that manifesto or not?—I do know they did.

3522. Do you know what the manifesto was about?—Yes; I do know what the manifesto was about.

3523. Then you had better tell us rather than me tell you?—It was an account of what you stated.

3524. And what did the manifesto say?—It called upon men working upon certain ships and so forth to cease work.

3525. "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 Shaw, Savill, and Company, the New Zealand Shipping Company, and the British India Steam Navigation Company, until they give an undertaking that for the future they will not sign and discharge their respective crews at the regular shipping offices provided by the Board of Trade, and sign no other than members of the National Amalgamated Sea-

Mr. Livesey—continued.

"men's and Firemen's Union." That is the manifesto. Did your men come out and refuse to work those ships on that ground?—No.

3526. Did they go on working the ships then?—Yes.

3527. And when did they come out?—When the other men knocked off the Shipping Federation coalies and so forth came to work over their heads, and it was dangerous for the men to work. Some weeks after—a week after or ten days—at some time after.

3528. Do you know what men did come out and refuse to work. Did the coalies refuse to work?—I do not know whether they did. There was a dispute with the coalies, and the coalies did knock off; but whether it was on account of that I am not positive.

3529. That is the fact?—I was not on that council, you understand.

3530. No, but you know that the coalies knocked off?—Yes.

3531. And these shipping companies had to get other coalies?—Yes.

3532. They were obliged to get other coalies, I suppose?—Yes, they got Federation coalies—exactly.

3533. In order to work their ships; there was no help for it?—Exactly.

3534. Then you say in consequence of their employing Federation coalies the stevedores knocked off?—The complaint laid before the council was that it was unsafe to work under the men. They were men from the country and other places, and they were not used to ship work. They might have been coalies; some of your own. They were unused to ship work.

3535. None of ours; but are you sure that that was the reason?—That was the cause. When the council summoned the men for knocking off without authority that was the cause they laid down—that it was unsafe.

3536. Was not the real reason because they employed Federation men in place of Union men?—No; it is what I state. That was the reason laid down; it was on account of its being unsafe with those men.

3537. That was the reason laid down, or the excuse; but was that the real reason?—I take it it was.

3538. Very well. Then after a time this Wade's Arms manifesto was withdrawn and the stevedores went back to work, I suppose, on those ships?—Stevedores did not. The stevedores went on to work; there was only the dispute; they went on to work; they only knocked off whilst those men were removed.

3539. Did not they go on to work afterwards?—The stevedores went on to work, but they arranged so as to have the coaling done before there was any stevedoring attempted.

3540. I see, so that the stevedores were working at the same ships that the Federation coalies were working at?—They did the stevedoring, yes, after the ship had been coaled, or sometimes before it.

3541. And the Federation coalies went on working at those ships for some time?—I believe so.

3 July 1891.]

Mr. JAMES DONOVAN.

[Continued.]

Mr. Livesey—continued.

3542. Then I wanted to ask you about the average wages. You said the average wages were about 18s. a week for the stevedores?—They are in three classes, and I could not say. There are some men who only get about 12s., I believe.

3543. 24s., 18s., and 12s.; I should like to know how you arrive at these averages; have you any statement of the wages received by any number of men in the course of the year?—Yes, I have. I have taken notice myself of it. I have done it myself.

3544. Have you put it down?—Yes, and averaged it. I was considered to be getting a very good turn of work, and what I got was from 21s. to 22s. a week for a whole year.

3545. You put it down?—That was on an average, and I got a very fair turn.

3546. You put it down week by week?—Yes, I did.

3547. Your wages are 6s. a day, you told us?—When I work the day exactly.

3548. Then according to that you do not work much more than three days a week?—Not more than that.

3549. Do you ever work on the P. and O. boats?—I have not worked of late years on the P. and O. boats.

Mr. Livesey—continued.

3550. Then you know nothing about them?—I know considerably about them.

3551. Do you mean to tell us that the majority of your men do not work more than about three days a week?—Yes, I do say that. There are men who are constantly employed as there are, for instance, on the P. and O. boats; but then there are other parts where men do not get more than one or two days a week, and for weeks some men do not get anything.

3552. But for good able-bodied men like yourself you have taken down the average for the year, and you find that you only work for about three or three and a half days a week?—I do; that is correct. I find too that there are about 20 other men who have told me the same thing, that they have taken notice that they work on the P. and O. boats and that they have run about 1l.—about 20 other men; they had no work elsewhere, but it has run to about 1l. in the year.

3553. The P. and O. people perhaps might have a different story to tell?—They have of course about three gangs of men who work regularly and earn a bit more money.

3554. The men who work regularly earn twice as much I presume?—Of course, they earn considerably more.

The witness withdrew.

Mr. BEN TILLET called and examined.

Lord Derby.

3555. I understand you have expressed a wish to be examined before this Commission?—Yes.

3556. With what special branch of industry are you connected?—With the docks and wharves.

3557. I understand from the paper that you have put before me that your complaint is of the irregularity of employment?—Yes.

3558. Will you state what you suppose to be the causes of that irregularity and whether you see any remedy for it?—The actual tonnage which comes into London varies at the docks from 300,000 tons a month to 500,000 tons a month, but the classes of goods which come here vary in their capacity to find men employment; so that at one part of the year we may have a good tonnage coming in, but that does not mean a proportionate number of men being employed. I wish to make this clear because those who wish to score against us generally make out that there is almost a regular average of tonnage coming into the port. I want to-day if possible to explain that the tonnage which comes into the port of London does not represent—unless we analyse and look into the class of goods—the number of men that should be employed. Then we have other conditions. We have the season trades, and I would say that the season trades employ a very much larger average than the ordinary trades. I would speak also as to the system of overtime. The system of employment as adopted by the

Lord Derby—continued.

docks, and as adopted by the shipowners and wharf employers, is that they have a certain staff which they would call a permanent staff, but it is their wish, and so far as the practice goes they endeavour to secure the largest number of men possible at their gates in order that they may select, in order that they may take on at any time, and in order that they may pay off at any moment. We have found that in spite of two years of hard work the dockers and the wharf workers of London are very little better off on account of the advantage taken of them by the employers. I should like to state to this Commission that the shipowners in some cases have reduced the men to as bad a condition as they lived under when the sub-contract reigned. If you will look at my evidence that I gave to the Sweating Committee three years ago you will find that it almost represents the same conditions as exist to-day, only that those responsible for it are not the sub-contractors, but the respectable dock company, the honourable shipowner. We would wish, if possible, that boy labour should be regulated; that the labour of old men should be regulated; and that there should not be more than 48 hours worked a week by each man, and nothing less than eight consecutive hours on any day.

3559. Let me stop you for a moment; you say you wish boys and old men's labour to be regulated?—Yes.

3560. I suppose we are to take that to mean that you wish it to be regulated in such a

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

manner that it shall not compete with the labour of able-bodied men?—That is so. An able-bodied youth of 18 we would class with the adults, but we have two difficulties in the way. Years ago before machinery was introduced into the docks the men worked under a system of relays. Some particular parts of dock-working and wharf-working is very hard, and a man who piles, a man who is lifting heavy weights, used to get relief from the men who were wheeling the trucks. Now they have so systematised that that the man who does the heavy work is forced to remain at it, and they employ as light labour as possible. So that in some cases under the Joint Dock Companies, now, for instance, at Cutler Street Tea Warehouse, there are gangs of very strong men. There was a gang called the "Happy Eight," lusty fellows picked out. Within a few years there was hardly one out of that gang of eight who was not suffering with hernia, most of them with double hernia, which means that they are able to work a little while suffering with hernia, but then they have to take the place of the truckmen and do the old men's work. We would say that if they had not been kept to the very heavy work, and the work had been shared, those men would have been sound in wind and limb.

3561. You say exceptionally strong men are employed for certain kinds of work which are exceptionally severe?—Yes.

3562. Do you think that the work which you describe as being exceptionally severe should be distributed among all the men, whether physically fitted for it or not?—As nearly as possible. Of course the more capable and the more fit would naturally take the largest share of the hard work, but I do not think it is right that they should take all the hard work.

3563. Do I understand that what you object to is that men specially qualified by their bodily strength should be specially picked out for work which requires bodily strength?—That is it.

3564. You object to that?—Yes. The boy labour was a special difficulty with us just after the dock strike, more especially at the wharves. The boys were introduced, they could run a truck, and it meant this, that they were not able to do any lifting; they were not able to assist at piling the goods, and they had to be superintended by the men, which meant double work. Beside the heavy work the men had to look after these boys. And then the boys were employed at given sums, varying from 10s. up to 15s. a week, where the employment was regular, where previously to the introduction of boys men would receive something like 25s. a week for that same work, and would be in a position to assist their fellows. In all ports, especially in the Port of London, we have the tides; and in a way we are not asking that a set day of eight hours should be insisted upon; but we are asking that there shall be no inducement for any employers at the docks and wharves to give men a stipulated sum for a week's wages, and keep the men all hours without giving them overtime rates and without

Lord Derby—continued.

acknowledging the extra labour they put in on their behalf. I have here the tonnage, and if you will allow me I should like to give you the average of the tonnage which comes into the docks of London monthly. I have the figures for every week, but for the purposes of the Commission I think the monthly summaries will do.

3565. Very well; put them in?—We have in the Port of London 10 docks, whose names are:—The Tilbury Docks, the Victoria and Albert Docks, the East, West, and South-West India Docks, the Millwall Docks, the St. Katharine's Docks, the Surrey Commercial Docks, and the London Docks. The docks under the charge of the Joint Committee do not cater so much for season trades. The Millwall and the Surrey cater for grain and for timber. In the Commercial Dock in the month of January the tonnage entered is 22,639 tons; then it rises, and in May it reaches 70,546 tons. In the month of June it is 88,641 tons; in the month of July 125,395 tons; and in the month of August it is very high—137,545 tons. So that you will be able to gauge the rise from 22,000 to 137,000. In the Millwall Dock in the month of January it is 54,000; it rises in February to 64,000; March, 68,000; April, 62,000; May, 82,000; June, 59,000; July, 48,000; August, 83,000; September, 75,000; and October, 80,000. These two docks cater for ports which are closed from the month of January till April, and these docks make up the falling off in other directions. I want to point out, if you will allow me, that the season trades of tea, of timber, of wool, and of fruit all employ a very large number of men. A ton of tea would give labour to as many men as 20 tons of ordinary goods coming into the port. Timber has to be manipulated; there are so many lengths and sizes that that employs a large number of men. Wool employs a large number of men in sorting. Spices, and jutes, and silks employ a large number of men. In the winter, in the first two months of the year, we get the lowest estimate. We get in January, as the total for the whole port from the whole of the docks, 323,507 tons, and in February, which is the lowest, 309,568 tons. Then in August it rises to 529,892 tons, and falls again in October to 399,612 tons. Now, we are not asking the Commission or the country or our statesmen to put a hand on nature and say how much it shall grow, and when it shall grow it, but we are asking that as we have a large number of men coming into the Port of London from the rural districts, as we had a large number of men that have been forced out of various trades by the introduction of aliens, as we have increased improvements in machinery, —we have to-day machinery which, with the aid of one or two men can do the work that 50 would have had to undertake 20 years ago; and all these improvements go to make labour less valuable while the population increases, and there is no outlet for the new strength given to the country; we would ask the Commission to understand why it is that in certain seasons of the year a large number of men are unemployed

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

—that average tonnage does not represent the average number of men employed. I want the Commission to understand, and the public generally, that the season trades employ a large number of men, and that the season trades go from June till November.

3566. I think you need not dwell upon that. We quite understand that there is considerable irregularity of employment at the docks; that men have as much as they can do at one time of the year, and that a great many men are in want of work at another—that I think is the substance of what you want to say, and that that arises from trade being greater at one time than at another—is that it?—No; it does not arise from trade being greater at one time than at another.

3567. Well, what does it arise from?—It depends upon the class of trade, and that is my reason. I thought the Commissioners would not be in possession of the fact that it does not arise from the fluctuation in the aggregate tonnage, but that it arises practically from the variety of class of trade.

3568. Anyhow the fact is so, and we know that a much larger number of men are employed at one time of the year than at another. Now, have you any suggestion to make which will tend to remedy that?—I would start by saying that at the present moment the employer is irresponsible. When he chooses, when it suits his whim, he offers no end of inducement to men to come and work for him, and when it does not suit his whim, and he has gathered a large number of men from various other callings, then he says: "You may go," and the man has no redress, no one is responsible to him; the employer has had his turn out of the man, and has derived a benefit from him. At the present moment, as I stated just now, the Dock Companies and the Wharfingers have a business morality which says: "Well, our old servants, "men who have followed up our docks for "20 or 15 years, have no particular claim "upon us." Mr. Hubbard, one of the dock directors, who was in such a mood that he desired respectable dockers, said that they should make an effort to give permanent employment, and to draft in the docks new blood, and a new class of worker. He has a perfect right to do so; but by doing that he places at a disadvantage men who have lost their influence and their hold upon other trades; he places at a disadvantage those who have been following the docks up for years; and for every one of the new comers an old man is turned out, thus increasing the number of unemployed and increasing the number of the drifting population. What we would suggest is this, that there should be some form of municipal control whereby every industry which at a certain period of the year was able to derive a large profit from its trade and from its workers should in other parts of the year share the responsibility of maintaining those who had served them during their season. We understood from the directors of the Dock Companies that on the introduction of a co-operative scheme whereby the men would

Lord Derby—continued.

share the work and would get all the money they earned, they should have the selection of their associates in working. We understood that. When that was brought about it was brought about to serve the purposes and interests of the Dock Companies who had a large number of men upon their hands, that they had held in reserve for any contingency, and this class of men was forced upon the capable able-bodied docker who had to teach them their work, who had to do most of the work and who had to share the gross amount of money earned with the incapables thrust upon them by the Dock Companies. So that you see the Dock Companies are able to score while they depart from their agreement with us. They say to us to-day, as they have a perfect right as far as the morality of the country goes to say, that they shall employ whom they choose, and that if it serves their purposes they will make one class of men sweat and work harder in order to make up for the incapacity of another class of men whom they favour. I do not know any other means of remedying this than the municipal control of the docks. I have gone into the figures, I have got the assessments and rates of the docks, and I have averaged at 25 years' purchase the value of the docks according to their assessment rates.

3569. We need not go into the details of any such plan. The Commission quite understand you when you say that you think the docks should be made public property?—Quite so. When I say they should be made public property I would like you to give something like an estimate of what it would cost for the London docks and wharves.

3570. Give us your total if you like, but we are not examining a scheme of that kind in detail, and therefore we had better not go into details?—I am rather afraid that if we do not go into details upon these matters, then upon any matters of disputes I think it will only be fair for me to consider them minor matters. Mr. Livesey spent something like 25 minutes upon minor matters of dispute that did not affect the labour question; it was just a personal grievance with him and his friends.

3571. You must allow the Commission to conduct their inquiry in their own way. We want to hear all you have to say, but we must consider the length of time that we are likely to pass in this room, and therefore we ask you as we have asked the other witnesses to summarise your statements as much as possible?—I have here a statement that has been written out, and if the Commissioners will allow me I shall have much pleasure in putting it in. I do not know whether you will allow me to give some outline of what I would consider the most effective method of municipal control of the docks.

3572. Yes, we are willing to hear it?—Were we able to have municipal control of the docks it would mean that the municipal powers would be vitally interested in the rates, which the private employer is not so much interested in as he should be—

3 July 1891.]

MR. BEN TILLET.

[Continued.]

(Mr. Jesse Collings.) Does the witness mean by municipal control the acquisition of the docks?

(Lord Derby.) By some public body.

(Sir John Gorst.) Like the Liverpool Docks, I understand.

Mr. Jesse Collings.

3573. (To the Witness.) Do you mean by municipal control the acquisition of the docks by the municipality?—I want an absolute popular control of the docks.

3574. That is a very vague term?—The docks in Liverpool are not controlled.

Sir M. Hicks-Beach.

3575. As the docks at Avonmouth and Bristol belong to the Bristol Corporation; is that what you mean?—Yes, because they are practically under the town council.

Mr. Jesse Collings.

3576. You mean that the docks ought to be in the possession absolutely of the municipal authority?—Of the municipal authority.

Professor Marshall.

3576a. Owned and worked by the municipal authority?—Owned and worked, quite right.

Lord Derby.

3577. Please to continue.—I would like to point out to save any further questioning upon the Liverpool Docks that at the present moment they are in the hands of a few, and that the popular voice has no control. I think that Liverpool is as badly off under its present trust as London is, because the same class of man is removed from a private capacity to do more mischief in a public one. Our reasons for asking for the municipalisation of the docks is that it becomes a public body; it is controlled by a body who represent the populace generally; it has some interest in the rating; it will have to bear its share in the cost of poverty where at present it does not; and if we could get a municipal power to take over the docks, then they would see that the largest number of men should be employed on the fairest conditions to relieve the rates. The assessments at the present moment are very irregular, very unfair. There is a want of uniformity in the rates; there is a cut-throat competition between the docks and the wharves at the present moment. The ship-owners and the dock authorities are fighting each other tooth and nail. The dock authorities (I mean in the joint docks) are charging for everything. The removing of vessels from berth to berth is an extra charge, and the shipowner is forced to pay more actually for the unloading of his ships now that the dock companies have given him control, and he takes it out of the men. So long as there is no fixed responsibility upon some body of men we shall have them using a large number of men, and we shall have that large number of men being sent adrift, perhaps to go as paupers, which they do not like to do; and the companies escape all responsibility. The municipal powers could

Lord Derby—continued.

undertake the control of the docks, as they have done in Bristol; they make arrangement for railway travelling, and the only short-coming that I see is that they let it out to the sub-contractors, and the shipowners have absolute free will in letting it out to any contractor they choose. Under the municipal control we would have no contractor—there should be no middleman. The wages earned should go to the people who earn it, every account kept should be open to all the men who are interested in the account. We understood that the dock authorities were going to allow us that privilege. We understood that the shipowners would allow us that privilege; but those who are at all anxious to see the accounts are told that they are not required; and practically with the shipowners more than with the docks the men are terrorised. Another thing I would like to point out is this: that one large shipowner, Mr. Hill of the Allan Line, has charged in four months for gear the sum of 70*l.* and has charged for breakages, which is forced out of the labour, something like 60*l.* or 70*l.* We are practically at the mercy of these people who can charge us what they like, and who can alter their agreements, and who can get out conditions like those on a bill I have here, which I consider a disgrace. We have here conditions laid down for work, and there are other conditions here which practically take from the men with one hand what they have been given with the other. They have forced the men in many instances to work much harder than they did before the dock strike, and in the particular docks where the 6*d.* an hour was guaranteed, the shipowner has to make it up. That competition means that a lesser number of men are employed it means that the men have to work harder it means that the gross wage paid is not the average that it was previous to these men taking over the control of the working. I would like to see that all profits, that all control should be under a municipal authority; that there should be no middleman; and that the highest sur which should be paid for dock and wharf property should be at the rate of 25 years purchase.

Professor Marshall.

3578. 25 years of purchase of what?—Upon the gross rateable value.

Mr. Tait.

3579. That is, upon the rental?—Yes.

Lord Derby.

3580. We understand your suggestion to be that the docks should be municipalised, but I think you said that they ought to be worked on the principle of employing the largest number of men possible, did you not?—We say, under the municipality that they would regulate the number of men more than they do at present.

3581. Exactly, and I think you said that the docks were to be worked on the principle of employing the largest number possible?—The largest number possible.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

3582. Do you think docks worked on that principle would pay very well?—I think so. Why I would say so is this, that we are quite prepared to admit of the most effective machinery being brought into use, and the best class of labour procured providing that the result of that class of labour's efforts went to support their fellows, and the municipal powers generally. At the present moment, every advantage in the direction of effective machinery and effective labour goes into the pocket of the private owner or of the company. Under the other control it would go for the general benefit.

3583. Do you think it would follow from that that it would be cheaper to employ, say, 12 men where you now employ 10?—It would be cheaper to the municipality, but not cheaper to the private employer.

3584. What is the distinction; I do not quite follow that?—The municipal power would be responsible as much for the poverty of the community as for the wealth of the community, the private employer is not responsible for the poverty of the community.

3585. But we are not talking of the community at large, we are taking of a particular undertaking, in this case the docks, which is to be placed under public control. Do I understand your idea to be that the largest number of people possible are to be put to get their living out of that undertaking, and if so, will it not be more likely to be a loss than a gain to the municipality and the public?—No, I do not see how it possibly could be a loss, because if they gave men employment in one direction, they would not have to give them charity in another.

3586. Then you contemplate in fact an extensive system of what we may call out-door relief?—No, not out-door relief, I do not admit that it is any relief, it is not relief at all; it is given the name of relief, but it is not relief.

3587. Is it not out-door relief when you take on a man and give him some particular kind of work at which he is not required, and which would be just as well done without his being employed?—I want it to be perfectly understood. At the present moment it is the employer's duty, so far as he understands his duty, to get the greatest result at the minimum cost, and he derives all the advantage of it, the community at large do not derive any benefit from it, and what we are prepared to say is this, that it is the interest of the private owner to screw as much out of one man as he can possibly get, and it would be the interest of the community at large to screw as much out, providing that it did not impair the health of the man, and providing that it did not thrust him upon the rates.

3588. Your idea is that a large number of persons would be employed?—Quite so.

3589. And that the work would be easier if the docks were placed under public control?—Quite so.

3590. Do you think that the larger number of persons having to be paid and each of them doing lighter and easier work would make the dock a paying concern?—Quite so. After

Lord Derby—continued.

the strike the Dock Companies raised their charges upon their various operations and employed a larger number of men, it was always understood, and every defence made by the officials of the Dock Companies was, that it was impossible as they paid such a low dividend, but no reasons were given for the low dividend being paid and nothing was said of any debts. I have here drawn up the increased charges upon 75 articles coming into the docks. There are four operations, of loading and housing and re-weighing, delivery and rent. The charge upon landing and housing has increased $21\frac{6}{7}$ per cent., upon re-weighing $13\frac{4}{7}$ per cent., upon delivery $9\frac{3}{7}$ per cent., and upon rent $9\frac{1}{7}$ per cent. They have made that increased charge, and according to their figures they employed a very much larger number of men. They were able to pay on the tonnage coming into the port (for the 12 months after the strike it was very much higher than the previous year), and in spite of the increased tonnage coming into the port the proportionate number of men employed was much larger than the increased tonnage would allow us to believe. I want to point that out, because the Dock Companies declared, and every other body which supported the Dock Companies declared, that they could not employ any more men, that they could not give any more money, yet they did employ more men, gave more money, and realised a larger dividend by more effective management. I think that would in a way meet your objection to the municipal powers taking it over on account of the increased charge, and the increased number that would be employed.

3591. You put it, if I understand you, in this way: that the possible loss would be covered and more than covered by the more effective management of a public body?—The more effective management.

3592. A public body working in the interests of the whole community will of course pay more attention and show more diligence in looking after their business than a body of men who are actuated by private interest?—I should say so in this particular instance.

3593. Their zeal for the public would be a stronger impelling motive than the desire of men to make their own fortunes?—Everyone then would take their share of control and responsibility and benefit—the three in one. I should like, if you would allow me, to suggest some means of dealing with the unemployed question.

3594. In the docks?—In the docks. But unfortunately questions that affect dock working affect nearly every out-door industry and almost every class of out-door season trade. We have in the winter numbers of men coming from every trade; we have carpenters, we even get clerks, sometimes heaps of clerks come down; we have carpenters, cabinet-makers, we have every class of artizan, we have the brickmaker, we have the men used to gardening, we have the costermonger—we have all these men coming and flooding our docks, and so what appertains

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

to the dock really has something to do with the other trades. I would suggest that the State should undertake, in co-operation with local bodies, to erect municipal workshops, to find employment, to provide means of technical education for youths and for men, if they so desire, to provide them all with the necessaries of life, providing them with work; and I would go so far as to say that the man who would not work should not eat; and if the responsibility was thrown upon the State, if the State was compelled from one side, they should have the necessary powers of compulsion in order to carry out their work. Of course I have before me now (perhaps some of you gentlemen will be thinking of the current objections to this) that the general public say that when relief works are started, when Mansion House funds are raised, the number of men applying for work does not justify the clamours of those who lead the unemployed. I think that question should be answered. Although in certain times of the year there are a large number of unemployed, yet their season comes in, when their trade has its turn; these men very rapidly fall into the line, and I believe they do it the more because there is no charity about it. Their chief objection to do the bidding of the several public bodies who start relief works is that the money paid is rather lower, that the treatment received is the treatment that a pauper would receive, and that there is no independence—no sense of independence given to the men. If they could look upon it as their right that they can go to without any talk of pauperisation or charity, I believe that all relief works, if you will understand them as relief works—all efforts made to find employment would be met by the general populace, and as they had more food and more opportunity to develop, that their desire to fall readily into such a scheme as this would increase as years went on, we should have these municipal factories where men should be allowed to learn a trade. I would say that the Government recognises the necessity of teaching their convicts trades; they understand it, I believe, as the best means of giving the men a fair start in life and allowing them to be honest. If we could get the State to recognise the poor man as it does the convict, to recognise the incapable man as it does the convict and the criminal, if we could get the State to further that idea and to increase the facilities to give every man a chance to learn a trade, then I think one of the most serious labour problems would be grappled with.

3595. Then, I think, we may take that you say it is impossible to do anything effectually to relieve distress at the docks, which is our immediate subject, unless you undertake to organise the whole industry of the country on a different system from the present?—And why not do that?

3596. I only put the question to you: You think that essential?—I would say that we are already in a large way of business, and it only means an extension of the same thing.

3597. Then your principle is in fact that the

Lord Derby—continued.

State should be ultimately the universal employer?—Quite so; and responsible too. I would say that in commencing our municipal workshops, if you will allow me to deal with that question, the State should grant a loan that it should be under the control of local authorities, governed by the State, of course with the central authority in the State, that the localities contracting a loan from the State should be responsible for the repayment of the same. The difficulty I have in my mind is this: that unless the authorities are responsible for the debt contracted they will have no inducement and there will be nothing to make them determine to have as few men coming to their particular locality as possible. Were the State to undertake the absolute control it would mean that a number of men, especially ne'er-do-weels, would like to migrate from one district to another, and the State would always be in hot water in having to provide for them. I would say that before any man should come into any locality the particular locality that he came from should give all the necessary information about him, and that every locality should have some power in conjunction with the district councils of arranging and systematising the influx and the outflow.

3598. That practically means that no man should be allowed to move from place to place in search of work without the consent of some authority?—No, not without the consent of the authority, but that the authority should have some voice in it. I would say that in the particular their question at the present moment, no Englishman would object to the foreigner coming in; but, when he comes in in increasing numbers, that means a pressure on the population already here, then we contend that the State has a right to insist that it shall regulate the number coming in. But, in individual cases, unless there was a large influx, I do not think any locality should have any power over the men to prevent them from going from one district to another. I think that our boards of guardians and our vestries who are large employers of labour, vestries especially, highway boards and so on; the work should be undertaken by them; they would be the body to which we should appeal; and for a start I think the State would do well to take them into its confidence, also that in every district there should be a labour bureau, a labour registry supported by the State, and controlled and managed by the State, so that the exact number of unemployed could always be officially estimated in order that the officials of any locality or of the nation should know the amount of pressure upon them, and know the numbers they have to deal with in any change that they may think fit to make. All these questions, I believe, affect the dockers, the class of men who come to the docks, the men driven out of every class of trade that one could mention not because they lack skill; there are classes of men at the present moment, possessing skill and possessing competence, who are unfairly handicapped by men without their skill or their competence, but who on account of bad

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

health, or from old age or other causes, are not so speedy at their work as a less competent or a less skilled man. Were the State to wish to undertake the organisation of municipal workshops, already there is quite an army of skilled men who would be qualified for the teaching of every trade, who would be qualified to give more technical information, who would be qualified to make English workmen better workmen and better able to compete with our rivals. I wanted to mention this because the present machinery, and the present system of piece-work, the present system of task-work, fairly grinds out of the men their life, and every decade means the introduction of a new system to which the man who has been apprenticed in another decade is not able to adapt himself; his limbs are not so supple, his fingers are not so supple, and his brain is not so alert. But I would say that the system of the task-work and piece-work has been one of the cruellest methods to make cripples, and to send upon the rates men who would be quite capable were it not for this system of piece-work. For that reason, I would urge that the State should undertake the organisation of such qualities as these, and that it should use them to improve others in providing technical schools and factories for the manufacture of all the necessaries of life.

3599. Let me be quite sure that I understand you. What is the objection you take to piece-work? Piece-work, as I understand it, means that a man is paid according to the quantity of work which he performs; is that not so?—Quite so.

3600. Are you putting it, that if of two men one does half as much work as the other, they should be equally paid?—No, I would not say that; but, if there were two men, and one could do twice as much as the other, I would say let the man who is incapable come away from the active work; let him either be pensioned off, or made use of in some way. Here I want to point out that in many of our disputes, the employers make a point of dealing with this particular question, in this way. They say, "Here is a man who does double as much work as this other man: are we to pay the man who does less the same as we pay the other and abler man?" I want to say this. The employer strikes an average from the highest competence of the workman. His system of task-work and piece-work means that a man shall use every ounce of strength he has got, within given hours for him, and then he puts the subsistence wage upon the highest level. He does not put a minimum, neither does he collect a body of men and strike a mean average of their capabilities so that he might get a standard of work from a given number of men. One employer in Wales said, "I have a certain man who can turn out so much work; I pay him 36s., and I think that is a good wage for him." Our contention was this; that it was not the man's ability that he had so much in view, as the minimum wage that he could give the more capable man; and, if we are to take a thoroughly healthy man, and give him a subsistence wage, it means,

Lord Derby—continued.

by the time you get to a man who is worn out, or who, for some physical or mental reasons, is not in a position to compete with his fellowmen, that he will fare very badly. That is the kind of thing we would wish to have done away with, or some check put upon. We say that there should be a minimum wage, and that, if it comes to averaging a man's work, the profits and losses of the Company should be taken into consideration as well as the man's competence.

3601. You have not quite answered my question—whether, if one man can do twice as much as another, you would pay them at the same rate, or would allow a difference of pay corresponding to their difference of capacity?—I would say that the man who could only do half the amount of work should have nothing less than a liveable standard of wage, and, if the employer choose to give the better workman the double benefit, he may do that; but, when he says, "I will give the qualified workman a particular benefit, I will regulate his wage, and to the man who is half as capable, I will only give half the wage," it means this, that one man is to have 18s.; he may have a large family; he may be a more respectable citizen; he may be mentally more qualified to be a good citizen, and he is to put with 18s., simply because a man who is a little swifter than he can get 36s. If you will average the man who works at 36s., and give the other man 72s., I will go with you.

3602. Then in fixing wages, respectability and family, and good citizenship, are to be taken into account, as much as the work done?—I should say so. I would like to add that some pension scheme, otherwise than poor law relief, should be given men who are physically incapable. I would have no age limit. Physical incapacity should determine whether or not a man was to receive a pension. We are anxious to let it be understood that the employer's solicitude for the boys and the old men on the one side, and his argument that they do not deserve so much payment as the more capable on the other, prove that he has not very much love for them, and that his idea is that they are there to be used practically against the more competent men. If we could get every physically incapable man to receive a pension from the State, unless he could be put to some useful employment, every man pensioned who had a family should receive nothing less than 30s. for wife and three children, 4s. to be deducted upon each male of the family finding employment, and 3s. for each female; any single man nothing less than 20s.; every woman, widow, nothing less than 15s. That is what we have in view. The State has given us the hint. She provides pensions for her soldiers, who have less to do with the making of a great country than the workers. She provides for them dwellings, and our Chelsea pensioners are considered to be well looked after. We would have then that the State should recognise that it directly profits more by the productive capacity of the worker, than it profits by the destructive capacity of the soldier. And that every man who has worn himself out at the mill, at the loom, at the bench, or in the

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

mines, or at the docks, should be considered as of as much value, or greater value than the soldier. You would not allow me to quote from Mr. Charles Booth's recent work, but such works as that have compelled us to think out the question of providing some better means of payment and pension to those who are unable to work, and those who are unable to find work. A six months' average of 1*l.* a week should be given for every head of those out of employment, in order to start municipal workshops. Were that done we believe that efficient management, with popular and district control—not a control from a centre, who elect their own officials, and who do not leave to the particular district any voice in the affairs—if we can get that scheme undertaken, giving local autonomy to every district to which it is applied, then I believe the scheme of municipal workshops and pensions would be successful.

3603. If working men select their own officials, that is a guarantee for their working hard?—I should say so; and, of all employers, a working man will see that he gets his money's worth; I mean, in the sense that the representatives of the men would be worked pretty hard, and from the authority given them they would see that the thing was made a success, because they would be pushed to that extreme; and I believe that most of them would make an honest effort and a vigorous effort to make the thing a success. I have gone over these several points, but there is one matter of evidence I would just like to correct. Mr. Styles in his evidence said that Mr. Hill only charged $\frac{1}{2}$ *d.* a ton for the use of gear; it is 1*d.* a ton. Then, that he charged 1*s.* an hour for the use of cranes; it is 2*s.* an hour on the ship, and 1*s.* an hour on the quay. I would also mention, in order to give Mr. Hill, if he gives evidence here, a chance of rebutting it, that difficulties are placed in the way of the men ascertaining the exact amount of money they earn, which I indicated just previously; and that on one particular job the company forgot to put down 170 tons, which is rather a large amount—rather a big thing to slip through their memory, too.

(The Committee deliberated.)

Lord Derby.

3604. You were making a statement to us at the time we cleared the room; will you continue it?—I mentioned the case with reference to Mr. Hill to prove the necessity for the men being able to overlook their accounts. Facilities are not given readily, and any body of men who may interest themselves in looking into the accounts are looked upon as very impudent, and generally become marked men.

3605. Have they the means of looking into the accounts?—The agreement is that the accounts shall be shown them.

3606. Do you say that that agreement is not kept?—That agreement is not kept.

3607. Without going into the details of differences which may have arisen between you and Mr. Hill, we understand it comes to this, that

Lord Derby—continued.

there was a mistake made to the extent of 170 tons?—Yes.

3608. The mistake was pointed out; it was recognised and the money was paid I think you said?—The mistake was recognised and the money has been paid. But that matter was forced and the men have considerable doubts as to whether they have not lost in other directions. Those who make themselves active in ascertaining do not have many chances of doing so again.

3609. You do not say that the employers have broken their agreement to let the accounts be seen, but that they show a feeling against the men who avail themselves of it?—Yes. They place every obstacle in the way of the men ascertaining the correctness of the accounts. What we would have would be this, that the accounts should be overlooked by a representative of the men elected by the men in order that they may ensure honesty in dealing. Before I had spoken of Mr. Hill we were dealing with the question of finding employment and support for those out of work. May I, for the benefit of the Commission, give the rating figures of the dock property, granaries, and warehouses. In making any alteration it would be necessary for those who agitate for any reform to be placed in possession of the rateable value of the several properties.

3610. You mean that if there is any question of buying up the docks, in order to place them under some public control, it would be necessary to ascertain their value?—Yes. I think there are many people who are anxious to know the value of the dock property. Most of us, from our side, are unable to speak scientifically on these things, because we are not in the possession of facts as to their value.

3611. Leaving that subject for the present, is there anything else you wish to add?—There are many other questions that I should like to deal with, which would, I believe, affect the ultimate issue. I believe a great many serious difficulties are due to want of uniformity in rating, and if I were allowed to do so by the Commission I should like to point out where it might be possible to help the ratepayers.

3612. Of what rates are you speaking?—I am speaking of the rates for improvements and repair, general costs, and responsibility, of any particular community. As this affects London especially I should like to deal with some of the questions affecting the property.

3613. That would be somewhat travelling outside our province, and it would be better to confine yourself to the dock?—I confirm most of the evidence already given, but there are many things concerning the evidence which has been given on which I might enlarge, or I might have put the evidence in another shape. But what has been dealt with has been dealt with pretty satisfactorily, and it prevents me from dealing with minor matters concerning the dock working. I thought I was coming hereto-day to be asked for suggestions that would prevent these fluctuations or at least lessen them, and I thought I should be asked to suggest some means whereby the employer and the workman would work better together.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

3614. You have told us, as I understand, your remedy for fluctuation in employment; it is that the public should give employment to all persons who cannot get it otherwise; that was the substance of your former evidence?—Yes, that was the substance.

3615. I understood that to be your remedy for the present fluctuation of employment; have you anything else to suggest?—With regard to the existing state of affairs I believe there should be somebody elected to confer, to interfere in a manner (I do not know any better word) with all disputes; there should be a ministry of labour; a state board of arbitration; and the men should be bound as well as the employers by any suggestion of settlement that the board might make. I believe were we in this country to have a bureau of labour, a ministry of labour, and an arbitration board, half of the difficulties of the workmen would be removed; many of the prejudices of the employers would be removed; and many of the difficulties that face the legislature would be removed. What we require first of all is that in every district there should be an authority collecting data, and having to do actually with the working life of that particular district or locality. At the present moment we have no means of redress. Our Union has spent hundreds of pounds in bringing employers to book under the Employers' Liability Act. In many cases technicalities have arisen that have given the employer the benefit in most cases of insuring himself out of the Act, and he has no direct concern as to whether the gear is sound or whether there is effective control and provision. What we want is this—that inspectors should be appointed by the Government; that those men should inspect all machinery and all gear, and should see to the proper working of shifts. Unless a certain number are in a gang doing a particular work (and some kinds of work require more men), there is danger to life and limb. There are two hospitals now which get a large number of cases from the docks, and the dock directors have been very kind in regard to the maintaining of the hospitals, only I think that if we had more power and a little more control we should perhaps prevent the accidents.

3616. Do you want a regular inspection of machinery so that accidents arising from defective machinery and gearing should cease?—Yes.

3617. What else do you require?—The regulating of the numbers in the gangs and picking out men who shall attend hatchways where there is any loading or unloading going on.

3618. When you say regulating the number of gangs, do you mean regulating it simply with a view to prevent accidents from the number being insufficient, or do you mean it also as a means of distributing labour?—As a means of preventing accidents directly.

3619. And we understand that you wish the Employers' Liability Act amended?—Yes, in such a way that it will enable the poorest man to get redress. At the present moment we,

Lord Derby—continued.

with large funds at our beck and capable solicitors, have great difficulty very often in getting compensation. We have in many cases got compensation, but there have been many cases where we could not get compensation, where the man and his mates had nothing at all to do with bringing about the accident. These men before the Union stepped in had no redress whatever. If we could get the Act so amended that the poorest man would be able to obtain redress, or at least get an inquiry and a judgment from a responsible legal official, it would be more satisfactory to the men all round.

3620. Do you suggest that the State or some public department should pay the expenses?—Yes.

3621. In the event of a prosecution turning out to be unfounded and even vexatious as might happen, would you propose that the employer should pay his own expenses?—If he was not charged any expenses he would not have any to pay. He should have just the same right as the men.

3622. He would have the expense of defending himself, would he not?—No, he would not. I say if a workman met with an accident he should have a chance of applying for redress without it costing him anything, and the employer should have the same in defending himself.

3623. You suggest that an appeal should be made, as I understand, to a public department, and that the decision should cost nothing to either party?—That is so.

3624. But I presume the employer would require to be represented by a lawyer, would he not?—If he did he would have to pay that himself.

3625. He would have to pay for his own lawyer; and the workman, I suppose, is to have his lawyer paid for him?—If he chooses to have a lawyer, a lawyer must be paid.

3626. Do you suggest that your state board of arbitration should have power to fix the rate of wages?—No, they should not have anything at all to do with the rate of wages.

3627. Only to recommend?—Only to recommend.

3628. You do not contemplate giving any authority the power to say on the one hand to the workmen, You shall work for such a sum; and on the other to the employer, You shall not give less than such a sum?—No, we would not give them that authority.

3629. You disclaim all intention of that kind?—Yes; what we want is an impartial tribunal at which an employer who is dishonest or dishonourable, or the men either, should be brought to book. At the present moment we can make agreements with employers, and they break them as fast as ever unblushingly; they will break them, and we have no control over them, whilst every contract we may break is put in all the papers, and practically a howl goes through the land.

3630. I do not quite understand what this board of arbitration is to do. Is it simply to enforce agreements that have been made between

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Lord Derby—continued.

the employers and the men?—When an agreement has been drawn up by both sides and agreed to by both sides, unless there is something to justify a reduction (and evidence shall be given to that effect), the employer should not have the power to enforce a reduction; and should the men wish for an increase upon their present rate, unless the trade justifies that increase, then that same tribunal should have power in that way.

3631. Does not that come back to what you disclaimed just now—a tribunal with authority to fix wages?—I understood that you meant, should I arm them with the initiatory power of fixing wages. I have them in my mind as a body that are to be appealed to after a difficulty has arisen. If trade goes down and the employers agree with the men upon a reduction, then I do not think it would be fair that any tribunal should interfere and say both to the employers and the *employés*, “You shall not have the reduction.”

3632. But if there had been an agreement for an indefinite time, you say that some tribunal ought to interpose to prevent those wages being reduced?—No; that is just what I do not say. If the men and the employers agree upon a reduction, or agree upon the wages being raised, that tribunal shall not interfere.

3633. In that case there would be no grounds for its interference?—But if an employer makes out a case against his workmen and cites the previous agreement with them, that employer shall have power to appeal to this tribunal; if the employer wishes to make a reduction and endeavours to ignore the previous agreement, then the men themselves shall have the power. I would say that the moral more than the legal power of that tribunal would be the weightier.

3634. But it would be one thing or the other; do you mean it should have legal power to enforce an agreement?—It should.

3635. Then do I understand that these agreements fixing the rate of wages are to be indefinite?—If it is not stated in the agreement it will last for so long a time as the men and the employers wish.

3636. As I understand you, you propose when once an agreement has been made as to the rate of wages, a tribunal should be authorised to see that there is no departure from that on either side for an indefinite time?—Unless there are difficulties arising, such as trade falling off or the market being lowered.

3637. You would not allow the employer to depart from the agreement (that is to say, you keep it in force for an indefinite time) unless he can show cause for a departure from it?—Quite so; and on the men's side as well, unless they can show good cause.

3638. Is not that very much what you disclaimed just now—fixing the rate of wages?—I do not think so, because the men would be parties to it.

3639. Is there anything else you would wish to put before us?—No, those are the most important questions, I think; the details of the dock working have been, I believe, given.

Lord Derby—continued.

3640. Do you agree in the former dock evidence?—Yes, I can confirm most of it.

Professor Marshall

3641. You have appeared here in a double capacity; firstly, as the chief secretary, and with the exception of Mr. Mann, the person best informed of the general condition of the dock labourer—giving us facts; and you have also appeared as a social reformer of a very thorough-going character. May I appeal to you first in your former capacity? We have had a great deal of statistical information given by different branch secretaries, but between them I do not think they have covered the whole of the area; it has at least been impossible for us quite clearly to understand the geographical relations in which the docks stand to one another. Do you think it would be possible for you to prepare and give to the Secretary a rough map of the London Docks (Tilbury might be treated separately) showing the class of work done in each department, and then adding further statistics?—I will endeavour to supply that, with the assistance of the dock companies.

3642. We have had a great deal of information as to the season trades, and we have had a great deal said about the difficulty of supplementing the employment in one season trade by working in another season trade. We have had a great many statements made with regard to the geographical difficulty, and the difficulty of tides, but we have never had those put forward in a systematic way, and I do not think we clearly understand the question now; do you think you could give us facts that would enable us to see a picture of the thing as a whole?—I will endeavour to do that.

3643. As an instance of what I mean, you yourself mentioned as season trades—tea, timber, and wool?—And grain.

3644. From what you said afterwards, as well as from other sources, I gather that there are several other season trades, for instance, jute, which I think you spoke of as a season trade. That is a question of great interest from the point of view of those who think that the irregularity of the works at the London Docks tends to lower the character of London work as a whole. Might I then ask that you should give us a picture of the docks indicating what class of trade is chiefly done at each particular dock, indicating whether that particular class of trade is a season trade, and if so at what seasons it comes in?—In a brief outline I think I can do that now. I will say in the first place that the Tilbury Docks undertake the discharge of colonial goods principally. A small number of coasting vessels go there, but a very small number. There is not a great deal of transshipment, but a fair share of transshipment goes on at the Tilbury Docks. They employ of all hands on an average about 1,000 a day. The Albert and the Victoria Docks do chiefly colonial work, and the Victoria especially a big amount of grain work. At the West India Dock there is a great deal of sugar work done.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Professor Marshall—continued.

At the South West India Dock there are in seasons a large number of China vessels with tea, and also at the Albert Docks. At the London and St. Katharine Dock most of the wool and the fruit and the continental trade is done.

3645. I wish now to go to one small point which has recently come up, and that is with regard to the appointment of representatives of the men to overlook the accounts. I am not quite sure that there may not be some misunderstanding from your having used the word "representatives" there. You do not, I suppose, necessarily mean the revival of the old system of representatives, by which there was a representative for each gang, but you would be satisfied with there being a limited number of representatives, and you refer rather, I presume, to a trade union official or somebody of that sort than to a representative as the term has been used in the evidence?—What I had in my mind was not a union official at all. We should not claim that any man in a gang at any time should go to the office and put them out of their working routine, as the whim took him. But we say, whether a union man or not, if those men select a man, and he goes there at the particular wish of a section of the men and at a stated time which the shipping companies would know of, that man should be allowed to inspect the books without let or hindrance; not half a dozen men, but just that one man; and not the same man every day, but just as they may choose him.

3646. You do not necessarily want a separate man for each separate gang?—No; unless the work is a separate job. You see there may be eight men working together upon the co-operative principle, and another eight in another part of the vessel. The representative of the one eight would not be a representative of the other as well. Wherever any class of men, be it either two or 200, are directly interested in one particular job there should be a representative either for the two or the 200.

3647. I should like to get more clearly your reasons for thinking that the number of unemployed is greater than is commonly supposed. You said that the fact that when public work was offered by Mansion House relief committees, or others, very few men turned up who were willing to do a fair day's work: did not show that there were not many who would not do a fair day's work, and could not get it, that they were deterred by a notion that the work had a taint of pauperism? That is rather a new idea to a certain extent, and I should like to know what evidence you have of it?—The evidence we have is this. In the winter time, at any of our dock gates, a large number of men are to be seen. Some of them may not have been at work for a month or five or six weeks. Were we to go to that body of men, and there may be 500 and only 20 men are required, it might be possible that any one of the 500 may be taken on, and there they are in that expectant state. That is one reason why they do not go away. Then another thing is, they look

Professor Marshall—continued.

upon it as pauper relief; they do not look upon it as legitimate work. Then again work of the description offered requires the strength not of a man who has been hungry for five or six weeks, but the strength of an able-bodied, well-fed man; and heaps of these men have neither the strength nor the food in them (which means a lack of will) to undertake the work. But those same men who have been classed as idlers by a certain section of the public readily fall into their season work when it comes round; and if there are 50,000 idle, and if there was work for 50,000 in the natural channels, those men would readily fall into the work; but out of that 50,000, you would not perhaps get 5,000 that would accept charity work.

3648. Do you think that the kind of work offered by the Mansion House Committee is the kind of work that it is less possible to do on an empty stomach than the dock work?—I should say so. Then there is another point. Among dock workers there is a spirit of communism, so that men who have been hungry, directly they get into work, with any chance of earning the money at the end of the day, are able to get food; and I believe the dock authorities will bear me out in this fact, that after a period of depression it takes about three days before the men get into anything like working fettle, which proves that they had had no food, and were not fit for it. But when work is offered to them by any charity they have not that means of helping each other, because all the men who go there are hungry alike, and plenty of those who get work with their mates at the dock very often share their dinner, if not, their pocket money.

3649. I am aware of what you call the communistic system at the docks, which is a very bright spot in the dock work, and a thing which should never be forgotten; but still, perhaps, it hardly sufficiently accounts for the difficulty I have suggested; because when people work for Mansion House funds, if they can prove themselves to be hungry, they generally get something to eat early. But without pressing that point, I would ask you whether you are aware that it is commonly said that the class of people who only get casual work at the docks are people who belong to a very peculiar class—being willing to work very hard for very high wages, for a short time, but for the most part unwilling to earn equal wages by work spread over a longer time. Do you think that is the case?—No. I think the exigencies of the trade, and our present commercial system, are the cause of it. A shipowner if he has a vessel that costs him 100*l.* a day does not want to have her in many days. Time is money. The shipowner offers a little more than the usual pay; and the men who get it, because they know a period of depression is coming on, earn as much as ever they possibly can to tide over the difficulty. It is not because they want it, it is not because they seek it, or ask for it. It is because they are forced to it.

3650. I wish rather to press you on this point, because the evidence you are giving is somewhat opposed to what has been said by a great number

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Professor Marshall—continued.

of people who have made rather a special study of the subject. Is not a man of what is sometimes called an extremely Irish temper, who is prepared to exert himself very much for awhile, but insists upon being paid highly while he is at work, and will not go through the drudgery of continual work through a whole week; is he happier according to his view of life with the not irregular work of the dock than he would be with regular work at 4*d.* an hour, even although it gives him much greater wages during the week?—You put it as a question of 4*d.* an hour. I say, providing you give the man a decent living, an Irishman would rather work three following days than he would work 24 hours right off if he got the same pay. The amount of pay earned in the hour at this kind of work is not an exceptional rate of pay at all. The highest class and the most intermittent labour is the grain work, where the men have practically to put in all they know and all the strength they possess because there are periods when they are unable to get employment. They do not do it because they love it. They would rather have the 30 hours stretched into three or four days than they would do it right off. I have a drop of Irish in my own composition, and I have seen a lot of Irishmen at regular work, and they have been most punctual and sober; but the same class of men when they get into irregular work do develop that spirit, and if they did not they would eat their hearts out. They have got to make themselves happy. Under proper circumstances an Irishman as much as anybody else likes regular work.

3651. I did not mean to imply that this fitful habit of work was not itself to a great extent the result of a bad system. I wanted you to tell me whether you do not think it is also, to a certain extent, the cause of a bad system; whether you do not think that, as a matter of fact, those who hang about the docks and do not get taken on by the foremen are not as a rule people who either from birth or education have got to be impatient of steady hours of work?—No, that is not the case. Any unsteadiness of habit among them is a physical result. Many of them have had to put up with very little food three or four or five days right off; and generally when they get into work they have to get things out of pawn, and their children share the money they earn. After they get over the first feeling of depression that comes from their being exhausted in consequence, not of work, but of privation and shortness of food, then they become as steady as anyone, and steadiness of work means steadiness of habit and sobriety as well, but when men are employed for a dozen hours one day and then are three or four days without work bad habits are formed.

3652. Can you from your personal experience say that people who do get into irregular habits and who spend rather unwisely the earnings they have got by a small amount of work, change their habits rather rapidly if they get regular work?—They do change their habits rapidly.

Professor Marshall—continued.

3653. You think that is the general rule?—Yes, and I will give an instance in point. When working at the docks I worked in the tea warehouses. In the summer very little tea comes over, and these men go to the dock gates and get a job here and there. These men in the summer have a do-not-care look and feeling about them because their work is irregular; their habits are not steady; but within a month after getting regular work the whole appearance of the men begins to alter because of the regular work.

3654. It seems to me that the question how far that is true, and I have no doubt it is true to a great extent, is one of the most important questions as regards the possible improvement of the condition of the working classes of London as a whole, and I should be glad of any distinct evidence that you can give bearing on it?—I would say in the slack season there are about 70 per cent. of the men employed in the tea trade who have to look about for work as gardeners, and at harvesting, at painting, and so on. Those who can get regular employment keep up steady habits; but with regard to those whose employment is irregular (it does not matter what their education may be), and who have to struggle at the dock gates, and who go there morning after morning and meet with disappointment and go without food, the first temptation that comes into their mind directly they handle any money is to get something in the shape of food and in all probability something to drink. This would not occur to them if they knew that they were going to work that morning, and knew that a certain amount of money would be given to them. Then they would go home. They would give their money up to their wives, and all would benefit by it.

3655. You spoke of the dockers, when they could not get work at the dock, going about as painters?—As painters' labourers or doing anything else.

3656. Have you made any estimate of the amount of wages that they are able to get in that way?—Of course in the painting trade they would get as much as the average workman.

3657. We have been told a good number of times that the average wages in the docks are this or that, and I have pressed witnesses to say whether the wages so got were not merely got by adding together the total wages paid in the dock, and dividing it up according to a rough estimate, no allowance being made for the earnings outside the docks, and I have not been able to get any estimate of or indeed any considerable allowance for the earnings that those people would make outside the docks?—In the particular trade I am interested in—the tea trade—which is a cleaner kind of work, we should get a larger number of men who are painters who would be earning a good sum of money, and some men out of the shoemaking, carpentering, and the cabinet-making trades, especially when there is the mending of tea chests. But that does not affect materially the numbers engaged, because at the very outside

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Professor Marshall—continued.

there are not more than about 3,500 affected in that way.

3657a. Was the tea trade the particular part of the work which you used to do before you held your present position?—Yes. On the other hand the average earnings of the men are taken from the dockers who follow up the docks. In the summer they may go morning after morning as well as in the winter. Of course the number of applicants for labour increases in the winter whilst the work is correspondingly less; but these particular men that we would take as typical dockers are not the men that go into other trades. The typical docker is the man who looks to the docks for whatever livelihood he can obtain; and that kind of man has on the average very low wages.

3658. Now I come to you in your capacity of a social reformer. I am not sure that you have not taken up two positions even with regard to that. In an early part of your evidence you said no reforms in the docks would be satisfactory unless a complete reorganisation of the industry of the country were made. I am not sure that we did not think you a little more impatient than you really were because just now in answer to the Chairman you have proposed as a palliative scheme a board of arbitration which would be based upon the existing organisation of industry without any organic change?—What I had in my mind was this: that arbitration boards and other means of settling disputes are only trimming away the edges; the root of the thing remains there still.

3659. You came here as the secretary of the Union, as one of the persons who has an all-round knowledge with regard to the docks. It is not open to this Commission to recommend the country to change fundamentally the conditions of its industry. It is open to this Commission to make recommendations for diminishing the evils that exist in the docks, and I should have rather liked to have been able to disentangle that part of your reform which would properly come within the scope of our consideration, from that which would belong only to the councils of the nation after the glorious revolution of which several Socialists have told us?—What you would like then is that I should say that these very moderate proposals are all-sufficient in themselves.

3660. No, I want you to make it more clear what proposals you think are practicable without an organic change in the condition of industry?—The palliatives mentioned are only a contributory solution to the question, but the economic position would be just the same.

3661. I am asking you to say what changes in addition to the institution of this board of arbitration you would desire to recommend subject to the condition of there not being such as would involve an organic change in the methods of industry. What reforms are needed practically in the docks without an organic change of the general condition of industry?—I cannot see any possible. It is so bad that I should say that nothing but a good clear out will do, but it may be eased. If we are to have

Professor Marshall—continued.

any satisfactory solution there will have to be an organic change.

3662. I want you to tell me how it is to be eased; what things you would propose in order to ease it; other than a board of arbitration, are there other palliatives which you as the secretary of the Chief Union of Dock Labourers would recommend?—The only palliatives that we have we have tried, and they have failed. It is just the measure of our strength that allows us to determine any improvement or any good for the men; it is the measure and power of the employer that allows him to determine whether or no he shall employ just as he likes, without considering the ratepayers and without considering the lives of the employés.

3663. You are giving reasons for thinking that the palliatives will not by themselves do very much; what I want to know is, is there any other palliative that you would desire to propose in addition to the board of arbitration?—I think I made it clear to Lord Derby that we would have an inspection of machinery; that we would have a regulation in the hours; nothing over 48 hours; and that we were to have some means of settling disputes. I also thought that all accounts should be open to inspection of the men who earn the money; that they should have more opportunity of selecting their associates when a co-operative system is allowed them; that the machinery should be well attended to; that proper numbers in the gang should be provided for; and that the men should not work beyond the proper hours. Those would be palliatives. Above all, if we can put a conscience in the employer and the employed, that is the great thing to aim at.

3664. With regard to this diminution of strain, I do not think that we have it clearly before us how far the strain at certain parts of the docks is of a different character from the strain at certain other parts. You spoke very impressively of the way in which men in the prime of life, picked men, were set to work so exhausting that before long they ceased to be strong men and became diseased. There is great misunderstanding among the public on this matter, because there is not a sufficiently clear distinction in people's minds between different kinds of work in the docks; and I should like to ask you how large a proportion of the people engaged in the docks are doing work such that it is impossible for them to lead the lives of good citizens. What proportion of them are doing work involving so great a strain that at the end of their work they are unfit to enjoy life except in the more rough and brutal ways which they are, so to speak, forced into?—From a rough estimate I gather that 25 per cent. of the dock employés have a decent chance to live, 25 per cent. have to do this heavy work which means physical incapacity in the long run, and 50 per cent. are not able to live a decent life.

3665. The 25 per cent. that do this excessively hard work would include the timber workers, I suppose?—Yes, they would include the timber workers.

3666. Whom else would they include?—The

3 July 1891.]

MR. BEN TILLET.

[Continued.]

Professor Marshall—continued.

timber work and the grain trade is all heavy work. Colonel Birt, of Millwall, and Mr. Griffiths, of the Surrey, will tell you he has the finest set of men breathing, big lusty fellows who do the very heaviest kind of work. I do not mean those. I should say that practically 75 per cent. of them while they are at work work very heavily, but the corresponding wage and results to the workmen are much more more satisfactory than at the other docks.

3667. Will you specify the classes of men whose work is so heavy that they cannot be expected when their work is over to take any pleasure except in the coarser forms of enjoyment?—There are plenty of very light industries in the docks, while particular parts of the work are very heavy. The piling and the loading is very heavy work in nearly all cases. If the packets are 20 lbs. in weight or 200 lbs. it means very heavy work. The timber work is very heavy work. So is the grain trade, especially the backing. A couple of hundred-weight upon one's back, and the running all day means that one man practically carries close upon 90 tons, which is rather heavy for a nine hours' day.

3668. What is the class of people you have in your mind when you talk of work being such that if a strong man enters on it his strength soon leaves him?—I mean especially in the piling and the loading which would mean delivery work; that is in all cases very heavy, and so is the work for the gangs who take in work from barges or from ships. Those are very hard forms of work—the housing work and the delivery work. Of course, in all docks there is a great deal of rummaging to be done, that is, where particular parts of a parcel have been taken away. It means that the dock companies in order to economise their room have the whole thing re-arranged and put up in a corner so that they can take a larger amount of stuff in the space cleared.

3669. The drift of my question is this, a great many people say they want shorter hours of work; but on investigation it is found out that their work is not of such a kind as to be injurious as it now stands. This has been said with regard to the docks. It has been found by many inquiries that much of the dock work is not of an exhausting character by any means, so that it would be possible for a man to work 10 hours a day, and at piece-work, without its being likely to injure him or to make him a bad citizen or a bad father. But I do not think the public in general knows that there are a very large number, of people in the docks, who do work which necessarily makes them bad citizens and bad fathers, because they are so exhausted by their work that it is difficult for them to abstain from drink and other coarse forms of pleasure. I want to know whether it would be possible for us to get a more exact classification of that part of the dock work which is contrary to the interests of the public, because of its severity as distinguished from that which does not really injure the people?—I have endeavoured to clear your mind upon that point. I

Professor Marshall—continued.

say that all round there are about 25 per cent. of the whole of the dock workers who have to do this heavy work, and as I said to Lord Derby just now, if these men were not specially selected as they are selected, they would be quite unfit for the work. If the class of labour going to the dock was more regular, and there was a stream of relays, so that all able-bodied men should take their share in certain heavy labour, there would not be those possibilities of spinal disorders or hernia and accidents that arise. The men who work at some of the piles for 10 hours take more out of themselves than an ordinary man would in 15 hours at a lighter employment.

3670. Of course that would not be the only method of re-arranging the work?—But it would be one of the essential methods.

Mr. Jesse Collings.

3671. How long have you been connected with the Dockers' Union?—Four years.

3672. Did I understand you, in answer to Professor Marshall, to say that you had been engaged in the dockers' industry all your life or for some years?—I have knocked about it for 25 years, since I was seven.

3673. In the docks?—About docks and ships.

3674. Can you tell us how many accidents happen in the year in the docks upon the average, whether great or small?—One is unable to ascertain exact particulars. We did some three years ago make an inquiry; but the dock is so large, and the men are so isolated, that even their best friends may be dead and buried for a month before they know, if it happens at another part of the dock. The commissioner of the "Lancet" made an inquiry, and the result was that very few men are able to escape an accident who go to the docks; and that there is hardly a man who has been going regularly to the docks for five years who has not met with an accident.

3675. It has been stated that in the docks under the Joint Committee, excluding the Tilbury Docks, there are under 400 accidents per annum altogether; do you agree with that statement?—400 accidents that are registered, but I have known cases where men have gone home and died which were not registered.

3676. Do these men who meet with accidents get an allowance from the dock companies?—They used to get an allowance and may get now. But the dock companies have re-organised their system, and given it over to the shipowners, and many of the men are not able to get what the dock companies did allow. They allowed a certain sum of money; but the labourer knows very well that if he took his case for compensation to a court he would be out of court for ever so far as his labour was concerned.

3677. It is or is it not the fact that every man who meets with an accident in the docks under the Joint Committee receives, or nearly always receives, a weekly sum in compensation, whether the dock companies are legally liable or not?—Generally that is the case if there are enough witnesses to prove that the accident took place.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Jesse Collings—continued.

3678. Is it the fact that an accident has taken place sufficient to secure this weekly allowance from the Joint Committee of the Dock Companies?—That is so.

3679. Then may I take it that the Joint Committee of the Dock Companies give an allowance in case of every accident that takes place and comes before them?—They give an allowance for every case. That would lead an outsider to suppose that so long as a man's health was impaired, and he was incapacitated from work, he would have that 8s. Now that is not the case. If a man has recovered from any injury, although physically he may be unfit to go to labour, so long as he is sound, they do not allow him time for convalescence.

3680. But so long as he is laid up with any accident he receives a weekly sum from the dock?—He is allowed a sum of money as long as he is ill directly from the accident, but not so long as it will take him to really recover from the accident.

3681. You said that the employers have encouraged casuals at the gates; you have not told us how you would prevent those casuals coming to the gates?—I believe I exhausted something like an hour in saying how I would use the casuals up by giving them employment elsewhere.

3682. Is it your opinion that the more you improve the condition of labour at the docks the more likely you will be to make the influx greater?—We want a degree of certainty. At one time, when the men knew that only under certain conditions could they get work, the certainty and definiteness of the thing kept the men away, and then many of them sought elsewhere for employment. As soon as that certainty was withdrawn, and everyone knew he might get a job, the casual labour collected itself, and a fresh face has a better chance than an old one.

(Lord Hartington here took the Chair.)

3683. When would you care to increase the permanent employes in the dock industry?—I would increase the certainty and the permanence of the employment, but I would point out at the same time that the number of casuals would be increased. I am most anxious that we should know definitely the number of people who do not live decent lives, but it would certainly press upon them.

3684. Confining yourself to the dock labourers, you stated that the industry was very much hurt by the number of casuals and the influx of men at the gates; is it your opinion that if the dock authorities settle on a certain number of men as available for employment in the docks, that would stop the influx?—It would stop it, or would go a long way towards stopping it.

3685. Men knowing they were not on the staff, so to speak, and could not get a job, would not go there?—That is so.

3686. Do you think, if by that means you could raise the wages and conditions of a limited

Mr. Jesse Collings—continued.

number of men, that would be better than having an unlimited number of men who get starvation wages?—Yes, there would be better organisation.

3687. And you would recommend that?—I would recommend that. Only in admitting that I would point out this fact, that the Dock Companies are not in the position to absolutely guarantee a large number of men work. It is work that is of so fluctuating a character that they may employ 4,000 one day, and require 15,000 the next. So that unless we could make them responsible for the difference between 4,000 and 15,000 it would be an advantage to them, because they could introduce fresh men constantly, and it would be to their benefit to have a drifting number of workmen going to the docks, so that those in will be anxious to keep their place, and those out anxious to get in.

3688. I did not quite understand what you said about the municipalisation of the docks. Was your proposal that they should be purchased by the local authority at 25 years' purchase on the rental?—Yes.

3689. Would that be compulsory?—Yes.

3690. And it should be compulsory on that basis?—On that basis; nothing beyond 25 years.

3691. Do the Dock Companies get any profit as companies at the present time?—They get very little, better managed they might get more.

3692. Supposing they get so many thousands a year profit, would you pay them any compensation for that over and above the 25 years' purchase?—If they got a profit I would pay them some compensation, only I am thinking they would be very glad to get rid of their bargain as it is.

3693. Then you would pay them 25 years' purchase for the rental of the docks, and compensation for any profits they might make?—As the docks are rated on their profits and their working, I should think the yearly value would be a fair estimate, and that 25 years' purchase would cover it. As far as I understand, the dock property is estimated upon its value in its working, and is assessed and rated as such. I take it that 25 years' purchase upon that rating would cover all that we should be morally responsible for.

3694. What do you say about prospective profits?—It would cover all the prospective profits as well.

3695. Then I understand you would have a compulsory purchase on the part of the municipal authorities at 25 years' purchase?—Yes.

3696. And suppose there were any loss to the municipality in carrying on this undertaking by the municipal authorities, where would the loss fall?—Upon the municipal authorities, upon the general ratepayers.

3697. You said you should like to see the docks belong to the corporation, as at Bristol?—Yes.

3698. Are you aware that the Bristol Docks are a heavy burden upon the Corporation and ratepayers?—The Bristol Docks are a heavy burden now.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Jesse Collings—continued.

3699. Then supposing the same operation was carried on in London, and there should be a profit, would you allow the municipality to make a profit out of the docks?—Yes.

3700. And if a loss it would come on the rates?—On the rates; and if there was a profit it should go off the rates.

3701. Are you aware what proportion of the ratepayers in the municipality of London belong to or are of the poorer class, or the lower middle class, or what might be termed the struggling class?—I am not in possession of any such information.

3702. Would you say that a large proportion were of such classes?—I should say a fair proportion.

3703. Then do you think that they would consent to undertaking the responsibility of purchasing which might lead to a heavy increase of rates?—I think the lower middle class that you are speaking of are principally the shopkeeping class who depend upon the purchasing and consuming power of the lower classes, and whose wealth would correspondingly increase as greater purchasing power was given to the people.

3704. You think there would be no practical difficulty in getting them to enter into that liability?—I do not think so.

3705. With regard to the arbitration boards: I think you said that at present men would not come forward, or at least that they were liable to certain inconveniences if they came forward to complain of actions on the part of the employers: do you see the same, or a similar difficulty, in getting them to come forward before a board of arbitration?—There would be more or less of the same difficulty, but I am hoping that they would be better organised than at present.

3706. You do not think the difficulty would be so great before a board of arbitration?—Not so great; and it would encourage organisation among themselves.

3707. As I followed you you advocate that pensions should be given to the people of all ages who were incapacitated from work, both men and women; have you estimated what that would cost the country?—The only way I have estimated it is this: that our present poor laws are inadequate, and are very costly, and are about the most expensive luxury which has been given to the people.

3708. When you were giving your evidence I estimated that it would require from 30,000,000*l.* to 50,000,000*l.* per annum. What I want to know is where you would get that sum?—I would get something out of the ground landlords.

3709. Would you get it from the general taxation of the country, or from the rates?—From the general taxation of the country.

3710. Not out of the rates?—No.

3711. You would get it from "the State," you said. What do you understand by "the State"?—What I mean is that the keeping of all pensioners should be part of the business of the State. I do not think our system of

Mr. Jesse Collings—continued.

poor law relief given by the local authorities gives them a fair chance; in fact their hands are tied.

3712. I do not want to go into the poor law system. I simply want to understand what your suggestions are in this particular matter. I understand that you would give these pensions, and that they would come out of the taxation of the country?—Quite so.

3713. Would you recommend that they should be placed on the Excise and Customs, for instance?—I should tax for old age and incapacity, and give sums of money for that just as money is given for free education.

3714. This means an increase by nearly a half of the income of the country, and I want to know where you would lay that burden?—I should say it should fall, as I mentioned just now, upon general taxation.

3715. Would you put it on the Excise and Customs—tea, beer, tobacco, and so on?—Yes, I would put it upon them.

3716. That would mean doubling the price of each article under Excise and Customs?—I know it is a very tender question. If I go in for that I know I should get all the brewers in the country talking about the working man's beer, but I should say that a large number of accidents are due more or less to drink, and that drink should bear its proportionate share.

3717. You recommend a system which requires money. I merely want to know how you would raise that money, without which your system cannot be carried out; would you touch the Excise and Customs?—The difficulty I had in my mind of getting it through the local authorities was this: that we should have the same system of taxation which obtains in London at the present moment. The most congested districts pay something like 6*s.* 5*d.* to 6*s.* 8*d.* in the pound, while Hanover Square is very much lower.

3718. You stated just now you would not put it on the rates; you are going back to the rates?—No, I say that the reason why I would not put it upon the rates is because the very poor districts would be congested. A great number of applications for this relief would be in those districts, and those districts would have to bear the expense. Unless we consider it from a national standpoint, I do not think it ought to be introduced.

3719. What I want to know is whether you would put it on the Excise and Customs of the country?—That would be rather a big difficulty to deal with, and I do not think I could fairly say I would put it upon those three articles because they are very important items in the lives of the working classes.

3720. Then you have not formed an opinion as to how the large amount of money which you would require in order to carry out your system should be raised?—Not unless there could be a reorganisation of taxation. Instead of the boundaries being so narrow that each particular congested district has to bear its own expenses, they should be so extended that every one should bear his share. The wealthy ground

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Jesse Collings—continued.

landlord should bear his share of the expenses; and unless the boundaries were extended I do not think we should have any chance. Our best chance would be, or at least I have thought so for years, a reorganisation of the system of taxation, so that the big ground landlords might have to bear the brunt of it, and that there should be a graduated income-tax.

3721. Then you advocate also the gradual municipalisation of workshops of all kinds?—Yes.

3722. That being so, and you thereby squeezing out the private employers, where is this income to come from that you are going to graduate; I take it you will destroy the incomes of that vast mass of private employers of all kinds?—When we have destroyed the private employer, as you say, we shall not require this support from the State.

3723. You have not thought out the way of getting the money for your scheme, but you say that when the private employer is destroyed, and you have municipal workshops, you will have no need for these pensions?—The particular districts will then arrange them.

3724. In the concrete, that is your system?—Yes.

Mr. Bolton.

3725. You have given us your views to-day as to the position of the dockers, and in addition you have taken a more general view of the state of affairs, and the remedies necessary to bring society into something like a state in accordance with your ideals; but of the evils connected with the docks, I think you place in the first line the irregularity of the work?—That is the chief difficulty.

3726. And that you admit, I think, is due in the main to natural causes which we cannot overcome?—Quite so.

3727. But you also allege that a great deal more might be done than is done for the benefit of the workmen, or for the benefit of the dockers themselves, by regulating their work in a different fashion?—Yes, it would help.

3728. Those changes may, I think, be summed up in this way: you would abolish overtime?—Not in the sense of abolishing overtime.

3729. You would limit the hours of working to 48 per week?—Yes.

3730. And that would make the day an eight-hour day?—For the men.

3731. Then do you propose that the 48 hours should be the maximum work or maximum time which a man should be allowed to work?—Yes.

3732. Under any assumed state of affairs would you allow him to work longer?—He should not be allowed to work more than 48 hours. Of course if you talk about overtime it means that you would have me say I would abolish night work. In many cases you cannot do that. But I would say that nothing less than eight consecutive hours should be given to a man for a day's work.

3733. What I understand is that as one means of distributing the labour better amongst the men who are attending the docks, you would

Mr. Bolton—continued.

preclude any man from working more than 48 hours in a week?—Yes.

3734. Be it night or day?—Be it night or day.

3735. Under no circumstances would you allow that to be exceeded?—Under no circumstances.

3736. Then I think you have expressed a particular objection to what are termed permanent men?—I have no objection to permanent men.

3737. You object to the principle?—I have only a fear of certain consequences.

3738. Do you object to the principle of having permanent men?—No; not to the principle.

3739. Then do you approve of it?—I approve of the principle of having permanent men certain and defined.

3740. I believe there are permanent men, are there not, at almost every dock and wharf in London?—A small section.

3741. Would you increase that number?—I would increase that number, so that instead of the employer so regulating it, that at every little depression he should be able to clear out all but a certain few, I would have it that if those men worked extra hard at one time, he should keep on a certain number of men to be responsible for them, whilst they are working for him, so that they shall not go out. I will say, if there are a hundred men, an employer at the present moment may make 20 permanent, but he could with just a little management keep 40; but he does not do that because he can get them outside, and when they came inside he knows they will be so anxious to work that they will make up for it, and it just plays his cards.

3742. You would have him employ as many permanent men as his business would enable him to employ?—As his business would enable him to do.

3743. Would you allow him to be the judge of the number of men that he could employ permanently?—I would allow him to be a judge; but I should say that there should be some opportunity for dealing satisfactorily with the question, because an employer is about the last one who knows what number of men he requires. He relies upon the information of his manager and foreman.

3744. Then would that intervention take place in advance of the engagement of the men?—Yes.

3745. So that before a wharf-owner could fix the number of men that he thought he could employ permanently, he must consult some outside body?—No; there would be some inside body.

3746. Who would be the inside body?—Those that go to work with him.

3747. Let us understand each other. We will suppose a wharf-owner with a master and clerks who calculates on having a certain amount of work, which he thinks would enable him to keep a given number of men permanently, is he to decide himself what that number of men is to be,

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

or if not, who is?—It is rather a difficult position for him, and for the men as well, but I should say that he would know pretty well what number of men he would require, but if he can make one man do two men's work he will do that. That is rather bad for the men, who have to make up for it.

3748. You say if he can make one man do two men's work he will do it; do you allege that that is the character of all employers, to get two men's work out of one man?—They would get five if they could.

3749. That is your view of employers?—Yes.

3750. Then under the circumstances you would have no confidence whatever in the employer doing his best, and fixing as near as possible the number of men he could permanently employ?—I should have greater confidence in him if we could only get to consult with him, not to press our views upon him, but really to explain his own position. If he only looks at his own side he becomes selfish.

3751. Assume that you are the outside party, and I am the proprietor, and we differ, who is to decide between us?—If we discuss in a calm way as calm men would, my remarks would have some impression upon the employer, and his would have some upon me, and I should know better where to give way as well as he would know better where to give way. But if he is absolute, and will work the men as hard as he can without any consenting voice on the part of the men, it makes it very hard to come to an agreement with him.

3752. We are now considering who is to fix the number of men that employers should engage permanently?—I want to put the moral side of the question. We have never found much difficulty with every class of employer with whom we have been able to confer. Generally he has set us right in many of our wrong notions, and we have set him right as well, and it only requires a conference between the men and the employers, and then I do not think any particular difficulty would come up. The employer would then, if he would permit a consultation, have the absolute right to say how many men should work, and we should have the absolute right to say whether we would work or not.

3753. By "we" whom do you mean?—The men.

3754. But do you think that the men who cannot by any possibility know the prospects of the employer, are as able as the employer himself to judge of the future?—The employer is more to blame about that than the men.

3755. Do not you think the employer is more likely to know what the requirements may be in respect of labour than the labourer whom he is going to employ?—Quite so, and in order to remove any suspicion or any doubt and uncertainty in the minds of the men, it would be as well if he would let them know exactly what he has to do.

3756. Do you imagine by the employment of permanent men he will pay less or more wages for the work that he gets done?—Proportionately he would pay less.

Mr. Bolton—continued.

3757. By having permanent men?—By having permanent men, in our particular work I mean, because ours is fluctuating. There is nothing steady about it.

3758. He would pay less?—Yes.

3759. What is the permanent rate of wage, and what is the hourly rate of wage?—The wage of our men is 24s. a week.

3760. For which?—For the permanent men.

3761. And for the hourly men?—6d. an hour.

3762. That is exactly the same?—Yes, where the co-operative system obtains.

3763. Then how would he pay more in one way than in the other. If he has only employed as many permanent men as he can keep permanently employed, why will he pay more or less in one way than the other, seeing that the one rate is 6d. an hour, which is 24s. a week, and the other is 24s. a week?—I will put it in this way. If two sets of men were put upon two different ships, and one body of men had been well fed, and had had regular work for months previously, and it was an ordinary typical representative class of docker, those men could go to work and would earn for their 6d. more than the men outside who had been starving would earn for their 6d. an hour.

3764. So that you think by employing men permanently a better class, physically speaking, of men would be put to the work than the men employed casually?—Yes.

3765. Do you object to that?—I do not object to it so much, the only objection I have is where so few of them are employed and made to do so much work, which means a corresponding number of casuals.

3766. In the course of your evidence, if I did not misapprehend your statement, you said it was a custom in the Port of London to work permanent men overtime without paying anything extra?—I did not say it was customary, but it is done in many instances.

3767. Do you assert it as a fact that permanent men work overtime without receiving pay for that overtime?—Yes, especially where they are non-union men. The federation men especially have done it.

3768. Can you state docks or wharves where that takes place?—During the late strike it did take place.

3769. I would rather take it under normal conditions, not during a strike. Many curious things happen during a strike. Assume the normal conditions of labour, is it the fact that permanent men work overtime without getting extra pay?—They do. The permanent men have now to work for a time that the casual labourer would be paid for. If they work up to half-past 4 or 25 minutes to 5, there is nothing allowed for that, whereas the casual labourer would claim an hour if he had worked a quarter of an hour.

3770. Probably he would get an advantage in the shape of working a few minutes late at the beginning; will there not be a system of give-and-take?—No; he has to go to work before

3 July 1891.]

MR. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

the ordinary men—before the casual men—and he has to work afterwards.

3771. Can you indicate any particular dock or wharf where permanent men work overtime; I do not mean to say giving a few minutes on each occasion, or taking it in another, but where they really do work overtime without getting extra pay?—In those cases many hours are given to the employers where the casual labourer does not allow it. There is a systematic method of working overtime without payment. In cases where the casual labourer would charge overtime for working overtime the permanent labourer does not get it.

3772. Notwithstanding, you advocate the system of permanent men, providing the men themselves or some committee of the men approve of the number the master employs?—I would not like to see it done in such a way as to unfairly handicap the employer, but I see no difficulty in the way if the men were taken into confidence. I would say that a certain number of men should be employed for certain work; that a customary number in a gang should be enforced, and, if it were possible, no employer should be allowed to work short-handed.

3773. If I did not misapprehend you, you said that though since your big strike you have been for two years doing your best to improve the position of the dockers, the workers were now very little better off than they were before the strike?—The particular docker that was affected in 1889 is not very much better off, and a large number of them are very much worse off than they were before.

3774. To what do you attribute that?—To the introduction of the A. B. C. and D. system as they call it—to the introduction of new blood.

3775. Do you mean new blood on the part of the workers?—Yes, and to the removing of men from one class to another. In the old times the system was to select men; the more able-bodied and the more capable were given the best chances of work, and they were always taking away from the casual ranks a number of men, and putting them to steady employment. Now that number of men are there still, but when fresh blood is required they come from another source altogether. They are introduced from the outside. They are not taken from these men with experience, but they want entirely new blood, and a strong lusty man is given something like a regular wage, and this means that in about five years time these men will drift through the classes, and will be going back to the casual.

3776. Can you account for this constant gravitation of so many good workmen to the docks, where the conditions of life appear to be so very bad, and so very hard?—I can no more account for it than I can account for men having been reared well, and coming to hold horses, as they do sometimes.

3777. Have not these men been reared badly, if they have not more sense than to leave good employment and go to the docks?—I say that when a man, no matter how he has been brought up, is hungry, he is compelled to do certain

Mr. Bolton—continued.

things. Dock workers do not know at any hour, or at any moment, that they may not be employed. There are many cases where a man will wait for 16 or 18 hours, and then 20 minutes absence means his losing a couple of days' work. The foreman comes out, and he would have been taken on if he had been there. There is a sort of fascination in the possibility of going there haphazard and earning a couple of shillings.

3778. Is the chance of earning a biggish wage for a short time a temptation?—The only temptation is the chance of getting a little wage to get a loaf.

3779. This seems to be hardly sufficient to account for the men gravitating to this place. You have told us, and other witnesses have told us, that men will go for weeks without getting a job?—I want you to bear this in mind. The craftsman may go round the whole of his district, may travel to all parts of London endeavouring to obtain work at his craft, and it being a slack season he finds he is unable to get it, and if he goes on in that way for a week or two he will get to being unable to get work, and he will gravitate towards the docks, because there there is a chance that he may get an hour or two; that is what I want you to bear in mind. It is not because he loves to go there. It is because he cannot get work anywhere else.

3780. You have put in a bill that has been issued by the Allan Line; do you object to arrangements as to work of that kind. I do not mean the particular terms there, or anything of that sort, but do you object to arrangements of that kind being made for work?—I object to that kind of arrangement; I do not object to arrangements.

3781. Generally, what is your objection to that?—Because this man is what you would call in good English a very shifty man.

3782. That does not affect the preparation of this paper?—Another bill is coming out. We have endeavoured to make agreements with this gentleman time after time, but directly we are getting anything near an agreement, and he finds there is any loophole he may escape by, or there is any chance of his taking advantage, he takes it without consulting us in any way whatever, and he issues these one after the other without consulting the men at all, when it is upon a co-operative basis.

3783. You do not object to the co-operative system at all?—I do not object to that, providing the men can have something to do with it.

3784. What distinction do you draw between the co-operative system and the contract system?—The contract system would be in the hands of a sub-contractor, who would undertake to unload a vessel or to remove a certain quantity of goods at such a price. It would be left to him then as to how many men he employed or how soon he could get it away. He would calculate how soon he could get it away, and if he could get men to do it for 2d. an hour, and he could collar more than half the contract price he would do it.

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

3785. The co-operative system is something done by a number of men who appoint one to act for them?—Yes, and all share alike.

3786. We have had some objection to the co-operative system stated here; it was stated there was a suspicion, at all events, on the part of the men that the person they put forward got more than the proper share for himself; do you confirm that idea of the men, or do you think there is any ground for that suspicion?—That could only be possible with the connivance of the clerks and shipowners.

3787. Do you hold the same view that there is ground for that suspicion?—There are very grave grounds at present for that suspicion.

3788. What is the difference between that work and task-work and piece-work, which I see you condemn?—The task-work means that if a man undertakes a certain job he must bring about a certain result or else he is not wanted. If in introducing a new scheme we were to say that so many men could carry so many bags within a given time, if we did not do it we should not be wanted. Under the co-operative system, if we do not do it, and if it takes us an hour or two longer to do that work, then there would be no one to find fault.

3789. Might not the partners in the co-operative scheme find fault with some of them?—There has not been an inclination in that direction.

3790. Do not you think it would be likely to arise; if half-a-dozen men authorise one of their number to act for them in taking certain work, and he takes that work, and the result is to give the men less wages than they expected to earn, do not you think that the fault might be laid upon some of the workers, or upon the person who made the bargain, in some way or another?—I had about eight years' experience on the piece-work system or the co-operative system, and I have at times earned 3s. 6d. an hour, where my regular money was only 5½d. or 6½d. I have had to do very hard work—work sometimes that required a great amount of dexterity and quickness—but I have never known any real grumbling among the men so long as they knew that each was trying to do his best, especially in a place where the men have got from the heavier work to the lighter work. Young men would take the heavier work, and take it cheerfully and readily.

3791. Do you find any inclination at the next job to leave out some of the men that were in the first job?—I have never found that. Of course if old men come on as strangers they would have a chance of getting cleared out, but if they have been working at a particular place for any time they are always respected and always kept on. In a slack season I have known almost as many old men to be retained, in fact more old men than young men, because the young men were better able to shift for themselves.

3792. I see you bring a complaint against the private owners for what you term over-charge for gearing, I think, in connexion with Mr. Styles' evidence?—Yes.

Mr. Bolton—continued.

3793. How would you call that an over-charge?—You can buy old gear, which they charge for, which is almost as sound as when they commenced on it.

3794. With all that, are these docks and wharves very flourishing concerns?—Some people seem to be able to make a good sum out of them. I believe that Mr. Hill a few years ago was a junior clerk; he is now comparatively a wealthy man.

3795. We know from the published accounts the state of the docks; do you think they are very flourishing concerns?—They are not very flourishing. I think a large number of debenture holders own a certain interest, and, whether there are profits or no, they wield an influence; and I do not think there is much chance for outside shareholders who are rather afraid of risking their money, especially when there is a possibility of their not getting a cent back.

3796. I do not quite follow what you say about debenture holders?—I mean that the docks are heavily weighted.

3797. With what?—With debt.

3798. Was that money not spent on their construction?—Partly on construction and partly mismanagement.

3799. Do you feel competent to point out what the mismanagement was?—I feel competent to point out that the officialism of the docks was very expensive, and that there is not a system of relays as there should be; a number of men going from one place to another, that the class of labour is not employed to work them with expedition.

3800. Are there complaints of delay?—I will say that some of the employers moving the same tonnage will be able to get the work done and derive a larger profit from it than others.

3801. You spoke of a system of relays which they do not adopt; would that cheapen the work?—I think it would.

3802. Assuming that you have a thousand tons to discharge, and you discharged it by a system of relays, or discharge it by the present plan, would less be paid to the labourers by the system of relays than is paid by the present plan?—I did not mean it in that sense. I say there are a large number of officials.

3803. But you spoke of the system of relays?—Yes; but there are a large number of officials who are retained, and who receive a pretty fair salary, and who could be used. I mean subordinate officials.

3804. I will come to the officials afterwards; but you said that by a system of relays the work might be done more cheaply. That was your argument?—Yes; by better organisation.

3805. Would there be by a system of relays less cost to the proprietors in the discharging or handling of a thousand tons than by the present system?—Yes.

3806. Then the men by that means would receive less wages?—No; not proportionately. That would only affect a small number of men.

3807. There would be less money paid, would there not, if according to you there would be a

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

saving?—There would be less money paid if the subordinate officials were used.

3808. You said that the system of relays which they would not adopt would facilitate and lessen the cost of their work. I want to know if the system of relays in the case of a thousand tons to be handled were adopted, would the dock company pay less than they pay now under the present system?—I think they would.

3809. Then would the men receive as much as they do now?—The men would receive nearly as much, but not so much.

3810. Then so far as regards relays and so on, the prosperity which you would bring to the docks would be at the cost of the men's wages?—I do not think so.

3811. But you have shown it?—If you take it from that standpoint. But I want to sketch out as it appears to me that the docks have an inner circle of officials. They then have an outer circle, the manager and superintendents for the dock. Then there are deputy-managers. Then there are warehousemen and deputy-warehousemen. Then there are foremen and deputy-foremen, and they too have their deputies, and there is a large body of supervising energy wasted, so that although there is practically little or nothing to do in one particular part of the docks, these men are still there doing nothing, and are practically eating up the profits.

3812. From what source do you obtain this information?—That is the system of the docks. I gave my evidence before the Sweating Commission three years ago, and it was corroborated when I made that statement.

3813. Amongst the directors of these docks, are there not some of the most successful traders in the Kingdom?—Yes, there are a large number of them.

3814. How do you account for those gentlemen putting up with such a state of matters as you say exists?—Because there is a commission given for certain goods, I believe.

3815. Why do these gentlemen, who should and must know better, put up with it?—Because if, as shipowners, they get their ships unloaded cheaply and loaded cheaply, it pays them better to get a dividend in that direction than out of the docks.

3816. You say that some of the directors are shipowners, and that they wink at these irregularities because they get advantages in another direction; but take the case of a banker?—I would mention the case of the Orient Company.

3817. What do you say as to the banker? how does he get an advantage?—I do not know how he would get his advantage, whether or not he has an interest in shipping. I am not able to explain that.

3818. The fact is that they are not paying a high rate of dividend?—No.

3819. As far as one can see they are not making big profits?—The banker has guaranteed to him his 4 per cent. or 5 per cent. on his debentures.

3820. Who are the debenture holders?—I do not know their names, and I hardly think that is a question which I can be expected to answer. It is not for me to say who they are. All that

Mr. Bolton—continued.

I say is that a certain class of shareholders get a certain rate of interest on their money.

3821. Is a debenture holder a shareholder?—He is not a shareholder in the ordinary sense but he may be a shareholder as well as a debenture holder, and many of them are.

3822. Is not he in the position of a mortgagee?—Quite so.

3823. Would you say that the rent of a house should be reduced because a mortgagee is getting his interest regularly, or would you make the mortgagee of a house responsible for the way in which the house is conducted?—I hardly think a house is a business concern. It is not to be compared to a dock.

3824. It is a security for a debenture or for a mortgage?—If you unload ships in a house I will adopt the comparison.

3825. Money is lent upon a certain thing. It is a dock in the one case, and a house in another?—The rent is a definite sum, the earnings of a dock are an indefinite sum. Double the tonnage may come into a dock, and it may be able to earn more.

3826. But how does that affect the debenture holder, who is a mortgagee?—In this way, that it enables a certain profit to be realised which enables the company to pay its debenture holders.

3827. As a remedy for all these things you propose to transfer the docks in London to the municipality?—Yes.

3828. How would the municipality work them? Do you expect the town councillors or the members of the municipality to go down and actually manage the docks?—No, I should expect the county councillors to be able to manage these concerns, as town councillors in some places are able to manage gasworks, waterworks, and tramways.

3829. How do they manage them?—By hiring the very best talent they can get, as these people would hire them.

3830. Do you think they would be more likely to lure the best talent than the present possessors of the docks?—I should say they would be more anxious to lure the best talent, and to give employment to the largest number, while the private employer does not care a button for that.

3831. You think they would get better talent than the present possessors of the docks?—They could pay for it, and they would obtain it.

3832. Why do you think they would get better men to manage them than the present possessors?—Because they would be a more public body, and the class of men they would get would have to be fitted for that particular position. I would say also that the dock management is not on a democratic basis, because it goes by seniority; it does not always go by ability.

3833. Does it always go by seniority?—Sometimes by favouritism. Not always by seniority; not always by favouritism, but a large share; not always by merit, certainly.

3834. Do you think that the dock directors do not select, when a place is vacant, the best

3 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

man they can find for that position?—I should say they ought to, and I should think the county council would have just as good a chance of getting as good or better men.

3835. Do you think they would get better men?—I will not say better, but just as good.

3836. Then having got them, they would be on an equality with the present people, and then they must have other persons under those, must they not?—Yes.

3837. Then, having done all that, what would be the difference between your position, as representing the dockers, as compared with what it is now?—It would be materially altered. The municipality then would be chargeable with the amount of poverty, and it would know that a large number of men drifting hither and thither means increased rates, while the dock company get all they can out of the men, and, when they do not require them, are responsible no longer except in a very indirect way. The municipality would be directly responsible for every starving man and woman that was unemployed, while the dock companies are only indirectly, and very indirectly.

3838. Is it your idea that if the municipality of London were compelled to purchase all the existing docks and wharves, and to provide any new ones that were requisite, that that would also necessitate or oblige them to be responsible for all the poverty that might take place in London?—I will not say for all the poverty, but for a big share. They would then be directly responsible for a big share of the poverty so far as it were in their power to prevent it.

3839. What amount of poverty would they be chargeable with then; what is the total population of London employed at the docks and riverside?—Between 70,000 and 80,000.

3840. And what is the total population of London?—Something under 5,000,000, I believe.

3841. There must be a great deal more poverty than appears at the docks?—According to the returns of Mr. Charles Booth, I believe, the average is about 37 per cent. of the industrial classes who are in poverty.

3842. Then you do not say, by compelling the municipality to purchase the docks, you would compel them to employ all the people that are out of employment in the whole of London?—No, I would not do that.

3843. Then that would not relieve all the poverty?—No.

3844. That would not make the municipality responsible for all the poverty in London?—But it would make them directly responsible to a large extent. Your questions involve that we merely mean that the docks should be taken under control in this way, but we have in our minds that all industries should be municipalised.

3845. I think you said you concurred generally in all that had been said by previous witnesses. There was a witness called yesterday, I think,

Mr. Bolton—continued.

who expressed himself strongly in favour of the taxation of labour-saving machinery, and the taxation of that machinery to an extent commensurate with its labour-saving properties. Do you agree with that?—I would not agree in that sense. The only taxation I would put upon more effective machinery is, that it should go towards the general support, that all should share in the increased productiveness and increased power that the machinery gives.

3846. You think they do not now?—They do not now.

3847. Can you test that in any way?—The only test I can apply is this: we see no relative advantage from labour-saving machines. Whereas large numbers of men would be employed in unloading and loading, and there would be a good body of men at work, now we get the crane at work, and it can do the work of four men in a very short time. We have seen such a revolution that more work can be done in one day now than could be done 20 years ago in a fortnight.

3848. Would you destroy these labour-saving machines?—I do not say that I would destroy them at all, only I say their increased power should go to the general benefit, and not to the benefit of the employers.

3849. Take the example of the crane. Has not the crane saved men from what was perhaps the hardest work of all—the hand winch?—It has saved them from that, but it has not given them a corresponding benefit. It has saved them from the winch, but it has not been the means of saving them from having to handle heavier kinds of goods.

3850. Are they not handled now by means of the winch and crane, even in the hold, in a way they could not have been without the winch and crane?—I do not think that a saving of labour in that direction has been any compensation. I think that machinery has rather tended to add to the hard labour of certain sections.

3851. You speak exclusively of labour-saving machinery applicable to docks and wharves?—Yes.

3852. Could you answer questions as to looms, for example?—I know a little about looms.

3853. How would you provide for a fair and equitable division between the labourer and the master of any advantage derived from the machine over what was formerly done?—The labourer should be part owner. He should share in the increased benefit.

3854. Would you compel the labourer to find the money so as to become part owner, or is the master to find the money?—I do not recognise the master in that sense. I have all along endeavoured to show that under the present commercial system we should be unable to undertake these things. We have not the money, but when the municipalities have assumed control it would be different.

The witness withdrew.

Adjourned to Wednesday, July 15th, at 11 o'clock.

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

SEVENTH DAY.

Commission Room, Westminster Hall, Wednesday, 15th July 1891.

PRESENT:

THE RIGHT HON. THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.
Professor MARSHALL.
Mr. S. PLIMSOLL.

Mr. H. TAIT.
The Right Hon. A. J. MUNDELLA, M.P., Sir
J. E. GORST, Q.C., M.P., The Right Hon.
LEONARD COURTNEY, M.P., Sir F. POLLOCK,
Bart., and Mr. G. LIVESEY (of Group C.)
also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. BEN TILLET recalled and further examined.

Mr. Tait.

3855. You were connected with the great dock strike of 1889, I believe?—Yes, I was connected with it.

3856. That strike was for an advance of wages?—It was for an advance of wages, but more than anything to bring about some regularity in the work—to have some definite time, four hours at the least, during which the men should be employed. It had previously been the habit of the Dock Companies to employ men for an hour; with their sub-contractor's contract men have been employed for half-an-hour.

3857. Therefore, the strike had two objects in view: the first to consolidate the working hours, and the second to ask for an advance in wages?—That is so.

3858. Previous to the strike, did your Union approach the Dock Companies for any alteration of service of the men in the shipping with reference to the hours or wages?—About two years I was constantly at them.

3859. And they ignored all your efforts?—They ignored them altogether.

3860. Did you request at any time a conference of representative dockers with them?—Many, many times.

3861. And those requests were at all times distinctly refused?—They were distinctly refused, with the exception that Sir Samuel Montague, Member for Whitechapel, did go to the Dock House once or twice with me and Mr. Sydney Buxton, but as for the men having any representation, they carefully ignored them.

3862. And the idea of yourself and the members of your Union would be, I have no doubt,

Mr. Tait—continued.

that had that conference taken place it might have prevented that great strike which took place in 1889?—That was our only reason for wishing a conference; and another thing we did believe up to that time that the directorate were not informed of the working state of the docks.

3863. You mean by that that the officials of the docks had kept back accurate information from the Dock Companies?—I do not suppose they had kept it back, but the officials had not gone for it, or had not troubled themselves about it.

3864. That strike carried with it a great paralysis in the shipping and dock trade of London?—Yes, for six or seven weeks.

3865. From the fact that your Union for two years previous to this taking place made every reasonable offer to the Dock Companies to meet them in conference upon the situation, you will be inclined to throw the responsibility of that strike more upon the Dock Companies than upon the men?—I should say the whole responsibility of it should be placed upon the Dock Companies.

3866. At no time did the Dock Companies express their reason for declining to meet representative men?—The only reason they gave forth was that the docks were well managed, and everyone was quite contented, and there was no trouble; that it was just merely our Unions that caused the trouble and that was through our ignorance.

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tait—continued.

3867. They had not realised the amount of discontent that was really existing?—No, neither did they make an endeavour to find out the actual conditions until the Tilbury strike, when the men were receiving 4*d.* an hour, and very often were hired for one hour's work—up to the Tilbury strike they had ignored the men altogether.

3868. I suppose that your Union like other Unions claim that they have a right to send representative men to employers, and that you have reasons for so doing besides the simple right?—Well, the Dock Companies might have been able to say that in consequence of so few being in the Union that it was hardly a right of any society representing but a section to demand an investigation of affairs on behalf of the whole.

3869. But, as a member of a Trades Union, you claim the right to have direct representation of *employés*, the same as the employers, through their management or their officials claim to have direct representation?—That would be the best way to avoid disputes.

3870. You yourself and other witnesses who have been examined on behalf of dockers have stated, that there has been an amount of spotting going on of those who heretofore had claimed the right to speak on behalf of their fellows?—I should say that there are hundreds now at present without work who have been spotted, as you say, by demanding an investigation of accounts. They are very tender with that. In the evidence given before the Sweating Commission a Mr. Beck, one of the superintendents of the West India Docks, denied the right of the men to see into their accounts, although admitting it was a piece-work plan they had adopted. I have here a shop worked upon piece-work—upon the plus system, and they put 8*d.*, that was over the ordinary wage on the board outside the office. The men demanded an investigation of accounts; a clerk came out with a duster and put 1*s.* instead of 8*d.*, and that would make between 15*l.* and 25*l.* In another case, the "Storm King" of the East India Dock with a New York cargo, they put up *nil*—then there is nothing. The men demanded an investigation of accounts and they put up 3*d.* a man, which would mean between 20*l.* and 25*l.* There are numberless cases where the men have demanded to look into accounts, especially in the London Docks, and they are told if they do not like it they may go outside, that is the only satisfaction that they get. If there could be some responsibility thrown upon the Dock Company, making them liable to some heavy fine where they withheld accounts from the men after making known to the world that they were anxious to let the men have their work and to understand how much they had earned—if the dock directors could be made liable and be made to show every account and make it known to the men by being placed outside the office, so that every man could look and count up for himself, I believe it would mean more money in the pockets of the men.

Mr. Tait—continued.

3871. Have you found since the finish of the dock strike that the relations between the Dock Companies and your Union have been better than they were previous to the strike?—They were very much better for some 12 months after the strike.

3872. During that 12 months is it your experience that there was a less tendency on the part of your men to have any strained relations with the employers, from the fact of the conference and good relations existing, or on the part of the employers to have any lock-outs of the men?—The greatest difficulty was not with the directors, it was with the subordinate officials, who up to that time had held sway and were able to do what they chose, take men on when they liked and pay them off when they liked; and they had their favourites, and what they did was never questioned. For 12 months these subordinates did place every obstacle in the way of harmonious working, and had the Dock Companies adopted, when we asked them, a rate of pay for the men they have since adopted, there would have been no friction whatever.

3873. Could you put on record to this Committee the terms of settlement of the dock strike of 1889?—I could have the whole particulars sent to the Commission.

3874. Would you explain to the Committee how those terms were arranged?—We had had several discussions during the dock strike, and the Dock Companies admitted our claim for 6*d.* an hour as valid, making this difference of deducting 3*d.* for the meal half hour. They also admitted our claim to four hours' minimum employment, and that was given to us. They also admitted our right of representation; they did not directly agree to negotiate with the Union, but indirectly indicated that they willing to negotiate with the Union and with the men in all contracts. Since that, one by one, with the exception of four hours minimum which has been passed over in one or two cases, but not very often it has been generally held to by the Dock Companies.

3875. In your opinion could these terms have been as easily arranged before the strike had they met your Union officials in conference as after the strike took place?—Much more easily.

3876. And certainly more satisfactory?—And certainly more satisfactory.

3877. I think you complained that the Dock Companies have not carried out the terms of the settlement as it was understood by you?—No, they have not carried out the terms of the settlement, in so far that they close the books against us, which was the principal reason of our claiming a right. They have also ignored the right of the men to choose their associates in working, in taking work over on the co-operative basis.

3878. Now, I wish to put to you an important point. They refused before the strike to negotiate with what is generally understood as a third party?—Yes.

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tait—continued.

3879. It was a third party who, along with the dock directors, that settled the dock strike, was it not?—Well, I can hardly say that the third party settled the dock strike. The terms arranged were agreed to by the men, the third party who did arrange the settlement was acting on behalf of ourselves.

3880. That is, that you had directed some person or other to meet the Dock Companies to try and arrange a settlement, and the arrangements they came to they reported to the men, and the men accepted them?—Quite so.

3881. And, therefore, the parties who settled the strikes were only acting as intermediaries on behalf of the men?—That was really so.

3882. You have stated that the dock companies have not carried out or implemented the terms of the settlement. So far as you know have the men implemented their part of the settlement?—I know one or two cases that may have arisen, but generally the men have stood their ground loyally. There has been a desire on the part of the men to act loyally as they believe they had much fairer conditions; besides which they endeavoured to maintain the good name of their Union.

3883. There were, as there will be always in such a large organisation as yours, one or two men who may depart from what may be understood as the right line, but whenever such cases have been brought before the officials of your Union they have, in order to keep the good name of the Union and the protection of its members, requested those men to fall in with their implemented bargain?—We have at all times repudiated any conduct on the part of our union men that we thought was unworthy of themselves and were trying to take advantage of the Dock Companies. This will be proved by the public press and our address from the public platform.

3884. You made reference, along with other witnesses who have been examined here, as to the co-operative system, which was tacitly agreed upon to an extent between your Union and the Dock Companies; and you say that it has not been a success. You do not imply that the principle is bad so much as that it has not had a fair opportunity?—That has been our endeavour; we have said the whole of the way through, that if the Dock Companies had not been so anxious to pick a quarrel with us, we should have been able to get the men out of their old groove of thinking, and get them more amenable than they have been hitherto. It was more distrust of the Dock Companies than anything else.

3885. Therefore you say that the Dock Companies did not favour the system?—They did not from the first.

3886. You personally believe in the system?—I believe in the system. I may say here that when we negotiated we all had in our minds the thing was to be applied generally, that no departure would be made unless an official notification was given to us, but when the departure came to be made it was only made

Mr. Tait—continued.

in one dock. We had been getting the machinery in operation and getting men to come up to line when the departure was only made in one dock; but the real conditions that were arrived at after the Dock Companies strike were departed from in some cases, and the plus system instituted in other cases.

3887. You are of opinion that according to your evidence, that if the co-operative system was extended to the working of the docks, that it would employ more men and that it would pay them better?—Yes, it would employ more men.

3888. Would it to an extent practically depose what may be termed the middleman?—It would depose him absolutely.

3889. And make him a wage earner?—And make him a wage earner.

3890. Do you think that there would be the same need for the municipalisation of the docks if a thorough-going co-operative system were in operation?—I should say there would be less need, but still there is a great need for the municipalisation of the docks.

3891. There would be a less need if that was in operation?—Yes, if that was in operation.

3892. With reference to the municipalisation of the docks, would you make it compulsory or optional to new municipalities to take over the industries?—I should rather prefer the option.

3893. Therefore with that qualification we might have in this country one dock working under a municipal control and another under the control of private interest?—That would be the case.

3894. The other witnesses that have been examined from the Dockers' Union have stated that they do not wish to supersede the present dock companies but only to supplement them?—That would be about our position.

3895. You are quite aware of the great cost it would be to bring about the purchase of the docks for this purpose?—Yes, I believe it would be a great cost, but it would be the best investment the country ever made.

3896. And you also would be aware that the money which goes to buy out the present Dock Companies might be used by them for the purpose of setting up other docks?—There would be that possibility, but we hope that the local life will be so active and so much alive that the districts will take charge of their own local affairs. I would have it that if a district wished to take over a dock that they should have the power to compel the purchase.

3897. And to deny the right of those whom you buy the docks from to set up new docks?—I should say in that particular district, of course, the two would go together then.

3898. Or else you would have a system of competition set up?—The power that would compel in one instance would prevent in the other, I should say.

3899. Would you be favourable then to this: that in any law which may be made a provision should be incorporated that any dock company that has been bought out by a municipality

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tait—continued.

would be prevented from investing that money which they had got in the making of new docks for competitive purposes against the municipality?—That would state my case very clearly.

3900. In the case of the London Docks you said that you thought that 25 years' purchase was a fair price for the dock. That would be upon the present rental, I presume?—Yes.

3901. What provision would you suggest should be made for the lending to municipalities of this large amount of money. Would you have it come out of the local rate; the citizens of the locality to be taxed for the purpose, or would you have it to come out of the State funds?—I should rather prefer that it should be made a State loan, that the ratepayers in the particular locality should pay it back.

3902. For the purpose of simply putting the interest upon the ratepayers and not burthening them with the finding of the capital?—Yes.

3903. With reference to permanent men in the docks you made one statement that there was a number of permanent men who work overtime but do not receive any overtime pay?—The conditions with the permanent men are the same now as they were previous to the strike. Twelve months after the strike we arranged definitely that the men should be ready for work on the stroke of the hour, and that they should be finished with their work on the stroke of the hour. Well, now they may go in half-an-hour before the time of commencing work, may get a ship ready for work, and get things in hand, and may have had two or three sets or piled a great many goods before 8 o'clock, and they may be detained for 20 or 25 minutes after the hour of knocking off, and they would have no claim.

3904. You have seen a circular issued by the London and India Docks of the 17th September 1890?—I have seen that.

3905. One of the paragraphs in this circular, referring to overtime, says that it will be paid for "at the usual rates before 8 a.m. and after 4.30 p.m." The word "usual" here does not imply the ordinary rate—that is, the ordinary time-rate?—No.

3906. The "usual" implied here is the extra rate which is paid for overtime?—Yes, as we understood it.

3907. Can you say that any men that have been employed before 8 a.m. and after 4.30 p.m., are acting as permanent men and entitled to get overtime have not received such overtime?—Well, that has gone on in all the docks so that I do not think there is any specified instance to give.

3908. You do not wish to specify a case; but the statement that there was a proportion of permanent men employed upon the docks who were working overtime, and did not receive any overtime rate, is perfectly correct?—It is perfectly correct.

3909. If this takes place in the London and India Docks, of course they have not complied with their circular?—That is so.

Mr. Tait—continued.

3910. Such a condition as this, in the ordinary understanding between the Trades Unions of the country and their employers, is a direct breach which is not usually done by employers when an understanding has been arrived at by the Trades Union?—Well, I have not found the general run of employers so anxious to wriggle out of an agreement as the London directors have been. I do not think we have made any agreement but what has been driven through, I do not know one that has been maintained.

3911. You have supplemented the evidence given by others endorsing the large number of unemployed that unfortunately surround our docks, and you put forward that as a justifiable reason why we should reduce the working day, and you suggested that that should be done by working 48 hours per week?—I think about that.

3912. Might I ask you to explain why you would have 48 hours per week in preference to eight hours per day of six days per week?—Well, in the docks with the tides and with the seasons, it will be a very difficult matter to make it eight hours right off. I say 48 hours a week.

3913. And you would also have these number of hours fixed by Statute?—Yes, at the present moment one particular set of gangs may be taken on, and they work day and night, perhaps, two days. Well, these men have no chance of a spell. Perhaps, before this, they have been out of work for some time without food, which means that the long hours are really killing them, and they are forced to do it, because of their poverty in having been out of work so long before.

3914. If you ask Parliament to promote a Bill, with special reference to a 48 hours week, what would you ask Parliament to do with regard to overtime, would you abolish it?—I do not think it would be possible to abolish overtime—or I would not say overtime, I mean night-work.

3915. You meant that, did not you?—I did not mean so much night-work as overtime; that is a man working above eight hours a day, or 48 hours per week. I should say that one man should not be allowed to work more than 48 hours per week, but I do not think I should be justified in saying that we should restrict the hours of work, because it would upset a large number of manufacturers and employers of labour; but I would say instead of having overtime, you should have re-lays of workmen, and abolish night-work.

3916. So far as possible, at least, to bring the workman's hours down to 48 hours per week. In other words you would make overtime exceptional?—I would make it exceptional.

3917. I suppose you will admit that the conducting a 49 hours' week, whether arranged either by Statute or by the ordinary understanding between workmen and their employers, it would be practically valueless in the interests of the workmen if there was not some hard and fast condition regarding overtime?—Perfectly valueless.

15 July 1891.]

MR. BEN TILLET.

[Continued.]

Mr. Tait—continued.

3918. That is that if you have a week of 48 hours, and there are no special conditions regarding overtime, that it is quite easy for an employer or a workman to work for as long hours as he pleased, and in consequence it would not relieve the congested condition of the docks, as stated by you?—It would be quite as easy for the employer to drive through it.

3919. One witness that was before this Committee, in answer to a question put to him by Mr. Jesse Collings, said he was favourable for the purpose of protecting the interest of the docker to licensing. Do you approve of a license being given to the docker, and no other person than the man who holds a license, either from some union or some other authority which may be set up, should be allowed to work at the docks?—I am hardly prepared to adopt the guild custom. I do not think that it would be operative.

3920. In other words, you do not believe in a trades union being made a close corporation?—No, I do not think it should.

3921. You also stated that you would like to see a fixed minimum wage?—Yes.

3922. Such as would ensure an ordinary standard of living to the workmen. By what means would you fix that minimum wage, if presuming you had a legal statutory eight hours' day, would you ask the State to fix a minimum wage, or would you do that by other things at your disposal or command?—I hardly think that the State would be the right party to fix the minimum wage for the whole of the country, because a minimum wage in London of 25s. may not be equal to a minimum wage of 15s. in another place.

3923. You do not wish to fix the maximum wage either by the State or by common agreement between employer and employed?—I do not think that the employers would like to fix a maximum, because there is a general desire, as instanced here, one man is better than the other to give him more money, only I would make the average worker command a minimum wage.

3924. But you would not be inclined to fix a maximum wage?—No.

3925. One question with regard to the Employers' Liability Bill, you instanced many cases where workmen had suffered through the inadequate provisions of this Bill. Have you seen and examined the Bill of the present Government, which has been put back from session to session lately?—I have not so carefully examined it as I might.

3926. You know some of the principles regarding insurance, and things of that kind, and joint insurance between employers and workmen?—Yes.

3927. Have you examined the Bill of the Parliamentary Committee of the Trades Union Congress on this subject?—I have not given it the care that I might have done.

3928. Can you say whether your members are against any joint insurance between the workmen and employers for the purpose of

Mr. Tait—continued.

contracting themselves out of the ordinary liability?—Our men, generally, would be against that, because they know that their share of the spoils would be very little.

3929. It would tend to insecurity on behalf of the workmen?—Yes.

3930. You say that you would like to see introduced into this country a ministry of labour—on what lines would you have that department to go upon?—In the direction of arbitration, and a body such as those representing the Trades Union Congress to have a voice upon that ministry, and that all factory laws in the committee stage should receive what suggestions the officials of the Trades Congress might forward.

3931. Are you favourable to a State board of arbitration?—I am favourable to a State board of arbitration.

3932. With compulsory powers, so far as the hours of labour are concerned, to enforce its deliberations?—The only compulsory power that I think would be fair for us to ask for would be the power of compulsion that would bind the two parties honourably to an agreement.

3933. And you only want some moral power?—I think the moral power would be of the greater weight. If there was an attempt to depart from any agreement in a flagrant manner I should say compulsory powers should be given to that arbitration board.

3934. In your position as secretary to your Union you will have come in contact with those who represent a new organization on behalf of employers which has lately sprung up in this country, namely, the Shipping Federation?—I had some little to do with it.

3935. You never heard of this federation until within a year or so ago, did you?—No. There was a kind of trades union among the ship-owners; it has been in existence for some years, and it boycotts all the shipowners who do not obey its dictates.

3936. But this one tends to boycott a certain class of organizations in connexion with shipping?—That is the desire and aim generally.

3937. How long, to your knowledge, has the Shipping Federation been in existence?—Some nine months.

3938. And you have been interested in a dispute at Cardiff which was principally caused by this Shipping Federation. What was the principal cause of the strike in Cardiff?—The paper representing the Shipping Federation laid down the lines very clearly of the intentions of the Shipping Federation, that their object was to smash up the Union and to lower the seamen's wages. Ostensibly it went on to say that they wanted more freedom with their workmen or their sailors, but immediately they started they introduced quite another spirit into the dispute. They laid every obstacle in the way of any kind of conference between the Sailors' Union and ourselves and the Stevedores' Union, and I would say they deliberately planned, having already their agents in different parts of the country who were advertising for men and running

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tait—continued.

round lodging-houses and sailors' homes, to have a definite number of men that could be sent from one part of the country to the other. In nearly every case where they have had union men to serve their purposes these union men have previously asked if a strike was on, if a dispute was pending between the Shipping Federation and the Union, and the men have always been answered in the negative and many men have been made hopelessly drunk and carried away in carts.

3939. I do not want that, but I want to know the action of the Dockers' Union in regard to this Shipping Federation. You have stated that in your Union the Federation's object was to reduce the seamen's and firemen's wages?—Quite so.

3940. Being a trade which is closely identified with shipping, the dockers have assisted the Seamen's and Firemen's Union, in resisting the overtures of this Federation for their own protection fearing that it would come in their way some day?—Yes; I may say this, that the chief reason, if I may be allowed to do so, in the dispute in Cardiff was that the captains of ships under the instructions of the officials of the Federation were employing union men till the ships were loaded, sending them about their business and taking the men that had been sent to them by the Federation from other parts of the country.

3941. This Federation supplies those who are employed with them with a ticket which is known as a Federation ticket?—These men have the first chance—the first claim upon the employment, being shipped in any vessel.

Mr. Ismay.

3942. I will take you back to the docks, and I would like you to just listen to a return, which has been put into my hands, of some casual men taken on each day, as required for loading cargo, from the 13th of June 1890 to the 9th of June 1891: 34,000 men employed, and worked 311 days; the average number of men per day was 112, and the average amount made per man per week is 2*l.* 8*s.* 11*d.* Do you regard that as a satisfactory wage for the men?—What docks are you speaking of?

3943. It is one of the leading docks—the Albert Dock?—I should rather question that for casual men.

3944. The return says: "Casual men taken on each day as required," and the average amount made per man per week is put at 2*l.* 8*s.* 11*d.*?—I might point out that it might be possible for one special kind of work to get a better remuneration than another. That may be selected in that case.

3945. It is "loading cargo"?—That would have to do with the stevedoring.

3946. But the average wage earned is 2*l.* 8*s.* 11*d.*?—The stevedores have always had better pay than the dock labourers: of course it is another branch of dock labour.

3947. Judging by this it is a very high rate of average per man. I wanted to know whether

Mr. Ismay—continued.

in your experience you thought it would be satisfactory if it could be maintained?—That would be very satisfactory for the time: much more satisfactory if we could get it all the year round.

3948. This is a year's return?—I rather question that that is right.

3949. There is only one other question. You said that the Federation which has been referred to was called into existence for the purpose of reducing seamen's wages, can you give any instance of it?—I have read their speeches very carefully in their organ "Fair Play" and have watched the conduct of their agents, and from that I say that it is clear that they refused to treat with us. I did my level best to bring about a conciliation board with them in Cardiff; they said it was beneath them to confer with working men.

3950. But you said the object of the Federation was—?—To crush the Union. I say so now.

3951. And reduce wages?—And reduce wages.

3952. Can you give any instance of it?—Can I give any cases?

3953. Yes?—They have endeavoured to get this greater freedom of play to employ foreign sailors, or foreign workmen, or casual workmen, or outsiders—non-unionists. They have endeavoured to introduce new labour into particular districts and to carefully honeycomb the Unions and prevent them from getting a chance.

3954. I am still asking if you can give any case where the Federation has endeavoured to reduce wages *per se*?—They have reduced wages in Cardiff, in Newport, in Swansea—

3955. To what extent in Cardiff?—From 10*s.* to 15*s.* Where their gross misconduct is concerned I should say is, their going to a place like Antwerp and shipping sailors there for 3*l.* or 3*l.* 5*s.* a month while the rate of pay in England is 4*l.* 10*s.* or 4*l.* 15*s.*

3956. You say the ordinary pay in Antwerp is 3*l.* or 3*l.* 5*s.*?—Yes, sometimes less.

3957. And in England it is 5*l.*?—4*l.* 10*s.* to 5*l.*

3958. For what class of men—sailors or firemen?—Able seamen—a little less for the firemen.

3959. In both cases able seamen?—Yes.

3960. What class of men are they that are shipped in Antwerp, are they foreigners or Englishmen?—Mostly foreigners.

Sir John Gorst.

3961. Do I understand you to be in favour of restricting the hours of work in the docks to 48 hours a week?—Reducing the hours of the men who work in the dock to 48 hours a week.

3962. Absolutely?—Absolutely.

3963. Would you prevent a man working any more than 48 hours—overtime—or not?—Well, there might be exceptional cases. You would not pin me to a technicality: I do not want to split hairs.

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Sir John Gorst—continued.

3964. Neither do I, but who is to be the judge of the exceptional case?—The men and their employers.

3965. Then if the men and their employers agree to work more than 48 hours you would not stop them?—Unless they could show a justifiable cause I would fine the men and their employers as well.

3966. You would fine the men and the employers as well if they could not show a justifiable cause. Now who is to be the judge of whether there is justification or not?—If we had an arbitration board, and proper relations between the Unions and the employers, they could judge that.

3967. Then an arbitration board composed of working men and their employers would decide upon cases of exception, is that your plan?—Yes, I should say so.

3968. Then would an employer who wished to work his men more than 48 hours per week have to get the leave of this arbitration board?—Unless the case was very exceptional—in the case of an accident.

3969. What I want to ask you is this. Somebody must be the judge, whether the case justifies the working overtime. Whom are you going to trust with the power to decide that question?—The arbitration board that I have previously mentioned.

3970. An arbitration board: is that your answer?—Yes.

3971. How would you constitute such a board?—An equal number of representatives from both sides.

3972. Would you have a similar arbitration board constituted in every trade to decide whether extra hours might or might not be worked?—I should have an arbitration board for a district with sections of that board to deal with any specific difference between employer and employed.

3973. I am not speaking of differences between employer and employed. I am speaking of the simple question of working 48 hours a week. Would you establish in every case a board which should have the power to permit employers and employed to work more than 48 hours a week?—Not ostensibly established for that purpose—not to permit them to work over the time. Rather I should say it would be their duty to make them work under the 48 hours. That would be their real duty.

3974. Will you just apply your mind to my difficulty? You say that you would not restrict the hours of labour absolutely to 48 hours a week, but you would allow exceptions?—Only in cases of accident.

3975. You would allow exceptions in case of accidents or in cases of emergency I understood you to say?—No, not emergency, unless you construe an accident into a case of emergency.

3976. You have told me that you would enforce this law by fine upon both employers and employed?—Yes.

3977. My question is who is to be the judge whether the case falls within the exception?—

Sir John Gorst—continued.

I do not know any other power but what I have previously indicated—that arbitration board appointed by the men.

3978. The law would be enforced by a fine. Would not the fine have to be recovered before a magistrate?—That arbitration board should possess that power—that legal authority—the power to take legal action.

3979. Then I understand you that you would turn your arbitration board into a criminal court which should have the power to enforce fines?—I do not think it would be such a bogey as that.

3980. I am not calling it a bogey?—You are wanting to make out that we are going to have nothing else but difficulties.

3981. I am not, indeed. You must admit that this is a matter of difficulty, and I am merely trying to get your opinion as to how the difficulties are to be overcome?—I have answered you as clearly and as definitely as I possibly can. You have not hinted or suggested anything that I have not replied to you about.

3982. Then I understand that the only body that you can suggest to determine whether the law was observed or not is this standing committee of arbitration?—The standing committee of arbitration.

3983. Which should be constituted in every district in the country?—Yes.

3984. Have you not in your evidence several times recommended the municipalisation of the docks as an expedient which would improve the position of the labourer?—Quite so. I am very anxious for it too.

3985. Have you ever had any experience of the workmen who work for municipalities or government departments in the country?—The best experience that I have had has been in Swansea, where the harbour trust workmen are a very good body of workmen and are comparatively well satisfied.

3986. I was going to ask you whether they were well satisfied. Are they a body of men working for a harbour trust?—Yes.

3987. That is not a municipal authority, is it?—In a way it is.

3988. Who get the profit that is made by the harbour trust at Swansea?—The Swansea Corporation.

3989. And the harbour trust is a branch of the Swansea Corporation?—Yes.

3990. And the men who work for the harbour trust are, on the whole, satisfied?—On the whole satisfied.

3991. Is that the only body of men working for a public authority with whose position and conditions of labour you are acquainted?—From what I know of the unskilled there is a general satisfaction; it is only in the skilled trades where the Government are the sweaters or underpay as compared with other employers.

3992. Do you know anything of the condition of men in unskilled trades who are working either for Government or for public authorities—I mean of your own knowledge, have you?—

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Sir John Gorst—continued.

Many of my acquaintances are able to prove that in the Woolwich Arsenal, and in the Small Arms Factory, and in the Government dockyards men are receiving 1*l.* a week who, in the other shipyards under shipbuilders, would be getting 3*6s.*

3993. Then may I take it from you that among the workmen who work for public bodies there is a good deal of dissatisfaction?—There is a good deal of dissatisfaction. My only reason for suggesting the municipalising of the docks and other industries is that the men or the populace should have some control. We have no control over the docks and the Small Arms Factory. If the workmen had any voice there would be no difference.

3994. May I ask you if the dockyards and the Small Arms Factory are not subject to Parliament?—They are subject to Parliament.

3995. Then have not the people of this country the most complete control over the management of the dockyards and over the Small Arms Factory?—It is spread over such a large surface that I do not know where the completeness is.

3996. At any rate, may I take it from you that the workmen who are employed in the public service—in the service of these public bodies—are dissatisfied and have differences with their employers, and are not content with the conditions of their employment?—That is about the case. Many men, we know, are prevented from obtaining employment in the Government Dockyards.

3997. Then how would the condition of the working men be improved if all employment was made public employment?—The condition of workmen would not improve, neither will it ever improve unless they can have some voice in their own affairs—in their own working day. The Government Dockyards of course employ a section of men who are pensioners, and they take some discount off for that.

3998. You are in favour of a Government or public authority being the universal employer of labour, are you not?—I should be in favour of that, but I hardly think—

3999. You would not like me to ask you any question about that?—No, I do not think so.

4000. May I take it that that idea is hardly yet ripe for discussion in practical politics?—It is not within the range of practical politics.

4001. Have you any practical proposal that you could make for the improvement of the condition of those workmen who are employed now by public authorities, or is that another thing that is not within the range of practical politics?—I have no other suggestion but that Parliament should make itself alive to its responsibilities, and should wake up and do its duties to its *employés*, that is all.

4002. That is rather general?—That is rather general, and my only hope is that the workmen will return to our next Parliament the representatives of those who work.

4003. I mean this. Suppose I was the First Lord of the Admiralty or a Director of Public

Sir John Gorst—continued.

Dockyards, and was anxious to improve the position of my workmen, could you give me any practical suggestion as to the mode in which their position could be improved?—If you were the First Lord of the Admiralty or one in power and were anxious to improve, you would do it.

4004. You cannot tell me how?—You would not want me to suggest it. You would have the means in your hand.

4005. Can you tell me what means?—I should say it would be your duty, were you in that position, to look round at the best conducted industries of the same nature as you undertake, and to give your men nothing less, but something above the average.

4006. Can you give me then no suggestion more practical than that general advice?—No, I do not think I can.

Mr. Livesey.

4007. You said that the Shipping Federation was established about nine months ago?—About nine months ago.

4008. What did you say was its object—to reduce wages and to smash the Union?—I should say that was its object.

4009. Mr. Ismay has asked you whether it has reduced wages. I would ask you what led to the formation of the Shipping Federation. What was it led the shipowners to form a Federation?—Well, the combination among the men who were exacting of the shipowners a little more than they desired should be exacted.

4010. What were they exacting of the shipowners?—They were exacting, more than anything, a standard rate of pay.

4011. And nothing else?—And the employment of Englishmen first, foreigners afterwards, and union men above all things.

4012. The employment of union men above all things?—I should say so.

4013. And was it coming to this, that none but members of the Seamen and Firemen's Union were allowed to be shipped on board English ships?—I do not think so; I would hardly like to say so. There may have been localities where a few too zealous local leaders may have taken that action; but generally, I should say, there was a desire, and many endeavours made, to work amicably with the shipowners.

4014. But was it not stated over and over again that men, unless they were members of the Seamen and Firemen's Union, were not to be allowed to work on board English ships?—I think not from anyone in authority. Of course there have been many statements made on both sides. I believe you are credited with making a statement that you would have no union men, and that you asked Colonel Makin to do the same as yourself, but he did not see the wisdom of it.

4015. I shall give my reasons for that at the proper time, but the Seamen and Firemen's Union, as far as I know, did attempt to enforce that rule of theirs, that none but union men should be shipped?—As nearly as possible, and

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Livesey—continued.

quite legitimately. Of course, there are two constructions to be placed upon their conduct. One is, that many men had received the full share of what the Union had been able to get from the shipowners, and directly they got it—I suppose it is human nature—they refused to support the Union in order to benefit others. I do not think it was any endeavour to place the captains of ships at a disadvantage, or to exact anything of them unfairly, but I do not think any honourable man would countenance the conduct of any other man, who, after receiving a share of benefit, would be so recreant and miserable as not to want to maintain it. I know what you employers would do, you would lose your hair over it.

4016. The Shipping Federation was formed to meet the attack made upon the shipowners by the Seamen and Firemen's Union; is that so?—That may be your language, but it is not mine.

4017. At any rate, it was formed long after the Seamen and Firemen's Union?—There would not be much necessity when they could employ foreigners, and pay them what they liked, and get them how they liked. It was only when a standard condition of feeding and wage was exacted and demanded of the shipowners. I would say, if the shipowners had done before the Sailors' Union came into existence what they have done since, if they had given the insurance, and the wage, and other benefits, there would have been no need for the Sailors' Union. I think they were a little too late in their philanthropy.

4018. You did not tell Mr. Ismay of any very definite cases of reducing wages, but the main question I wanted to ask you was the reason of the formation of the Shipping Federation. I think you have answered that, that it was in consequence of the Union trying to enforce their rule about excluding non-union men. That was the main reason, surely?—I should not accept that.

4019. Then about municipal control. I think you said that if the docks were under the control of a municipality, you would wish them worked for the benefit of the dock labourers mainly?—Mainly for those who labour at the docks.

4020. At the general cost of the ratepayers?—No, not at the cost of the ratepayers, because they would get their own living, and help the ratepayers a little bit.

4021. But if the docks were worked at such prices that they did not pay, you said the ratepayers would have to make up the loss?—If they did not pay.

4022. Is it the case that municipalities generally pay their workpeople at higher rates than ordinary employers? Take, for instance, the municipalities in the north, such as Manchester and Leeds, where the gas-works belong to them. Do they pay their labourers higher rates than the gas companies?—They do not pay their labourers higher wage, but upon that municipality there is the same class of men as

Mr. Livesey—continued.

we usually understand by "employer," and these men have long held sway; but I believe if the electors of the district were alive to their interests, they could get very much better conditions than the private employer or the private company could give. They have the means to get it.

4023. Then, I suppose, your object would be to elect on the municipalities representatives of the labourers?—As much as representatives of ratepayers. We do not want an undue share; just a little bit.

4024. I am glad to hear that, otherwise I thought your object was to get representatives of the dock labourers in such force on the municipality that they would be able to dictate the terms on which the dock labourers should be employed?—Well, speaking for one, I should try my level best to get all I could on.

Mr. Bolton.

4025. I think you have complained of the difficulty of enforcing bargains between the employers and employed; do you desire legislation upon that point?—I think our present laws are sufficiently open to deal with that matter if there was a lawful interpretation of them.

4026. What do you mean by a lawful interpretation of them?—We may make as many agreements with some employers as they like, and they jump on them directly they are made; they take advantage and depart from them directly the slack season comes in.

4027. And the law is not sufficient to enable you to enforce your bargains?—That is so.

4028. And you desire legislation?—I should desire legislation if the present laws are not sufficient.

4029. Do you anticipate that you can make the enforcement of a bargain more easy by some means or other than it is by the present law?—Yes, less costly at any rate.

4030. How?—By the same plan as I indicated in my previous evidence of their being under the employers' liability—that there should be some opportunity to obtain redress.

4031. I think the employers' liability has nothing to do with wages or agreements?—But the same form of exacting redress could be put in operation.

4032. You made some complaint as to the dock proprietors not adhering to the terms of the dock settlement. Was that dock settlement for a definite period?—No, that dock settlement was not for a definite period.

4033. Then, on what ground do you base your complaint that the dock proprietors, if they did so, wished to alter one portion of that settlement or alter the settlement altogether?—My reason for wishing something of the sort is—

4034. I am asking as a matter of fact?—I cannot say.

4035. You said that after the dock settlement was arrived at, a very short time had expired before the dock proprietors began to—I think you used the term—ride through it?—That is so.

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Bolton—continued.

4036. Then I asked you whether the dock settlement was for a definite period or not, and you said it was for an indefinite period. Now, I ask you if you will be good enough to tell me why the dock proprietors have been precluded under that settlement from seeking a change in the terms of the settlement?—Under the same conditions as we should ourselves have tried to take still further advantage of the dock company, had we the power.

4037. But was there anything to prevent you doing it in the settlement itself?—I should say yes. We had plenty of chances where we could have exacted double and treble the amount.

4038. That is not the point?—That is my point.

4039. It is not an answer to my question. My question was this: The dock settlement was for an indefinite period, therefore what was to prevent either the dock proprietors or the dock workers seeking, when they thought it to their interest, a change in that settlement?—No more than an honourable and conscientious endeavour to do what was right.

4040. But there is no question of honourableness at all about it?—I know there is very, very little honourableness about it, that is why I am sorry.

4041. You are complaining that they did desire to depart from the terms of the settlement, but the settlement was not a perpetual settlement?—It was a working agreement that in any change we should expect from them, as they would expect from us and the public, some honourable arrangement to be arrived at before a change could be made.

Mr. Tom Mann.

4042. You are here as general secretary of the Dock Labourers' Union, are you not?—Quite so.

4043. And consequently you are not here to combat the Shipping Federation, or any sailors' body?—No.

4044. Nor are you here to defend or oppose the interests of the stevedores?—No.

4045. You are here in the interests of those who discharge at the docks, and load and discharge at the wharves in the port of London?—That is my position entirely.

4046. And you have confirmed the evidence of previous witnesses who have stated that labour at the docks and wharves in the port of London is of a very casual nature?—Yes.

4047. But it would appear from the replies you have given some questions that a number of men at work at the docks and wharves do obtain pretty regular employment, even to the extent of working a considerable amount of overtime all the year round?—In seasons. I would not say all the year round.

4048. That some men obtain regular work, and at periods they are called upon to work overtime, so that they have steady work and oftentimes with overtime?—That is so.

4049. And therefore it is quite reasonable that a number of men will be obtaining a fair

Mr. Tom Mann—continued.

rate of pay as wages go all the year round?—Yes.

4050. I wish to understand a little more clearly than we have been able to as yet your attitude towards overtime. You believe that overtime could be abolished with advantage to a large extent at any rate?—I have always maintained that.

4051. And you have defended 48 hours as the maximum working week, excepting in cases of emergency?—That is so.

4052. It has not been made very clear what would constitute a case of emergency. Is it within your knowledge that already between various sections of dock and wharf workers and their employers there is an understanding that if a ship is within a given number of tons of being completed they shall work overtime in order to complete the discharge of the vessel?—That is so.

4053. That is simply a mutual arrangement looked upon as reasonable between employer and worker?—Quite so.

4054. And that is quite consistent with a strong desire on the part of the men to limit their hours to a given maximum per week?—Quite consistent, and it would not interfere with the employer.

4055. If the 48-hours' week were established would that steady employment to some extent in the docks and wharves?—It would steady it very largely. It would mean that at least if the hours of labour were reduced to eight per day, or 48 in the week, 25 per cent of the casual labourers would be absorbed. At the present moment, numbers of men absorb the work; they work night and day, and the casual's position is made very bad indeed, much worse than one could have hoped for after such a strike as we had.

4056. Supposing the 48-hours' week established, would there still remain a considerable proportion of casual men whose income would not be sufficient to enable them to live reasonably comfortably?—A large proportion.

4057. And therefore, I presume, you recommended this joint control or collective control?—Quite so.

4058. I am not sure whether you made it quite clear as to where the especial advantage would come in. We know that there are a considerable number of wharf proprietors, and granary proprietors, and various dock companies. You advocate that these should be controlled collectively; is that in the interests of the labourers?—In the interests of the labourers, whom I look upon as part and parcel of the community, and whose poverty, directly or indirectly, will mean a pressure upon those who earn a pretty good wage.

4059. Where would the especial advantage come in?—That those who are already wage earners would not have so many of their relatives hanging upon them. Many a man who gets a good wage has to keep many of his relatives, and the poor rates escape that responsibility.

4060. Let us assume that you have this joint or collective control, that is to say, a committee—

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tom Mann—continued.

irrespective of whether it should be in the nature of a harbour trust, as distinct from the municipality, or in the nature of a harbour trust, hand-in-glove with the municipality, or a committee of the municipality; let us assume that there is this collective control that you have advocated. In what way would the labourer gain?—The labourer would, in the first place, gain by having more work, and the locality would gain by having less rates to pay.

4061. In what way would they have more work. They would not create work?—They would not create work, but they would regulate work.

4062. That is the important point; it is in order that the work shall be better regulated, is it not, that you have advocated this joint or collective control?—That is all; to distribute the work.

4063. You appear to think that that would not settle the difficulty; that there would still be a large number of casuals, and therefore I understand you recommend something in the nature of municipal workshops?—That was my desire.

4064. Mr. Tait, in putting a question to you this morning, said, "Some have advocated municipal control of the docks, not to supersede the present Dock Company, but to supplement it." I understood you to advocate municipal workshops, not to supersede the entire industry of the country, but to supplement it, is that it?—Yes.

4065. When you were speaking of supplementing as distinct from superseding, you were speaking rather of the municipal workshops than of municipal control of the docks and wharves?—I had that in my mind.

4066. In advocating the establishment of municipal workshops, you stated that it was for the purpose of enabling those who were unable to obtain employment on the usual conditions to have employment provided for them by the municipality?—Yes; my chief desire is this: The constant introduction of new and improved machinery tends to bring about a larger number of unskilled men. There are many men who are practically deft in some trades, which are now obsolete, but who have become unskilled because they have had no chance: they have had to fight for their living, and they had no time or opportunity to learn other trades. My idea is this: it would have three purposes; it would help to bring about a greater condition of skill in the labour market; it would allow anyone who is anxious to learn a trade an opportunity of doing so; it would give employment to a large number who cannot go actively to work, but who could be good teachers. And if the municipal authorities were to have an interchange of labour, they could transfer the surplus labour that they had trained; they might especially have a training school, and exchange from one place to another; from the agricultural districts to the towns.

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Mr. Tom Mann—continued.

4067. Without any endeavour to go into the details of the proposal, what I am anxious to understand is, did you recommend this proposal of municipal workshops, because after the hours had been reduced or regulated to a maximum of 48 a week, and as far as possible overtime abolished, and with the collective control of the docks and wharves in the port; that even after all this were done, it would be still insufficient to meet the requirements of the labourers in the district. That was the reason for your advocating the establishment of municipal workshops?—There would be such a large number still unemployed that the real difficulty would be very slight.

4068. Respecting your relations with the Dock Companies—that is, the relations of the Union with which you are identified, with the Dock Companies—there was a certain settlement of the big strike in 1889, and that worked satisfactorily, I understood you to say, for the first year?—Yes.

4069. Then there was a departure, but the Dock Companies, I presume, notified you as a union official of their intended departure?—They did not notify us of the employment of permanent men. It was understood that there might be a possible departure in the direction of employing permanent men, but that we were to give no credence to any story that they were being employed until we had an official notification from the docks. We never got that until a large number of our men had refused to take up the permanency, under our instructions, we believing in the Dock Companies, and waiting for their notification.

4070. Is it not true that about the end of the first year, after the close of the strike, you advocated to the men a co-operative system of working?—I did advocate that.

4071. Why did you advocate that?—Because I saw then that it would throw the responsibility of the work upon the men, and they would take a greater interest in it.

4072. But was the change of your seeking, or the Union's seeking?—The change was of the seeking of the Dock Companies.

4073. Therefore, the fact that you endeavoured to bring about some arrangement whereby a change should take place shows that you fell in with the change?—Yes.

4074. You acquiesced in their desire for a change?—Yes.

4075. Mr. Bolton addressed a question to you just now to this effect: "Why should not the Dock Company, by giving proper notification of it, depart from the terms of the agreement; or why should not the Dockers' Union, for that matter?" What I wish to bring out is this, that you had no special objection to their departure, providing you were properly notified, and had an opportunity of discussing the proposals that they laid before you?—I should have no objection to it, providing, of course, it was not such a departure as would place the men at a greater disadvantage than ever they had been.

Y

15 July 1891.]

Mr. BEN TILLET.

[Continued.]

Mr. Tom Mann—continued.

4076. Do you remember having advocated this co-operative proposal in consequence of having had laid down by dock officials a definite statement of the conditions under which the work should be conducted under a co-operative system, providing the men would conform to that system?—We had that under discussion. It was placed before the men, who, at first, did not accept it, but who, when understanding the scheme, did accept it—when the men were brought into the state of knowing something about the scheme. It was only given to us in one direction, which made it generally inoperative. As I stated in reply to a previous question, the old conditions were abolished, and only in one case were the conditions that we had been negotiating about brought into existence.

4077. This trouble took place in November 1890. You appear to have acquiesced in certain proposals of the Dock Companies, when they desired to change from the conditions under which the strike was terminated in 1889. You recommended to the men, you say, the advisability of changing, and afterwards, you found grounds of complaint with the Dock Companies. What I want to ascertain is, did the Dock Companies depart from the conditions that they had

Mr. Tom Mann—continued.

distinctly submitted to you, as a union official, that they would comply with?—They departed in every instance, and raised obstacles that practically were insuperable.

4078. Is that, practically, the burden of your complaint against the Dock Company?—I should say so.

4079. We need not trouble to go into further details with reference to that. Now with regard to this settlement of difficulties, have you ever been opposed to the settlement of difficulties by negotiation?—I have always been anxious for the settlement of difficulties by negotiation, because it entails so much work to use the other methods.

4080. Have you, in the port of London, had experience where the employers have refused to submit cases to discussion?—In nearly all cases of rupture between the employers and the men, it has been where the employers have refused to negotiate. Not in one single instance have we ever neglected to seek a conference with the employers.

4081. It is in consequence of this unwillingness on the part of the employers that you have recommended a state board of arbitration?—Yes.

The witness withdrew.

Mr. ROBERT CRIDGE called and examined.

Chairman.

4082. You are a stevedore, I think?—Yes.

4083. And a member of the Amalgamated Stevedores' Association?—Yes.

4084. Were you one of the original promoters of that association?—I was.

4085. Will you tell us what its object was?—Just about the time that our Union was brought into existence, we had quite a revolution brought about through the introduction of labour-saving machinery. Prior to the introduction of that machinery, three-fourths of our men working at stevedoring work were looked upon as rough labourers—lumpers,—and only one-fourth of the actual workers on board ship were engaged properly at stevedoring work, namely, stowing cargo in the ship's hold. With the introduction of labour-saving machinery in the shape of hoisting-gear, these men who were so far apart at the work were brought in direct contact with each other, and inasmuch as three-fourths of the men were placed in the ship's hold, and only one-fourth left on deck. The whole of that labour was superseded by the introduction of the steam winch. It did not reduce the number of men in the gang; in fact, it rather increased them. The employers saw that it was useless to buy engines unless they kept enough men at work to keep the engines going. These men being brought together, it brought about an exchange of ideas, and that was the commencement of our Union in 1872. Our object in forming the Union was to bring the employers a little closer to us. At that time, I am very

Chairman—continued.

sorry to have to say that they were a band of tyrants, nothing less; men who were drafted from the ranks of the workers became tyrants over us, and they did not treat us fairly; did not give us any fair play at all; did not treat us like men at all.

4086-7. What men are you speaking of?—The master stevedores at that time.

4088. Men of the working class, but who had risen to a position of some power?—Yes. Fortunately for us to-day, they are things of the past; we are not troubled with them to-day. But it brought about a good state of affairs, inasmuch as they demanded, shortly after, the introduction of the nine-hours movement. We demanded that from our employers, and that was the first instalment of the good work of our Union. We followed it up by asking an increased wage, and in every instance I am very pleased to state the shipowners and the brokers of the port of London assisted us in bringing about a better state of things.

4089. Then I may take it that the introduction of labour-saving machinery did your class good, and not harm?—No harm whatever.

4090. Were as many men employed as before?—More.

4091. Were they employed for the same time?—No, we reduced the hours of labour from 10½ to 9.

4092. How long did the arrangement continue to work without interruption?—Until 1876. Then we had a conference in the city. At that time the employers attempted to reduce the

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Chairman—continued.

wage. We asked the shipowners and the brokers of the port of London to stand between us and our employers. We debated the question. We met at Cornhill, and the shipowners and the brokers of the port of London, after hearing both sides, and going into the matter, decided to give the master stevedores a larger tonnage, but upon no consideration would they allow them to attempt to reduce our wage. Our wage remained as it was two years prior to that down to the present day.

4093. In a memorandum which you have put into my hands I find you say, "The condition of the men who were employed"—that is by the stevedore, I presume—"materially advanced from 1872 up to 1889?"—Very much so, inasmuch as the Union then was used for an educational purpose, like most of the Trades Unions to-day. The men were educated to think more of themselves, to live better, to use better the money that they received as compared with what they had received previously, and put it to a good purpose. I am very pleased to be able to state that that was the state of affairs at that time, and the men took particular notice of the advice that was given to them.

4094. How was your association affected by the dock strike in 1889?—Our Union was affected inasmuch as most of the men being brought into close contact with the dock labourers prior to the dock strike, saw the condition under which those poor men were working. They only had to look back—those who were old enough to recollect the time—prior to our own redemption, as it were, and they thought that the time had arrived to help them. We were asked to help them, but before we had an opportunity of saying which way we should help them the strike took place. I and others for a moment or two hesitated in taking that step. I thought a constitutional method should be adopted, namely, that we should consult the whole of the members, but we struck in a moment of haste, and that night we met in one body, and a unanimous vote was taken that no member of our association should work inside or go inside the dock gates until the dock labourers received that which they asked for, namely, 6*d.* The *pros* and *cons* of the demand were discussed at some length, and our men almost to a man—I may say to a man—resolved not to enter the dock gates until the Dock Company acceded to the labourers' demands.

4095. Are we to take it that the action of the men in this case was spontaneous, and was not pressed upon them by the Union?—As I stated, after the slight hitch that took place on the morning of the strike, some men raised their voices against the action being taken immediately, but subsequently it was decided unanimously; those who were against it in the morning were in favour of the action at night, and threw the whole of their energy into helping the dock labourers.

Chairman—continued.

4096. Then it was after the strike that the United Labour Council was formed?—Out of the old dock strike committee. During the great dock strike, you must bear in mind, the whole of the trades connected with the shipping industry were brought in one committee, and out of that committee the United Labour Council was formed.

4097. Did differences arise between your association and the United Labour Council?—One or two matters affecting our interests were discussed upon more than one occasion, which our men resented, inasmuch as we were not represented there. At one particular time a manifesto was issued, and signed, as if we had had a representative on that committee, calling upon our men to refuse to work until (I believe it was) the members of the National Seamen and Firemen's Union were employed first, or something of that kind. Our men refused to comply with that order. They considered that it was not right to issue a manifesto calling them out unless they were first consulted. The men thought that, because they went out with the whole of their souls to help the dock labourers, others were about to use them for the same purpose; but they thought the best thing to do was to nip it in the bud. The manifesto was issued on the 5th December, and the council of our society was ordered to bring the whole of the officers, along with the council, to one central place. On the Sunday night they met, and resolved to take no notice of the manifesto that had been issued on the 5th.

4098. Had you any reason to complain of intimidation, either practised or attempted?—Not before that.

4099. But at that time you had?—Oh, yes; there were little hitches, but we took but little notice of them. It was very uncomfortable; while men were going to work there were questions asked by the unionists—not by the non-unionists—fortunately we were not troubled with them much. They thought that directly the manifesto was issued we ought to have submitted to it. Individually, I objected to it.

4100. You told us that your wages were considerably advanced between 1872 and 1890?—In one year, prior to 1872, or in the early part of 1872, prior to March 1872, we worked for the master stevedores 10½ hours for 4*s.* Shortly after the commencement of our society the first step, as I said before, was to reduce the hours of labour, and then we asked for 8*d.* an hour for nine hours' work, bringing our wage up to 6*s.* a day.

4101. Is that the present rate?—That is the present rate.

4102. Are we to take it that your association is satisfied with that rate of wages, and with the hours, as they now stand?—Perfectly.

4103. You do not come here to put any complaint before us on the part of those you represent?—Not at all. You must bear in mind I am not an officer of the union, I am only a member of the Amalgamated Stevedores' Society

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Chairman—continued.

—not an officer. I wish this to be understood, that we have no complaints to make, not as a body—not that I know of. Individually, I have no complaints.

4104. You say you are not a representative of the association, but you are one of its oldest members; and from what you have told us I think you are an active member?—Well, I was, until about 18 months ago, a very active member.

Mr. Ismay.

4105. Are you working as a stevedore now?—Yes. I left a large steamer in the South West India Dock this morning, at 9 o'clock; I was stowing her for China.

4106. You were working on board of her as stevedore?—Yes, foreman stevedore.

4107. What is your rate of wages as foreman stevedore?—My rate of wage is 8s. a day for nine hours' work.

4108. Are you working below in the hold of the ship, or where?—My duty is to receive an order from my employer to stow the ship. The first step is, I go on board the ship, and see the gear I require. From there I go to the dock gate and engage the men. Then I go to the store and look at my gear, examine it, put it on board the ship, and I load that ship, under the superintendence, of course, of my employer.

4109. Your employer being the shipowner?—Not at all, the master stevedore.

4110. The master stevedore, who is paid by the shipowner?—Paid by the shipowner or the broker, I do not know which.

4111. At so much a ton?—At so much a ton.

4112. And your employer takes on the men through you?—No, I take the men on.

4113. I say through you?—Yes.

4114. How do you take on the men, do you favour the men at all in any way, or what system do you adopt?—To make my work lighter, I employ the best men I can find.

4115. Do those men get fairly regular employment?—Oh dear, no. To give you an illustration, I finished a large steamer four weeks ago. There are bands of men or gangs of men who follow certain foremen; they wait for their own foremen. From the time I finished that steamer until I commenced a sailing ship in the East India Dock those men did but very little, if anything, to my knowledge; I do not recollect seeing them working for anybody else for a whole week; they commenced working then on a ship, in the East India Dock, called the "Port Jackson," for Sidney, and they were engaged by me, or by the employer through me, for 13 working days. Then, fortunately, they had only two days' rest until we went into the South West India Dock on Monday.

4116. That would be because your employer has no regular line of steamers?—He has, but the steamers are not always ready to receive their cargoes.

4117. You do not discharge ships at all?—Not at all.

Mr. Ismay—continued.

4118. Why should you not discharge a ship as well as load a ship?—I am sure I could not tell you. I do not know whether it is because our men are too aristocratic to discharge ships or not.

4119. Or too democratic?—It is a class that has always been different. I wish it could be said that we were a little closer. I believe it would make an improvement in the conditions of the dock work, and I do not believe it would cause a lowering down of wages of stevedores. I believe it would have a tendency to raise them.

4120. It seems to be then that caste comes in the way of regular employment?—I do not think you can call it caste. It is an old custom. The dock labourer has been a servant of the Dock Company and their officials, and the stevedores have been the servants of the master stevedores through the shipowner.

4121. It is not so at other ports, do you know that?—I have loaded ships in Whitehaven; I have loaded ships in Hull, and I could see no perceptible difference; they mix together.

4122. And get more regular employment?—Well, if you take as a criterion the way the men ran at me when I was at Hull some two years ago, they had nothing to boast about so far as regular employment was concerned. They came to me not like the London stevedores or the London dock labourers go to their foremen.

4123. What is the number of your association; of how many members does it consist?—The last return I believe was 3,700.

4124. What do you think would be the average wage of the members of your association, roughly speaking, taking foremen and all together?—If I give you the amount of money I pay to the men who follow me for employment, it will be above the average, because they are very fortunate. I am generally in harness. I have very very little rest. My governor does not allow me to walk about much. The men who are working directly for me, or for Captain Calvert, under my orders, earn about 24s. a week, but others in the same employment are not so fortunate, their average earnings will not exceed 17s. at the outside.

4125. May not those who only earn 17s. earn something with other employers?—Sometimes they may be fortunate enough, but, as a rule, the men follow one single employer; that is the system adopted in our work; the men are known in that employ and are not so well known in others; and, as I said before, every foreman if he has an eye to the business, takes the very best men he can find; it eases his work.

4126. What becomes of the men when you no longer think they are fitted for your employment. Where do they drift to?—Unfortunately the workhouse brings a lot of our men up. I wish it was otherwise.

4127. Do they not become porters or loaders-off, or anything like that?—No, when we have

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Ismay—continued.

done with them at stevedoring they are not fitted for much else.

4128. At what age are you done with them?—We have men working with us 65 or 70 years of age.

4129. Then it is not very heavy employment, apparently?—Oh yes, it is very heavy, one of the hardest. It is not only hard, but it is very dangerous. For instance, only a fortnight ago, during the morning I was pulling about 26-ton Armstrong guns, and the same afternoon the men were handling 28 lb. boxes of candles, showing the difference in the nature of the cargoes we have to handle.

4130. There is less wear and tear on the men handling the guns than on the men handling the boxes of candles, because the machinery comes into play there?—No, the system is this: We generally go on board ship to work, we do not lighter.

4131. But you put the guns on board by means of machinery?—Yes.

4132. Of course that would not be so much strain on the men?—Everything goes on board ship by machinery to-day.

4133. Everything?—Yes. It is not the same engine that hoists the 26-ton guns and the boxes of candles. There is a steam engine to hoist the boxes of candles.

4134. All you have got to do is to put them into the slings?—And then when they are in the ship's hold put them in their respective places.

4135. Stow them?—Yes. Sometimes a man, as I have said, is handling a 28 lb. box, and the next minute he has an 8 cwt. bale; he is called upon to stow that away in its place. We cannot jumble things about under our feet. There is a place for everything in the ship, and everything must go in its place. Our work is surveyed after it is finished, and as it proceeds.

4136. Have you any suggestion to throw out to the Commission in reference to the work being more regular?—I may say, that so far as I am concerned, I have no suggestion to make. I can only say this, in furthering the cause of the society of which I am a member, we have adopted this course, that no member of our society is allowed to work longer than one day and one night; at the expiration of that time he has to stand down and make room for the others. That is the only means we have adopted to use the surplus labour. We have no other means at our disposal.

4137. That is one day and one night, or 36 hours continuously?—No; 9 and 11 hours, that is all.

4138. Are you paid overtime for the night?—Yes.

4139. And paid extra?—Extra. 8d. an hour during the day, and 1s. an hour overtime at night.

4140. Why should you not push that principle a little further, so as to distribute the work right over the men?—I believe it could be done,

Mr. Ismay—continued.

if the employers could be brought closer to the workmen.

4141. But your employer is in close touch with you, is he not?—Not to-day.

4142. Who is your employer?—A master stevedore. As a rule, we have one or two ship-owners, or the brokers employing stevedores to load their ships.

4143. The master stevedore is your immediate employer?—Yes.

4144. Do you not see him every day?—No; I see him sometimes three times a week; sometimes twice a week.

4145. Does he not come round to see how the work is going on?—Sometimes he is that busy in other parts of the work that he cannot reach me, and the same might be said by other foremen doing other parts of the work.

4146. Have you made any suggestion to him as to his benefiting himself and also his workmen by doing away with overtime?—He has no control over the overtime—none whatever; it rests with the shipowners and the brokers. If he receives his orders to work a ship late, he has nothing to do but to send a message down to the foreman who has charge of the ship to carry out that order: he has no choice.

4147. Is there much overtime where you are employed?—Not much now.

4148. When does it come on?—The beginning of the winter, about November and December.

4149. Why then?—There seems to be a better run of work during the last two months of the year and the two months at the beginning of the year, more than during the rest of the year.

4150. And is the overtime owing to men being fully employed—owing to scarcity of men?—No, it is not that: it is because the liners of to-day are not compared with those ships that have plenty of time. For instance, the mail boats feel the effect of working late, because their ships are not arranged for carrying cargo. We cannot get so many men in as we can in general cargo vessels. That is what causes delay in the shipment of cargoes.

4151. But the mail boats do not carry as much as cargo boats?—Some of them do. Some of the P. and O. mail boats are very, very large carrying ships.

4152. But they take more time to load than the cargo boats?—That is what I answered just now: it is not so. They do not give us the time. An ordinary cargo boat can be put off for a day or two, but the cry with the mail boat is "she must go to her time," and, unfortunately for us, we cannot get enough men. If we were to work three or four gangs down one hatchway it would increase the risk of the men's lives and limbs. Men are not anxious to run out in a hatchway to land a set weighing a ton when there are two more sets coming down in the opposite corners of the hatchway: it is not likely; in fact I, as a practical man would not ask them to go out.

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Ismay—continued.

4153. Is it generally the day or the night before sailing that the overtime comes?—Generally one or two days prior to sailing.

4154. And it is almost compulsory, is it?—Yes.

4155. Have you any complaint to make about the gear and the tackle?—Individually, no. I have this privilege in my employment—to examine all the gear that I place on board before I put it aloft; and having 27 years' experience of the work I flatter myself that I am a bit of a judge whether it is fit to go aloft or not. If not, I condemn it, and call my employer's attention to it.

4156. Have you had any accident during those 27 years?—Yes, under my own notice, one or two, but nothing very serious.

4157. Nothing very serious?—Mind you, not under my own notice.

4158. I was asking your own experience. Did those accidents arise through defective tackle or from carelessness?—One occurred through the chain runner breaking: that was through a very, very heavy frost. That was partly through my own neglect, because, as a practical man, I ought to have unwound it overnight and put it in the basket, but I went ashore in a hurry and forgot to tell the men. Then the first set in the morning, weighing 12 cwt., broke it: the same chain had been previously tested to three tons. I blamed it to the frost, of course. It burst a man's finger, and he was laid up three or four days.

4159. But still, considering the nature of the work, the accidents are few?—Yes, very few.

Mr. Bolton.

4160. You said that up to 18 months ago you were a very active member of your Union. Has anything occurred in particular to change your position in that respect?—A little matter; that is private. It is hardly worth my while to trouble the Commission with it.

4161. The contract system is not in force in your work?—For 18 years we abolished it, either contract or sub-contract, but latterly it has come into our society again, unfortunately; we would rather do without it.

4162. You do not like it?—No; it is better for the men and better for the employer for us to work for a daily wage. I do not like to see one gang of men earning 18s. and another gang of men walking about doing nothing. If we could make it so that half the men at dinner time could knock off and the other half come on and divide the 18s. between the two gangs we should not object to piece-work.

4163. I think you say your principle is, when you have got a job, to go to the dock gates and select the best men you can get?—Yes.

4164. That is the best men at any rate, and men who have most knowledge of the particular work?—Yes.

4165. Is there any objection on the part of the Union to that course?—As a union man I first of all see that they are union men who are employed.

Mr. Bolton—continued.

4166. You do not take a non-union man however physically fit he may be?—Not if I can help it.

4167. Do you take a non-union man if he is physically fit, if the union men are not so fit?—No.

4168. You still take the unfit men?—Still take the union men.

4169. Although he may be unfit?—Although he may be unfit.

4170. Your regulation as to hours of labour is, I think, nine hours ordinary time and 11 hours overtime?—Yes.

4171. Will you tell me why that principle is followed, and why, at the end of the nine hours, another gang of men is not taken on?—I believe it is because at that particular time it would be very, [very hard to get men. We have no time for taking men on at that particular time.

4172. Not even by pre-arrangement?—It could be done, of course, by pre-arrangement.

4173. Do you find men, after working 14 or 15 hours, are able to do as much work as they could do when fresh?—No, they are not.

4174. Then would it not be better for all concerned if a fresh gang were taken on in place of working the same men another 11 hours?—I do not think it would work, inasmuch as it would cause some dissatisfaction; because, according to the rules of our association, the men to take the place of these at 9 o'clock at night would be called upon to stop work in the morning, and these men would not have earned sufficient.

4175. I do not follow?—For instance: If I engage a gang of men at 7 o'clock in the morning, and I keep them working till 10 o'clock to-night, and by pre-arrangement, as you say, I engaged other men at 10 o'clock, those men I engage at 10 o'clock would not earn as much as those that worked till 10 o'clock, and they would not earn sufficient, although the regulations of our Union would not allow them to work any longer.

4176. Would it not be proper for you to engage them from 7 to 7, or 7 to 5, giving them 10 hours?—I would not attempt to say anything against the constitutional acts of my Union. I am perfectly satisfied with them, and I have never heard any complaints against them.

4177. Then is it by the rules of the Union that these gangs are worked for 20 hours out of 24, rather than that fresh hands should be taken on after the ordinary time has been worked?—That is the regulation.

4178. It is the regulation of the Union?—And at the expiration of that time fresh men take their place, and they work on the same. Those men are not allowed to touch anything upon any consideration until the expiration of their time of rest.

Mr. Tom Mann.

4179. You are a member of the Amalgamated Stevedores' Union?—Yes.

15 July 1891.]

MR. ROBERT CRIDGE.

[Continued.]

Mr. Tom Mann—continued.

4180. You are not here to represent them?—Not at all.

4181. Are you here to represent any organisation?—None whatever; only the stevedores.

4182. And your Union has not any complaints to lodge, so far as you know?—Not that I know of. I have never thrown myself in their way. I have intimated to the officers of my branch that I was coming here on solicitation; that is all.

4183. Nor have you individually any complaint to lodge?—Not the slightest.

4184. The object of your coming here to-day is to make the Commission familiar with the condition of the stevedores of the Port of London?—Yes.

4185. You have mentioned that the men whom you engage on an average would make about 24s. a week; would that be all the year through?—No; only during the best seasons of the year.

4186. What do you think it would be distributed all over the year?—About 18s. at the outside would be the average earnings, unless you include what I may call the whole of the persons connected with it. I mean we have some foremen who receive as much as half a guinea a day for their services; and, of course, if you class them with the most casual labour it would bring it a little more, but, actually for the workers, I should say 18s. would be a very very good average.

4187. Taking all the year through, those men whom you stated in reply to Mr. Ismay obtained 24s. would average about 18s. for the whole year?—Yes.

4188. When you mentioned that there were others less fortunate who, on the average, would not obtain more than 17s. a week, did you intend to cover the whole year as to those or only a part of it?—The whole year.

4189. Then the stevedore's wage would average about 17s. or 18s. a week?—Yes.

4190. While he is at work he gets 8d. an hour for day work, and 1s. an hour for night work?—Yes.

4191. He gets no pay for meal-times during the day?—No.

4192. Does he during the night?—Yes.

4193. Will you tell us how?—By arrangement 17 years ago the men who were called upon to work overtime were to be paid at this rate, that the meal hour should be from 5 o'clock to 6 for tea, for which the employer agreed to pay. From 10 to 11, according to the situation of the docks (in the Albert Dock it is from 10 to 11, but in the East and West India Dock it is from 11 to 12), for which he is paid 1s. also. Also, while he was having his breakfast, from 6 to 7.

4194. So that there are three meal-times for those who work during the night, and for those three meal-times they get paid 3s.?—Three shillings.

4195. Supposing they are called upon to work during that meal-time, what arrangement do you then make?—According to the rules of our

Mr. Tom Mann—continued.

Association they pay extra 1s. for each hour that they work.

4196. That is to say, they pay the ordinary overtime rate of 1s. an hour, and an additional 1s. for the meal hour?—Yes.

4197. In taking the men on, does the foreman stevedore take the men on inside the dock or outside the dock?—Outside the dock. Every foreman has his own stand, and he walks across the road and chooses the men; calls them by name. Of course, if there is a strange man there of whom he does not know the name he beckons to him. When he has as many men as he requires he takes his Union card and shows it, and the men do the same, and go to work as brothers.

4198. Those wages of 8d. and 1s. an hour respectively were fixed in 1872 by the Union?—Yes.

4199. And they have obtained ever since?—Yes.

4200. And the method of taking on was also brought about by the Union, was it not?—We limited the number of calls. There was a time when the stevedore stood at the dock gate all day long in all kinds of weather. He was at the mercy of those whoever wished to call him. We found that it was telling very very hard on the men, and we regulated the time of taking the men on to 7 o'clock, 9 o'clock, and 11 o'clock.

4201. So that you have three calls a day?—Three calls a day.

4202. And that prevails with the whole of the stevedores throughout the Port?—With the whole of the stevedores throughout the Port. I have heard of cases where a ship has not been ready, and the foreman has come out and told the men at 9 o'clock to go about their business for an hour and come on at 10 o'clock. Of course, they have not paid for it, but actually they have not been wanted because he wanted to start the ship as soon as it came in.

4203. The conditions of stevedoring in the Port of London differ from those of any other port in the country?—Yes.

4204. And the conditions that obtain to day, and have prevailed for 18 years, were brought about by the Union of which you are a member?—Nothing else.

4205. How did the stevedores work prior to the formation of the Union; what were their duties?—Before the dock strike my experience will carry me seven years to the institution of the Stevedores' Society. It was a system of slavery, nothing more nor less. The men were engaged at six in the morning, taken on board ship, and they were used more like cattle, in regard to which the men had no respect or feeling, for they thought fit to send them to their meals at any time they pleased. They were men who worked near home, but they never could have any meals got ready for them, because they went just when the foremen or the employers liked to send them, and at 6 o'clock at night we were sometimes told that that was all that was to be done that day. It was not like it is to-day. The employer or his representative was not there with the money to

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Tom Mann—continued.

pay the men, but sometimes they kept us waiting about for an hour-and-a-half for a paltry 4s. To-day our men would require half that to wait for it.

4206. Are all those gains directly traceable to the Union?—To nothing else.

4207. Speaking of your experience of the seven years prior to 1872, did the stevedores then confine themselves to stowing as distinct from discharging?—Yes, except those men whom we called then lumpers who worked on the deck heaving on the winch. They helped to fill the ranks of the dock labourers' market when they had no stevedoring.

4208. And the stevedores' rate prior to 1872 was 4s. for 10½ hours work; do you happen to know what the rate of the docker was, the man who was discharging?—I should think during the winter it would be 2s. 10d., and in the summer, when they could work from eight to four, I should say it was 3s. 2d.

4209. And if you are asked how you account for this system of the Port of London stevedores confining themselves to stowing, what would you say?—I should say it is because—not that I am proud of the position of being a stevedore at all—there is an amount of skill attaching to the work, and it being very very heavy labour that division always existed.

4210. So that the stevedores would be the better developed section of the dock workers probably?—I do not say that they are better men; but there is a certain amount of skill and heavy labour attached to it that does not belong to the dockers' work.

4211. Now many improvements have been brought about it is quite clear; but is it true that stevedores, members of you Union, honest men who would be industrious must still stand round the dock gates for weeks at a stretch without work?—Yes, unfortunately; I can give you one illustration, although I did not come here for that purpose. A man worked with me at a ship, the latter part of last September, called the "Labroan," one of Devitt and Moore's ships. I do not believe that man earned a penny until after Christmas; a good old man he was; a man certainly somewhat advanced in years, and he was not everybody's money; but I happened to see him standing there one day, and I took him to work. He told me that was the first day's work he had done since he had finished the "Labroan."

4212. At what date was that?—I should think the 6th or 7th of January was her sailing date, and I should think he was with me from the 17th to the 24th—six days' work.

4213. He had been idle from October?—Yes; and during that time the poor old man had lost his wife.

4214. In that case he was an elderly man?—Yes.

4215. But is it the fact that comparatively young men, young enough for the work, frequently are unable to get work?—Yes. Many and many a morning I cross the road and take a look at the men. Perhaps I want 24, but I

Mr. Tom Mann—continued.

could get 150, unfortunately; and those that I have left behind, not that I wish to speak badly of those whom I have on board, were apparently physically as well and as good, if not better men, some of them.

4216. Of course, if that is true of the stevedores, it is still more true of the dockers?—I know it is too true.

4217. Although the Union has improved matters very considerably, and although you have no complaint to lodge, can you look upon that as a satisfactory state of affairs for the workers?—Far from that.

4218. Then you must have a very serious complaint to lodge if you are called upon to give expression to it?—If it were possible for me to use my brain to try and solve this labour problem, and find work for the whole of the unemployed, I would sit in this room for 12 months if I thought it would do it, but so far as the action of our Union is concerned, I know it is a very sore point. The only action that we have taken is that which I have told you of. We have limited the hours of work. I should like to see the day, so far as I am concerned, when after Jack, Bill, and Tom has had his share, Harry, and Joe, and Jim should come and have their share. You will pardon my mention of the names, I only give that as an illustration.

4219. At present your Union has not attempted to fix a weekly limit working hours?—The question has never been introduced.

4220. I am anxious to make this point a little clearer than it has been made. Mr. Ismay put certain questions to you respecting the inadvisability of stevedores ceasing work when the ship was stowed, and not taking work of discharging. I want to ascertain now whether there are certain periods of the year when the whole of your men are employed?—There are.

4221. The probabilities are if they are all absorbed that at the same periods the whole of the dockers would also be absorbed?—Yes.

4222. Consequently there are periods in the Port of London when the whole of the stevedores and the whole of the dockers are required, and, therefore, it would not steady the stevedore's labour materially if he did discharging work?—I have been 27 years at the work now. I have worked at it for 1s. a day, but to-day I am receiving double the amount for an hour-and-a-half less work a day than my father received 24 years ago. I have double the wages, with an hour-and-a-half less work, and when I commence discharging a ship, then I shall close my account with my own Union, and go to the dock labourers and ask them to accept me as a member. But while I am a stevedore I shall never attempt to discharge a ship. It is not my work. I have always looked upon myself as a stevedore. I have made the business my special study, and I think it is unfair for a man who holds a stevedore's ticket to attempt to

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Tom Mann—continued.

do anything that belongs to another Union's member.

4223. You are a temperance man, may I take it?—Yes.

4224. A total abstainer?—A life teetotaller. I have never tasted any intoxicant.

4225. Are there many teetotallers at the docks?—Very many now as compared with 16 years ago. There is a marked improvement in connexion with both stevedores and dock labourers. Of course, I never go anywhere myself, only from my home to the docks, and out of the docks to my home. I have not much time for recreation. I have to pull it very hard for the bit of bread that I earn. That is my experience. There is a marked improvement, and I believe if the work was better there would be very few complaints inside the dock gates.

Mr. Bolton.

4226. When you say if the work were better, you mean more of it, I suppose?—Yes.

Mr. Tom Mann.

4227. You mean, I understand, that if work were fairly constant, so that wages were fairly constant, then conduct would also be fairly constant?—I believe so. If the work was more regular, the men would be better able to regulate the price of labour, because it is only when it is so bad that some of the unscrupulous employers attempt to reduce them.

4228. In face of the fact that all the men are absorbed at certain seasons, and that it is the fact that your men who receive a considerably higher rate than the dockers, can only average some 13s. to 18s. a week during the year, and that a large number of them go many weeks without anything at all, in face of those facts what do you hope to do by the Union, or by the various Unions, with a view to improve the condition of labour?—The only way, so far as our Union is concerned, is to further limit those who are earning extraordinarily good wages. I see no way outside of the action of our own Union to bring about a better state of things.

4229. These fluctuations in trade exist, do they not, resulting in a good number of persons being employed at busy times, and very many less persons being employed at other times?—Yes.

4230. Can you cope with that difficulty by any means through the agency of the Unions?—I do not see any way of making the work more regular or bringing more work into the port, but I can see that under good management of the Union it might prohibit Jack and Bill earning more than an equal share; that is the only way I can see.

4231. And that will operate beneficially whilst the whole of the men are not employed?—Just so.

4232. But at those periods when the whole of the men under present conditions are employed; you will still be in a worse difficulty, will you not?—No, we will all share alike when we are very busy.

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Mr. Tom Mann—continued.

4233. Let me put it in this way: Suppose that the number of stevedores and dockers required in the port of London in the busy season are 20,000 then you must have 20,000 men following up that work; but suppose at another season there are only 8,000 required, then during that period you have the great difficulty of 12,000 men going without proper wages, and consequently without proper food and clothing; now can you get over that difficulty by the agency of the Union?—Only by the 8,000 sharing as equally as possible with the 12,000 who are not employed during the slack season.

4234. So that the standard must go down all round?—According to the quantity of work that is in the port.

4235. Do you look upon that as satisfactory?—I cannot see any other way out of the difficulty.

4236. The difficulty, you think, is too great to be got over, but it is a difficulty, and a serious one, is it not?—Oh, very. It is myself and those in the same position that feel it more than others, because I see men that I know have children at home wanting bread, and I walk across the road and there is a pleading look in the faces of the crowd; they want work.

4237. Although you are a man of very lengthened experience in regard to the working of the port, you have no hope that these fluctuations can be prevented by the one Union to which you belong, or by all the Unions put together?—Yes, I believe the whole of the Unions, through their representatives, those representatives being actuated by good and noble ideas, will be able to solve the labour problem.

4238. Will you give us an indication how?—I believe it will be easier to get an expression of opinion, and bring about a better state of things, if 40 men were asked the same questions that I have been asked now, and then those 40 expressed an opinion.

4239. By that you mean you are not hopeless that this great problem will be solved?—No, I am not.

4240. But still you are not prepared to indicate how it will be solved by means of the Union?—Just so.

4241. Respecting the differences that exist between the Stevedores' Union and the United Labour Council you mentioned, are you prepared to go into the cause of that difference?—Yes, I am prepared.

4242. Then you had better tell us about it?—It will not take me very long to explain. On the 5th of last December there was a manifesto issued by the United Labour Council, and it set forth in that manifesto that the persons supposed to be representatives of my Society were parties to it. It was like a thunder-clap on the following morning when we were called upon to desist working on board certain ships. Having no knowledge of any eruption, our men hesitated in taking notice of it. The officers of our Union ordered their committee and the whole of the

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15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Tom Mann—continued.

officers attached, to meet and inquire into the cause. The consequence was that we found that the manifesto was issued until the ship-owners—namely, Shaw Savill, the New Zealand, and the British India firm, would give a guarantee to the general secretary of the Seamen and Firemen's Union that they would employ none but the members of their Union. Well, our members were in arms against it, because 25 per cent. of the members of my Union are seamen. I myself served my time at sea, and if things went crooked I should not like anybody to say to me that my ticket would not allow me to go to a shipping office and sign on during these depressed times. I consider that it would be better for those who are looking for their livelihood, and who could not go to sea, for me to sail with Shaw Savill along with the captain, my own countrymen, rather than let a foreigner go on board that ship. Our men refused to comply with the demand, because it said no person connected with the Union should work on board those ships until that guarantee was given. But we knew there were plenty of foreigners in that Union that would in all probability work against us.

4243. Did that bring your Union into conflict with the shipowners?—No. It brought us in conflict with the persons who were responsible for the issue of that manifesto.

4244. Quite so, in the first instance, but some of your members have had a serious quarrel, have they not?—Yes.

4245. With the shipowners?—Yes.

4246. But this rupture took place in consequence of this manifesto?—No, I believed at that time it was because the men had been tampered with. To-day I am positive that they had been tampered with.

4247. Have you been working for either of these lines?—I worked for the New Zealand Shipping Company occasionally. The man that I am working for, Stone, the New Zealand Shipping Company, and I, happened to be right in the thick of it one day. I was stowing the "Tongararo," and I was brought face to face with the difficulty, and saw with my own eyes what had happened.

4248. Do you know exactly how that difficulty was brought about?—Yes. In the first instance, on the 17th of February last, some of our men were tampered with on board a ship called the "Beatrice" in the Victoria Dock. The men were promised their wages if they left the ship.

Sir J. E. Gorst.

4249. Tampered with by whom?—Some of the officials of the Seamen and Firemen's Union. The men that were working on board the "Beatrice" on January the 17th of this year received 24s. to leave the work, against the orders of our executive. As I told you before, two days after the issue of that manifesto, the whole of our officers met and ordered the men to remain at their work until they received orders from them. On the face of that the men left the "Beatrice" on January the 17th, as I have said, and I have evidence to prove that Mr. Walsh,

Sir J. E. Gorst—continued.

the London District Secretary of the Seamen and Firemen's Union, paid those men for leaving that ship, against the orders of their own Council.

Mr. Tom Mann.

4250. Did not the Amalgamated Stevedores have delegates on the United Labour Council?—Two of the officers of the United Labour Council were members of the Stevedores' Society—the secretary and chairman were the prominent members of the Stevedores' Society.

4251. Were those not sufficient to pledge the Union to any policy that might be agreed upon by the United Labour Council?—No, they had no power.

4252. Then I understand that this difficulty came about in consequence of the decision of the United Labour Council, which is a Council formed of affiliated Unions in the port, and to which the Stevedores' Union sent their delegates, to pursue a certain policy of blocking for certain purposes. In your opinion, and that of many of your fellow members, those delegates were not qualified to pledge your Union to this policy of the Council?—No, inasmuch as our Society is comprised of 13 branches, and only 3 out of 13 branches had given their adhesion to the principles enumerated by the United Labour Council. Three branches were represented; the other 10 had no power there—no voice.

4253. That carries us back to the difficulty as far as the 5th of December,; but are you prepared to state the reason, for I think you are aware of the reason, that initiated this difficulty?—Yes; our men considered that that manifesto was very, very wild.

4254. But prior to the manifesto, prior to the decision to block, prior to the Sailors' Union getting in a difficulty, do you know what happened?—No.

4255. Do you know anything of Rait and Gardiner's?—That was one of those minor cases connected with the trade. I sympathised with them, but it did not reach us.

4256. Do you know what men it affected?—The same firms, or one of the same firms, I have enumerated, Shaw Savill or the British India.

4257. And these other difficulties resulting in this manifesto that you speak of were the outcome of that Rait and Gardiner difficulty, which, of course, involved the British India Line, the Shipping Federation, &c.; you are not inclined to go further than that?—Only to say this, that our men objected to coming out on strike without having a voice as to what they should do. Everybody knows that the stevedores came out in sympathy with the dockers; but we did not feel inclined to be made a catspaw of other Unions who had no case. We claim that the dockers had a case, because we were brought face to face with the dockers.

4258. If it should be stated here or elsewhere that the stevedores were properly represented on that labour council, and that they agreed to that decision arrived at, that would be unfair?—Most decidedly.

15 July 1891.]

MR. ROBERT CRIDGE.

[Continued.]

Mr. Tait.

4259. You have admitted the irregularity of work at the docks?—Yes.

4260. In reply to Mr. Mann you stated that you thought the best way of remedying that state of matters would be for the various Trades Unions of the country, in conjunction with employers, to reduce the hours of labour considerably, and to get a more equal distribution?—Yes.

4261. Previous to the formation of your Union you did 10½ hours' work for 4s. per day, but when your Union was initiated you got the hours reduced to nine and the wages raised to 6s. per day; I take it that you propose that that process should be still further carried out?—Yes.

4262. You told us that in some instances the stevedores work 20 hours out of the 24?—That is the limit of our rules.

4263. Do not you think that you could with advantage, seeing the state of labour at the docks, curtail that number considerably?—Just as easy as we limited it to the 20 we could curtail it further.

4264. Has there been any proposal before the Stevedores' Society for doing anything of that kind?—None that I know of.

4265. You are not here to-day representing the Society so much as to give your own personal opinion?—My own personal opinion.

4266. May I ask you if you yourself have moved in that direction in your Society?—No, I have not; although I have taken part in several educational meetings in connexion with our Union I never went so far.

4267. How long have you been a foreman?—This last time six years, and prior to that I was an employer myself in a small way in the business for five years. For four years before that again I was foreman.

4268. Besides being irregular, you will admit that the work is very dangerous?—It is very dangerous.

4269. I suppose you refer to the hatchways being sometimes dangerous?—Not so much that, as the means of communicating with each other, not altogether with the hatches. The gearing is sometimes placed so that men's lives are in danger for want of proper precautions. I believe numbers of our men have been injured not altogether through the breaking of the gearing, but through the placing of the gearing.

4270. Have you no authority in regard to placing the gearing in a better position?—It is all under the jurisdiction of the foremen.

4271. You stated that sometimes the master stevedore could not prohibit long stretches of duty being worked owing to his receiving instructions from the shipowner that the work had to be continued?—That is so.

4272. Do you think if there was a co-operative system introduced to do away with the master stevedore altogether, and allow men such as yourself to work in direct communication with the shipowner, that would tend to reduce the hours of labour?—The question of co-operation was introduced into our Society once in the

Mr. Tait—continued.

shape of a debate and it was talked out of the club. I believe though it was more a matter of prejudice against the men who introduced it, who were not thought much of, than anything else.

4273. Do you think yourself that such a system would operate beneficially?—I believe if the men were educated to the point it would work.

4274. With regard to the inspection of gearing, &c., you are not satisfied with the present system of inspection?—So far as I am concerned, I am.

4275. Do you think it would be an advantage to have some one responsible to any local body, or to the Government, and to have better supervision over gearing by regular inspection?—I believe it would be better to have a law passed calling upon those whom the gearing belonged to to see that it was done properly, because when the inspector came to examine the gearing it might be all aloft, and the Government inspector would not go aloft. Therefore you might not have what you might call honest supervision.

4276. But if you had a practical man?—Yes, if the law said a practical man should inspect, of course, there would be no trouble in the practical man going to the mast-head.

4277. You do not think an ordinary inspector would do much good, but yet you are prepared to admit that a practical inspector would do good in that respect?—Yes.

4278. Have you read the evidence of James Donovan?—Yes, I have.

4279. Do you agree with it as to most points?—No, I do not. I cannot say I can agree with him on many points.

4280. Will you mention one, besides the question of the statutory limit, which I know you do not agree with, as to which you differ with him?—I disagree with him on that point in reference to the co-operative system. He urges to the Commission that it would be workable; but it has never been tried. The question has been thrashed out in the club-room, and an overwhelming majority decided against it. If it was possible for our officers to bring about a better state, by having closer communication with the employers and shipowners and brokers, it might benefit the class that I belong to, but the members do not consider it worth while up to the present to interfere with the existing arrangements between the employer and shipowner.

4281. Perhaps you noticed that Donovan in his evidence said that he thought, as a rule, those that got into office and became foremen and so on gave way as human nature was weak; that practically foremen had been a class of men who had defeated the object of co-operative system?—That is like other statements that he has made; it is questionable. He said that he did not know anything at all about another matter, namely, why the men left the British India firm, but of course he did.

15 July 1891.]

Mr. ROBERT CRIDGE

[Continued.]

Mr. Tait—continued.

4282. I am not referring to that?—He knew it was, because the question of co-operation was introduced by men whose character was questionable, and the men hesitated in grasping the question. They threw it out of the house, as it were; they would not try it.

Professor Marshall.

4283. I do not quite clearly understand your position with regard to co-operation. I put it to Mr. Donovan whether the stevedore calling was not one for which co-operation was naturally much better suited than most others, and I think he said yes to that question; but still he did not make it quite clear to my mind how it was that co-operative schemes had failed. Will you give us the history a little more fully?—Some three years ago the question we thought was ripe for discussion, namely, the introduction of the co-operative system. Several men—the gentleman whose name you have mentioned was one of those—made themselves very prominent in regard to the question. When they were asked at a meeting to produce details and to show how it could be made workable, these men were altogether at sea. The men having had experience of these men's conduct prior refused to accept their views. If those men who were so full of it had had any plan drawn up to have submitted, it might have been different. Of course it is alleged in the evidence that has just been quoted that the foremen of our Society were against it, but the foremen of our Society are but a small per-centage of the men who belong to the Society. The men are so bold in their denunciation of anything that is bad that it would not pay the foremen to set themselves against any good scheme or any good principle that was enunciated in the club-room, much less to lead men to do anything that was against their interests.

4284. Do I understand you think it was jealousy of the foremen that was the chief difficulty in the matter?—Not at all. I cannot see how the foremen could take offence.

4285. I did not mean jealousy on the part of foremen, but on the part of the others regarding the action of the foremen?—Oh, no. I believe, like most things that are new, it requires a little time to make it to be understood; but if the promoters of the principle had had any scheme to have placed before the members we might have gone into the matter. But there was no scheme. They only said, "Let us form ourselves"—that is the whole of the Union of which I am a member—"into a co-operation society to go to the city and ask the shipowners and the brokers to give us work." So far it was all right. But the moment these men were asked how the scheme for carrying it out was to work, the promoters of the principle could not of course say. The Society would not embark into the undertaking and lose money, for the simple reason that they had no material to go upon. The principle in itself would be all right if every man was called upon to render services;

Professor Marshall—continued.

but when the matter was brought before us they had no scheme, no gearing, practically no money. All they had was the men, and they wanted to go to the city and get the work. The men pooh-poohed at the idea, and it was talked out and allowed to drop. There was no tangible proposal, nothing reasonable; and so far as the opposition from the foremen is concerned, if there are one or two men who are fortunate enough to have sufficient brains to be foremen and are still members of our Union, if they take part in a discussion on a particular matter I do not see what objection there could be. It is not right to say that the question was talked out, or was thwarted by the endeavours of the foremen, because they had a personal interest. I repudiate anything in the shape of meanness on my part in opposition to that scheme. It is not workable up to the present. The men must be educated first.

4286. I did not mean to imply that anyone had made any personal insinuation against you. When you say that the time has not yet come for it, do you mean has not come for it on a large scale? Is not the industry one perfectly suited for that sort of co-operation which exists in many quarries where a gang of men working together elect their own leading man, and take a sub-contract, and supply their own gearing?—The rules of our Society for 18 years protested against the members engaging in sub-contracts. For instance, an employer was paid a good figure per ton, and let the work out in the shape of a sub-contract. We stopped it. I am prepared to go into the question of co-operation on a large scale when every foreman, and every donkeyman, and every member of the Society will be employed by his own Society, and take the whole of the stevedore work. Then I can see my way clear in the matter. But to allow a small number of men embarking in the undertaking, and to do just as they like, with no definite scheme and no proper proposal, would be, I think, madness.

4287. Why? Has not the particular method of co-operation which you are speaking against been one which has been most successful in a great number of trades?—I think not. I think if co-operation applied to the whole trade it might answer, but not for two or three. We have a few gangs of men working now on the co-operative system. But it is no benefit. In fact, it is rather to the contrary, because those men are earning a large wage to the detriment of others.

4288. But why should it be to the detriment of the others if all gradually form themselves into co-operative gangs, and so the waste involved in supervision were diminished?—That would be a boon to our class if such could be. If the whole class was to form themselves either in the shape of a union, or, call it what you like, together and become the actual workers, and the actual employers embarking in the undertaking, it would be a good thing.

4289. You keep turning from the question of groups of men forming themselves into co-

15 July 1891.]

MR. ROBERT CRIDGE.

[Continued.]

Professor Marshall—continued.

operative communities to the Union as a whole undertaking to work a kind of thing that has not yet worked well?—So far as our experience of co-operation under the head of sub-contract work goes it is injurious. It has a tendency to demoralise the men, inasmuch as a few men earn twice as much as other men to the detriment of the others. I do not think it is fair for a few to use the whole of the capital of a Union to their advantage, and that was the scheme that was put on foot. These promoters would not listen to the whole of the Union undertaking the work throughout the Port of London. They only wanted to have a little bit piecemeal and that the men objected to.

4290. I want you to consider the possibilities of the co-operative principle being applied in the work of stevedoring as it is in some similar work, that of quarries. You speak against the proposal and you quote the fact that sub-contracts are objected to by the workmen, but is not sub-contracting for the benefit of the contractor himself, and is not that quite a different thing from sub-contracting by a co-operative gang?—Yes.

4291. Is not the evil in sub-contracting supposed to be that the person who takes the sub-contract becomes what is sometimes called a "sweater," and a hard master who grinds those under him; is not that the main objection?—Yes.

4292. And would that objection apply to a sub-contract in which the men had no master, but were themselves their own masters?—I am in favour, as I said before, of the whole Union forming itself into a co-operative scheme.

4293. I am not talking of that; I am talking of something different. Is there any objection to the taking of sub-contracts by a gang of men knowing one another, trusting one another, and escaping the disadvantages of having to be looked after by a foreman or employer?—There is no objection to it so far as those who are fortunate enough to get the work is concerned; but there is an objection raised on the part of those who are idle at the time while those men are earning double the wage.

4294. Why should their taking the work through a sub-contract double their wages?—Because they work ever so much harder than they do at day work, and therefore double their wages. It is not at all an uncommon thing in some jobs for our men to earn 16s. or 17s. a day while executing that work. You are prepared to admit that is more than double the wages. Now, that I should say, is not right inasmuch as if they were to share that day's labour and wage among so many men that are standing outside it would be better for all persons concerned.

4295. How long would the day be if they earned 16s. or 17s.?—I should think 12 hours; 13 hours in some cases, and sometimes less.

4296. Even then the objection to these men monopolising so much of the work would be diminished if the normal hours of work were somewhat shorter, and if more hindrances were put

Professor Marshall—continued.

than is now the case in the way of the men working 13 or 14 hours consecutively?—Yes, of course that would limit the earnings in proportion to the number of hours they work.

4297. But if the plan of sub-contracting by number of small groups were generally extended, might you not hope that the result would be a general rise in wages with a somewhat diminished number of men to get the wages?—Individually I object to sub-contract work. I am in favour of co-operation in a scheme that embraces the whole of the trade.

4298. You are not answering the question. You are returning now to your own favourite scheme, by which the Union contracts for the whole work. That is a very big question, which perhaps the Commission may discuss at some time, and a very interesting question. You are aware that a question has been on the paper addressed to Trade Unionists with reference to this point, but it is a point quite different to that which we are upon now, and involves considerable change. What I want to know is, whether you as stevedores make the best of your position as things are, and whether it would not be possible for you by organising yourselves into gangs to get more steady employment and better wages, the total number, of course, being diminished?—That is our aim. But we do not consider that the means to be adopted would be under the head of sub-contracting work.

4299. You say that those gangs that had been formed had done well for themselves, but had injured others by taking away part of the work that others would have been likely to have?—Yes.

4300. If that objection were met by the others forming themselves likewise into gangs, where would be the evil?—If there was room for those men to set their labour at work it would be all right; and it would be fair. But it is not so. There is no more work for those who are walking about to engage themselves on, unfortunately. If there was, no person would object to a man earning 17. a day so long as he did not hurt another man by earning it. But for a small group of men forming themselves into a band and taking sub-contract work and earning a large wage to the loss of their fellows that are walking about doing nothing at all is, I say, to the detriment of the Union that those men belong to. That is the reason I object individually to the introduction of piece-work under the head of sub-contracting. The employer has the best advantage out of it.

4301. What I asked was whether it would not be better to have a smaller number of stevedores organised into small gangs, and those gangs each earning higher wages than is the case now, and whether that is not practicable?—If we could limit the numbers of our Union, yes; but I am led to believe it would be a dishonest move on our part if we were to say that only so many men should be members of our Union. Our Union is comprised of an unlimited

15 July 1891.]

MR. ROBERT CRIDGE.

[Continued.]

Professor Marshall—continued.

number of members, and it is more than we dare do, as honest men, to limit our numbers.

4302. Returning to your evidence, there was one small point upon which I do not think I quite understand you. You spoke of your moving from one dock to another, and that you so get employment sometimes?—Yes, the scope of our work is from Tilbury Dock to the London Dock, on the other side of the water; sometimes we have a ship in the Surrey Commercial Dock, but very rarely. Of course wherever a ship is lying we have to take the men to that dock to that ship.

4303. We have had evidence from some other witnesses that there was a great difficulty in moving about from one part of the docks to another. Does that not apply to the stevedores, and are the stevedores on a different footing in regard to this matter to the others?—I never heard of a question raised about the difficulty of moving about. I never heard of anything to retard me from moving as fast as I wanted to go from one part of the dock to another.

4304. Do the stevedores habitually move about freely from one part of the docks to another?—Yes.

4305. More freely than the dock labourers?—Not more freely. Of course we all have liberty as long as we do not encroach upon the rights belonging to the Company.

4306. It has been stated by several of the witnesses that there is a difficulty in the way of moving about from one part of the docks to another; and that a man gets connected with one part of the docks?—It may have come out in evidence that when a man stops at one place he gets so well known it is hard for him to shift from there. But there is nothing to prohibit him going where he likes.

4307. No custom or habit?—No.

4308. Does that apply not only to going from one dock to another, but from one part of the same dock to another?—Yes.

4309. You said that should you not be pleased with your present employment you would like, perhaps, to return to your old employment as a seaman?—Yes, I should.

4310. You are not a member of a Seamen's Union?—No.

4311. Should you expect to be employed as a non-unionist?—No, rather anything than that.

4312. Your first step, then, would be to join the Seamen's Union?—Just so.

Mr. Mundella.

4313. I think you said that you and your father before you had been connected with this work of stevedoring or loading ships?—Yes.

4314. How long does your experience carry you back in that employment?—27 years. I commenced working at stevedoring as a lad, and, except for four years that I was serving my time at sea, I have been working at it, and doing nothing else.

4315. You have described to-day, in answer to questions that have been addressed to you,

Mr. Mundella—continued.

the present condition of the docker?—I do not think I have.

4316. You spoke of the irregularity of his employment in answer to Mr. Tait?—When I spoke of the docker I used the word as applied to the docker who works for the Dock Company. Of course I am speaking now as a stevedore.

4317. But you have known the conditions of the dock labourer during the whole of 27 years?—Yes.

4318. You say for a considerable period of the year a large number of men are entirely unemployed?—Yes.

4319. And that their employment generally is very precarious?—Very.

4320. You described the case of an old man who you said was a good labourer, but who had no employment from October to January?—Yes.

4321. Then you gave him a week's employment?—Yes.

4322. Now carrying your mind back 27 years, do you think the condition of things with respect to the dock labourer has got better or worse?—In my class it is better.

4323. You mean as stevedore?—As a stevedore.

4324. But what do you say as to the class below yours?—I hope you will not put the dock labourers below us.

4325. They are below you in point of earning lower wages and having less regular employment?—Yes.

4326. What is their condition as compared with what it was 27 years ago?—They are better off to-day, considerably.

4327. Then, notwithstanding the precarious condition of dock labour to-day, you say 27 years ago it was worse?—Worse.

4328. And is that the tradition you inherited also from your father, that it was still worse in his time?—I recollect the time when dock labourers were treated considerably worse, and if the treatment is any criterion as to their condition to-day, why I think they have everything to be thankful for.

4329. You spoke of them in fact as being treated as slaves almost formerly?—Yes, they were.

4330. And their condition was a very wretched one?—Yes.

4331. And their pay even worse than it is to-day?—Yes.

4332. I think you spoke of their pay as 2s. 10d. a day at that time?—During the winter months when they worked from 9 o'clock. In the summer months they commenced one hour earlier, namely, 8 o'clock, and of course they received 4d. extra for that.

4333. Is this condition of labour due to the fact that the docker is an unskilled labourer, and that unskilled labourers from every other branch of industry seek this employment at the docks when they cannot get it elsewhere?—I believe it is a dumping ground for everybody. But, mind you, the actual docker himself is a

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Mundella—continued.

better man, although he is heavily handicapped to-day with the outside labourer.

4334. As I understand you, he is constantly in competition with what you call the outside labourer?—Yes.

4335. Every man who can carry a burden on his back, and can do nothing else, is practically a competitor with the dock labourer for his employment?—Unfortunately it is so.

4336. Do you see any scheme by which that kind of labour can be employed at the docks when it is in excess of the demand?—The only way out of the difficulty is to try and keep the agricultural labourers and other labourers at their own particular calling away from the dock side. Then, I think, the condition of the dock labourers would be benefited. They are allowed to come in droves and will, I may say, almost snatch the work from the *bond fide* docker. I do not think the dockers' position will be much better till that is done.

4337. The agricultural labourer and the unskilled labourer flow from every quarter?—And the skilled as well.

4338. The unemployed labourer from every quarter who can carry a burden can go to the docks and enter into competition with the regular dock labourer, and while that condition of things exists you think there will always be this state of depression and this precariousness of employment?—That is so.

4339. Then is there any remedy for it other than this, that the dock labourers should be thoroughly organised, and only a limited number of dock labourers regularly employed?—That may be my opinion, but others say that it is dishonest on the part of those men to make their Union a close one. That is the first stone that is thrown at us as Trade Unionists as a remedy for the evils under which we are now labouring.

4340. Would it not be a good thing—I do not say by what machinery it could be brought about—if a limited number could be employed, and found something like regular employment, and the outsiders who are constantly going there, as you say, to a dumping ground to compete with these limited number should know that there is no hope of employment at the docks. If it were declared that no more would be wanted, the same as it is in the case of skilled labour?—We are so reasonable and so considerate for others that we do not like to say they must not come, and God only knows where they will go to.

4341. What I ask you is this; would it not be a good thing, at any rate for those at work at the docks and those who have to look for casual employment, if the number were by some means or another limited to the number that could possibly be employed?—I can only answer that by saying it would be a good thing for those who were actually entitled to work at the docks, but I do not think it would be good for those who were left outside. They must have bread from somewhere, and unfortunately, as I said before, they come and steal it from

Mr. Mundella—continued.

the dockers, and would steal it from the stevedores.

4342. You say men come there and hang about for three months without employment sometimes?—Oh, yes, it is not at all an uncommon thing to see them walking about with no boots on.

4343. Then the real truth is that there is an excessive supply of labour far beyond anything that the demand ever reaches, except in such cases as immediately after the dockers' strike?—That is so. I can say that if the leaders of the Dock Labourers' Union were to attempt to close their books and say, We will take no more members in this Union, I believe the poor unfortunate officials would get into trouble.

4344. You mean to say that those men would come for employment whether they were members of the Union or not?—Yes, that is so.

4345. You say that you are very much better paid than you were formerly, and that you are to-day, I think you said, in receipt of double the wages of your father for the same kind of work?—Yes.

4346. Now, when your father had half the wages that you are earning to-day, am I right in assuming (perhaps you can tell me whether I am or not) that a sovereign did not go so far then as it does to-day; that you can buy more with your pound than your father could with his?—I would hardly like to question what he did with his money when he earned it.

4347. Does not your pound purchase more commodities for your household than your father's pound did?—I do not think the purchasing power of the sovereign was much different to what it is to-day. If it had had more purchasing power perhaps my father would have kept me at school a little longer, and not sent me to work.

4348. He had only half your wages?—That is so.

4349. Do not you think, so far as you can recollect 27 or 30 years ago, that you were buying bread, groceries, and provisions of nearly every description at a higher price than at the present time?—Yes, that may be so.

4350. And you buy clothes cheaper now?—Yes.

4351. And your pound goes further?—And I am not clothed and my children are not clothed like my father was clothed, and like I was clothed when I was their age.

4352. You are better off?—Yes, exactly. I am showing signs of the enhanced wage I am receiving as compared with my father.

4353. You say you are a life teetotaller?—Yes.

4354. You have found the advantage of that, I presume?—I have never tried the opposite. I have the advantage of those who have tried.

4355. You know something from observation about it, do not you?—Yes.

4356. You say that you think there ought to be a law passed for fixing the responsibility on the owner in respect to the safety and quality of the gearing?—I said in answer to Mr. Tait

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Mr. Mundella—continued.

that where the gearing is used by stevedores sometimes half of it is aloft, and it would be very hard for a surveyor—an inspector, as you might call him—to examine the whole. The only chance would be to have a thoroughly practical man, a man who, stepping on board the ship, would examine what he saw lying under his foot, and who, seeing the gear aloft, would step in the rigging and go to the masthead.

4357. You would like inspectors to go to every ship in the docks and examine all the gearing in use on board those ships?—Yes.

4358. You think the Government ought to appoint inspectors for that purpose?—Yes.

4359. But you went further. You said you did not see that any good could be done till a law was passed fixing responsibility on the owner in respect to the gearing?—I believe the employer is held responsible.

4360. He is held responsible now, is not he?—Yes.

4361. And if the gearing is in any way defective, and in consequence of such defective gearing an accident or loss of life occurs, the employer is held responsible, is not he?—Just so.

4362. Then are you quite clear that any further law is required in that respect?—I do not object to the present law, but I say it would be better and a greater safeguard to the life and limb of the workers if inspectors were appointed the same as factory inspectors.

4363. Then the only legislation that you have to suggest to improve the existing state of things is the inspection of gearing in order to prevent accidents?—In order to prevent accidents. It is only for the prevention of accidents. I would not ask that there should be legislation for any other purpose.

4364. Do not I gather from your experience that there are very few accidents from bad gearing?—Very few.

4365. Did I also understand that the stevedore or the foreman is responsible for the setting up of gearing and the use of it?—It is the duty of the foreman to test his own gearing and put it aloft and afterwards see to it, but as a practical man the first thing he would do would be to examine it before he sent it aloft, because when once it is aloft it is out of sight partly. That is a privilege that belongs to the foreman; and, I believe, without praising myself or others of the class, that we have some very good practical men who are able to judge as to the gearing.

4366. Do not you think that you who describe yourselves as good practical men, who are responsible for this, your employer being held responsible if you neglect your duties, will be able to do this better than any Government inspector would do?—I am satisfied individually, but I may perhaps to-morrow lose my position, and I may take my place at the gate along with others, and perhaps I might get a day's work with a firm where the same care is not taken, where they do not take such precautions to examine the gearing. Every workman's life and limb should be protected equally, and I

Mr. Mundella—continued.

should suggest that a surveyor in the shape of an inspector should be appointed, not that I would advocate the alteration of the present law, because the employer is still held responsible for the breaking.

4367. Do not you think that you would take the responsibility off the employer, which you think ought to be put on him, and throw it upon the Government inspector?—It would not set aside the employer's liability if after it had been examined it broke.

4368. I am not so sure about it. I am afraid it would be very strong evidence in favour of the employer if it broke after it had passed the Government inspector?—Perhaps.

Sir John Gorst.

4369. Do you make any attempt to limit the numbers of your Stevedores' Union?—No.

4370. Do you take any precautions to see that a man who applies for admission is qualified?—Yes.

4371. What do you do?—Ask as to his previous occupation; and on the recommendation of those who propose him and second him, he must be either working at ship work prior to his being nominated, or he must have been a seaman.

4372. Would you admit to your Stevedores' Union an agricultural labourer if he presented himself?—No, he would not be, in the strict reading of the rule, a fit and proper person, inasmuch as we take no apprentices.

4373. Is not your particular calling a much more highly skilled one than that of a person who unloads a ship?—Yes.

4374. It is much more difficult to load a ship than to unload a ship?—Yes, every person would know that.

4375. Then is your Union exposed to this influx of labour which Mr. Mundella was just now speaking of?—Not at all.

Earl of Derby.

4376. I understood you to object to a system of co-operation which you said demoralised the men who worked at it, because a few were able to earn more than the rest; is that correct?—Pardon me, my Lord. I did not say the system of co-operation, but the system of sub-contracting.

4377. Do you consider that co-operation and sub-contracting are the same things?—No, they are two distinct things.

4378. Then you do not object to co-operation except in connexion with sub-contracts?—I should hail with pleasure the introduction of co-operation.

4379. Then I do not quite understand on what ground you said you thought piece-work was objectionable?—Piece-work is objectionable in our calling inasmuch as a small number of men receive an order from the employer to execute work at a given price, that price being considerably below the ordinary price. The men are sometimes tempted to work ever so much harder

15 July 1891.]

Mr. ROBERT CRIDGE.

[Continued.]

Earl of Derby—continued.

and ever so much longer than they ought for their bodily health for the sake of earning a good day's wage. I say that piece-work under the head of sub-contract work ought to be limited to the same number of hours, and if over and above the average wage is earned in less time, I say that the remainder of that day should be pulled at by men who have had no work and nothing to eat in consequence of their having had no work.

4380. As I understand, the principle you go upon is this, that no man should have more than an equal share of the work and wages that are going?—Yes.

4381. No man is to earn higher wages than his neighbour, or to do more work than his neighbour?—I suggest if the workers can regulate themselves it is better for them to do it by a few making a sacrifice for the benefit of the largest number, and failing to remedy the evil themselves then it is their duty to go out and ask someone to help them.

4382. I think I understand you now. Those who could work hardest and could earn most are to sacrifice the extra earnings which they could make in order that there may be more room left for other people?—Yes.

Mr. Bolton.

4383. I think you said that you always selected the best men, and consequently you might select the same men day after day?—Yes, but understand me rightly. I never undertake to perform work at contract price. I ask for a day's wage, and every man who works under me works for a day's wage. We do a fair day's work, no driving, no task work.

4384. And you feel bound to select for your master the best men?—The best men I can find irrespective of class, credit, or anything else. The only thing I ask them when I take them on is to show me their card, and they willingly do that, and I show them mine in return.

Earl of Derby.

4385. As a matter of fact, you tell me that when a man is working by the piece, and when

Earl of Derby—continued.

therefore his wage depends upon the amount of work he can do, he works a good deal harder than if he is employed by the day?—Unfortunately it is so.

4386. And you object to his working harder?—I do.

Professor Marshall.

4387. I do not quite understand what form of co-operation you do wish for. Is it not limited practically to that one particular form in which the whole Union undertakes the whole work of the docks?—That is the system I should advocate.

4388. Is there any other system you would tolerate?—No; I should say that the whole Union should embark in the undertaking if the time is ripe for it—the whole and nothing but the whole—not that it is to be cut up piecemeal with one or two gangs of men, and that one or two gangs of men should seize, as I said before, a large amount of money to the detriment of others.

4389. Then is it not rather misleading for you to say you are in favour of co-operation as ordinarily understood?—No; I hope not. I hope it is not misleading. I hope it is understood that I am in favour of co-operation, but I am opposed under any circumstances to sub-contract work. By the fact of our forming ourselves into a co-operative body and soliciting the work from the shipowners there would be no intermediary between us and the shipowners, and we should get the price which the middleman had been formerly receiving. He would be put on one side and we should work for our own fellows for the same wage that we are now getting, and the profits accruing from our labour instead of going into the pockets of the middleman would go to the aged and the imbeciles of our Union—men who were unable to engage in work—men who only get, as I have said before, a day's work when some charitable fellow comes along to give them a day's work to save them from going into the Union.

The witness withdrew.

Mr. JAMES WELCH called and examined.

Earl of Derby.

4390. I believe you have expressed a wish to appear as a witness before the Commission?—Yes.

4391. What are you?—A dock labourer.

4392. What docks do you work at?—The South-west India Dock—in fact most of the docks.

4393. Are you a member of any Union?—Yes, the Dock, Wharf, Riverside, and General Labourers'.

4394. I gather from a memorandum which you have sent in that you consider that the condition of the casual labourer at the docks is worse since the time of the great strike?—Yes;

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Earl of Derby—continued.

and it is for that reason that I wish to give evidence, my Lord.

4395. Will you explain what it is you wish to put before us?—I happened to be in conjunction with the joint secretary of the General Dock Labourers in the old Union, and took part in the Tilbury strike just prior to the Sweating Commission, and also gave evidence on the Sweating Commission. I, therefore, thought myself qualified, especially as I have been a victim subsequently owing to some little misunderstanding that existed between me and the general secretary, to give evidence, and I thought that the notice that I have taken of the

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15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Earl of Derby—continued.

whole of the proceedings since might be acceptable to the Commissioners, especially as I, being a casual dock labourer, and having sympathy for my class, and having taken up the cause on behalf of the casual dock labourer, at the Tilbury strike and also on the Sweating Commission—in fact my whole attention was devoted entirely to that class—therefore I think that that class has most miserably failed in that which they might have expected, and the promoters of that strike have miserably failed in the object that they set before those men.

4396. Then are the casual labourers at the docks not better paid than they were before the strike?—They are almost eliminated as far as the pay is concerned. I do not know how you would estimate it. Because if to give a man 6d. an hour and only to give him two hours' work would be called better pay, I cannot understand it. Previously—I will take my own experience for it—I was capable of going hither and thither fairly free, unrestricted; and if I could not obtain work at one place I could obtain it at another; consequently, though the money was something less per hour, yet with the unrestrained condition I was in I was capable of obtaining better money weekly.

4397. You say the wages are better now for those who get them, but there is a greater difficulty in obtaining employment; is that the way you put it?—Yes.

4398. Will you explain why there is greater difficulty in obtaining employment?—For many reasons. First of all, the men who belong to the Union are certainly young in the idea of unionism no doubt, and it may be attributed to that. But, unfortunately, it must be admitted that in that particular class there are a great many of the lower characters, and consequently they are in an ascendancy, generally in reference to pushing and struggling. Consequently I find that men of my class, who are rather intelligent as compared with the class that they have to encounter, find it much more difficult to struggle against this class. There is something of an animal tendency to obtain a job now-a-days. The general strike has brought so many into the field. It was bad enough before, but with the numbers that now contend at the dock gates it is really indescribable.

4399. We have had evidence from former witnesses that there is a larger number of men permanently employed, and they represent the position of those who are not permanently employed is more hard than before?—Yes.

4400. Is that the way you would put it?—I would put it in that way.

4401. You are a member of the Union, you say?—Yes.

4402. But you do not represent any Union?—No.

4403. You are not, and have not been, an official of any Union?—Not since the great strike.

4404. You think that whatever the permanent man may have gained the casual

Earl of Derby—continued.

labourer has gained nothing?—He has gained nothing, in fact, lost much.

Sir M. Hicks-Beach.

4405. Were you an official of the Union before the strike?—In the old Union from which this present Union has sprung.

4406. How was it you did not remain an official?—I had a personal dispute with the general secretary. One of the reasons has been that I found that the casual dock labourer was not regarded, and I started with the object of making the Union beneficial to the casual labourer, and failing in that I thought my mission failed too.

4407. I do not quite understand what you mean by saying that the casual dock labourer was not regarded; how do you draw a distinction between the casual dock labourer and another dock labourer?—The casual dock labourer is the man who gets the least chances.

4408. The worst workman?—No, not the worst workman. I could not help noticing the faults that the last witness committed by referring to the casual labourer, because he was not a casual labourer himself. By way of illustration I may say that I have stood before the foreman myself when he was speaking about picking out the best men, and I have over and over again gone away from the crowd after the selection is over, and I have known men who have been selected simply because they had a muscular appearance. I have known them to be selected in preference to others who would have been useful all round—men who would have been qualified for anything that they could have been selected for, whether working on a hydraulic, weighing, marking, delivering, or anything of a special nature that is required in dockwork. Consequently, I say that there is a great mistake there in supposing that they pick out the best men according to muscular appearance.

4409. You mean by the casual dock labourer a labourer who is less muscular in appearance?—I would mean by the casual dock labourer the most unsuccessful ones.

4410. One of the ordinary crowd at the gates?—I contend I am a casual dock labourer, and I have been 20 years at it. There is nothing they could put me to but what I could accomplish. I could stand even beside some of those who are called stevedores, but my diminutive stature might be an objection in a crowd, but I could possibly go and do many of those things which I should be called upon to do which others may not have been able to do, for instance, at donkey work, or anything of that kind which is part of a stevedore's work. When the stevedores talk about their superiority over the dock labourer, I can produce men at the docks to-day amongst the unsuccessful ones that I would rather prefer, more qualified for any work of a stevedore kind. Then mark you, in the export department, what do the men do that are called dock labourers who are apart from the stevedores? They

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Sir M. Hicks-Beach—continued.

actually have to take the goods from the warehouse to the stevedores, and to handle them in the warehouse. They therefore handle the same goods that the stevedores claim to be superior in handling.

4411. I find in the report of the President's speech at the first annual congress of your Union on September 30th, 1890, among the advantages which the Union have gained, he refers to the fact that very little loitering round the dock gates now takes place even when the work is slack; is that your opinion?—That may have been the case immediately after the strike. It may have been the case in consequence of a change taking place—only two calls a day—which was generally adopted during the first 12 months. The two calls a day system certainly cleared away the men who are not required at the docks, but the poor fellows were walking about the streets if they were not outside the dock gates. I admit that the casual dock labourer was better off during the first 12 months after the strike, and had the plan that was then in vogue been continued it really would have been beneficial. But unfortunately, as I believe, owing to the bad policy of the Dock Union leaders, the thing has fallen through.

4412. What was the plan in vogue which was discontinued?—That the men were determined to have sufficient men on the job. For instance, where four men previously might have been sufficient for a job, six men were demanded by the men. They felt themselves masters of the situation, and really they were.

4413. Do you mean that the men insisted on six men being employed where only four were really wanted?—No. Where four previously had to do it—which was a very great strain—evidently the men felt that themselves—they being the masters of the situation knew the number of men were really required, and they demanded that there should be that number.

4414. Was the result of that demand that the employers would not concede it?—They had to concede it during the first 12 months. As I say, the men were masters of the situation. But immediately after the 4th of November this opportunity was snatched from their hands.

4415. The masters would concede it no longer?—Just so.

4416. Then how was that the fault of the directors of the Union?—I always considered that during the time this was going on the six men that took the place of four were actually the number of men that were really required on the job. The men knew it. They were perfectly capable of judging themselves how many men were required, and I say if this system was adopted to-day there would not be any necessity for me to be here.

4417. But I also understood you to say that it was the fault of the directors of the Union that the system had been discontinued. How do you explain that?—I should imagine that the directors of the Docks were only too glad to make it more profitable to themselves on the

Sir M. Hicks-Beach—continued.

first opportunity, but I think the Union officials were not active and vigorous enough. In fact there seems to have been a plan to stay the desire to resist on the part of the Union men. There seems to have been a want of activity, as I was going to say, on the part of the Dock Union officials. They went in and about the men and passed the word, which is now a password amongst the men, "Keep quiet, men, keep quiet," now that seems to me to have been the spirit that worked upon the men's minds, and they are now the victims of that.

4418. Then you complain of the pacific policy, for that is what it amounts to, which the officers of the Union adopted?—I complain of the pacific policy of the officers of the Union; if they were justified in the action they took in the first place. And, mark you, on the Sweating Commission I gave sufficient evidence to prove that we should find ourselves in this position—because the weakest goes to the wall—and my experience of 20 years was that utter resistance to the end, would fail on the part of the dock labourers. Therefore, I thought it would be a losing game to make such an attempt. I stated that in my evidence before the Sweating Commission. I never believed that the dock labourers, as a heterogeneous whole, could combine for that purpose. I have been perfectly surprised at what they have done; in fact, I begin to hope really that by strenuous resistance they will be able to do that which I have not expected previously. But unfortunately they who should have incited the men to take active steps on the 4th November actually did the reverse. Therefore I complain.

4419. May it not have been that they did not feel themselves strong enough to do what they would have liked to have done, and were as good judges as you of their power?—I quite admit they were as good judges as me, but comparing their conduct on the first of the strike, they should have had that knowledge before they entered into it, for I believe that before I enter into a struggle I should count the cost, and it is evident that they did not count the cost, or else they would have known as well as I did that it would have been a struggle in vain.

4420. Then do you come here to tell us that you would sooner not have seen the strike at all?—I do not compare the casual dock labourer with any other section of the community. I say necessity compels the dock labourer to go to the docks in the first place, and necessity keeps him there. Consequently he is not in the same position as any other ordinary worker. I am a unionist to my very backbone, and would support Unionism wherever it is possible, but I say that the casual labourers that were handled on the great strike are not capable of sustaining a *bona fide* Union. For how can men, who to-day, —as I have been to the South Dock Gate this morning—men who have been there day after day, and day after day, and cannot get a job, how can they, who on an average only get about 3s. a week, stand in combination with men

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Sir M. Hicks-Beach—continued.

whom our friend, the president on one occasion, had to do with—the Cornies—who were getting something like 16s. or 17s. on his own statement at the Albert Dock. Those men, of course, make use of this Union for their own private

Sir M. Hicks-Beach—continued.

ends and purposes. But the general men who contribute towards it, who make up the great majority, are neglected. They are casual labourers and they cannot see what the Union does for them.

(Sir M. HICKS-BEACH here took the Chair.)

4421. (*Professor Marshall.*) Do I understand that you think it would be better that six men should be employed to do the work that four men used to do, and that that should be done permanently?—Where six men are required six men should be employed.

4422. A great deal of the work at the docks is of a very exhausting character, is it not?—Yes.

4423. And a great deal more, more than half is not of an exhausting character?—No.

4424. Do you think that those who are doing the work that is not of an exhausting character are overworked now when their hours are of moderate length?—I have never given it much consideration. I think that the lightest job in the docks is quite enough for the money they receive.

4425. Do you think that it is possible for the docks to act as a dumping ground for all the industries of the country, and undertake to employ the failures of all other trades, having regard to their limited area?—I believe that the docks should be capable of employing as many men as they employed when I first came to the docks, seeing that they have been greatly extended. Why there should be a lessening of the number, with an increase of the work, is a puzzle to me.

4426. I cannot understand whether your objection to the work is that it does harm to the men or that it takes work from other people?—I hardly understand your question.

4427. You think that now the docker is doing more work than he should do?—Yes.

4428. Do you think that his work is too much because it is injurious to him, or because he takes work away from other people?—On both grounds. In fact its precariousness is another.

4429. There is a great deal of the work in the docks which does not involve any great fatigue, I understand?—That is so.

4430. Do you think that the people who do that work and do not work overtime do more than is good for them?—No.

4431. Then so far as they are concerned the only objection to their present work is that it takes away work from other people?—My objections do not refer to that class at all.

4432. But that class is very large, is it not?—Yes.

4433. So that your objections would only apply to that particular class of people who do exhausting work?—My objections would apply to the whole, because there is a communistic spirit among the men working at the docks. Those who do hard work are quite ready to share their gains with those that you are referring to. Consequently there is a community of feeling amongst the dock labourers, and my

great objection is that the dock company should raise such an insurmountable difficulty against any combination amongst that class since that spirit exists among them. The strong are willing to stand by the weak so long as they will allow them to have sufficient for every job that is going.

Mr. Tait.

4434. At the commencement of your evidence, in answer to Lord Derby, you said you had been a victim?—Yes.

4435. Will you explain that?—Possibly the explanation might be rather too personal, because, as I was the individual appointed by the Council of the old Dockers' Union to go down to Tilbury to conduct the strike with Benjamin Tillet — the Sweating Commission following soon afterwards—a difference arose between us; and the result of that difference has been to leave a very sad rumour floating about, antagonistic to my interests amongst the men. It has never been cleared up, notwithstanding my many efforts in a conciliatory manner, writing continually to the general secretary for that satisfaction. Therefore that may be an inexplicable answer, but that is something at the bottom of which my victimisation rests.

4436. We may take it that it is not the employers that have victimised you?—The employers as well. You must understand, as I took an active part against the employers, especially against the contract system, I go from dock to dock, and cannot really obtain any recognition from those men who have the opportunity of giving work away.

4437. Then it cannot wholly be the personal matters which have arisen between you and the officials of the Dock Union, you must have been victimised for other reasons?—There are other reasons.

4438. You make a complaint as to the casual labourer being to an extent neglected. Owing to the conditions of work at the docks there will always be casual men?—Yes.

4439. For instance, if at the docks to-day there were 8,000 men engaged as permanent men, and there were 3,000 or 4,000 at the dock gates this morning seeking employment, those 3,000 or 4,000 men you would reckon as casual men?—Yes.

4440. What proposals do you offer to the Commission for remedying this state of matters relative to these casual men whom you state on an average are only receiving 3s. per week?—It is not for me to propose a remedy for this sort of thing which I am complaining about. I complain that this has been in consequence of the

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Mr. Tait—continued.

policy of the Dockers' Union leaders. I say that previous to the strike this evil did not exist to one-third the extent it does to-day. Consequently those who are seeking their living at the docks are victimised, because of the increase through this great strike. Their books were open up to a certain period, admitting any one that came. They came from every country district, and from every part of London, and are on the registered list of the docks—men of 20 years' standing, such as I represent to-day, are constantly outside the gates. As for my suggesting a remedy, why, I should imagine that the Commissioners, having heard my statement, would suggest a remedy themselves. Because we are a helpless class. We admit our helplessness. But why should that helplessness exist? Why should men be allowed to play with people in this manner—that is, to bring on a great strike—a revolt of labour—with the sole intention of benefiting other sections of workers at the expense of the casual labourer.

4441. What I want to get at is this. You have admitted that there will always be a large number of casual labourers at the docks. None of the gentlemen round this table, with the exception, perhaps, of Mr. Mann, have as full a knowledge of the docks as yourself; now have you any proposal to make to the Commission for getting rid of this large amount of casual labour and getting it employed?—If the Commission could only recommend for legislation some means by way of protecting trade unionism as it exists at the docks, that it should be recognised by the dock company better than it is, that of itself would be a remedy in my estimation notwithstanding my objection to the evil work that they have already done. I believe that under the Dock Union officials' treatment for the first 12 months there was a better system, and I say a better system would again arise if a better spirit existed between the Dockers' Union and the dock company. For my part I would prefer that the strike had never taken place, because as a casual labourer I knew what the condition of things ultimately arrived at would be.

4442. Then you do not suggest any remedy other than that you think a better understanding should exist between the dock companies and your Union for the purpose of remedying the evils which you complain of?—He would be a foolish man to attempt to go farther than that which has already been suggested. For my part if I were to state my own personal views about the matter I would support the witness Quelch in his remedies. But as a dock labourer, looking at it from my point of view, I am in a more helpless condition. I cannot see for the life of me how municipal workshops would at all benefit us as a class. We shall be all dead out against that piece of legislation comes into existence.

Mr. Tom Mann.

4443. You have made one or two complaints, including this, that the position of the docker is

Mr. Tom Mann—continued.

worse now than before the strike of 1889?—Of the casual dock labourer, yes.

4444. Is that in consequence of the large number of permanent men who have been employed?—That is one reason. Of course, by way of recruiting their own interest the dock company resorted to that practice. But unfortunately the permanent staff does not consist of the original dock labourer, but of men that have been trained since the great strike, who were not labourers at all in the docks before.

4445. To what branch of the Union do you belong?—St. Mary's.

4446. May I ask how it comes that you are here?—Because I wrote to the noble Chairman to give evidence at the instigation of men who like myself have suffered.

4447. You do not represent your branch or the executive?—I am not here in a representative capacity.

4448. You appear here only in a personal capacity?—Yes.

4449. You know the rate of pay received by the casual labourer per hour?—Yes.

4450. Is it equal to what it was before 1889?—It is equal, and it is only equal, taking everything into consideration; because the system of plus existed previously, which is entirely obliterated now. Consequently that penny an hour more with the deduction of the 3d. off the meal time brings it to only 5d. beyond the original money. Now that 5d. was always obtained by way of plus.

4451. Did a system of plus exist in all the docks, do you know?—Not where 6d. an hour existed, of course not.

4452. A system of plus did prevail, and it was added to the 5d. an hour prior to 1889?—Yes.

4453. But putting on one side the plus for the moment, the rate of pay per hour is now one penny higher than it was, is it not?—Yes.

4454. Have the men drawn any plus since the strike?—They have, but with very rare exceptions in order to encourage a system of speed. Now the speed has been got into vogue practically they are stopping the plus in the South West India Dock. I only speak as far as I know of the South West India Dock.

4455. Do you intend to confine the whole of your remarks to the South West India Dock?—No, because a system of plus does not exist in some of the docks at all.

4456. You will please help us to be clear as to how far you intend lodging complaints, and which docks you apply them to. When you complain that the position of the dock labourer is worse than it was two years ago, do you mean that to apply to the whole of the docks, or only to a portion of them?—When I am speaking of the casual labourer I know nothing of the other classes, because there are some men who call themselves dock labourers who are coru porters, and they never considered themselves as dock labourers. Therefore, my remarks do not apply to them.

4457. We will refer to the group of docks that you referred to in reply to the Chairman.

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Mr. Tom Mann—continued.

You mentioned the Tilbury Docks. Do you remember what the rate of pay per hour received by the casual labourer was before 1889?—Yes.

4458. What was it?—4*d.*

4459. What is it now?—6*d.*

4460. And a plus?—A plus.

4461. In addition to the 6*d.*?—In addition to the 6*d.*, although I have not worked there.

4462. The difference between 4*d.* without plus and 6*d.* with plus is rather considerable, is it not?—Yes, but owing to what?

4463. What do you say it is owing to?—Owing to the system which was introduced at Tilbury by the superintendent of the Tilbury Dock. He had a system prior to the great strike at the warehouses at the bottom of the Commercial Road, consequently it is merely change of system by a superintendent as a better means of settling disputes.

4464. Then you think the condition at Tilbury is decidedly better than it was?—Yes.

4465. Then we will go to the Victoria; in the Victoria are you aware that there is a system known as a co-operative system prevailing?—Yes, and I have suffered under it myself.

4466. Tell us how?—I have had to do more work for less money; because I always compare the amount of speed with the rate of pay. I always value my labour according to what I receive, so that if I am taken on with a body of men working at the co-operative work, and there is an amount of speed put on over and above that which originally existed, together with less hands, I do not think there is any advantage by that which is attributed to the co-operative scheme. In fact it is generally considered by all the men who work under the co-operative scheme at the docks that that is a most baneful system. The word "co-operation" in fact means piece-work; it is a disguise; it is a word used for the purpose of drawing a red herring across the trail.

4467. Which jetty did you work at at the Victoria Dock?—I have worked at I jetty, A jetty, and B jetty.

4468. On the co-operative basis?—No.

4469. Where have you worked on the co-operative basis?—I have worked at I jetty on the co-operative basis.

4470. What ship?—One of the Empire Line, I think it was. You will remember the particular instance when a petty strike took place. I worked on the I jetty as well as the K jetty.

4471. Were you a ship or a quay worker?—Ship or quay. I happened to be working on the ship on this occasion I allude to.

4472. How long did you work?—I worked two days, and a strike took place.

4473. And you base the whole of your experience on those two days?—It is sufficient for me, an old dock labourer, to form a judgment on this matter of co-operation, especially when I stand among hundreds of men who have a similar view.

Mr. Tom Mann—continued.

4474. I am not complaining, I am trying to ascertain how far your opinion that this system is worse than the previous system that existed is well founded. You worked for two days on the co-operative system?—Yes.

4475. What did you receive a day?—On that occasion it amounted to something like 1½*d.* over the 6*d.*

4476. 7½*d.* per hour?—Yes.

4477. Prior to 1889, if you had worked for two days, what would you have received per hour?—That is not the question.

4478. It is my question?—I will answer your question. I received, of course, less money.

4479. It is difficult for me to understand what you mean by saying that those who are in work are in a worse condition than they were prior to 1889?—Shall I explain it?

4480. I should be glad if you would; I want to understand?—There is certain work in a dock called piece-work. If people cause me to work on a system of piece-work under the guise of what they call co-operation, and pay me by the hour; but if in reality they call it piece-work I should certainly have an advantage by working on that system. I say that I am not a gainer by doing it. I say the day-work is preferable, and there is a general consensus of opinion amongst the dock labourers that they would prefer 6*d.* an hour to this system of co-operation.

4481. You admit that the amount drawn for the number of hours worked is greater, but you say that the work is more intense?—Yes.

4482. You stated that six men had been employed where four had previously been employed. I presume you were dealing with the first year after November 1889?—Not under the co-operative system.

4483. The system known as the piece-work system, obtained between November 1889 and November 1890?—Yes.

4484. And you say that six men were employed in place of four prior to 1889?—That was an illustration I made which certainly suited the purpose. That is, there were always sufficient men—the men demanded it—on the job.

4485. May we take it that it fairly represents the case, so far as your experience goes, that where four men had been employed prior to 1889 six men were employed after 1889 to November 1890?—I simply gave that as an illustration that there were plenty of men placed on a job. I would not go so far as to confine myself to saying six men to four; because that is a great proportion.

4486. Would it be too high?—I think it is rather too high. But at the same time there were sufficient men on the job.

4487. You say that after November 1890, when the co-operative system came into vogue, in some instances, that then they were called upon to work a little sharper, that the work was not so heavy as it had been prior to 1889, but that it was heavier than it had been prior to November 1890, is that it?—I did not speak of the heaviness of the work at all in that respect.

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Mr. Tom Mann—continued.

4488. Of course you are aware, although I have never seen you to my knowledge, that in making statements here against certain personages I am one of those individuals?—Yes.

4489. Of course that does not at all matter. You are at perfect liberty to do it, only it makes me anxious to understand how far my colleagues and myself are at fault. I am desirous of understanding it with a view to rectifying it if in error. Now, please let us understand what policy it was that was endorsed that was in your opinion contrary to reason, and has resulted in disaster to the dock labourers?—This system of co-operation.

4490. Prior to November 1890 a satisfactory system to you prevailed, that is between November 1889 and November 1890?—Yes.

4491. A fairly satisfactory system?—Yes.

4492. Do you remember that the dock company lodged certain complaints?—It is the estimation that I should put upon these complaints, I do not consider that the President of that Union would regard those complaints without great consideration.

4493. Perhaps it is within your knowledge that they were treated with very great consideration?—Yes.

4494. Is it within your knowledge that not only were they treated by the officials of the Union, against whom you have lodged complaints, with consideration, but also that special meetings of representative men, ship workers and quay workers, were called from every group of docks, and they deliberated for several days together; are you aware of that?—Yes, I am aware of that.

4495. And are you aware that as the result of the deliberations of those representative men from quay and ship, from every group of docks from Tilbury to St. Katharine's, the policy that you have complained of was endorsed?—I am not aware of that.

4496. Did you ever receive one of these circulars?—No, I never received one of these.

4497. Are you not aware that they were circulated in your Union?—No.

4498. Are you not aware that they were sent to your branch?—No.

4499. How long have you been a member of that branch?—Since January 1889.

4500. You have been a member continuously since 1889?—Yes.

4501. And you are not aware that these circulars and many similar were sent down?—No.

4502. Have you been pretty regularly to the meetings of your branch?—No.

4503. Is not that the proper place to ventilate grievances?—You are asking me very pointed questions, and, of course, I should have to make very pointed replies; but I am not here to expose any defects of the Dockers' Union. If I were to go particularly into answers to your questions I should have to do so. Unfortunately, as you know, the dock labourers are not like the engineers to which you once belonged. Consequently, they are not capable of carrying

Mr. Tom Mann—continued.

out their meetings as you would desire. I therefore do not wish to enter into that subject.

4504. I want to understand whether you have any complaint to allege other than that the policy endorsed in November 1889 by the officials that you have spoken of, and these representative men that I have spoken of, and whom you admit were properly called, whether you have any other complaint saving that that policy was too pacific for you?—I am very sorry to think that you are placing words, as it were, into my mouth.

4505. I do not wish to do that?—I do not really believe that those representatives were true representatives of the movement. I say that there was a great jumbling-up process carried on in this Dockers' Union, which I have a great objection to. Consequently I do not consider them in a representative manner as I would any organization of workers. I therefore do not say, and I do not believe, that they represented my interest anyhow.

4506. Were not invitations sent down to you and to other branches, requesting that the necessary men should be appointed in whom the men themselves had confidence, and are you not aware that those were the men that met, for you appear to be aware that they did meet, and that in consequence a policy of a pacific nature was urged as being the most advisable under the circumstances which came into operation in November 1890?—I do not know that the Dock Union leaders attempted any pacific policy on my behalf, or on behalf of the great body of casual labourers, I say now that every course that they pursued was entirely in the interests of a class above us in circumstances. I know full well the time when you devoted much of your time to the men of Becket Hill's department—men who were working at the corn work, and were getting exceedingly good money. Much time was given up to them, and very little time to the interests of the others. I can well remember on one occasion, when working at the wool warehouse, we appealed to you, and you simply directed a letter to the employers; and that is all that we heard of the matter. We wanted your attention to our affairs at the wool warehouse, but the result was that we were entirely neglected. I say, therefore, that whilst you may have been very active on behalf of certain sections of the Union, you were utterly neglectful of other sections.

4507. Is the object of your evidence to-day to seek to ventilate grievances that you have against certain members of the Dockers' Union or the Dockers' Union generally, or is it against the behaviour of the Dock Company?—I think my object is perfectly clear. I do not wish, certainly, to be painful in my method, but I come really with the object of benefiting the condition of my class. I think that my class require to be represented as well as any other class, consequently that is the reason why I am here.

4508. As far as I can gather, your class, if you are properly representing them, are here to lodge complaints against the Dockers' Union

15 July 1891.]

Mr. JAMES WELCH.

[Continued.]

Mr. Tom Mann—continued.

rather than against the system that prevails?—If the Dockers' Union have neglected that particular class I say I will lodge complaints against the Dockers' Union. I am a Union man as well as the best of them, but I want a true representative spirit in the Dockers' Union towards all classes alike.

4509. Will you recommend a policy that will result in improving the conditions that exist?—I would recommend a return to the first 12 months' work which has been neglected by the Dock Union officials.

4510. Irrespective of whether the employers will accept of such conditions or not?—I have been present at meetings when you have addressed audiences, and we have complained about this co-operation, and you know that the meetings have broken up in consequence of personal antipathy towards those who promoted this co-operative movement. Over and over again have meetings been addressed by you, and you know they have resulted in tumult. Yet you speak to me as if I am speaking rather unmercifully towards the Dockers' Union.

4511. No, not at all. Do not run away with that idea. Let us see how far there is ground for this complaint. Do you remember when the men were urged to accept the system known as the co-operative system in the Victoria Docks, that they rejected it; are you aware of that?—Yes.

4512. Are you aware that afterwards they decided to accept it?—For what reason?

4513. They decided at any rate to accept it?—Yes.

4514. Are you aware of the money they have received per hour since they accepted it?—As a first inducement?

4515. Are you aware of the rate per hour that they receive?—I am aware of the number of men employed as compared with the past.

4516. What is the rate per hour?—At C jetty especially there has been very good money from the co-operative system, but a considerable lessening of hands in consequence.

4517. Are you aware that the men themselves working on the various lines have been consulted as to whether or not the gangs are as fully made up as they were, and the report is they are, and that that report has been sent down to the respective branches?—No; I trust it is so.

Mr. Bolton.

4518. I understand that whatever may have been the case the casual labourer in your opinion is now worse off than he was before the great strike?—That is not only my opinion.

4519. You think that although the rate of wages per hour is higher, the average earnings of the casual men are less?—Yes.

4520. That is your reason for regretting, I presume, that that strike ever took place?—Yes.

4521. You have stated as your opinion that it would tend to the benefit of the casual la-

Mr. Bolton—continued.

bourers of the docks if the Legislature recognised the Union?—Yes.

4522. Would it be your view that no men unless they joined the Union should be employed at the docks?—If the Legislature recognised the Union it would be an inducement as in the past, so that all those who understood the work of the docks would be better situated.

4523. Would you prohibit any men working at the docks unless they joined the Union?—That is strangers?

4524. Never mind whether they are strangers or otherwise?—That is an open question because I am not so vicious in that respect as are some.

4525. You would not compel everyone to join the Union in order to work at the docks?—I do not believe in compulsion in any shape or form.

4526. Seeing that the action of the Union has been so unfortunate in your experience, why do you desire the recognition of the Union by the Legislature and thus give it greater power?—Because I think that if the men were more interested in their Union they would then have more reason to attend their respective branches, and having attended their branches they would reorganise the executive and new life would be given to the Union. But as at present it appears to me very disheartening.

Mr. Ismay.

4527. Do I understand that you object to the co-operative system as carried on at some of the docks?—Yes, I do. I totally object to it.

4528. Cannot men earn better wages under that system?—I always fail to understand how you can call it a better wage when more speed and less men are engaged in it.

4529. You think there is more driving under the co-operative system than under the other system?—Each man is a driver to each other. They have an idea, however often they fail in realising it at the end, that each man must put on the greatest speed in order to have something at the end. It is, therefore, a false inducement for haste and speed, and there are a less number of men on the job.

4530. Is there more risk and danger to the men?—I should imagine so. It is a system of piece-work under a false name.

4531. For that you would substitute a day's pay?—A day's pay.

4532. From the docks or from the shipowner?—I must say that the system that has prevailed since the shipowners have taken over the work has caused a state of anarchy. It would be far better if there were a more general thing prevailing right round, that is under one or the other. At present there seems to be a system of employment first by the shipowners and then by the dock company, and unfortunately the dock companies are the greatest enemies of the Union at the present time. The shipowners seem to favour the unionists, and I therefore think that the shipowners are obtaining the best labour in consequence.

15 July 1891.]

Mr. CORNELIUS DONOVAN.

[Continued.]

Mr. Ismay—continued.

4533. Then you think the unionists' labour is the best?—The best of workers in my experience have been the men who set a value on

Mr. Ismay—continued.

their labour, and therefore, they join the Union.

The witness withdrew.

Mr. CORNELIUS DONOVAN called and examined.

Sir M. Hicks-Beach.

4534. What industry do you represent?—The Ballast-heavers' Protection Society.

4535. In what district is that industry carried on?—We work from London Bridge. I may say down to Tilbury in all the docks and wharves on the riverside wherever ballast is required.

4536. How many men are employed in your district?—There are 126 members of our Society, sometimes there is very little work for them to do; at other times they work with other men called the coalies. They are very closely connected, and they work together. When men are required for ballast work, and there are not ballast-heavers enough in the district, they then hire the coalies chiefly.

4537. You are paid by the ton, I think?—By the ton.

4538. With overtime?—With overtime when required.

4539. You wish, I think, to make some statement to us about the mode in which the tonnage of barges is paid for?—Yes; I might say that at the time of the great upheaval of labour I was one of a deputation which was appointed to wait upon the ballast masters. The ballast masters at that time actually did raise the tonnage of the barges, that is to say, for instance, where the ballast masters had formerly paid 120 tons for a certain barge, they agreed to pay 130 tons. I think you will agree with me that when the ballast masters themselves raised the tonnage of the barges, and actually paid and have been paying since on that basis, there must have been something wrong at the bottom of it. I have come here as the representative of the ballast-heavers not to grumble without suggesting a remedy. The remedy is quite plain. These barges might be weighed, and when weighed marked, so that with every ton of ballast that went into the barge the barge would lower, and with every ton that came out so she would rise, and then the ballast-heavers' could see at once what amount of tonnage they had done and be paid accordingly. I think it is nothing but fair to ask that, seeing that at the present time there are a number of men employed driving around our public streets looking after coal merchants who supply coal to customers to see that the sacks contain the full quantities. Those men are paid by the ratepayers in order to see that there are two cwts. of coal in the sacks. I think it is nothing, therefore, but fair and reasonable that we should ask Parliament in the interests of this hard-working class that they should have

those barges weighed and marked so that the ballast-heavers could see for themselves what amount of tonnage was done. I might say furthermore that shipowners have paid for a certain ship more than the ballast-heaver was paid. For instance, the shipowners have paid for 175 tons of ballast when the ballast-heavers were only paid for 140 tons. They had seen the note, and having seen the note they then demanded the same amount of tonnage as the owners of the ship had paid for, and that was actually paid. So, therefore, I think that we have a serious grievance to complain of, and the remedy is quite simple. I may say furthermore that at the time I was one of the deputation that waited upon the ballast masters, and that when the tonnage of the barges was raised they then agreed with regard to any barges in dispute we should have them weighed, the ballast master himself paying for the weighing of the barges, and fair opportunity given to each man to see the same weighed.

4540. Why was not that carried out?—At that time there was a committee sitting at the "Wade's Arms," known as the strike committee. One or two, I believe, of these ballast masters waited upon the committee, and they saw two of that committee, and they agreed to see to this question, and see that it was carried out. The matter, however, was allowed to go on for some weeks, and then I brought the question up at a meeting. I might safely say this, that I never take anything upon myself, that I always act under instructions as secretary of the Ballast-heavers' Society. I always receive their instructions and act accordingly, and I am here to-day to lay this grievance before you. I have not come personally to make any grievance, but I have come by their directions. Finding that we had heard nothing about the matter, I spoke to our members at one of our meetings, and they directed me to write to one who was a stevedore. I wrote to him and he sent me back a reply to say that he was going down to Bristol to organise, and that he had left it in the hands of the other individual who was also a stevedore, and he stated to me that if I would write to him he would let me know all about it. I wrote to the second gentleman referred to, and I never received a reply from that day to this, and hence the reason why at that time we lost an opportunity that we could easily have gained. We do not want to be continually fighting; we want peace if we can have it. If we must strike, if we must have war, we are at all times prepared for it. We let

15 July 1891.]

Mr. CORNELIUS DONOVAN.

[Continued.]

Sir M. Hicks-Beach—continued.

the matter go on from that time to the present. Then we thought as this Commission was sitting here was a good, fair, seasonable opportunity, and I have come here by the directions of my Society to lay the grievance before you in order that that should be carried out now, which was dropped and fell through some two years ago.

4541. And if it was carried out, being a voluntary arrangement between the parties, you would be satisfied?—It was an arrangement only for a few barges, some barges owned by two certain ballast masters. The whole of the ballast masters did not agree to it, consequently we could only have carried out in part that which we wanted carried out in full, that all barges carrying ballast should be weighed and marked.

4542. I think you also wish to make some statements about loss of time?—In regard to loss of time, which is commonly called baulkage, unfortunately through this we have three members of our Society over whose heads at the present time is hanging a sentence of two months' imprisonment with hard labour, and I think you will agree with me, knowing such to be case, it is all important that something should be done in order to remedy this grievance also. Baulkage is claimed when men are hired, and they are hired to go to a certain ship about 6 o'clock in the morning. They have to carry the gear and go some considerable distance, it may be miles. Having reached there they then remain until 12 o'clock in the day. If the ballast is coming, or if there is any delay of the ship, the men cannot get to work. Supposing they are discharging cargo from the ship, and they are trying to clear a certain hold in order that they can start ballasting, if they cannot get to work by 12 o'clock of that day they then claim 2s. 6d. baulkage for loss of time. In nearly every case we have had considerable difficulty, and it has been a source of dispute. If a master will not pay the ballast-heaver they consider that it would be waste of time and waste of money to sue for this paltry 2s. 6d. So oftentimes they refuse to work for that man, and the consequence is, as ballast-heaving requires a certain amount of skill, and it is not every man that is capable of doing it, the masters give way and generally pay up. The reason that the men object to go to a court of law is that the claim being for 2s. 6d. on the day of hearing they may, possibly, and probably have a job to go to which would mean perhaps 15s., or with night-work perhaps from 25s. to 30s. They would lose all that in trying to gain 2s. 6d. Well, if there was some remedy provided whereby a man might sue, we will say in a police court, for this loss of time, and that he should be paid his day's wages (that is, if he proves his case) for attending the court, then it would be worth seeking to justify this claim.

4543. But at the present time ballast-heavers cannot see that they have a proper remedy when they have to lose a day's wages in the first place in attending the court to get a sum-

Sir M. Hicks-Beach—continued.

mons, and, in the second place, to appear again to prove their claim, and then get a paltry 2s. 6d., and [run the danger of losing from 25s. to 30s.?

4544. You have told us their remedy is to decline to work for the master who would not pay, and you tell us that is generally successful?—Generally, but not in all cases, for instance, in this particular case that I refer to.

4544a. What were the men sent to prison for?—The case is *sub judice*, and I should not like to say a great deal about it at the present time. The appeal is to be heard next Saturday, and whether we lose the case or gain it, there will certainly be a great deal to be said about it, because there is a deputation appointed to wait upon members of the House of Commons, and also to wait upon the Home Secretary. No matter whether we gain or lose this case, this deputation will carry out their work, so that as the case is *sub judice* we had better say but little about it at the present time.

4545. Is there any other point that you wish to bring before us?—Those are the main questions that I have come upon.

(Mr. Iemay here took the Chair.)

4546. Is there any system of providing for disputes by referring them to arbitration, or anything of that kind?—I may say that we are affiliated with the United Labour Council for the Port of London, and their platform is by means of arbitration and conciliation to settle all disputes between different sections of workers, and also between employers and employed. At the present time the United Labour Council have under consideration to send a delegate to, or to take action with, the London Conciliation Board in connexion with the Chamber of Commerce. We are anxious to settle disputes by means of arbitration and conciliation. I may say further that I believe a Board of Arbitration and Conciliation should be composed of equal numbers of employers and employed.

4547. You referred to a case where you were only paid for 140 tons, and the shipowner paid for 175 tons?—Yes.

4548. How did you ascertain the shipowner paid for 175?—By the gang seeing the note which the captains had given for the reception of the 175 tons of ballast.

4549. What check has the shipowner got that he gets the proper amount of ballast?—I do not know that they have any check, except that they look after their own business. I have not come here in the interests of the employer, and I have not come here to state a case for the employers. I have no doubt the employers will look to their business, which I consider to be their proper sphere.

4550. I wanted to see whether you could put your interest and that of the shipowner on the

15 July 1891.]

MR. CORNELIUS DONOVAN.

[Continued.]

Sir M. Hicks-Beach—continued.

same basis, so as to get the correct weight. My idea was you might be protected through the ship-owner?—I quite see what you mean. You see if we go to the captains of ships or the owners of vessels, the ballast-masters consider we are dabbling in their business, and that we have no right to do it. I might say, generally speaking, we work pretty freely together. There is no trouble worth speaking of between the ballast-heaver and the ballast-master, the weighing of barges and baulkage excepted, and we do not wish to dabble in their business, or to interfere with it. We did have it under consideration at one time to take the work from the shipowners and do the ballasting ourselves through the Society, independent of any contractor. The ballast-masters were very friendly with us at that time, and everything was going on. There had been a dispute which brought this about. The dispute was settled, and the question has dropped, and so it has gone on since. In regard to justice being done by both parties I would say this. We always work seven handed in a gang, or if there are two gangs it means 14 men, with a ganger to each gang. The ganger always turns the basket, and consequently he is always on the top. Now if it could be arranged between the shipowners and the ganger of the gang who are ballasting the ship to show the notes with regard to the tonnage, that would settle the whole thing quickly. Then again some of these Norwegian vessels which carry firewood from the Baltic agree with the ballast-masters to put their ship down to a certain mark for so much, that is, a lump sum. They agree, not to the amount of tonnage there is in it, to put down their ship to a certain mark, and they would pay so much. Then in that case there would be a difficulty.

4551. How much does the ballast-heaver earn a day?—It is all piece-work. They work by the ton. The rate depends upon what it is, from 8*d.* to 10*d.* per ton, and whether it is loading in or loading out.

4552. Give us both loading in and loading out; how much a day?—It all depends upon how the men work. Some gangs will really do more than others.

4553. Take an average gang?—Take an average, I should say about 14*s.* to 15*s.* a day, when working with steam power.

4554. A good ballast man in an average gang may earn then 14*s.* or 15*s.* a day?—Yes.

Mr. Tom Mann.

4555. You are also connected with the United Labour Council, are you not?—Yes.

4556. Have you occupied an official position in connexion with that Council?—Yes, I have.

4557. Do you still occupy an official position?—I do.

4558. What are you?—I am secretary for the United Labour Council.

4559. Were you secretary the latter part of last year?—The latter part of last year I was secretary *pro tem.*

Mr. Tom Mann—continued

4560. Do you know the ins and outs of the difficulty that cropped up as the result of the manifesto issued on December 5th?—Yes, I do.

4561. Do you know how the difficulty commenced?—Yes.

4562. Will you, please, state briefly?—On the 5th of December there was a manifesto drawn up and published. At that time we had representatives on the United Labour Council of the stevedores, and also of the riggers. It was understood by all parties interested that, whatever action the United Labour Council took, all parties represented on that Council would act and prove true and loyal to that. Immediately after the issue of this manifesto the riggers issued a reply, a large poster, to the "Wade's Arms" manifesto, stating that they would have nothing to do with it; that they could take ships to sea, and other men could take ships to sea, quite as well as the seamen and firemen. So it went on. We found out that the secretary of the riggers was an agent of the Shipping Federation. We understood their position when we came to that knowledge. He was playing fast and loose. He was the secretary for a Labour Union, and an agent for the Shipping Federation, which was established, as far as our knowledge goes, for the purpose of breaking up the different Unions. There were also several delegates of the stevedores present on that occasion. I am positive there were four delegates present on the particular night that it was decided to carry that manifesto out. When the manifesto was written it was written by the general secretary of the Stevedores', who was also secretary of the United Labour Council at that time. The four delegates from the stevedores said that they did not vote for the resolution which was carried. I raised the question very pointedly, and asked if they voted against the resolution, and they said they did not. Then I claimed, as they did not vote against the resolution, that they had agreed to the resolution, and the resolution was therefore carried unanimously no one dissenting. Six or seven branches of the stevedores were represented on the United Labour Council at that time. I would not be positive, but I believe they were. At all events, I am quite positive that there were four delegates present on that night, representing four different branches.

4563. Can you go back a little further and tell us how the difficulty arose respecting Rait and Gardiner's?—A dispute having arisen between the shipwrights of the firm of Rait and Gardiner, they decided to seek the aid of the Council. I believe there was a deputation appointed to wait upon Rait and Gardiner, and they thought themselves strong enough to carry out their ideas as against any combination of labour, and the result was that the whole of the forces in connexion with the United Labour Council came out in support of the shipwright stevedores, I may say, as well as other societies that were represented on the Council.

4564. What date was that?—I cannot give you the date from memory.

15 July 1891.]

Mr. CORNELIUS DONOVAN.

[Continued.]

Mr. Tom Mann—continued.

4565. What month?—I could not really say. It was only a short time previous to that. It might be about two months.

4566. Was it, then, a shipwright's grievance?—A shipwright's grievance.

4567. What was the nature of the grievance?—It was in connexion with taking some refreshments. It has always been the custom, when shipwrights are working on old work, to have a refreshment time of 20 minutes, and Rait and Gardiner wanted to knock that off. The shipwrights would not tamely submit. Hence, as a result, a dispute, a final quarrel, and then a strike.

4568. Was there not a question with regard to the labourers at Rait and Gardiner's—the shore gangers of the Sailors' and Firemen's Union?—There were, and had been for some time, disputes existing between the different Societies and Unions in connexion with the dock work. We had just about finished and got over those difficulties by means of conciliation. That is, deputations from both parties to the dispute waited upon the Executive Committee of the United Labour Council. We had just got that over and finished.

4569. You mean the difficulty with the labourers of Rait and Gardiner you had finished?—No.

4570. What had you got finished?—We had got finished the Rait and Gardiner dispute, also the dispute between the different societies and unions affiliated to the Council.

4571. It is as to the origin of that dispute that I should like your views?—The Rait and Gardiner dispute was, as I stated before, with the shipwrights. That is the only dispute with Rait and Gardiner that I remember.

4572. Did not a case come before your Council concerning the shore gang of the sailors claiming to do certain work which other labourers also claimed to do?—Yes. That was a dispute between the Unions really.

4573. If you remember, it resulted in the British India Company taking certain action of a hostile nature, and from that date until now there have been serious difficulties, and as you were a member of that Council at that time, I

Mr. Tom Mann—continued.

thought, perhaps, you would be prepared to give us the details as to the shore gang of the Sailors' Union and their difficulties with other sections of organised labourers, resulting in difficulties taking place on the British India Line. Perhaps you are not familiar with it?—I clearly remember there were disputes between the shore gangs of the sailors' and firemen's and different Unions. There was a dispute between the East London painters and the sailors, also the hammermen and several others; and, as I say, all those had been settled by the United Labour Council when the Shipping Federation started their federation ticket. Then came the strike between the sailors and firemen as against the Shipping Federation, in which the United Labour Council took a prominent part.

4574. One question in regard to your own members. About what number of hours do they work per week?—It would be impossible for me to answer that. Sometimes during the winter months members become so very poor through want of work that they are actually unable to pay their contributions. Then others get a fair, moderate living. I could not average it in any way.

4575. Have you worked as a ballast-heaver?—No, I formerly worked as a general labourer.

4576. You are secretary of the ballast-heavers?—Yes.

4577. If I said that the ballast-heavers' income was 5*l.* a week, would you object to that?—Yes, strongly.

4578. 3*l.*?—I could not answer such a question.

4579. Have you any proposal to make with a view to steadying the labour which is very intermittent, is it not?—Yes, it is. There is a remedy on foot which has been proposed and is under consideration by the Society at the present time, that is, when a man works a night he shall not continue to work on the following morning, that he shall be relieved by another gang.

4580. At present is it customary to work all day, all night, and next day sometimes?—Yes; but when a man works one night in the future he is to be relieved by another gang.

The witness withdrew.

Adjourned until 11 to-morrow.

16 July 1891.]

Mr. W. E. HUBBARD.

EIGHTH DAY.

Commission Room, Westminster Hall, Thursday, 16th July 1891.

PRESENT:

THE RIGHT HONOURABLE THE MARQUIS OF HARTINGTON, M.P.

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.
Professor MARSHALL.
Mr. S. PLIMSOLL.

Mr. H. TAIT.
The Right Hon. H. H. FOWLER, M.P. (Group
A.), Sir F. POLLOCK, Bart. (Group C.),
The Right Hon. Sir J. E. GORST, Q.C.,
M.P. (Group C.), Mr. M. AUSTIN (Group
C.), Mr. G. LIVESEY (Group C.), Mr. J.
MAWDSLEY (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. WILLIAM EGERTON HUBBARD called and examined.

Earl of Derby.

4581. Let me ask you in the first instance what docks you represent?—I am the chairman of the committee that manages the business of the London and St. Katherine and East India Docks Company.

4582. What properties does that company include under the control of the committee?—There are five groups of docks: the London and St. Katherine's Dock, the East and West and South-west India Docks, the Royal Victoria and Albert Docks, and the Tilbury Docks, and the up-town warehouses situate at Cutler Street, Commercial Road, Crutched Friars, and the East Smithfield dépôt. The capital invested in these undertakings is 16,500,000*l.* The tonnage entering the docks annually may be taken roughly at 4,000,000 tons borne in 4,000 vessels, that is the tonnage into all the docks, not only the docks that I represent, of which the London and India Docks have a tonnage of 3,000,000 borne in 2,300 vessels. The goods in the London and India Docks amount, roughly, to 1,000,000, and the average stock of goods is about 280,000 tons. (*See Appendix 1.*)

4583. What is the number of persons employed by the joint committee?—The docks are divided into 47 different departments, each under their superior officer, dealing with various kinds of goods. The department is generally considered as the unit in organisation; each group of the docks that I have mentioned is under a superintendent. There are on the salaried lists 218 administrative officers, 546 salaried clerks, 438 clerks on wages divided into four or five classes, 572 foremen, and 1,438 other weekly servants, including 303 police and the dockmaster's staff. Then we come to the labour staff, and of permanent labourers there are, approximately, 1,750. Following the permanent labourers, the labourers usually employed are divided into three lists, of which List A. contains about 1,000,

Earl of Derby—continued.

List B. 2,000, and List C. 1,500, making a total of labourers usually employed at the docks of a little over 6,000, the actual figures are 6,121, and making the total staff of officers and labourers, 9,333. I may say that there has been a considerable diminution of labourers working for the joint committee since the shipowners have taken over the discharge of the vessels at the Albert and Victoria Docks.

4584. Now we have been told by a former witness that the employment of dock labourers is extremely irregular. Will you tell us whether that is so, and if it is so, to what cause is it due?—It is attributable, in the first instance, to the irregular arrival of goods owing to the goods being produced in other countries in certain times of the year, and forming what is called the season trades, the wool trade for instance. Then, naturally, the weather affects the arrival of vessels, especially sailing vessels. A minor matter would be the pressure put upon the joint committee to get the discharge of ships completed in due time, or in getting goods delivered or samples sent out for early sales, &c. I should be glad to go into that subject somewhat *in extenso* if you will allow me. I have drawn up here a set of diagrams which I will hand in to your Lordship showing the fluctuations of the labourers at the docks, week by week, during the past year. (*See Appendix 2.*)

4585. You say that the weather affects the arrival of vessels, especially of sailing ships. Are sailing ships still largely employed?—There is about one-fifth of sailing ships to four-fifths of steamers.

Professor Marshall.

4586. Is that comparison made on the tonnage?—I am not quite certain. I should like to inquire more particularly about that. I think it was one-fifth of tonnage in sailing ships.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby.

4587. Is there a considerable variation in the number of men employed?—Yes, the joint committee employed sometimes over 7,000 and sometimes less than 5,000. The last year we were employing from 8,000 to 9,000 men. I should be glad to give you some particulars about the trades in which the variations are the greatest. The goods in which we have the largest volume is wool, and wool is sold at five series of sales in the year, each of them lasting from three to five weeks. Between those sales about 300 to 400 labourers are sufficient for the ordinary work of the department, but during the sale this number will be increased to 1,000 or 1,100. I have made some particular inquiries as to where the surplus came to the wool department from, and we find that of the 700 or 800 that came there for these sales, which last nearly 20 weeks in the year, a very considerable number come from the other departments of the docks. We find that the number of men applying at the other departments is considerably diminished during the wool sales. We have identified some 200 out of the 700 employed at the wool sales which have just been classed as being labourers of the other departments of the London Docks. We have also made inquiries at warehouses and wharves in connexion with our docks, and we find there that all agree that men came from one to the other place, at which work is offering.

4588. Then the tea trade has been mentioned as a trade which fluctuates largely?—It does not fluctuate now so much as it used to when the China tea was the principal kind coming into London. Then there were great fluctuations, because the season was concluded in about six weeks commencing from July. Now we are getting tea in a much larger degree from India and Ceylon, and it comes in much more regularly, arriving more or less all the year round. We have at our tea warehouses 540 men, of whom 230 are permanent, and the other 200 get about 10 months' employment, and the last 120 about two-thirds—about eight months' employment in the year. Then a third point is regularity or irregularity of shipping. This is getting more regular, naturally, than it was in past times, chiefly owing to the substitution of steam for sail, and the steamers are getting more and more into large lines, which are advertised to arrive and depart at fixed dates, and that in the first instance provides more regular work, but at the same time it causes a pressure of work by a steamer being detained, and then making additional efforts to leave again at her fixed time.

4589. Now, taking the maximum of men employed at something over 7,000, which is the figure you have given us, how many of these find full employment?—The number of our permanent labourers is 1,732, and they have full work.

4590. All the year round?—All the year round. 1,015 are weekly labourers, which constitute our Class A., and they practically have also full employment; 1,750 we calculate get four-fifths of full employment, and 876, Class C.,

Earl of Derby—continued.

get two-thirds; and the remainder perhaps only one-half employment, that is to say, at the department where they are usually employed. They may get other work at the other departments, or may get other work from other employment when we are not employing them.

4591. You spoke of Classes A., B., and C.; what is the distinction between them?—Class A. are men employed by the week, and have a wage of 24s. during the summer, and 21s. during the winter when the hours are shorter, guaranteed for them for each week that they are employed, and as a matter of fact they are usually employed. Class B. corresponds very much to what we used to call preference men in the old days. They get the preference of employment after the regular weekly servants are employed. Class C. follows after them.

Professor Marshall.

4592. As to the number for C. you gave 1,500 and afterwards 700. I have got down 1,500 in your first figure?—Then I was wrong, that 816 was 700, that I have just mentioned was the whole of Class C. You may take it that there are men from the bottom of Class C. who get less than two-thirds employment. I may say one cause of their getting less employment is that they do not apply with constant regularity. We found that allowing 5 per cent. for sickness, which I think is a liberal supply, that 10 per cent. of the men in Class B. do not apply every morning, and from 30 to 40 per cent. of Class C. But I would also like to say that those classes are of quite recent formation, and it is somewhat difficult to get the men and some of the officers to take at once to a new system, but I hope, before long, to get the matter into better working order, and then doubtless the labour will be much more regular than it is now. It is our intention, and it is our wish, to make the work as regular as we can.

Earl of Derby.

4593. I understand that the joint committee desire to reduce the number of casual labourers and get as much permanent work as possible?—It is so. We have issued from time to time instructions enjoining that matter, and we are endeavouring to carry it out. On the 30th December the joint committee passed this resolution, which only followed previous instructions given to the superintendents and heads of departments. The resolution is as follows: "That it is very desirable that superintendents should use all endeavours to maintain, as far as possible, a regular staff of labourers for the work at their respective docks, and give them full employment in preference to the partial employment of a larger number, and that the employment of casual labour should be discouraged, except in cases of actual necessity."

4594. When was that resolution come to?—30th December last year. It was followed up by instructions detailing the regulation of those

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

lists, and how the men were to be taken on. There were two points that touch the present question, and they are as follows: "The men are to be taken on according to the order in which they stand on the list except in cases where they are unsuitable for the special work for which they are required"; and the instruction continues: "As it is essential in order to get good labourers that their average weekly pay should suffice to keep them in a respectable position the directors desire that a man shall not be left out merely to give another a turn of work, unless work be so slack that the literal observance of this rule would result in men on List B. remaining entirely unemployed for some considerable time. Such exceptional circumstances must be reported to the superintendent, who will if necessary direct that the list be readjusted to the loss of business at the department in question." I have quoted those instructions in detail to show that we have endeavoured to regulate the employment of the docks as far as we are able.

4595. We have it stated by some former witness that the average wage of the dock labourer, taking the whole year through, is not above 12s. a week; is that correct?—I submit that, as far as I know, from our own docks, and from the information which I have received from other sources, that that is not correct as regards the general body of dock labourers; it may be correct as regards, perhaps, the last one-fifth or one-sixth part of the men representing themselves to be dock labourers, and as regards the wage that they may get from one employer. We have kept in considerable detail, and I can put the book upon the table, if your Lordship desires it, a very careful record of the average number of men employed fully, and the amount paid to these men. I do not pretend to prove from that book that each individual receives that wage throughout the year, but I wish to prove, at this point, that if a man attended regularly he would be placed in a favourable position on those lists to which I have alluded, and he might earn the average wage paid by the company. Fifty-nine per cent. of dock work is done by piece-work, and the average wage paid per man amounts to 1l. 10s. 9d. per week; the remaining 41 per cent. is on day work, and the amount we pay for that averages 1l. 5s. 5d. per week. That is including the whole of the docks. You will understand that, at some docks, the work is heavier, and consequently more highly paid than others, and the lighter work is of course paid somewhat less. But I have gone further than that, I have endeavoured to trace the wages received by individual men, and for that purpose I have omitted all the weekly men whom I know get wages exceeding 24s. a week.

4596. Those are the permanent and registered men?—Those are permanent and registered men on List A. I have taken the two remaining lists, B. and C., and I commenced with the tenth man on List B., and then I took every tenth man down the two lists. I found that that included some

Earl of Derby—continued.

men who had been only employed for one or two days during the three months, but I am prepared to accept that obviously unfair addition to the number of men, and to prove that the wages of 314 men taken by that plan throughout the docks gave a correct average of weekly wage of 268l. or 17s. per week per man. Omitting the men who had only been employed for a few days in the course of one month out of three, and taking those who had been employed at less than two months out of the three, I found that 263 men earned an average of 19s. 2d. per week, the highest wage paid to a man at the London Docks. (I am merely quoting this to prove that we have taken the highest and lowest together and that they are included in those figures.) I may say the pay for the 13 weeks was 27l. 14s. 10d. or something lower than 2l. a week. Of course a man employed on a very few occasions would only get 3l. 7s. 11d.

Mr. Tom Mann.

4597. Is that for the same period?—Yes, that he was only employed for the few days during those few months. At the other docks the men on the highest position of Class B., earn on the average 20l. for the 13 weeks or 30s. per week, and the lowest of course varies very much from 6l. or 7l. for the 13 weeks, which is only 10s. a week, probably representing about six weeks' work in the three months, to 1l. 8s. 1d. That is the wage that is just taken at random of the lowest man on the C. list. I observe in the public press that in the evidence given before you by William Salter, he stated that his wages were 10s. to 12s. per week. Many of the statements that I had seen were so general, that I have tried to prove this one, and endeavoured to see if it was correct, and I will say at once that it is quite correct, because we paid William Salter, since January, only at the rate of 8s. a week, but it seems that he was a somewhat exceptional man; he was secretary of one of the branches of the Union, and was probably very much occupied with his other business, so that he only presented himself occasionally at the docks for employment. He was absent on one occasion for six weeks at a time, and on several other occasions a week at a time. He is still at work at the dock, and his number is 18 on the B. list, so that he is well and favourably placed, but he only occasionally puts in an appearance for work.

Earl of Derby.

4598. It follows from what you have stated, that the extra labourers in Class B. and C. obtain work at other places?—They do occasionally.

4599. So that Mr. Salter's is not altogether an exceptional case?—Not at all; I think that is a fair sample of a great number of the men.

4600. Does it often happen that when the names are called, they do not answer?—Yes, very frequently indeed, as I have already stated before in the Class B. in the preferred men,

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

something like 10 per cent. every day fail to put in an appearance, and, as they are able-bodied men, it is inferred that they have got better work elsewhere. I have corroborative evidence also from several of the wharves in London, who favour me with their figures, practically bearing out what I have stated with regard to the whole of the docks, that the average wages of men in regular employment would run from 25s. to 30s. a week, and with regard to the extra men, that they are met with the same difficulties that we are in tracing the employment of the different men, because they go from one place to another.

4601. Do you find any fault if a man attends very irregularly at the docks?—None whatever, but we would much prefer to have the men regularly following up their business, because we should have men to depend upon better.

4602. Can you tell us how the men are paid, whether directly by the dock officers, or in any other way?—The men are paid directly by the dock officers. There is only one instance in which they are paid separately, and that is at the St. Katherine Docks, where the men desire themselves that they should be paid through their old representative. In all other cases they are paid by an officer of the docks, and the wage of each man is called out as he receives it. If it is day work there is an end of the matter; if it is piece-work the amount of surplus or profit which has been earned on that piece-work is posted on a board, and the men share and share exactly alike.

4603. Are the men allowed to examine the books and satisfy themselves that the distribution is fair?—Wherever there is a contract they are. There has been no case of refusal that I have been able to detect during the last six months, or at any time that I know of. I have inquired particularly during the last six months. There have been very few applications to examine the books, except at the Albert and Victoria Docks, where, under the system of co-operative piece-work, the men make a definite contract, and where they examine the books as a matter of course. In day work, or in any system based on day work, of course there is no necessity for so-doing.

4604. Can you tell us what are the ordinary hours of work at the docks?—The regular hours of work, that is practically fixed by the Customs hours, are 7½ hours per day in the summer, and 6½ hours per day in winter; that is deducting half an hour for dinner. From the first of November to the first of March the hours are from 9 to 4, and from the first of March to the first of November in the eight summer months, the hours are from 8 to 4.

4605. Now, we have heard of men being worked continuously for more than 12 hours; does that often happen?—It happens occasionally; it happens less often than it used to, and it happens less often at the up-town docks than at the Victoria and Albert Docks occupied by the large lines. In those docks we are not now performing the business; the shipowners are

Earl of Derby—continued.

now doing the discharging for themselves. It is an extremely difficult matter to estimate in figures the exact amount, or the exact proportion, of overtime that has been worked, because it would mean going through such a mass of entries, but I have endeavoured to make as close an estimate as I can, and I should say that during the last six months the overtime has been performed at the up-town docks, at the London Docks, to an extent which would occupy not more than 200 to 300 men, that is only 5 per cent. for the whole period, that is, taking on every day. I should estimate in the London Docks that not more than 3 per cent. of overtime is done, and the average time employed does not run to more than 14½ hours. This is largely at the Wool Department on account of the pressure of sales when very large quantities of goods have to be dealt with in a comparatively short time. I may say that last year we spent 20,000*l.* in improving the wool premises, greatly with the object of reducing this overtime, not purely from philanthropic motives, because we find that overtime is expensive, and we have done our best to discourage it. We issued an instruction some time ago which runs as follows:—"The heads of departments are to reduce the amount of overtime to the narrowest possible limits." Practically we do not work overtime, it is not the interest of our staff, or to our interest, to work overtime, because the officers get no extra time or pay, and they have to do it on account of the orders from their customers. The difficulty about overtime is from shipowners, and they do not like men to be changed in the act of discharging the ship, because the men who have been already working the ship know the stowage of the ships, and the marks of goods, and so on. There would be some resistance to the change on the part of the men themselves. The men employed at the ship would not care for another gang to interfere with that job. But it is certainly our desire that overtime should be kept within as narrow limits as possible.

4606. It does not pay you, and it is not convenient?—That is so.

4607. Now, after the late strike two years ago we have been told that the men are allowed to nominate some of their number to represent them. That I understood is so. What are the functions of those men?—The men's representatives it was agreed should act in piece-work gangs as second in command under the Company's foreman; they were also allowed to attend at the taking on of men, the theory being that in case of piece-work the men had a right to some selection of their mates in the gang, and that the foreman in charge would have someone in touch with the men to assist him in the proper conduct of the work.

4608. We understand that that system is changed, and that the representatives have been removed from their position?—We found that although the theory appeared to be right, and that, although if it had been genuine piece-work in which a contract was made whereby the men would stand to gain or lose according

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

to the performance of their work, we were hampered by a condition in the Mansion House agreement which required us to pay a minimum of 6*d.* an hour. I do not think that that would have interfered with the efforts of good men, steady dock workers, but there are a great number of men who are more than content to get their 6*d.* an hour, and were not particular as to how much work they did for it, I am not saying that the whole of the representatives acted in this manner by any means, but in some cases it is unfortunately true that that hindered rather than promoted the progress of the work, and chiefly they confined their attention at the taking on of men to seeing that none but union men were taken on, that all non-unionists were properly blocked. We could not allow that, and after a good deal of struggling notice was given to the union that that agreement would be put an end to on the 4th of November last, and it was virtually terminated.

4609. Mainly on the ground that they opposed, and I suppose successfully opposed, the employment of non-union men?—Yes, mainly on that ground, and on the ground of our being dissatisfied with the manner in which the work was performed.

4610. They encouraged the men to do less work rather than more work?—In some instances I am afraid that is true.

4611. Now, when they ceased to be employed as representatives, were those men allowed to work in the docks?—Certainly, there were definite instructions sent out that, although they were no longer to act as representatives they were by no means to be precluded from being employed in the ordinary way, and we find that out of 129 representatives at the docks, other than the Albert and Victoria, 95 are still now regularly employed, and we find that they are earning at the present day on an average, 1*l.* 10*s.* 1*d.* per week. Therefore they have not suffered by the change. One has died; seven have given up attending at the docks; eighteen only apply to work occasionally; and eight were dismissed for various offences, not at the time that the representatives were disallowed, but at various times since that time for ordinary offences.

4612. Why do you except the Albert and Victoria Docks?—Because the work has passed out of our hands into those of the shipowners, and so we are not able to give statistics of the representatives at the present time; but out of 40 originally employed by us at those docks, only three or four were discharged by the joint committee, the remainder were kept in employ at the same docks, but not at the same departments, up to the time in February when the docks abandoned the work of discharge at the Albert and Victoria Docks. But I believe that the men are mostly still regularly employed by the shipowners.

4613. Now, we have heard something from former witnesses about a black list. What do you say as to that. Is there such a thing?—There is no such thing actually as a black list

Earl of Derby—continued.

It is true that from time to time men are refused work at certain departments who have grossly misconducted themselves. If the case has been a very serious one it may be ordered that their names are circulated through the other departments of the same dock, but they have never been circulated among any other employers of labour.

4614. We have heard much of accidents happening on the docks, have you any record of such?—Yes, I have. I have been taking out the figures of the accidents of the last year, and all accidents are reported by our police, including those occurring to men employed by shipowners, lightermen, stevedores, carmen, or to the general public. Every accident that happens on our property is reported by our police. Altogether in the last 12 months 900 accidents were so reported. That, of course, sounds a large number, but it must be remembered that probably that represents a population of something like 12,000 to 15,000 daily engaged in work, which, of course, is attended with some risks. There must be sometimes unavoidable risks in moving heavy weights, and goods, and in all work connected with ships there is risk. Of these 900 accidents nine were fatal; there were two accidents which resulted in loss of limbs; and there were 30 broken bones. The rest of the accidents I should, therefore, say were slight. I find that out of that number about 200 were not attended by any doctor as far as we know, or at any hospital, and I asked the authority at the Poplar Hospital and the Seamen's Hospital the other day to give me, if they would do so, the number of serious accidents, and the numbers they considered not serious out of the last 100 patients admitted. The Poplar Hospital returns five in-patients seriously injured, one fatally, and 95 patients treated as out-patients and classed as not serious. The Seamen's Hospital, a new hospital which has been lately opened at the Albert Dock, admitted seven in-patients, two of whom were seriously injured and five not seriously injured. Ninety-three out-patients, of whom they returned 10 as seriously injured, and 83 not seriously injured.

4615. We have been told that many of those accidents arise in consequence of the machinery being defective, is that your opinion?—We do our best in our own interest to inspect machinery carefully. It is constantly inspected by the engineers and we endeavour to keep our machinery and gear in as good order as we are able to do. If the Government will appoint an inspector and take that responsibility off our hands we shall be very glad.

4616. You would have in fact less responsibility in case of accident if they did so, because if a man applied for compensation on the ground that the machinery was defective you would be able to say that it had passed the Government inspector?—Just so, and refer them to the Treasury.

4617. Do you make any allowance to men injured while at work?—During the last 12 months we have made allowances in 200 cases

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

to the extent of 38*l.* 5*s.* 0*d.* Those are all the cases on which application has been made. During the same period 45 cases which were somewhat more serious were settled by our solicitors for an aggregate sum of 900*l.* in sums varying from 5*l.* to 60*l.* I have here a somewhat more detailed statement of 100 accidents that were reported between the 19th of February and the 18th of April of this year, a period taken at random. Out of 100 accidents reported 61 were not heard of again and made no application; 23 persons applied for relief which was granted to them according to the scale in various sums for various terms. One man was allowed his wages in full for three weeks and payment of his doctor's fees; two permanent men received half-pay during their absence; one man died in the hospital through disobedience of the doctor's orders and the committee paid his funeral expenses; 12 men claimed compensation for injury with the following result; two cases were settled for 2*l.*, two cases were settled for 15*l.*, and one case for 50*l.*, and another case for 65*l.*, one case was defended and it resulted in a verdict for the joint committee. Two cases have not been heard of since denial of liability, and three cases are still pending.

4618. You make allowances to men who have been injured, which vary according as they are single or married men?—We do. Our allowances for single men are 3*s.* per week if they are in hospital, and 5*s.* per week if they are at home. A married man with no family receives 6*s.* per week in hospital, and 7*s.* per week if not; a married man with family will receive 8*s.* per week in hospital, and 9*s.* per week at home.

4619. You have also a staff superannuation fund. Will you tell us how this is organised, and whether it is continued in the same form by the joint committee as it was by the dock companies when they were separate?—We have a superannuation fund which was re-organised last year. It was originally established by the separate companies: by the London in 1886 and by the East and West India Dock in 1887. To this fund the staff contribute 2½ per cent. of their salaries or wages. The staff includes in that case only the permanent labourers and not the extra labourers. This amount is now funded in the names of trustees, seven of whom are principal staff officers, and two of them are directors. The fund so created is to be allowed to accumulate until such time as it reaches an amount at which it is estimated to be able to meet all future claims arising upon it. Until such time arrives the joint committee pay the full amount of superannuation allowance. Under the old system there was no contract which made it compulsory on the courts of each company to grant superannuation allowances, and the actual fund was not in existence.

4620. What is the scale of superannuation?—After 10 years' service we allow one-sixtieth of the man's pay at the time of leaving for each year of service; where it is under 10 years' service we allow a gratuity equal to two weeks' pay for each year of service. Persons resigning

Earl of Derby—continued.

through no fault of their own have half their contributions returned to them.

4621. Do the labourers participate in this fund?—The extra labourers, the casual labourers not being on the staff do not participate in the fund, but the 1,700 permanent labourers are entitled to a superannuation allowance varying from 6*s.* to 12*s.* according to age or service without any deduction from wages. They have withdrawn from the whole superannuation fund, and they accepted pensions without deductions from wages under our own new arrangement which came into force last year.

4622. We have been told that the clerks and foremen get no higher wages than the ordinary labourer. Is that a fact?—Not unless the ordinary wages are reckoned at an average of 30*s.* per week. The average wages of foremen and clerks, exclusive of a certain number of foremen employed by piece-work, average 31*s.* per week. I can give the scale and the numbers of men in each class. The first class of foremen and of lighters, that is our name for clerks, the wages they get are from 44*s.* to 50*s.* per week; the second class is from 28*s.* to 42*s.*; the third class is from 32*s.* to 36*s.*; and the fourth class has a fixed amount of 30*s.* Then following those men there are assistants who may either be employed at foreman's work or at clerical work rising gradually, of course they begin as youths, from 20*s.* to 28*s.* per week. The average wages of foremen and clerks, as I have already said is 31*s.* per week. The numbers of the men so employed are 31 foremen, and 11 lighters in the first class; 106 foremen and 52 lighters in the second class; in the third class 216 foremen and 90 lighters; and in the fourth class 219 foremen and 70 lighters. There are 140 assistants. The average of 31*s.* for the foremen would be rather higher were it not that when this new scale was adopted many of our foremen were getting wages from 24*s.* to 27*s.* per week, and it would have been a somewhat excessive rise from 25*s.* per week to 30*s.* per week; and they are proceeding by steps of 2*s.* or 2*s.* 6*d.* per week per annum until they arrive at 30*s.* There are not many of them now left.

4623. Have the foremen and clerks received any advance in pay since the strike?—Out of 572 foremen, 488 have received an increase averaging 2*s.* 7*d.* per week; 109 weekly clerks were promoted to be salaried officers, with an increase of pay and improved prospects; 216 other weekly wage clerks have had an average increase of 2*s.* 6*d.* per week. There was a witness before the Commission named Horton, who made the statement that no increase had been given to the foremen. He had himself received an increase of 2*s.* 6*d.* a week from the 28th November 1889; he was on sick pay also from the 5th September 1890 to the 11th March 1891, when he retired, receiving a gratuity of 21*l.* out of the superannuation fund, out of which he had paid a contribution of 7*l.*

4624. Are foremen and clerks paid for overtime?—No, they are not; but in cases where it is considered right compensation leave, that is

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

time off in lieu of overtime worked, is given; they have besides their pay, half-pay during sickness, and from 8 to 12 days annual leave with pay, besides the seven statutory holidays.

4625. Are the hours of work for foremen and clerks exceptionally long?—That is, perhaps, somewhat a question of opinion. I understood the witness to whom I have just referred to state that the hours for the foremen and the clerks averaged 60 hours a week without overtime. We have taken out the average for the last three months, and find that foremen have worked 50 hours a week on the average, and clerks 45 hours a week. We have the details for the different docks, which, of course, vary somewhat one with another, but that is the average aggregate for all the docks.

4626. We have heard complaints of the sanitary arrangements at the docks; have you anything to say upon that point?—I caused an inspection to be made of all privies and urinals in the docks and warehouses on reading that statement in the public press. The inspection was made by the inspectors and sergeants of police without notice, immediately on receiving their instructions. They return 487 out of about 540 as clean, 234 as perfectly clean, 204 as fairly clean, the remaining 49 being dirty. Of course, the attention of all the superintendents has been called to the fact in those exceptional instances. The accommodation at all the docks is open to inspection by the sanitary authorities, and they do, as a fact, frequently visit the various premises. Both closets and urinals are under the supervision of the heads of departments, who are responsible for their condition, and there is a labourer told off in each department to keep them clean.

4627. Now, can you tell us what is the position of the joint committee as regards the Dock Labourers' Union?—We have endeavoured to maintain a position of absolute neutrality in the matter. We have of necessity recognised its existence. We have never refused to meet and discuss any matters with the accredited leaders of the men. We have endeavoured to meet them fairly and courteously. We have objected to the officials or delegates of the Union interfering with men when at work, and we have resisted the exclusion of non-unionists. We have also refused to allow the Union themselves to become contractors for our work, because we felt that that would lead to a close corporation to the exclusion of non-union men.

4628. We were told that some of your men had been ordered either to leave your service or to leave the Union; how is that?—Our labourers have always been perfectly free in the matter, but there were some four or five men at the lower docks, who, although labourers, were occupying the position of foremen, they were acting foremen. We felt that it was impossible for those men to occupy the position of foremen properly, and exercise a proper supervision over the labourers under their charge, if they were themselves subject to the same authority and

Earl of Derby—continued.

liable to the same rules as the men under their charge. We had reason to know that that led to great disadvantages, and so there were four or five cases in which these men were told that they must either leave the Union or give up their work as foremen; they would have been open of course to be employed as labourers in the ordinary way. It was a mistake I think in times gone by that any of the labourers should have been employed as foremen in that position; it put them in a wrong position.

4629. But you insist that your foremen who have other men under them shall be independent of the Union?—Independent of the Labourers' Union. Some of them, I believe, are members of the Foremen's Union; to that we have no objection.

4630. We were told by one witness that there was a gang at the tea warehouse all of whom had been ruptured by the severity of their work; is there any truth in that?—No. May I just put in one more piece of evidence with regard to the last question? It was merely a case in which one official was referred to by name as having told a man he must leave the Union. It was an officer named Norris, at the India Docks. I thought it was only fair that he should have the opportunity of putting himself right before the Commission. He writes as follows: "Atkins, in his evidence before the Labour Commission, is reported to have said that I told the permanent men, 'you will have to leave the 'Dockers' Union or the company's service.' I wish to put it on record that I said nothing of the kind. What I told the permanent men who were acting as ships workers was that they would not be employed in the capacity of foremen over men if they were members of the Labourers' Union." With regard to your last question, I think there is not much evidence to support that. I believe it referred to a particular gang that were called at the town warehouses "the happy eight," on account of their inveterate habit of grumbling. Those men have been in receipt of average wages of 1*l.* 13*s.* 9*d.* a week for some time. They are a very good gang of men; the man who has been longest with them and who is at the head of the gang has worked for us for 22 years. Two others have worked for 12 years, two others for 11 years, one for 10 years, another nine another eight, another seven, and another two. Two out of the eight, or rather the 10, that Mr Tillet should have referred to, are ruptured. The oldest man (William Brown), who has worked for us for 22 years, was either ruptured when he entered the service or immediately afterwards, because he has been ruptured the whole time. Therefore his work during the 22 years has not at all further affected him. One other man has been ruptured five years, the remaining eight are perfectly sound men, so far as we are able to discover.

4631. Is it true, as has been stated here, that permanent men are constantly employed for hours beyond the agreed hours of labour, and in consequence that they exclude extra labourers

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Earl of Derby—continued.

from employment?—I think I can explain that. The permanent labourers are employed after 4 o'clock, not always, occasionally, as often as we require them to work for half an hour to close the warehouses and perform other acts consequent on the finishing of the business, or for any business for which we happen to require them. The reason that they are employed for this half hour till 4.30 is because it is included in the terms of their agreement. The agreement as to permanent labourers, which I shall put in (*see Appendix 3*) (I had passed it over), is an agreement for eight hours work per diem, exclusive of meal times, which is in accordance with the terms of the Mansion House agreement. They come to work at 8 o'clock, they have half an hour for dinner, and, therefore, they may work till 4.30 before they have accomplished their eight hours' full work. That, I think, is the ground of that suggestion that they were employed after the ordinary labourers had left.

4632. It is only that they were employed an extra half hour in order to make up for the loss of half an hour at meal times?—Yes, they work if we require them to be employed.

4633. Is it the case that at the India Docks the taking-on foremen choose strangers in preference to the men whose names are entered on the lists?—I think that that is not the case; there may be some cases of course in which a foreman will prefer a very able-bodied man who has not usually been employed at that department to some man low down on the list who is not so efficient. I have experienced some little difficulty in finding out what principally that referred to. At the West India Dock a short time ago there were many changes made in the lists. Men were promoted from one list to another. I made particular inquiries about that change, because I thought that that might be the foundation of the statement. In that case I found that all the regular men were promoted, and no strangers at all were brought in. Last November, when we increased very considerably our number of permanent labourers, there was a disinclination in the first instance of many labourers, chiefly (entirely, I may say) unionist labourers, to accept permanency. I could not discover that any great pressure was put upon them, but they did represent that they were advised by their superior not to accept permanency. It certainly was offered to the regular labourers first. On their refusal, the offer of permanency, and the offer of the terms of permanency, were made public by a public placard, and a certain number of new men were taken on at each dock. Out of 770 made permanent at that time, 200 to 210 were strangers, and 573 were labourers who had previously been and were then employed at the docks. At the London Docks, and at the town warehouses, I think there were no new men taken on at all; the new men who were taken on were chosen because they were able-bodied men, and, although not actually used to dock work at the time, they very speedily became efficient, and I heard of no accident happening—no serious acci-

Earl of Derby—continued.

dent, at all events—from inefficiency on their part, although there was naturally grumbling in some cases on account of their introduction. I think it proves that they were fairly efficient men, because out of the 773 men then made permanent 730 are still working with us in that position, and they are all efficient now.

4634. You have not heard any complaint on the part of your hands that their lives have been endangered by new men being taken on who did not understand the work?—I did hear complaints and grumbling at the time, I quite admit, but I have never traced anything serious.

4635. Is it true that the regulation restricting new permanent labourers to those under 30 years of age shut out many men who had been in the habit of working at the docks, but had not been made permanent; that has been alleged?—If that regulation had been enforced literally, and had been adhered to, it doubtless would have done so, but the regulation was framed for a permanency and for the future and not so much for that particular time. Leave, therefore, was given to the superintendents and heads of departments to take on men above 30 years of age if they so desired, and they did do so to some considerable extent. At the docks concerning which the complaint was made, out of 162 men that were added to the permanent list at that time, 103 were between 23 and 30 years of age, 45 were between 30 and 40 years of age, and 14 were above 40 years of age. I think I am correct in stating that those 59 men that were taken on by special leave over the age of 30 not in accordance with the strict letter of the regulation, were all old dock labourers. I am not prepared to be certain about that, but I think so.

4636. Is there anything else you wish to add to the evidence that you have given?—No. I have confined the evidence that I have tendered up to this time chiefly to the points to which my attention has been called in evidence previously given, but I am quite ready to answer any points that may be put to me within my knowledge respecting the management and organisation of the labour at the docks.

Professor Marshall.

4637. I will first ask you, if you will allow me, three questions that have been put into my hands by Sir Michael Hicks-Beach. You mentioned that some of the labourers got very small earnings for a period of three months in consequence of their presenting themselves for employment on only a few days. Were those few days consecutive generally, in consecutive weeks, or were they scattered over the three months?—Some were scattered over the three months, some were a few days consecutively, and then the men did not appear again.

4638. Under the Mansion House agreement, the men were to receive a subsistence wage of 6d. independently of the working out of the contract?—Yes.

4639. And in case when a plus came to be made up it was a negative sum, that is, in case

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Professor *Marshall*—continued.

the sum agreed on for the contract was less than the aggregate of subsistence money, the company lost that?—Yes, they did.

4640. Of course you must be aware that the employment at the docks has been the subject of a great deal of animadversion during the last two or three years. I suppose you would agree with me in thinking that whatever evils there are, they are less than they used to be?—I think so, I hope so.

4641. The irregularity of employment, and the intensity of exertion on the part of those doing severe work, though doubtless great in the docks now, is very much less than it used to be some time ago?—I should think it was.

4642. The older writers, as, for instance, Adam Smith, speak of the work at the docks as subject to very much more violent fluctuations than any that have been represented to us even by the dockers. That is probably within your knowledge?—It would be so, because in those days fleets of sailing ships would come in with a change of wind all at one time, and in those days dock labourers might have been out of work for I daresay nearly a month at a time possibly.

4643. And yet in Adam's Smith's time, and until quite recently, nobody ever thought of holding the managers of the docks responsible for what they regarded as the necessary evil of the mode of employment at the docks?—No, I am not aware that they did.

4644. Is it not rather a case parallel to the improvement of sanitation, that in earlier times bad sanitary conditions were taken as an arrangement of nature and nobody grumbled, while now the age is causing us to be critical even though the evils are less?—That is, doubtless, true; there is doubtless much more consideration and thought bestowed upon the general condition of living in all classes in England than there were 50 years ago.

4645. And do you not think that will go on, and that a coming age will be even more critical regarding the evils that remain in the docks than the present?—I think it is very probable. I cannot peer into futurity with any certainty.

4646. Do you not think that the centre of the change is that, before, people used to suppose that if employers made contracts with their labourers which were, for the time being, satisfactory to both parties, the community at large had no interest in the matter?—The community at large took no interest in the matter.

4647. And had no right of interference?—I daresay that opinion was held very largely.

4648. And the opinion is now growing, as is shown by the demands that the docks should be municipalised, that the community has a very strong interest in the conditions of employment of the workers?—That is undoubtedly true.

4649. Do you not think that the dock directors might find it ultimately to the interest of the docks to recognise this in a very open and formal way?—I think we have recognised the feeling you have referred to in as open and formal a way as we are able to do by doing our best to improve the conditions of employment

Professor *Marshall*—continued.

of our men. That has occupied our attention very much indeed for the last 18 months. I should like to hand in the conditions of employment of our permanent staff, and I think you will allow that those conditions are, at all events judged by the needs of the present day, favourable. (*See Appendix 3*).

4650. I think we have had abundant evidence that if the work could be spread out evenly and the wages spread out evenly the condition of the men at the docks as a rule would be not only up to the average, but much better than the average of similar work?—That would be so.

4651. And that the evils arise almost exclusively from the fluctuations in the amount of work, and, as has been said by some witnesses, from the fluctuations in the distribution of that work?—That is so. I think that that is proved by the average wage that we do pay, although we are unable to secure its being paid consecutively to the same individual.

4652. What you have said about the rule that the men shall be called on in the same order would show a distinct endeavour to diminish this evil?—It is intended to do so.

4653. But it has seemed to me doubtful whether it would not be possible for the dock directors deliberately to recognise the principle of doing the work even in somewhat more expensive methods, if necessary, in order to increase the proportion of men that were employed steadily?—We have to regulate our affairs according to ordinary business principles, and we have to do our duty to our shareholders as well as to the labourers.

4654. That is just the point. The directors of a company are always in a difficult position as compared with a private employer. If he chooses to buy labour not at the lowest price no one can find fault with him. The dock director may be blamed for neglecting the interests of the shareholders. Is not that so?—Yes. If a private employer buys labour at anything materially above the current price of the market he pays so much in wages and so much in charity.

4655. And if all the industries of the country were to get into the hands of joint stock companies, and none of the directors of the joint stock companies were at liberty to take account of any question other than that of buying labour on the terms most advantageous to the employers, there would be a very strong argument in favour of a general change of the conditions of employment?—I think that evil would not largely arise, because the more labour is organised, and the more the employment of labour is organised, the more a current rate of wages throughout the country is also recognised, and they would be forced to pay that current rate.

4656. I am not talking of the current rate; I am talking rather of these conditions of industry?—If they offered worse conditions of labour than their neighbours their labourers would forsake them and go to other employers who offered them better conditions.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Professor Marshall—continued.

4657. Yes; but might it not be that the directors, feeling themselves bound to make the best bargain for their shareholders, did not subordinate material considerations to the pursuit of the well-being of the workers to the same extent as the same men would do if they were acting on their own responsibility?—I think that the directors of a joint stock company are very frequently—perhaps more often than not—somewhat more liberal in their arrangement than private employers.

4658. Sometimes. For instance, a railway company, generally speaking, keeps on its men nearly uniformly all the year through, although the amount of employment at some times of the year is comparatively very small?—It varies, but not to anything like the extent that dock labour does.

4659. But do you not think that the docks have inherited a tradition of not endeavouring to cope with this natural tendency to irregularity of employment, and that they have not gone as far in that direction as the railway companies have?—I do not think we have yet gone as far as it is possible to go, because I hope to make greater progress towards the object for which I am striving.

4660. That is what I was drifting towards?—It is impossible to make a great change all at once. It must be done step by step and gradually.

4661. I have been looking very hastily at these most interesting tables that you have made out. The employment at the London and St. Katherine Docks seems to show greater irregularities than that at any other?—Yes, it does. Those docks are affected more than any others by the natural causes of the weather, and I should think that you have got before you now about as bad a diagram as could be shown for some little time. It will be in the memory of all that last winter, for instance, about Christmas time, there was nearly three weeks of fog on the river, and the London and St. Katherine Docks being situated the highest up the river, there was the greatest difficulty of all in reaching them; traffic was almost suspended on the river for a considerable time. That will account for a very great falling off in labour about that time, and naturally the consequent congestion of labour immediately that natural cause was removed. It also coincided in the January instance with the wool sales, which, as I have already explained, require a very large number of men. In November there was also a great increase in the demand for labour at that time; that was occasioned by the arrival of a large number of fruit steamers. That is another season trade also coinciding with one of the wool sales. Those I think, perhaps, are the two chief circumstances which caused the extreme irregularity of employment shown in that diagram.

4662. The employment at the other docks shows much less fluctuations?—Yes.

4663. But even at those one finds sometimes a very sharp fall from one week to another?—

Professor Marshall—continued.

Yes. That is a difference of employment of about 300 men in 2,300. I think you are looking at the diagram at the East and West India Docks?

4664. Yes?—That would be a falling off in the demand for labour during that week of 10 to 15 per cent. It might be caused by four or five steamers leaving the dock coincidentally; and you will see in the Tilbury Docks, which are not yet largely used, that these fluctuations are frequently caused simply by the departure of three steamers that may have been occupying six or seven hundred men.

4665. I notice also that in some months of the year—I will take April as a good instance—the employment at some docks is very good; for instance, at the London and St. Katherine Docks April is nearly the best, and in the East and West India Docks it is nearly the best; but at the Victoria you get it very low indeed?—That is caused by another matter; that is not really indicative of the state of trade in those docks. As I have already explained, we have abandoned the practice of discharging the ships, and we have allowed—I hardly know whether to say allowed, asked, or enforced, but the practice is changed, and the shipowners are now discharging their ships in those docks. Consequently the number of the labourers that were employed is materially reduced—reduced by something like 2,000 men in those docks. That does not indicate a falling off of employment in those docks, it is merely a change of master.

4666. That brings me to another question. The heading of these papers is "Fluctuations of employment" at these several docks. Perhaps it should have been fluctuations of employment under the dock companies?—It would have been more correct to put it in that way. That is the only thing that complicates it.

4667. Would it be possible to get the fluctuations of total employment at the docks?—I am afraid it would not. I do not think it would, perhaps, be very difficult to get roughly the number of men employed at the Albert and Victoria Docks by the shipowners at present, but I think you may take it that it is nearly the same as those we employed. I would first like to explain this change of practice. The change of practice was made last February, after a considerable amount of negotiation by the shipowners. At the time of the great strike the shipowners requested—demanded almost—that they should in future be allowed to discharge their own ships. In the middle of what was really a revolution, it was impossible to consider another internal revolution by such a change of practice, but it occupied the minds of the directors as soon as possible after the strike, and negotiations were pending for a long time in the matter. While labour was at an unsatisfactory state, the shipowners, perhaps not unnaturally, showed great reluctance to accept the change that they at first demanded. Eventually we had to say that we would not discharge ships any longer. Therefore, I may say that the shipowners are discharging their ships at the Albert and Victoria Docks under protest,

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Professor Marshall—continued.

and we have at this moment a law suit hanging over our heads to force us to resume the discharge.

4668. This points to two questions. One is with regard to the movement of the workers from one part of the same dock to another, and from one dock to another. It is one of the subjects upon which the evidence which you have given, and the evidence which I have got from other sources, has been inconsistent with that which has been given by the representatives of the dockers here. I would like to ask you whether you think that there is not a good deal of hindrance to movement that cannot be exactly formulated, but which as a matter of fact operates. Perhaps, I may put it in this way. In talking to people at various docks, to the workers at the docks, people who are out of employment, I say, "Why do not you go to some other part?" "Oh, we always stick to our own part." I have heard that said often?—That is quite true. The men who are accustomed to work at a department know the officers of that department, they know their fellow labourers, and they are somewhat loath, unless necessity compels them, to go among men who are comparatively strangers. I think that that is the principal hindrance. I was moving about—you will find it exactly the same in the country. You will find it to be very difficult to get agricultural labourers to go four or five miles off for different employment. I would like to say here that that point, of course, has been well known to me for some time and we have endeavoured to frame regulations as regards the men whom we consider our usual men, the men I have referred to as being placed on certain lists to provide, as far as we can, that the men who are at the top of the lists and on the preference list, List B., should have employment at other departments when work at their own department is very slack. We do not like to do it without due course, because it is quite true, of course, that if you move one man from one place, you throw another man out of work, but what has guided us has been the desire to provide regular work for a comparatively smaller number of men rather than give a large number of men only half wages, and encouraging them to hang on in a place where employment is scarce.

4669. Does what you said about agricultural labour seem to be the point? Are not the docks in an unique position? The whole of the northern range from the St. Katherine Docks down to Tilbury being under the same central management, is it quite like a number of entirely independent farmers—?—If I may interrupt you, I was not referring to any act of the employers, I was merely referring to the disinclination of the labourers themselves to shift to any great distance from one place to another. For instance, in the case of men living near the London Docks, their railway fare down to the lower docks would be a considerable importance to them, and they would go amongst strangers. We have from time to time, when work has been slack at one time and plentiful

Professor Marshall—continued.

at another, endeavoured to find labourers from another neighbourhood, and we have found the greatest possible reluctance on their part to come. On one occasion I think we sent off a certain number of men by rail, and only one-tenth of them turned up at the other end. They are always suspicious that there is something behind, that there is some labour difficulty, or some strike or another, which they are expected to come and foil, and they are suspicious, therefore, of being moved out of their own groove.

4670. Nevertheless, are not the dock companies in a very great position of advantage? Granting that there is this inherent unwillingness in human nature to move about, the dock companies are in a position, if they exert themselves very much, surely, to shift the workers from one place to another, under their agreement?—On account of that very great reluctance of the labourers to move long distances in search of work, that is, from one set of docks to another, our permanent labourers are taken on under agreement for a certain group of docks, and therefore we should not, except by mutual covenant, to be able to shift them, say, from the London Docks to the Albert Dock. With regard to the other labourers they are free agents, and we could not force them to work at a place if they objected to do so.

4671. But if you could move some from the London Docks to the Albert Dock, that would cover a very large part of the business. Tilbury is perhaps rather out of the question?—Yes, that is by itself.

4672. When the representatives of the dockers were asked whether it would not be a good thing if the number of permanent men were increased, so that when there is no employment at one part of one of these groups of docks, they might be removed on to another. Several of them said, "The permanent men are white slaves, and we do not want their number increased." I will put it to you whether there is not some misunderstanding there, whether it is not really for the interest of the company, of the men, and above all of the community, that the number of permanent men should be increased under conditions which would render it impossible for the dock representatives, one after another, to say that the permanent men were white slaves?—I should think it was quite a misunderstanding for any one to say that the permanent men at the docks are white slaves, but I do not know how to prevent their saying so if they are so inclined.

4673. Can you trace the origin of it?—No. I should say it is a picturesque statement which had no foundation.

4674. I fancy their notion was that the dock company got a great deal more out of them in proportion to their payment than it did out of casual workers?—The objection that the superintendents have to permanent labourers is that we get much less out of them than out of the other labourers, who, feeling fairly secure in their positions, do not exert themselves so much to keep it as extra men would.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Professor Marshall—continued.

4675. You say, therefore, that there is no foundation for the statement that the permanent labourers have to work much more cheaply on the whole?—There is absolutely none. I think I have explained in my evidence the small matter which probably gave rise to the statement that they were worked systematically for hours after the other labourers had left. It was the fact that, being engaged for eight hours a day, after 4 o'clock they did owe the company, as it were, another half an hour which was utilised in various ways.

4676. That may have been what was in the minds of the witnesses, but they gave me the impression that the permanent men were employed for much longer than that half hour?—Well, they were mistaken. Of course, a permanent labourer or a preference labourer would be likely to get the preference of overtime work, when there was overtime work to be done, because, being the picked men in the dock, they would be the men who would be most likely to do it efficiently and well.

4677. The next question turns on the inducement that there is in all trades for workmen, as individuals, to seek for overtime, though, collectively, they speak very strongly against it?—We find that that is so.

4678. In many trades the employers say that the most skilled men will have overtime, and that they, the employers, work overtime entirely against their wish, for fear that unless they do so their men will go to other places where there is more overtime?—That is not the case in the docks. We only work overtime because we are obliged to by the necessities of the business.

4679. In that respect you are in an advantageous position relatively to many other employers?—We have no great pressure put upon us by the labourers to work overtime.

4680. The pressure in your case comes from the customer?—It comes from causes which are usually good and sufficient, the necessity of getting ships away to time, the necessity of getting goods away in time for the ship, the anxiety of customers to receive their goods from the docks, and so on.

4681. That is really the gist of the matter, I think?—If you can get the customers to wait for their goods, we shall be very glad to supply them more deliberately than we do now.

4682. That brings us to a comparison between the docks and another most uncertain industry, the fashionable dressmaking. I suppose nine-tenths of the dressmakers who work through the night in order to make a dress in a hurry, do so to the destruction of their own lives, and without conferring any solid benefit upon any person concerned?—Yes, I should say that was so. I am not acquainted with the trade, but it is doubtless chiefly the fault of the ladies who do not give their orders in time.

4683. And that rather shows a tendency on the part of the customers to think that it is imperative that their orders should be delivered in a limited space of time, when really there is no such imperative necessity?—There is much more

Professor Marshall—continued.

imperative necessity for the prompt dispatch for the necessaries of life throughout the country than possibly for the making of smart dresses.

4684. But do not you think that if arrangements were made by which the extra charges put upon the shipowners when they had to work overtime, were much increased, they would find that many of their occasions of extreme driving were not really necessary occasions?—I think the charges made now for overtime are sufficiently heavy to deter them from doing so without real necessity. The shipowner is generally very careful as to what he pays.

4685. Would you mind telling me what the charges are?—The charges are so various that I think it would not be possible for me to give them. We charge so much an hour for working overtime, so much for extra lights, so much for extra attendance, and so on.

4686. Is it not the case that the maximum charge for the largest ship working overtime is 2*l.* 2*s.* an hour?—I think it is, but there would be other charges besides. I am not prepared to answer that question quite clearly.

4687. It struck me that if that was the case —?—I have an official here, possibly he may be able to give a more clear answer.

4688. If that is the case, would not 2*l.* 2*s.* an hour be a very small sum as compared with the injury that the country received from the destruction of its most valuable capital, the lives of the workers?—I should say the cases in which overtime was really destructive of life or even harmful to life, were very few. I am told that 2*l.* 2*s.* is the primary charge per hour, but there are in addition other charges for work, lights, and police.

4689. Would they amount to much?—They might double it; it might be four or five guineas an hour, but that would be four or five guineas an hour in addition to all the other charges.

4690. Do you think that you have taken a sufficiently broad view of the injury that intense and inconstant work does when you look merely at its influence on life?—I should say, if I looked upon that alone, that I was not taking a sufficiently broad view. I have stated already that we are at the docks opposed to overtime, that we endeavour to reduce it, and that we have given our officers instructions clearly, wherever it can be curtailed, to curtail it as much as possible, as far as within us lies. We have additional charges over and above these charges for working on holidays or Sundays, for instance, and we endeavour, as far as we can, to keep the work within reasonable hours. I am aware there are cases, as I have already said in my examination in chief, where long hours are worked, and I have stated the reasons which have caused the same man to continue on the same job throughout those hours. One of those reasons also comes from the men themselves. I think that they did it under some mistaken notions, but it is difficult, of course, to weed out old prejudices and old traditions all at once.

4691. Quite granting that the evils of the modes of employment at the docks are steadily

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Professor Marshall—continued.

diminishing, is it not still true that there is no employment in which the wages are so high, and for which the community pays at so high a rate, which yet has so few highly cultivated men engaged in it. Are not the dockers, with, perhaps, the exception of the navvies, those who, from their employment, are least likely to turn their high earnings to good account?—Yes, possibly; they are very much the same class as the navvies. The dockers who earn the highest wages are the men of most bone and muscle who are employed in work which a man of ordinary physique, or even physique above the average, would be unable to do.

4692. And if you take the homes of dockers who earn 30s. a week or 2*l.* a week, and compare them with the homes of people in the manufacturing districts who earn the same wages, would you find that the homes of the dockers were less pleasant homes than those of people up north?—Yes, I am afraid so. Irregular work is always an evil, because it is something like speculation. If a man gets a heavy wage one week, unless he is somewhat above the average in thrift and foresight, he will be very much tempted to spend that at once in hopes of getting the same next week; if his hopes are disappointed he naturally suffers from it.

4693. And there is another point, that when the work is very exhausting the man can turn to no good account the leisure that he gets; if he gets a long bout of very severe work, at the end he is not fit to enter upon the duties of a citizen?—Perfectly true.

4694. Would it not therefore be worth while for the community to pay something incomparably more than the 2*l.* 2*s.* an hour to induce ship-owners not to work overtime?—That is rather a wide question, I really do not think I can answer it. If they can persuade shipowners to pay higher charges, we shall be very glad to levy them.

[The Committee deliberated.]

The Witness.

May I make one point clear with regard to the permanent men, if they do work any overtime they are invariably paid for it. They work no overtime without being paid. This half hour between 4 o'clock and 4.30 is part of their regular time.

Mr. Tait.

4695. You said that the hours these men work during the summer were 7½, and in winter 6½ per day, and you also gave the average wage of certain classes of your workmen, and you then gave us a statement of 13 weeks for the highest and also for the lowest standard wage received by a certain class of your men. Will you inform the Commission if you base your calculation of the average wages upon 6½ or 7½ hours per day, or if there is included in that the amount of overtime which the men have worked?—I

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Mr. Tait—continued.

should have stated that. It includes all the man has received; it includes overtime and it may include the surplus which he may have upon piece-work, and it may include also a payment which is called "cons" which is short for contingencies, that is special pay for special work.

4696. Therefore when you say there are some men who have received 2*l.* a week as being their average wage, we have to infer that that man may have worked considerably more than 48 hours a week for the purpose of getting it?—That is so. I do not pretend that the rate per hour should be worked upon those tables.

4697. In reply to a question by Lord Derby, with reference to the circular of the 4th November, you stated that one of the reasons for your company putting out that circular was the fact that some of the men were rather encouraged to do less work?—We believed that that was so.

4698. Can you give us any instances where that actually took place?—Our foremen saw with their own eyes that the men were not working as they had been accustomed to do, and were not doing what appeared to be a fair day's work. I cannot give you any individual case, with names, dates, and hours, but it was frequently reported to me that certain men had passed the word in the hold of a ship to slacken work.

4699. But you have no instances other than the report of your foremen?—No. I have no instances from the men themselves, but there were many instances reported from the foremen. I would say that I should not hold that to be a common fault at the present time. The work at the present moment is improved; but doubtless that was the fact in the months preceding the 4th November, and at certain times during the spring and summer of last year. Naturally, after so great a revolution as the strike of 1889 was, there were troubles and disturbances and the men's minds were generally unsettled, and that, perhaps, was the worst way in which it was indicated to us. One man who has given evidence before this Commission made a speech at the Congress, in which he said that he took care that when the men had done (of course, in his judgment) sixpenny worth of work he thought they ought to rest till the time came for another sixpenny worth. That is, perhaps, the only written evidence I can adduce from the men's side that such was the prevailing feeling. I am aware that he subsequently called at the docks and denied that he had used the exact words that were attributed to him in the press, but it is beyond contradiction, I think, that he must have used some such words, or several reporters would hardly have combined to put them into his mouth.

4700. In reply to the Chairman, with regard to the question of defective machinery, you stated that your engineers have instructions to inspect the various machinery in use at your docks?—Certainly.

4701. Is there any defined rule how often they shall do that?—No. Each man is respon-

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16 July 1891.]

Mr. W. E. HUBBARD,

[Continued.]

Mr. Tait—continued.

sible for the proper maintenance and care of the machinery of his department. You will easily understand that a great part of what comes under the heading gear or machinery is of the most elementary character; simply grapplings, hooks, and ropes, and test them as carefully as you may, accidents will sometimes happen. There was only one accident out of the last 200 that we have recorded, that is recorded as having happened on account of defective gear.

4702. But is not this gearing which you refer to, which you state is of an elementary character, more under the care and jurisdiction of your foreman than your engineer?—Yes, it is under the care of the foreman of each department. Machinery proper would be under the care of the engineer; but such tackle as ropes, and so on, would naturally be under the immediate care of the man who gives them out in the morning, and is responsible for the supervision of the actual work.

4703. Can you give us any idea how often you think your engineers will make a complete inspection of the machinery?—I do not suppose that they make a systematic periodic inspection of the machinery, because almost the only other machinery that we use on our own responsibility would be cranes. It would be absolutely necessary that they should be kept daily in good order or else they would not work.

4704. In reply to the Chairman you stated that you had no objection to having a Government inspection of that machinery if you thought it would in any way prevent the accidents which from time to time occur?—None at all.

4705. And you also stated that you thought that that would lessen your responsibility for compensation?—I should think, probably, that it would. We should be able to plead that the work of inspection had been taken out of our hands by a superior authority, and that, therefore, they were responsible for the acts of their inspector, an official over whom we had no control.

4706. Are you aware that there are factory inspectors appointed?—Certainly.

4707. And they come under the jurisdiction of the Employers Liability Act as well as the dock company?—You mean the factory proprietors.

4708. Yes?—Yes, certainly.

4709. Do you think that the fact that factory inspectors have been appointed has lessened the responsibility for compensation by factory proprietors?—I do not think the factory inspectors actually test the machinery. As I understood what was meant by Government inspection as proposed by previous witnesses, it was that a man should actually go and test the machinery, and give a certificate that the machinery was fit for use.

4710. But in a factory if a manufacturer does not guard his machinery efficiently, he is still liable under the Employers Liability Act?—That is quite true.

4711. Therefore do you think that the fact of the Government having factory inspectors in

Mr. Tait—continued.

any way has lessened the responsibility of the manufacturer?—No, because they do not perform the duties which I understood the proposed inspector was to perform. The factory inspector in a cotton mill goes to see that certain rules and regulations are carried out with regard to the proper fixing of machinery, and with regard to the proper sanitation of the mill, and the general well-being of the workers therein. But I was not aware that he in any way tested or gave any certificate for any machinery or tackle used in the mill.

4712. It has not been proposed yet that he should either test or give a certificate. The question that has been before this Commission has been as to whether it would be advisable that there should be a system of inspection. That inspection has yet to be defined. Without the definition, are you still prepared to think it would relieve you of responsibility?—No. If it is merely an inspector such as a sanitary inspector would be, it would not relieve us of any responsibility, but we should make no objection to inspection of the kind you mention.

4713. If the inspector were in a similar position to the factory inspector, do you think it would relieve you of any responsibility?—Not that I know of.

4714. You made a statement with regard to the superannuation fund which you have in connexion with your docks, and you say it was re-organised in 1890, I think September 1890?—Yes.

4715. Were you approached by a number of your *employés* to re-organise that fund?—No.

4716. Was it the outcome of the directors' own deliberations?—It was the outcome of the directors' own deliberations, promoted, I will say, to a certain extent, by certain statements made to us by shareholders.

4717. This fund is compulsory among the permanent men that are on your staff?—Not upon the permanent labourers, but upon a class above permanent labourers.

4718. Are permanent labourers not compelled to be members of the superannuation fund?—No; they have a pension without deduction from their wages.

4719. Do I understand, then, that there is no part of these permanent men that you have employed to the number which you have stated here to-day who pay 2½ per cent. of their wages towards this superannuation fund?—Not of the labourers, except there may be a few who prefer to remain paying 2½ per cent. to the superannuation rather than accept the pension which we offered as part of the new arrangement.

4720. Then to a certain class of labourers you make this fund optional, that they can become members of it or not as they think fit?—Only to those who were already subscribing to the superannuation fund. We left it optional to them to continue their subscription if they so wished. I believe it has been taken advantage of by very few. In my belief the pension without deduction from wages was rather more liberal than the other.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tait—continued.

4721. You have told us of the contributions of the men. Do you now tell us that the dock company contribute anything to the superannuation fund?—At the present moment the dock companies pay the whole superannuation allowances that are granted. The contributions of the men are funded, as they are received, quarterly, and go to build up a fund from which in future all superannuation allowances will be paid.

4722. Supposing that any of your men were to be dismissed from the service of your company, would they still have the privilege of retaining their connexion with the superannuation fund?—Not if they were dismissed for a fault. In no case would they continue to keep a connexion with the fund. If they resigned, they would have half their contributions returned to them. If they were dismissed, they might be dismissed without superannuation for a gross fault.

4723. If they were dismissed for a gross fault would you return them anything?—No.

4724. May I ask the reason why, if a man leaves of his own accord, you return him an amount of money as part of the contribution he has paid, and yet, if you dismiss a man, that this man is not entitled to get his money?—Because if a man resigns, bearing a good character, we see a reason why we should return him at all events part of his contributions. If a man has so brought discredit upon himself and upon the staff with which he is connected, as to cause his ignominious dismissal, we think then he forfeits all right to any superannuation allowance.

4725. But the fact remains the same, that they have still contributed 2½ per cent. of their wages?—Yes.

4726. And they are equally morally entitled at least to participate?—That is a question.

4727. May I ask your opinion upon that, as to whether they are not morally entitled?—My opinion is that they are not equally morally entitled. If a man has misbehaved himself in any way, or if he has been convicted of dishonesty or continual drunkenness, then I think he is not entitled to the advantages which would fall to other men who have conducted themselves in every way creditably.

4728. Have there been no men in your service who have been dismissed for other than the two causes you have named, drunkenness or dishonesty?—There have been no men dismissed, except for some fault, who have not had their superannuation allowance duly paid.

4729. I admit at once the right of an employer to dismiss a drunken man or a dishonest man; but is it not fair, do not you think, that the workman should at least have a say in his dismissal, if you are not going to give him any money back?—He has a say, because he has an appeal against the company which has dismissed him. We have a case pending at the present moment.

4730. Still the company, as a company, is his employer?—Certainly; and he has an appeal to

Mr. Tait—continued.

the courts of the land against his employer for wrongful dismissal.

4731. Any employer can dismiss a man according to the law of the country, can he not, without giving him any reason for his dismissal?—Yes, he can; but we would not withhold the superannuation without due reason.

4732. Is there a rule in your dock to that extent?—Certainly.

4733. Would you have any objection to put in the rules of the insurance scheme to the Commission?—None at all. (*See Appendix 4.*)

4734. Referring to the question of the sanitation of the docks, you gave us a number of instances where the closets, &c. were in good order, and some were perfectly clean, and some were fairly clean. I shall not ask any more on that subject, but I should like to ask you if it is within your knowledge that the ordinary sanitary inspectors, not your own police, have ever made complaint direct to you of the insanitary condition of those places?—No complaint has been made direct to me, nor do I know of any complaint having been made by the sanitary authorities. Complaints may of course have been made to the superintendent of the docks, and it would then be the duty of the sanitary authority to see that those complaints were attended to. I presume that they have been attended to or else complaints would have been made to head-quarters.

4735. You made reference to this corps of men, or gang of men, who are known as the happy eight, and also referred to two of those men being ruptured. Will you explain to the Committee the means that you took to know whether those men were ruptured or not?—I believe that personal inquiry was made. The statement that has been made before this Commission was that all those men had been ruptured.

4736. You only say you believe it; can you definitely say?—I only say I believe it because I did not make the inquiry myself. My belief is based upon a signed report which was sent to me by the superintendent of these men.

4737. Can you say whether or not a medical man examined them?—No, I cannot say so. I presume that all these men, being questioned, if they had all been ruptured, would have supported the statement of their representative, or of the man who may be taken to be their representative, and would not have represented themselves to have been sound men if they had been ruptured.

4738. You said that complaints had reached you that the new hands who had displaced some of the older dock labourers were dangerous, owing to their not having a knowledge of the work of the docks?—Yes, I said so.

4739. Upon hearing this did you take any steps to know whether the statement was correct or not?—Yes, I did. I inquired of the men who had the supervision of them; of their superintendents, of their heads of departments.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tait—continued.

and of their foremen, and they represented that those men were not dangerous to the others.

4740. You will excuse me if I refer to your answer to the Chairman, which was somewhat different. I think, if I have taken a note of it correctly, you said you heard them, but you did not take any notice of the complaint?—When I said I did not take any notice of the complaint, I meant to say I did not give a great deal of weight to the complaint.

4741. But it was of sufficient weight to warrant you, as you say, in making inquiry of the foremen and the superintendents?—I make it a rule to make inquiry upon any matter that I hear of that is of such importance, but knowing that there would be great provocation and reason, or great likelihood for those men making such complaints, I did not take it for gospel until I was sure whether it was right or wrong, and to the best of my memory I do not remember that there was any case where the evidence brought before me would justify me in making any alteration.

4742. You stated that the hours which the men had were what is, I think, known as the Customs hours?—Yes.

4743. Which, so far as a standard week's work is concerned, will run about 48 hours per week?—They run 45 in summer and 42 in winter; that is considerably less than 48, that is, actual working hours.

4744. You think that sufficiently long for anyone engaged in dock labour work to be engaged, when it is a fairly honest day's work to his employer?—I think that without undue exertion they might work longer, when necessary. But dock labour is so very varied, and it makes all the difference in the world whether a man is backing wheat or whether he is standing at a tally or doing comparatively light work with light goods. It is impossible to lay down a law for the whole of the dock labour.

4745. Let us take that part of the dock labour in which as you have said the men work harder than in others. If a man works 42 or 45 hours per week for the company, does he not do a fair average week's work, considering the physical strain that is upon him?—I should think that most of the men doing that hard work, being men of very superior physique, would probably work somewhat longer than that without any injury to their health. I mean to say that I should think that a man might well work 10 hours a day at that, or more. The men to whom you refer (and the same custom, I think, obtains in other docks with regard to grain and timber) work almost entirely by the piece, and therefore the regulation of the hours is, to a certain extent, in their own hands.

4746. But do not you think that, seeing you have such a large surplus of labour always at the docks, you could, with benefit to the dock company, and certainly with benefit to the casual class of dock labourer, not allow your men, however willing they may be to work more than the stipulated number of hours, and prevent them working overtime?—I should be

Mr. Tait—continued.

glad to restrict the very long hours that are worked in occasional instances at certain docks. But I do not think that what is usually called overtime, that is perhaps two or three hours over the eight hours' day, would come under that category; and I do not think that could be usefully restricted by simply telling men to stand aside and give somebody else a day's work. It would not, I think, be right. It would induce people to hang about the docks in the hope of getting that odd day's work and maintain the very class of casual labourer which we are anxious to diminish.

4747. One witness has stated here that one of the reasons of the dockers working overtime was that the shipowners give instructions to the dock companies that they must have their ships disloaded within a certain period, and for the purpose of obliging the shipowner, that sometimes the men had to work this overtime. Now if an arrangement could be come to between your company and the shipowner for relays of men being placed on instead of those men that are called upon to work overtime, do you think that your company, as a company, would take any exception or objection to that?—No, we should not object to the men being changed. The objection comes partly from the shipowners, and also partly, and very strongly, from the men themselves. They do not like to be interfered with in a job of work if they have what seems to them to be a good and profitable job.

4748. But at the same time the fact remains patent that there are a large number of men who are equally entitled, shall I say, to a share of the work, who could do it as well as these men could do it; and it is scarcely right that others should make such a strong claim in regard to being employed as against their fellows?—That might be so at times. At other times it is not the case. At the present moment I do not think we have any surplus labour to speak of. In two or three instances lately we have been short of labour. It does not very often happen, but it happens naturally more in the summer and the early months of autumn than any other time of the year. If you were to spin out the labour in the winter months it would be a direct inducement, of which there are already too many, for men to come up to London during the winter and slack time to try and get these odd jobs of work.

4749. You stated that your directors, through yourself or manager or some other official, had recognised the men's Union through its accredited office bearers?—Yes.

4750. And you approved of that?—Certainly.

4751. May I ask you if you think that the fact of that recognition, and of yourselves and the representatives of the men having come together, has in any way tended to make the directors and the Union, and through the Union the dockers, better to understand each other?—I hope it has done good, certainly. I think, though, that we are on very fair terms with our present labourers. We have had to find fault

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tait—continued.

sometimes with representatives of the Union, and we have sometimes had to find fault with the labourers for not regarding the instructions of their own representatives, and for disobeying or cancelling such a good resolution as the representatives of the Union may have come to.

4752. In point of fact you recognise the men's right to appoint officials to work in their interest in their unions to the same extent as your directors claim the right and privilege of appointing managers and superintendents to look after their interests?—Certainly. I think it is entirely the men's affair.

4753. May I ask you, as chairman of that company, whether the fact of your having met these representative men has in any way interfered with your dignity or lowered you in any way as it has sometimes been said that it has done when the employer has met the ordinary workman. Have you felt that?—I am not aware that I have suffered any indignity from it.

4754. You are aware of the strike of 1889?—Yes, but I was not in England at the time.

Mr. Tom Mann.

4755. You have told us that you sometimes have in the employ of the joint committee 7,000 labourers, and at other times 5,000; you do not intend us to understand that that properly represents the fluctuation in the number of labourers in your employ, that being a difference of 2,000 only?—I will give you the average fluctuations. In the fortnight ending the 14th of April the average daily number of labourers employed was 6,700, the minimum 5,900, the maximum 7,250. In the next fortnight the average was 6,360, the minimum 5,160, the maximum 7,050. In the fortnight ending May the 14th the average was 5,740, the minimum 5,220, the maximum 6,240. For the fortnight ending the 29th of May the average was 5,500, the minimum 5,100, the maximum 5,800. For the fortnight ending the 13th of June the average was 5,770, the minimum 5,260, the maximum 6,100. For the fortnight ending the 30th of June the average was 5,900, the minimum 5,660, the maximum 6,360. So that the maximum of 7,000 has not been reached during the last three months. But I would like to explain that those figures represent the labourers pure and simple. I daresay that when statements have been made regarding the men employed at the docks by persons who have not had access to the actual reports, larger figures have been quoted, because they have included, besides labourers, a very large number of what might be termed petty officers, what are called the minor staff, foremen, writers, assistants, coopers, boys, messengers, and so on. That would add some 1,600 or 1,700 to the daily number employed. Besides those, there are engineers, dock masters, the staff of the dry docks, examiners, men employed at the stores, the police, and railway staff. They, as has been stated in my examination in chief, are of very considerable numbers, and would there-

Mr. Tom Mann—continued.

fore add very considerably to the number given. But the figures that I have quoted, and which I have just given you from the fortnightly averages represent the number of dock labourers, pure and simple, that are employed, and in which numbers the great fluctuations exist.

4756. May I call your attention to a statement made by Colonel Du Plat Taylor before the Sweating Committee. The question was addressed to him, "How many hands do you employ at those four docks, do you suppose, outside the permanent men?" The reply was, "It varies enormously. It may be some days 3,000 men, the next day 200. It quite depends on how the ships come in?"—That referred to the East and West India Docks only, and to a period of some time ago, which I have no means of checking. It sounds like a very considerable fluctuation, but I have no means of checking the accuracy or inaccuracy of the statement. It looks as if fluctuations were greater then than they are now.

4757. The figures that you have just given us really show that the fluctuation runs somewhere between 4,500 and 7,000, does it not?—It is so, between 5,000 and 7,000. That is, of course, putting the whole of the six groups of docks together. The fluctuation would be greater in proportion, possibly, at any individual dock, because the excess of one would compensate for the deficiency at the others.

4758. Can you tell us the number of men in the employ of the joint committee in December last, approximately?—Yes, I daresay I can. I have a book here, and I think I can give you any of those figures for the last year or two.

4759. Have you any means of knowing how many men apply for work at the dock?—No, I have no means of knowing. It varies very much, of course. Sometimes the numbers are very much larger than at others. At the London Docks the number of applicants who cannot receive employ are the most numerous, because it is nearest to the most densely populated part of London. At the lower docks the amount would be less. I have now the book, and can answer your question. You want to know the number of men in the employ of the joint committee in December of last year. In the last week of December there were 10,400 employed. That is including all those classes of men to which I have referred. Those are not all labourers. I would like to state that the diagrams that I have put in were made from this book, so that it shows uniformly a larger number of men than are actual labourers, although the fluctuations occurring only in the labourers are correctly represented.

4760. But it would not correctly show the fluctuations, would it, because the base would be disproportionately large, including all the permanent staff, including all officials?—The base would be proportionately large, but it would not materially affect it. It would put about 2,000 men into the number all through, not 2,000 men at each dock. Of course it would vary in number; possibly 700 or 800 at the

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

London Dock, and at other docks a much smaller number.

4761. Would the 2,000 be permanent?—Yes, I should like to make that clear. The 2,000 would consist of (it would really be more than 2,000 altogether) 438 clerks, and, according to the figures of last year, 572 foremen, and 1,400 of weekly servants, police, dock masters, staff, persons in the stores, and so on. You may take it as something over 2,000 spread over the whole of the docks.

4762. Of course, they are not included in the 7,000 or the 5,000?—No; the 7,000 and the 5,000 are daily dock labourers pure and simple.

4763. And a portion of those are working about four days a week, I understand?—Yes, a portion of them.

4764. You have men who do not get more than one day a week, have you not?—We have some men who may on the average only get one day in the week, but they probably are working elsewhere; it is almost certain they are working elsewhere, because they could not exist on one day's work a week.

4765. You have no means of knowing that they work elsewhere?—We have no means of following them to find where they work now.

4766. Is it not within your knowledge that it often happens with many labourers to be weeks at a stretch without work?—I am afraid it is so at times.

4767. Concerning the steadiness of the employment, do you think it possible to have a uniform 48 hours' week in the docks for casual as well as permanent men?—I am afraid it would not be possible to keep to that exact number of hours, on account of the fluctuations of the business. We might at times, if you mean to suggest that we should employ 6,000 men 48 hours a week at the docks, occasionally be paying 1,500 men a week's wages for doing nothing at all.

4768. Could not a much nearer approach be made to a 48 hours' week than is now made?—I should be very glad to have 48 hours instead of 45, as we have now.

4769. I am speaking of the maximum 48, or say 45. I mean the number of hours that your permanent men are nominally employed, and actually when they do not work overtime. Would it be possible, do you think, at the Victoria and Albert, as well as Tilbury, to conform to that?—I do not think it would be possible materially to alter the present state of things, with this exception, that I should be very glad, when very exceptionally long hours are demanded at a stretch upon ships, for instance, that that work should be divided among different gangs of men; because I am quite convinced that men at the end of a very long stretch of work cannot be of the same value as they were at the beginning. That follows.

4770. Is it your intention to try and regulate the hours of labour to that extent?—We have very little now to do with excessive hours of labour, because, as the shipowners do their own discharging at the Albert and Victoria Docks,

Mr. Tom Mann—continued.

where those long hours chiefly prevail, it is out of our hands.

4771. You still discharge at the India group?—But such long hours as have been stated before the Commission very seldom occur there.

4772. Statements have been made by witnesses in connexion with the dock labourers to the effect that the dock company have caused many grievances to arise in their minds at any rate because of the company's departure from certain definite understandings arrived at. Do you know whether there has been any departure from understandings of that nature?—A subsidiary agreement was entered into, I may say, for example, between you and myself, as representing the two sides, on the 4th November 1889, which, of course, had not the force of the Mansion House agreement, but was to regulate the working of piece-work for the future. I have explained in my examination in chief the evils that arose out of that arrangement, and the reasons that induced the putting of an end to it after a year's experiment of its working. It was called piece-work, but it was not genuine piece-work, because the men had no interest in the despatch of business.

4773. In your examination in chief you stated that after considerable struggling the agreement, meaning the Mansion House agreement, was terminated?—No, I did not say that. The Mansion House agreement is in full force now.

4774. In full force now?—Absolutely.

4775. The first clause of the Mansion House agreement reads as follows, does it not:—"The 5d. rate per hour to be raised in the case of all labour not piece-work on and after November 4th next to 6d. an hour, and 8d. an hour over-time, no pay for meals"?—Yes. (*See Appendix 5.*)

4776. Now, if there are men in the employ of the joint committee who are not working on the contract basis that was intended should supersede this piece-work system, and are not receiving payment for meals, is the Mansion House agreement being observed?—The men are not receiving payment for meals, because they are working on the day work basis. It is so stated in what you have read, as I read it.

4777. It states that the present contract work (clause 3) be converted, not later than 4th November, into piece-work, under which the men will be paid not less than 6d. an hour, and so on?—Yes.

4778. In most of the docks a contract system prevailed, and that was changed, according to the terms of this agreement, into piece-work. The men had, previous to this agreement, been receiving payment for meals, and they did, after this agreement, for the first 12 months receive payment for meal times. But now is it not true that in some docks at any rate, notably the India, a considerable proportion of the work is now being done under a day work or plus system, not the system stated here, and no payment for meals being made?—That is perfectly true. I never read the Mansion House agreement as binding the dock company to continue for an indefinite period the system of piece-work or contract work,

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

or day work. I have always read the Mansion House agreement to regulate the wages and conditions on which the men work under one system or the other. As you are aware, what was called piece-work was not in reality piece-work, because the men were guaranteed a minimum, and we have received your concurrence in that view. As that was neither piece-work nor day work, and it was being performed with considerable disadvantage to the committee, and I believe that what hurts us would in the long run hurt the men also, we decided to give up that system, and to introduce a day-work system pure and simple in the London Docks and in the India Docks, which, as you know, are the largest docks that we have under our control. In addition to that day-work system, I admit that we have of our own free will offered an inducement to the men to give good despatch of work by giving them what is called a plus when they earn it. If they do not earn it we have still to pay the minimum guaranteed to them by the Mansion House agreement; therefore I contend that the Mansion House agreement is kept both in the letter and in the spirit.

4779. But if by a change of terms from piece-work to a plus system or to day work a reduction of wage to the extent of 3d. a day that was formerly paid to the men is now made, can it be properly said that the Mansion House agreement is observed in letter and spirit, seeing that the Mansion House agreement called for conditions which were to secure to the men that 3d. a day, that is, those that had been previously receiving it?—The Mansion House agreement clearly states that they are to have 6d. an hour, but there is to be no pay for meal times, and consequently I think that is the minimum that is guaranteed to them by the Mansion House agreement. They do receive that, and a great proportion of the men receive more in the shape of plus.

4780. No pay for meal times for day workers? —Yes; day workers.

4781. And the contract system to be converted to a piece-work system?—So it was.

4782. Inasmuch as the men under the contract system were in receipt of meal-time payment, and then when that contract system was reduced to a piece-work system they were also in receipt of meal-time payment, and if the directors have changed that system to another system under which they do not receive meal-time payment, is not that a reduction of 3d. a day, and can it be said that the Mansion House agreement has been observed?—I believe we were at liberty under the Mansion House agreement, at all events after 12 months, having tried one system and found it fail, to change the system and employ the men either on piece-work or day work as we thought fit. In the India Docks, to which you have called attention, the alteration was most clearly made, and the men worked for some time upon a day-work system, having refused the co-operative system which was offered to them, and which had been

Mr. Tom Mann—continued.

working very well in places where it had been tried. I do not think that the plus which we give of our own free will to men working on a day-work system alters the state of the case. It does not shake the basis of day work, because that is what is guaranteed to the men, the wages on day work as expressed in the Mansion House agreement. There may be a difference of opinion, and there may be misapprehension in the minds of the men on the matter, but it is perfectly clear to my mind, and until it is proved by some superior authority that we are in the wrong I shall hold that we are right.

4783. I feel that I must press this point a little further. In London and St. Katherine's Docks a system prevailed that secured the men meal-time payment, and the Mansion House agreement says that shall be changed to another system under which also they shall receive meal-time payment, and they did receive meal-time payment for 12 months. Then the dock directors changed the system to another system where they did not receive meal-time payment or anything equivalent to it. In face of that can you still say that the Mansion House agreement is being duly observed?—Yes; because I never read the Mansion House agreement as binding a company to one particular system of work in any one particular dock for any indefinite period in the future. I have always held that we were at liberty to employ the men either on day work or on piece-work, as the case may be. The men, it is true, during the year following the strike did receive 6d. an hour, counting meal times because it was on the understanding that that was a piece-work basis, and that the men would exert themselves, and probably earn more than that. But instead of their ever earning more than the minimum amount given to them day by day as subsistence money it is within your knowledge that they earn considerably less, and, therefore, the piece-work system was invalidated, and I think that they received that 3d. a day really improperly.

4784. I will leave that point, and now ask you please to take your memory back to the complaints that were alleged from the Dock House concerning the way in which the men were working. This morning you stated, inadvertently perhaps, that the main ground of objection on the part of the dock company was because the men refused to work with non-union men. If I remember correctly the main ground of objection to the system brought into vogue by the Mansion House agreement was because the piece-work system was not in the opinion of the directors, and certainly in the opinion of yourself, a piece-work system proper, because the minimum of 6d. an hour was guaranteed, irrespective of how much was earned?—That was also a very potent reason. I stated this morning the chief reason was that they were dissatisfied with the representatives. That was the question that I was answering. But we were also very dissatisfied with the way in which the work was being done.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.

Mr. Tom Mann—continued.

4785. Do you remember that the grounds of objection alleged to the men and to some of the officials of the Union were that the men were not working properly, and, therefore, that there must be a departure from the basis of the Mansion House agreement which guaranteed the minimum?—No; a departure from the agreement of the 4th of November, which was a subsidiary agreement to the Mansion House agreement, and which had not the same power in any way. The agreement that was altered on the 3rd of November last was the agreement of the 4th of November 1889, not the Mansion House agreement.

4786. Do you not remember that objections were lodged from the Dock House saying that before we can come to a satisfactory system the men must stand or fall by their earnings, and there can be no limit, there can be no minimum fixed irrespective of whether the men earn it or not; and in many interviews that it fell to myself to have with you was not this the substance of the conversation that took place at those meetings, that there must be a departure from that basis that guaranteed the minimum, irrespective of whether it was earned or not?—That is quite true. I had several conversations with you and with others on the subject, and I was extremely anxious to do away with this minimum which guaranteed such an amount of wages as really gave no inducement to the men to put forth their strength; and I was very anxious to introduce a system which would do so, a system of genuine piece-work. You concurred in that, and you stated your concurrence on one occasion in writing, that the work that was performed at that time was not being satisfactorily performed, and the minimum had a great deal to do with the unsatisfactory performance of the work. You expressed yourself willing to introduce, and I will say that you and those principally working with you did your best to introduce, a new system. That new system got to be called a co-operative system, and it was really a contract, pure and simple, between the dock company as represented by the warehouse keeper, and the men as represented by two or three of themselves. The men were to agree upon a price for doing a fixed amount of work, and they were to have that price and to stand or fall by it. The proposal, although urged very ably by yourself, was not acceptable to the men as a rule. It was tried on several occasions at the Victoria and Albert Docks, and where it was tried, as men got confidence in it, they approved of it, and it worked very well; but it never spread rapidly, and when it was evident that a change would be made at those docks, and the ship owners would take over their own discharging, the system was all but given up, but I am glad to say that in the greatly reduced number of men that we have now working at those docks that system still prevails among a material portion of them. After it was tried at the Victoria and Albert Docks, with due notice to yourself, it was offered to the men at the India Dock. With one exception it was unanimously refused. As the

Mr. Tom Mann—continued.

system of spurious piece-work was acknowledged on both sides to be entirely unsatisfactory, as the men refused to accept a system of genuine piece-work, it left us no alternative but to put them upon day work, and on day work, pure and simple, they worked for some considerable time until we, of our own free will, offered them some inducement to do better by giving them a plus, based upon the experience of former work of the same kind when they earned it; and I am quite ready to acknowledge that at all the docks, at the present moment, the state of work among the labourers has improved, and I do not know that we have much fault to find with it, although, of course, there are very few things that are absolutely perfect.

4787. As you are aware of the communications that have been sent to the Dock House from the dock labourers themselves and probably from the superintendent of the respective docks as well as the statements made here to which you have referred, and which you have to some extent in your evidence this morning rebutted, it will be necessary for me to carry you through very briefly, but I hope sufficiently clearly, to some of the negotiations which took place with a view to seeing whether or not the men are justified in stating, as they have deliberately stated in that chair, that the dock company have departed from certain definite arrangements arrived at, and that in consequence serious dissatisfaction is the result. From the dock labourers' representatives, in response to the complaints that were made by you or the directors generally, an offer was made by the men saying, "If you will work with union men only then we are prepared to stand or fall by the rate paid"?—Yes.

4788. And in reply to that a meeting was brought about, and you will remember that you submitted on behalf of the Dock House a certain scheme, or at any rate certain proposals which contained these two clauses: "The work shall be offered direct to the men at a certain agreed price, and the men shall constitute themselves into a company or gang, to undertake the work on co-operative principles, allotting to each member of the gang his proper share of the work, and his remuneration, and contracting to perform the work under the direction, and to the satisfaction, of the company's officials"?—That is so.

4789. And also: "The head of the department shall have the power to veto the employment of any individual who has been guilty of gross mismanagement; otherwise, no restriction is placed on the constitution of each gang by those associated in the work." That is to say, the men were to take over the work at an agreed upon price. They were to stand or fall by that they earned, whether it reached 6d. or whether it went beyond 6d. But in return they were to have the making up of the gang themselves, and certainly Mr. Hubbard was impressed with the seriousness of their claim, and recognised it by the support of those proposals in the summer of 1890?—That is so.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

4790. After that other meetings were called, negotiations went on, and there was no departure from that very definite understanding between yourself and other dock directors, including Mr. Baily, who is present now, and the men's officials. A number of negotiations took place, and on every occasion that principle was upheld, that if the men so far departed from the 6d. minimum per hour, and would stand or fall by their earnings, whether it was 6d. an hour or $\frac{1}{2}$ d. an hour, that then in return they should have the right to take on the men and make up their gangs, it being recognised as perfectly reasonable that they should choose their own associates in order to work amicably and effectively. This went on until October. The men certainly were not very ready in accepting that. Some of them rejected it, as you have stated, for a considerable period, because they did not understand it undoubtedly, as they told you. But afterwards, in the middle of October, a section were more inclined to accept, and you were notified of this, but there was not a sufficient number prepared to accept, and then from the Dock House came a very definite letter saying that the joint committee would make a departure on their own account, and regretted that the men had not been prepared to accept earlier a certain scheme which had been discussed. As the result of this a meeting was held in the latter end of October at the Victoria Docks?—Yes.

4791. You were present there?—Yes.

4792. And certain schemes were brought forward, but you then definitely stated to myself, amongst others, that it was not intended by the dock directors to withdraw from the terms of these proposals containing this clause, "*otherwise no restriction is placed upon the constitution of each gang*"; and in consequence of that definite understanding, which affected the whole of the docks under the joint committee, and seriously affected the weekly wages of the men, I and others then used our utmost endeavours to urge the men to accept of that proposal to get rid of the minimum, and stand or fall by their earnings, on the very definite and express understanding, coming from yourself as well as from the other directors, that they should have the right to make up their gangs. I therefore urged the men to do that; and as the result of much discussion and hard work they agreed to accept. Then before that scheme had time to come into operation, after we had converted the men from their stubborn position to accept the new conditions wherein the minimum was abolished, we received a statement from the Dock House on the 31st of October, a few days before the new scheme was to come into operation, signed by E. H. Baily, manager: "Referring to my letter of yesterday, and our subsequent conversation, I am desired to say, to prevent any possibility of misunderstanding, that the agreement respecting piece-work is to be made with the gang as a whole, and that the committee will not recognise any individual as representative or leader of the gang, except in those matters which are defined in the

Mr. Tom Mann—continued.

"principles of piece-work already laid down, and secondly that the rules made by the men with respect to the working of the gangs will be made entirely on their own responsibility, and the joint committee reserve to themselves absolute control of all work carried on under the direction of their officials"?—Yes.

4793. That was to my mind a most serious departure from a very definite understanding; and it is in order to ask you whether you recognise that as a departure also that I press this question now; because, in consequence of this, which I allege was a departure, many serious grievances have arisen, and some exist until this day, which never would have arisen had the definite understanding that had previously been arrived at been accepted and acted upon?—You have stated the history of that quite correctly and quite fairly. We did intend to allow the gangs to be made up in the way that you have described. We started with that intention very much as we started on the 4th of November in the hopes that we might get a genuine scheme of piece-work. As time went on, during the same period to which you are referring, difficulties arose, objections were made, some on the part of the officials, some on the part of the men, and the difficulties seem to grow rather than decrease to the carrying out of this system by which we should have delegated the complete control over a certain job of work to certain men, with complete freedom of action. At that time a meeting was held on Tower Hill, I think. The questions between union men and non-union men were at that time extremely strained, and a speech was made to this effect. I believe it was attributed to yourself; but I am happy to believe it was not made by you; but at all events it was made by a person high in the organisation of the Union. It recommended the unionists to leave the freemen alone for a time; that when the co-operative system came into full effect they would be masters of the situation, and then they could deal with the freemen. In the face of such a declaration as that, made publicly as a direct incentive to union men to lie low for a time until they got the control of the work completely into their own hands, it was impossible to carry out the scheme that perhaps I, with a somewhat over-sanguine temperament, had conceived; and we were obliged to retrace our steps, and to retain for ourselves the control in our own hands. I was informed, and I was convinced that I was informed on good grounds, that that was not altogether objected to by large sections of the men themselves. One of the difficulties that I believe you had to combat yourself, and that you had to overcome, and, as you say, you did overcome to a great extent, was the feeling that if a certain set of the men got the work into their own hands, they would sweat the men worse than the foremen did, and I certainly found that there was a strong feeling on the part of, at all events, a considerable section of the men that they would prefer leaving the matter in the hands of the company's foremen, to the agreement which

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

we were endeavouring to carry out, and which I had hoped the dock labourers might have been, as a whole, sufficiently advanced to accept. We did clearly make a departure, but that is no departure from the Mansion House agreement, and although I am sorry that we were obliged to change our plans, and change our intentions, I cannot see where any grievance has subsequently come in. I can see that it would have been very much easier for those who are intent naturally on promoting and developing the Union to its fullest extent, and forcing all to come within its fold, I can see that it would have been much easier to have done it under that system than under a system where we retained complete control. I was met with that objection in other quarters. The way I had intended to combat it was, if on the one hand the labourers who have accepted this co-operative system evinced a disposition to block all non-unionists, I should have formed gangs of non-unionists, and I should have given them a share of the work. That might have led to greater troubles and more grievances than you say exist. But what has occurred since that time is this. After this "breach of faith" and alteration of purpose to which you refer, the scheme which we eventually laid down was accepted in several places in the Victoria and Albert Dock by skilled men, by good men, by union men, and was worked with considerable advantage to themselves, and also with corresponding advantage to us. It was not accepted in the India Docks, it was not accepted at the London Docks, and so in these cases, failing the acceptance of the scheme which we laid down, we had to go upon day work, and upon that scheme we are working now in those two of the largest sections of the docks under our control, with, I am glad to say, as far as I can tell, much smoother working, much more harmonious working, and much more successful working than before. I am quite ready to acknowledge that the working of the dock labourers—I do not know, and I was going to say I do not care, I mean to say it is a matter of indifference to me whether they are unionists or non-unionists—is more satisfactory to me than it has been at any time since the strike.

4794. As it is admitted it is a departure, and as I have endeavoured to enforce the importance of that departure, and inform you that the men allege at any rate that that is the cause of many difficulties that have arisen since then, I will now ask whether it is not true that the men at the India group of docks asked that the same system should obtain there, the co-operative one, and that the joint committee, yourself in particular, were not inclined to allow it to commence there?—Not simultaneously.

4795. And that, in order to appease the men, I visited you on several occasions, and that you wrote down these words: "Men may discuss the scheme with the heads of departments. Directors are by no means averse to introduce the new scheme of piece-work at other docks than V. and A., where they can feel assured that the new scheme, with whatever modification may be

Mr. Tom Mann—continued.

"necessary, is an improvement on what is already in force"?—That is quite true.

4796. Then I wish to ask, does that fit with your statement that the men in the India group of docks would not accept?—Yes, it does. They did not accept eventually.

4797. Eventually?—They said they were anxious for the scheme. We said that such a new scheme, such an experimental scheme, would require some experience at one dock before it was introduced at another. It was introduced at the Victoria Docks, if I remember rightly, some time in November, and it was intended to put it in force at the India Docks on the 1st of January, which was not an excessive time to wait to see if there were any imperfections in the experiments tried at the other docks. I went down to the India Docks certainly on one occasion before that, and I made all the arrangements I could for commencing work on that system, which is not the system from which a departure has been made, but the system which was in vogue after the departure had been made, and I found that the representatives of the men that I saw talked very willingly about it, and we discussed the matter amicably. But when it came to the point, when it came to the 1st of January, there was only one section of the men at the docks that would commence operations. They worked for some time; whether they are working the system now I am not sure; I do not think they are; but it never spread beyond that one gang of men, I think, on the north quay.

4798. May I ask you is it true that the men at the India group of docks asked themselves, and through their officials asked of the directors generally, and of you personally, that some scheme known under the term of a co-operative scheme should be started in the India group of docks, and that you objected to it starting on the day when they wished it?—I did object to it being started at the date at which they wished it. I suppose the date to which you refer was probably the 1st of December. It was ordered that the date should be the 1st of January, and, as I said some two minutes ago, that was about six weeks after the experiment started at the Victoria Docks, and I do not think that that was an unnecessary delay for the purpose of seeing whether it worked well.

4799. In consequence of the inability to arrive at an understanding respecting the introduction of this co-operative scheme at the India group of docks, you adopted another system, did you not?—Yes.

4800. Will you tell us what that was?—The other system was day work.

4801. Did you introduce any strangers?—We introduced a certain number of strangers in December, and the numbers I have given you approximately in my examination in chief. I am not aware that any material number of strangers was introduced otherwise.

4802. Was there an insufficiency of men accustomed to dock work and willing to do dock work?—There was an insufficiency of men who were willing to accept the terms of the permanent

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

labourer. the terms which we were then offering.

4803. Of course you were fully alive to the fact that the terms which you were offering, the age at which you fixed the term of permanent men, were such as to exclude a very large proportion of the men who had been following up dock work?—I have already given evidence on that point, and I have explained that the limit of age was put at 30; but I have given you figures already of the men over 30 who were admitted under that scheme, and I have stated, and I believe correctly, that the great majority of them, if not all, were old dock labourers.

4804. You say in consequence of the insufficiency of men to comply with the conditions?—Not of insufficiency of men to comply with the conditions, but the unwillingness of the men to accept them.

4805. When you began, after the permanent men, with A., B., and C. where the age was not limited, is it true that you introduced absolute strangers to the docks although there were many men, who had been accustomed to dock work, well able to do dock work, who would have been glad to have made up those classes of A., B., and C., and that they were overridden and strangers were introduced?—I am not aware of it.

4806. Were not statements lodged with you to that effect?—I do not remember it at this moment.

4807. Do you remember communications being sent to Mr. Beck, a superintendent of the docks at that time, the India group of docks, and in consequence of being unable to get an alteration of the conditions that we approached yourself, and that the meeting was held in the offices of the Dock House?—I have attended several meetings in the Dock House and several in connexion with the India Docks where apparently the greater proportion of the dissatisfied men existed. I do not remember a meeting or the negotiations upon that particular question. I should be very glad to state exactly the number of strangers that were introduced, if I knew it, but it is not within my knowledge.

4808. You have stated in your evidence this morning, and you also stated to the Union officials, that it was your desire and that of the directors, to steady labour in order that there should be less casuals and more regular men?—That is so.

4809. Was there at any time any necessity to get strangers in consequence of an insufficiency of able and thoroughly well qualified men at the docks?—I presume if strangers were brought in that there was an insufficiency.

4810. It has been stated here by witnesses that strangers have been introduced between Class A. and Class B., which is not only contrary to the statements of your desire as directors to steady labour, because it is introducing additional labour which makes worse the conditions of all, but also it is a violation of the classification system, your introducing strangers who belong to no class between Class A. and Class B., and

Mr. Tom Mann—continued.

that has been going on, so it is alleged, at the India group of docks?—I have examined the superintendent of the India group of docks on that question, and he assures me that there is no foundation for the statement.

4811. You are not aware that there were any strangers introduced?—No. The superintendent of the India Docks, as you are aware, has been changed. The present superintendent, however, has been there some time, and quite recently there was a considerable movement among the men in those classes in accordance with instructions received from me to bring those classes up to a certain number. He assures me that there were no strangers whatever introduced at that time, that all the men who were promoted to Class A. came from Classes B. and C., and in the same manner the men who were promoted to Class B. all came from Class C.

4812. I should be very much obliged if you will kindly tell me what made it necessary to introduce strangers during the months of November and December of last year, and of January this year, seeing that a large number of men accustomed to dock work were always applying for work at the dock gates?—You are continually asking me why it was necessary to do that which I have told you I do not think was done.

4813. You have told us that 210 strangers were introduced?—That is through the whole dock. That is on account of the permanent men. I have more than once given you the reason for that was the unwillingness of the old dock labourers to accept the position offered as permanent dock labourers.

4814. You stated it was in consequence of their unwillingness to accept permanent positions, but only a very small proportion of the men are permanent men?—The figures I have given you were of permanent men.

4815. Not the 7,000?—No.

4816. The 1,500?—The 1,800.

4817. 1,800 all told?—Quite so.

4818. I am asking why was it necessary to introduce strangers to make up Classes A., B., and C.?—I cannot say why it was necessary because I do not think that it was done. May I state that if you could furnish us with definite information on the point and the names of those strangers who were introduced, I should be able to give the Commission definite information on the subject, but a merely vague statement which is not within my knowledge I can give no answer to at all. (See page 225.)

4819. It is within your knowledge that instructions have been sent to the men, saying, You must lodge complaints with the heads of your departments, and not give trouble to the Dock House unless you fail to get redress of your grievances?—Certainly that would be the best way of making complaints. The labourer would complain to the officer that is immediately over him. If he fails to get satisfaction from his own officer he can go to the head of the department, if he fails to get satisfaction from the head of the department he can go to the super-

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Tom Mann—continued.

intendent, if the superintendent turns a deaf ear to him he may come to me straight.

4820. Is it within your knowledge, in consequence of the men having lodged complaints of this nature to superintendents and warehouse keepers, that they have been left out of work for weeks and months together?—Certainly not.

4821. Now with respect to the men who have earned 30s. a week, as you have stated, for the past three months on an average, did you take some of those specimens from the London Docks?—I took them from all departments.

4822. There have been two sales in the last three months at the London Docks?—And the men in that department have earned 35s. for the last three months.

4823. There are only five sales in the year all told?—Five sales in the year, but those five sales extend over 20 weeks.

4824. Two of those sales have taken place in a period of 13 weeks?—That is so; that may have raised the average fractionally. The men in the wool departments made an average of over 35s. a week for the last three months, as I have stated.

4825. Respecting those known as "the happy eight gang," the gang does not consist of eight as a matter of necessity, does it?—I believe Mr. Tillett was wrong, it consists of 10. I am not acquainted with them personally.

4826. You state that only two have been ruptured?—That is so.

4827. You are not aware that during the past 14 years, of those that have worked in that gang eight have been ruptured and two died?—No, I am not aware of it.

4828. With respect to the possibility of steadying employment apart from the regulation of the hours of labour, may I ask your opinion as to the possibility and advisability of endeavouring to control the docks and wharves of the port of London either by a Harbour Trust or by the municipality?—The docks of London are already to such a large extent under one control, that I do not know if it would make much difference if you had the Millwall and Surrey Commercial Docks under the same committee. The proportion that the London and India Dock Company control is exactly three-fourths of the whole. So it would only influence it by bringing another 25 per cent. under the same control. I believe that at those docks, the Millwall and the Surrey Commercial, the work is as regular as the nature of the business allows.

4829. With respect to the wharves, is there not a similar amount going to the wharves as goes to the docks?—Yes, quite as large.

4830. Is it possible, do you think, to control the wharves?—No, I do not see how it is possible to bring the wharves in, except possibly a few of the larger ones, because they are spread over such a large extent of river side. They are held by private individuals, and I think it is very difficult to arrange terms upon which a trust should buy all those private

Mr. Tom Mann—continued.

individuals out. Of course it is within the range of possibility, but I do not think it is probable.

Mr. Bolton.

4831. I think you have stated that the men themselves are sometimes desirous of overtime?—The labourers are themselves desirous of overtime to this extent, that men from departments where there is only the ordinary amount of work going on will go to the wool department during the sales in order to get the advantage of the brisker work that is proceeding.

4832. I notice that you also said that preference was given to the permanent men and the A. men in regard to overtime?—Yes.

4833. Then if it is a question of preference I suppose it is a question of something that is preferred, something that is liked?—Yes, to a certain extent. I have very little doubt that if a man has the opportunity of working three or four days in the week to 6 o'clock, and getting his additional 1s. for each of those days, up to a certain extent he would do it.

4834. To the dock company it is of course both expensive and inconvenient?—If it is continued long it is expensive and inconvenient, because we pay an additional rate of wage for work performed after a certain hour.

4835. It is expensive, however long it is continued, to that extent?—To that extent it is, because work during the night would be performed under unsatisfactory conditions, and would probably not be quite so well performed as it is during the day, and is also paid for at a higher rate per hour.

4836. I presume you do not find that the men do as much work after they have been 8 or 10 hours at it as they did at first?—I should think their strength would begin to fall off.

4837. Consequently you have not only to pay higher wages, but you also believe you get less work for them?—Yes. I should think that would be the case.

4838. With reference to these agreements which have been the subject of discussion for some time past, was there anything in them binding either party for a definite period?—No. The Mansion House agreement was entirely indefinite as to its duration. I have a copy in my hands, and the memorandum embodying the terms of agreement in regard to piece-work to come in force on such a date also makes no statement as to when it might be terminated.

4839. Will you tell me what is the meaning of the allegation of breach of faith under the circumstances when one party to the agreement sought to make some change in it?—I must refer you to your colleagues. I do not know that there was any breach of faith.

4840. Allegations of breach of faith have been made here which appear to be solely based upon the fact that one party or another to this agreement sought to make some change; is there any basis for such a statement?—I have stated what

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Bolton—continued.

the change was, how it was made, and the reasons which induced us to make the change.

4841. Mr. Mann just now referred to strangers being introduced under certain circumstances. Is that any breach of agreement?—None whatever, but rather the contrary. In the Mansion House agreement the men bound themselves to work amicably with those who had not been out on strike, and the directors on their part agreed to make no difference between those who had and those who had not taken any part. Therefore the inference to be drawn from the Mansion House agreement was that the labour was free to be taken part in by any labourer, who was suitable for the work. The Mansion House agreement refers of course only to one case. It does not touch the point of unionists and non-unionists in the district but only those who had or had not been engaged in the strike.

4842. You referred just now to a statement made by union leaders to the effect that under certain circumstances they would have the complete control. Was that any inducement to you to introduce strangers who were non-unionists?—We have never taken any very decided steps to introduce non-unionists. The only steps by which we have introduced strangers or non-unionists, or whatever they may be called, was by means of a public advertisement of the terms of permanent service, which we posted in the east end last November.

4843. Having regard to the condition of labour at the dock, can you account in any way for the over supply there?—It is owing, I suppose, to over population of the metropolis.

4844. We have had it stated over and over again here that every person out of employment, whether he is a carman, or coachman, or tailor, or baker, or whatever he may be, as soon as he gets out of employment gravitates to the dock. Is that within your experience?—I dare say there is great foundation for such a statement as that.

4845. Can you account for it?—It is because they think there is work to be done there, and that anybody with a strong pair of arms can do it, and that it is open to all.

4846. On the other hand, we have had men here giving evidence to the effect that certain people, whom I think I have named, in some instances have been actually three months without employment at the docks?—That, I am afraid, is quite true. I am afraid it is true that there are people in the metropolis who have been without employment, but I cannot say as to their attending daily. If they have been attending daily for three months and have got no employment, it must be because those who are better known to the dock authorities have naturally been taken on before strangers.

4847. I understood you to say that of your Class B. there were 10 per cent. who did not apply daily?—Yes.

4848. And of Class C. something like 40 per cent.?—That I believe is the case.

4849. Those are the casuals, as we have termed them here, I presume?—Of course they become

Mr. Bolton—continued.

more casual as they go down in the classes. I think the reason for 10 per cent. of the B. men absenting themselves from employment is that they have employment which is more profitable or which they prefer elsewhere. Of course, the composition of these lists is a matter of very recent occurrence, and very possibly in 12 months hence the figures would be very much altered on that point—the men would become more regular, and instead of 10 per cent. not applying, there would hardly be more than one or two.

4850. Would the same remark apply to the C. men?—In a degree, yes.

4851. I do not know whether you have given it as your opinion, but I think you have, that these men get some other employment besides that at the dock, that they are not exclusively employed at the dock?—That is so. I mean, for instance, that there are certain men who work at the wool sales. On every occasion when they come on they regularly present themselves for work at the wool sales. If they are good men they can earn very high wages at those wool sales. That might induce them even to take a holiday for some time; but I know for a fact that there is a considerable number of men who during the off time are costermongers and employed at other trades.

4852. Then they go back to the docks when these wool sales are on?—Yes.

4853. Do they then exclude the others who have been waiting all the time?—No, I do not think so.

4854. Not necessarily?—Not necessarily at all; but naturally if a man has been in the habit of attending these wool sales for a considerable period the foreman will prefer him who is used to the work to the casual who is standing outside the gate whom he has never seen before.

4855. The changes which have been made during the last two years we will say in regard to the employment of labour at the docks, and other changes which have been made, have considerably increased the expenditure of the docks, have they not?—There has been an increase of wages, taking it roughly, of 20 per cent.

4856. What effect has that had upon the dividends?—The public were extremely anxious that the dock labourers' wages should be increased after the strike, and the wages were so increased. Consequently the rates for the performance of the work had to be increased to the public. They have been increased about to an extent to remunerate us for the increase. We could not get the full advantage of that in the first instance. I do not wish constantly to recur to the unsatisfactory state of the work last year, but it was very unsatisfactory, and the consequence was that our dividends suffered thereby. The first half of last year was six months of extremely active business, but the cost of labour was so great that it neutralised that great increase of business, and the London Dock shareholders had a dividend of 1½ per cent. In the last half of the year business fell off to a considerable extent, and the dividend earned was less than 1 per cent. The state of the labour was bad

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Bolton—continued.

up to the end of the quarter, up to about Michaelmas, and began to improve after that, and is now improved and the result to the shareholders for this half year shows that improvement in an improved dividend.

4857. What is the improved dividend?—It is not very high yet. It is 2 per cent. instead of 1½ per cent.

4858. Then those are the ordinary dividends?—Yes.

4859. Are there preference shareholders as well?—There are.

4860. They get paid, I suppose, in full?—Yes.

4861. And have done all through?—Yes.

4862. And the debenture holders also?—Yes, certainly as regards the London company.

4863. Do you know how the debentures and preference shares are held generally; I mean are they held in large sums by bankers, or how are they held?—I believe the London debentures and shares are held in small quantities, and on the other hand the India Dock debentures are held in large amounts.

4864. So that you will have amongst those a considerable number of people who are dependent to a very large extent perhaps upon the result of the working for their livelihood?—In the case of the London company a very large number.

4865. Have there been any other changes which have added to your increased expenditure?—Last year everything was dearer; coal was dearer. The improvement this year is mostly in economies and in better organisation, and more willing work.

4866. We have had it very strongly urged here that there should be a compulsory purchase of all the docks by the municipality of London, and that that would at all events greatly mitigate the evil of low wages and unemployed men; can you suggest what change, as regards superintendents and labour, would follow upon such an acquisition?—I have not had time to consider the subject. If the municipality could manage the docks better than we could, certain changes would follow; but that remains to be proved.

4867. Docks are managed, if not by municipalities, at all events by bodies drawn from municipalities, to a great extent, in various parts of the kingdom?—They are in Liverpool and Bristol.

4868. Are the docks there, as far as you know, better managed than the London Docks, or more economically managed?—I do not know. The directors of any company are always sure to hear the praises of other companies sung to them, and we hear in Liverpool that the London docks are much better managed than theirs are.

4869. It does not occur to you that any change that could be made would so reduce the cost of management as to practically enable the municipality to expend a considerable sum of money in what would be practically charity, and in paying higher wages than are actually necessary to the workers?—I do not think, considering the very great necessity that all directors and managers connected with the London Docks

Mr. Bolton—continued.

have been under for this last few years to manage as economically as they were able, that it would be likely to be more economically managed by the court of common council or by any other body appointed by the ratepayers. If there were any extravagance of course the great body of the ratepayers would have to pay for it.

4870. I presume your shareholders look after your extravagance quite as sharply as the general public would be likely to look after any extravagance on the part of the municipality?—Yes, we are told of it twice a year if we go very far wrong.

4871. We have been told here by more than one witness that your rules as to complaints or grievances are practically useless, because if a man suggests that he has a grievance to his immediate superior he immediately loses his employment; have you reason to think that is correct?—I do not think it can be substantially correct, but of course it is extremely difficult for anyone to say what goes on between a foreman in charge of a dozen or 15 or 20 men and himself. But the rules are severe, and certainly if that was detected in any way, and it would probably come to our ears sooner or later, that foreman would be very severely dealt with.

4872. And those rules are made known to all the workers?—They are clearly known.

4873. Speaking of the superannuation fund, I would like to know whether every class of contributor has a representation in the management?—No; I cannot say that every class represented has a share in the management, because it is difficult to divide the men into classes. The superannuation fund is exclusively for the benefit of the officers and the permanent servants of the company. The officers and servants of the company are represented by, I think, six officers, who form a large majority of the trustees; but the superannuation fund is worked under a strict legal trust, and the terms cannot be departed from. The granting of superannuations is wholly and exclusively in the hands of the directors.

4874. Some of those men contribute to the fund, do they not?—They all contribute.

4875. And do they select the men to represent them in the management of the trust?—No, I cannot say that there was any form of popular election of the trustees representing them.

4876. Who appoints them?—They were taken from the senior officers of the company, the men that were considered most qualified to take such an important post. There are the general managers of the joint committee, the secretary, three of the superintendents, and the cashier.

4877. How did those men get there?—I think they were selected by their officers.

4878. By certain contributors?—Yes.

4879. Not the whole?—No, there was no form of election for it, but the senior officers are represented by the managers and the secretary. There is the superintendent at the West India Dock, the superintendent of the up-town warehouses, and the superintendent of the Tilbury Dock, and then the cashier.

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Mr. Bolton—continued.

4880. Can you suggest any means of promoting a better understanding between the employers and employed, and the prevention of strikes?—I think that the best means of avoiding misunderstandings is to meet together and talk it out.

4881. By meeting together, whom do you mean?—The persons chiefly interested, the employers and employed.

Mr. Ismay.

4882. I think you stated that the capital of the joint committees was 16 millions?—Sixteen and a half millions.

4883. Can you tell the Commission how much of that is share capital and how much is debenture capital?—The share capital of the London company is 5,300,000*l.*, and the share capital of the India company is, I think, a little under 3,000,000*l.*

4884. Then it is about half and half?—It is a good deal less than half and half; it is something over a third. The capital of the two companies together would amount to 7,140,000*l.*

4885. Ordinary stock?—Ordinary stock.

4886. And then the loans and debentures?—8,345,000*l.*

Mr. Bolton.

4887. That would be preference and debentures?—Yes.

Mr. Ismay.

4888. What has been the dividend of the East and West India?—There has been no dividend sometimes.

4889. Not for some years?—For two or three years.

[Lord Hartington here took the chair.]

4890. And what has it been of the London and St. Katherine's?—The London has averaged $1\frac{1}{2}$ for some time, or rather under $1\frac{1}{2}$.

4891. And what has been the average rate upon your preference stock?—Four per cent. for the debentures, and $4\frac{1}{2}$ for the preference shares.

4892. Have you had any difficulty in regard to the renewal of your loans in consequence of the strikes?—No, I do not think that there has been any difficulty directly attributable to the strikes. Of course, if the docks got into low water, they would not be able to negotiate loans so easily as if they were flourishing concerns. But, speaking for the London Company, with which I am alone connected, with regard to matters of finance, &c. we have had no difficulty in the raising of the money we wanted from time to time.

4893. I suppose it is debenture stock?—It is partly debentures and partly debenture stock. Debentures are being gradually extinguished. We have been issuing debenture stock at a premium, making the interest equivalent to about $3\frac{1}{2}$ per cent. last year

Mr. Ismay—continued.

4894. Broadly speaking, the directors desire to reduce overtime as much as possible, I take it?—Yes, we have no interest in extending it.

4895. And as you have told us, the men object to giving it up at times?—To a certain extent they do. I think that if you were able to examine all the men you would not find any that were in favour of such very long hours as occasionally occur; but you would find very few indeed who would favour the restriction of labour to an absolute maximum of eight hours a day, or even 48 hours a week.

4896. Is there less overtime than there used to be?—Yes, I should think there is. I should think there is not so much competition and hurry as there was some two or three years ago.

Lord Hartington.

4897. You have given the number of 7,300 as the maximum number of labourers employed by the joint committee?—Yes.

4898. Is that the maximum number that are ever employed at one time?—I have here the figures giving the average for every fortnight, and during the last three months, that maximum of 7,300 has not been reached, although very nearly so.

4899. Do I understand that figure of 7,300 to represent the total number of men who are ever employed by the docks, or is there a considerably larger number of men employed sometimes by the committee?—No; I think you may take it that 7,300 under the present circumstances is the maximum number of men, that is of labourers proper, that have been employed at the docks for the last three months.

4890. That is to say, only 7,300 persons have found employment at the docks?—Only 7,300 labourers have found employment at the docks under our control, in addition to the regular staff of engineers, dock masters, examiners, and so on. May I explain that, I think, very likely larger figures have been given before. These smaller figures are very much on account of the shipowners doing their own discharging at the Albert and Victoria Docks, and they are now employing about 2,000 men in addition to those which were employed before. Our figures for 1890 would probably show a considerably higher maximum, a maximum possibly reaching 10,000.

4901. You have given us in your No. 5 answer the number of men whom you estimate to have full work, four-fifths of full employment, and two-thirds of full employment. Those come to 5,173?—Yes.

4902. Then do I understand that the difference between that number and the 7,300, that is a little over 2,100, are purely casuals?—Yes; they are what are called casuals. That is as far as we have been able to trace them. Probably in that 2,000 are enumerated many men who have been working at other departments, in their regular place, and have left the department for some reason or other best known to them-

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Lord Hartington—continued.

selves, and have gone to another department, and therefore, rank among the casuals or the unknown men at the department to which they have just gone. Probably among those 2,000 men there are many regular dock labourers.

4903. We have heard from other witnesses something about the great struggle that took place at the dock gates for employment; does that take place at your office?—I hope that that is very much modified on account of these lists, because these men are called on in due order, and it is not until these lists have been exhausted that any casuals are taken on at all. Reference was made in one case that I saw in the public press to a scene of great struggle and disorder at a particular office in the London Docks. The London Docks being, unfortunately, so near to the City of London there is very much strain for room, and this place where the men are occasionally taken on, not at the regular times, but in the middle of the day, if men are particularly wanted, is certainly not a convenient place for the purpose, and I should be very glad to improve it if I saw the way to do it. But it is very difficult, of course, to prevent men from struggling to get first to any point, or to any line at which they can be taken on.

4904. Do we understand that you do not now give employment to men of whom you know nothing?—We put as many men as we can on from these lists, and we call them in regular order. When these lists are exhausted, and we still want more, then we have to take the men as in the old days, according to the foreman's judgment and discretion. He takes the men that appear to be most likely for the work.

4905. Under the present system, the chance of a man of whom nothing is known getting even a few hour's job is smaller than it used to be?—Yes, I should say it would be smaller than it used to be, because there is a large number of men who are regularly taken on day by day.

4906. The temptation of the unemployed to drift to the docks is somewhat diminishing?—I hope so.

4907. Do you see any sign of that?—It would be hard to say, because it would be affected by so many different circumstances. However well the organisation of the docks was perfected, if there was a great number of unemployed in London they would doubtless still drift down to the point where work was most likely to be obtained, and I do not say that we should ever be able to bring the organisation to such a pitch as to provide for all contingencies of great press of work on account of natural causes without employing some of these casuals as they are called. But our object is to reduce them to as small a number as possible.

4908. As to hours, I think it has been stated in evidence here that gangs of men have worked for as much as 40 hours together at a stretch?—There have been cases of it. I have seen the record of a case in which a man is said to have worked for 38 hours at a stretch within this

Lord Hartington—continued.

last six months. I think it is very much to be reprehended. I do not know whether he worked for us, or whether he worked for a shipowner.

4909. What would be the reason for the working of men for that period of time?—A steamer might be behind her time, and they might be straining every nerve to get the steamer away to make connexion in other parts of the world, or to keep dates, and so on, and so great pressure might be put on to complete her loading.

4910. Would it make any appreciable difference in the time to employ two or three gangs instead of one gang continuously?—No, I do not think it would. I have given evidence on that point to-day, and as far as we are concerned we have no object in employing the same individuals for so long a time. We should be quite willing that the men should be changed every 10 hours, or at such convenient time as might be arranged; but, as I have already stated, the pressure comes not only from the shipowner, but to a certain degree from the men themselves. They do not like, having taken a job, to be interfered with until it is done, and they would rather perform labour even under such circumstances as those than give their work to others.

4911. They would make a grievance of being turned off a job if they saw that it was not finished?—I have always heard so, yes. They would rather go on with it and finish it themselves. But I may say that it was an isolated case of one man only who had worked such a time; and I can hardly conceive circumstances under which one man was allowed to work that time.

4912. You once or twice have spoken of the strike of 1889 as amounting to a revolution?—Yes.

4913. In what sense do you speak of it as a revolution?—I spoke of it as a revolution not entirely as affecting the docks, not as a revolution exactly in the practice or method of working, but as marking a new era almost in the history of labour; I mean to say it is notorious that the strike of 1889 at the docks was the commencement of the great disturbances in the labour market that have taken place since that time. It was entirely new too, the way in which the strike was regarded by the press, the public, and the police.

4914. You mean as to the support it received?—Yes.

4915. But did it cause anything which you could describe as a revolution in your system of conducting the work?—I do not think it could.

4916. The changes resulting from it in your particular business were not very great, were they?—The changes of practice have not been very great. There has been a very material increase of wage, an increase of wage amounting to 20 per cent.

4917. Just now you spoke of the way the strike was regarded by the police. Have you any observation to make on the conduct of the

16 July 1891.]

Mr. W. E. HUBBARD.

[Continued.]

Lord *Hartington*—continued.

police in regard to the strike?—No; I do not wish to make any observation at this time. I was not in England at the time of the strike, so that I ought not really to give evidence about anything that arose then.

4918. Would it in your opinion have been possible, in the absence of anything in the nature of intimidation, to have defeated the strike by means of the employment of free labour?—I suppose it is more difficult to do so in the docks in London than in any other industry or place in the world, because they extend over such an enormous area, and are absolutely open to the public. It is a very different thing when there is a manufactory or any industry which is en-

Lord *Hartington*—continued.

closed within four walls, which could be carried on by men introduced into the work and kept there until the difficulties were over. For instance, to carry on the works during the period of a strike would require, say 6,000 or 7,000 men. 6,000 or 7,000 men, assuming that the strike were general, would have to be found from the outside, which, of course, would be a matter of no small difficulty, and they would have to perform their work doubtless in the face of very considerable difficulties, and if the strike were protracted for some time there would be a certain amount of danger, and it would be absolutely impossible for the police to give individual protection to every one of those 6,000 men.

The witness withdrew.

Adjourned to 11 o'clock to-morrow morning.

As supplementary to Mr. Mann's question (4818) Mr. W. E. Hubbard wrote, on the 17th July 1891, as follows:—" I have made inquiries and found that one man in 10 of the men taken on at that time had not been working at these docks, and might therefore have been termed a stranger. Unless the dock employment is to become an actually close corporation

" I do not think that that proportion is anything to grumble at. The officials state that they chose the most suitable men for their purpose, whether strangers or not, but I quite agree that if two men are equal in other respects the old hand should have the preference, and I will see that this is carried out."

17 July 1891.]

MR. GEORGE ALEXANDER LAWS.

1891. A. 11

NINTH DAY.

Commission Room, Westminster Hall, Friday, 17th July 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.

Mr. J. C. BOLTON, M.P.

Mr. JESSE COLLINGS, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. S. PLIMSOLL.

Mr. H. TAIT.

The Right Hon. Sir J. E. GORST, Q.C., M.P.,

Mr. M. AUSTIN, Mr. J. MAWDSLEY, and Mr. G.

LIVESEY (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. GEORGE ALEXANDER LAWS called and examined.

Earl of Derby.

4918. In what capacity do you come here?—I have been a seaman, and managing owner of steamers, and an general manager of the Shipping Federation, Limited, and on their behalf I now give evidence.

4919. Will you tell us what the Shipping Federation is?—The Shipping Federation is a company limited by guarantee and was incorporated under the Companies Acts, 1862 to 1890, on the 30th September 1890. I produce a copy of the certificate and articles (*see Appendix 6*).

4920. What class of members does it represent?—It is a federation of steam and sailing ship protecting and indemnity associations, steamship companies and shipowners of the United Kingdom of Great Britain and Ireland. I produce a list of the members at the date of the incorporation (*see Appendix 7*).

4921. Can you state the amount of tonnage entered?—At the present day about 25 associations, companies, and firms are affiliated or co-operating, representing say, seven million tons of shipping, or about seven-eighths of the total tonnage of the United Kingdom.

4922. How many managing shipowners are connected with your association?—About 2,000.

4923. And how many seamen?—About 200,000.

4924. And I suppose a considerable number of other working men?—Yes, that is so; about the same number I should think employed by them.

4925. Now, will you tell us what are the objects of the Federation?—The objects of the Federation may be described briefly as for the purpose of maintaining liberty of contract and

Earl of Derby—continued.

resisting the new union methods of coercion, more especially the tactics adopted by the National Amalgamated Sailors and Firemen's Union of Great Britain and Ireland, or their officials (that is a long name, and with us it is generally called Mr. Plimsoll's Union, on account of his being the president; but I think if I call it the Sailors' Union it may be convenient to you afterwards), whose instructions to members are entirely subversive of discipline in the merchant service, and have resulted in a degree of insubordination seriously menacing the security of life and property at sea.

4926. Can you describe the general scope of the operations of the Association?—I produce a synopsis of the articles showing briefly the objects of the Federation (*see Appendix 8*), and also a print of the circular dated the 20th October, giving the general scope of operations in a condensed form (*see Appendix 9*).

Sir John Gorst.

4927. The 20th of October of what year?—1890.

Earl of Derby.

4928. I think we may take it from you that you do not consider that the Federation is opposed to the principles of trades unionism as they were formerly understood?—I wish to state emphatically that we are not in any way opposed to sound principles of trades unionism, and that this organisation was not formed for the purpose of reducing wages, and that its powers have never been used for that purpose.

4929. What is the present attitude of the Federation towards their men?—It is necessary

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

to state that the membership contains many shipowners who encouraged and supported the various Seamen's Unions so long as they were used for legitimate purposes, and at the present moment free men and union men have equal rights in regard to employment with all the members of the Federation.

4930. When was the necessity for federating first felt?—From 1887 to 1889 no objection was made by the bulk of shipowners so long as the various unions confined their efforts to obtaining increase of pay, &c.; but in the early part of 1889 the demands of one particular union became so unreasonable and aggressive that shipowners were forced into combination to resist improper interference with their business.

4931. Will you explain the nature of the interference of which you speak?—The nature of the interference will be clearly shown by the following extract from a circular issued by the Federation immediately after it was formed:—
 “ 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.”
 (See Appendix 10).

4932. In what way had the necessity for taking these measures arisen?—At this time the general secretary of the largest seamen's union, that is, the union I have referred to, had also been appointed manager of the so-called Union of Shipmasters and Officers of Great Britain and Ireland, and I will refer to a very brief rule of that Union. The rule—I refer to the 24th—is to this effect:—“The general manager (who is the secretary of the Seamen's Union) shall have the entire working and control and supervision of the Union and branches as fully and as effectually as if he were the acting manager of a large business.” That is referring to the Union of Shipmasters and Officers.

Earl of Derby—continued.

4933. We understand that this Sailors' Union practised or endeavoured to practise a system of coercion—that is alleged. Now will you describe what that system was?—The method adopted by the Sailors' Union delegates was to call out the crews of any steamer on the point of sailing, unless the master and officers would agree to become members of the Union (controlled by the Sailors' Union secretary) and pay the entrance fees, &c. In this way masters and officers were coerced into joining an aggressive union, even if they were already members of other societies; otherwise their vessels under contract to charterers would be detained. In many cases where masters refused to join the union fees were paid for them by the owners rather than incur damages for breach of contract with merchants, &c.

4934. Was any other form adopted of putting pressure on the shipowners?—The National Amalgamated Union had also arrangements with the Dockers Union at several ports by which it was agreed that dockers, lightermen, and others should strike against vessels when the master, officers, or crew were free men.

4935. What other action did they take?—In some cases the dockers would also strike if the cargo was tallied out by the officers of the vessels, in order that tally clerks who were members of the Union should be employed; thus leaving the shipowners without any means of controlling the short delivery and the pilferage of the cargo, which is a great source of loss to them.

4936. Can you give any further instance of concerted action for the same general object?—In many cases union crews and union dockers refused to work the vessels unless the owners would sign letters agreeing not to load or discharge at certain ports where free labour was employed by dock companies and others. I will refer to that more fully if it is required, and put in the circulars if you wish.

4937. Can you name any other way in which vessels are interfered with or their sailing impeded?—In some cases union men have even refused to assist in the salvage of stranded vessels where non-union men were employed.

4938. Have you any instance of that that you can give us?—If you will allow me I will quote a particular case to show that, without burdening you with a number of cases. This is the report made to me on the 30th of June, from Leith: “On or about the 13th of February the screw steamer ‘Malvina,’ a valuable steamer of 1,138 tons gross, belonging to the London and Edinburgh Shipping Company, trading to Edinburgh, Leith, and London, while proceeding down the Thames on her voyage to Leith with cargo, came in contact with a sunken steamer, and damaged her bottom. To save steamer and cargo the captain found it necessary to run the ‘Malvina’ ashore and immediately set to work with his crew to get the cargo out of the hold, at the same time sending for assistance. He got a number of dock labourers sent from Tilbury Dock, and

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

“ on their arriving at the ‘Malvina,’ and before
 “ starting work they put the question to the
 “ ship’s officers, ‘Are you and your crew union
 “ ‘men, or not?’ On learning that the crew
 “ were not union men they refused to put a
 “ hand to the cargo until every one of the crew
 “ was withdrawn from the work upon which
 “ they were engaged; to which condition the
 “ captain was obliged to submit, under the
 “ circumstances, to save the cargo.”

4939. Now, in this case and in similar cases which you say you are aware of, had the question of wages anything to do with the dispute?—In none of the instances that I have named were there any complaints or disputes regarding wages or provisions, and in nearly every case the aggressive action was initiated by the National Amalgamated Union in the first place.

4940. What was the avowed object of their interference?—The openly avowed object in all cases was, first, that none but union men should find employment in British vessels, and eventually, that members of the National Amalgamated Sailors’ and Firemen’s Union only should be employed as seamen.

4941. Does what you have stated now indicate the relations existing between a large proportion of the shipowners and their men at the time when the Federation was formed?—The foregoing statements, to the best of my knowledge and belief, fairly indicate the relations existing between a large proportion of the shipowners and their seamen and workmen when the Federation was forced into existence.

4942. Have you anything further to say as to the necessity which induced you to take the steps that were taken?—I think so. The general scope of the federation operations may be briefly stated by reading a very short extract from a circular to the members, dated the 20th of October. It is on page 27 of the book I have handed to your Lordship: “General scope of operations. 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

Earl of Derby—continued.

“ join it, and compensate them if they detain or
 “ lay up their vessels by agreement with the
 “ Federation.” Then, with regard to intimidation there is a short clause: “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.”

4943. Had you any reason to complain that intimidation had been practised?—In further explanation of the necessity of this notice it should be stated that the National Amalgamated Union had established a system of pickets outside the shipping offices at all large ports, and no seaman was allowed to approach unless he could show the union ticket. Intimidation and violence were openly resorted to, and seamen were assaulted and robbed of advance notes, the union fees being extorted in this way. I can give many examples of that if you wish it, or I will give you one, as you please.

4944. Give us one typical case?—“Intimidation”—I am quoting now from one of the Cardiff newspapers—“The Elpis”:—“Newport Police Court, 5th December, G. Campbell, delegate of the Seamen’s Union, was charged with unlawfully detaining a seaman’s advance note for 2l. 5s. from P. Swedtland, Norwegian sailor, on the 3rd December. Complainant signed to go in the ‘Elpis’ and was on the 3rd December given an advance note for 2l. 5s. As he was going from the shipping office, defendant asked him whether he belonged to the Union. Complainant said he belonged to the new Union. Campbell said that that Union was no good at all, and threatened that if he did not give it up, and join his Union he would withdraw all the men from the boat, and complainant would have nothing to do. Swedtland said he had no money, but had an advance note, and asked what it would cost him to join. Campbell told him 10s., and intimated that he could pay by means of the advance note which he tendered, and received 2s. in cash back. Subsequently complainant found that there was no legal obligation on the part of sailors to join the Union, and asked for his note back offering at the same time to pay the 2s. he had received. The officers of the Union, however, refused to give the note back. In the result the matter was compromised in court, the defendant agreeing to pay the complainant 1l. 18s.” The instances of that in London down at the docks here are also very numerous.

4945. What steps were taken to give protection to the men?—Steps were at once taken by owners to ship their men on board ship under the Board of Trade authority, and registry offices were established at all principal

17 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

ports. For particulars of this I would refer you to pages 20 and 108 of my book. They are too lengthy for me to quote here. I produce examples of the certificates or registration tickets then introduced, and which eventually were accepted by all union men (*see Appendix 11*). I produce a few of these, because they have been called "Badges of Slavery," and I should like the Commissioners to satisfy themselves upon that. The rules appear on the reverse side.

4946. The object of this registration ticket I presume is to enable the holder to obtain preference of employment for any vacancies in any ship which is connected with the Federation?—Provided he agrees to carry out his agreement on the articles 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.

4947. You do not make any objection to the men being members of any Union that they please to belong to, provided that they do not interfere with the men who are not members of that Union obtaining employment?—No objection whatever. We have now nearly 40,000 registered in this way, of whom fully one-half are union men, and fully one-third members of this particular Union.

4948. Now have you anything to tell us with regard to the strikes?—I submit herewith a brief record of strikes between September 1890 and April 1891 both inclusive, all of which were fomented by the National Amalgamated Union, namely, four North British strikes (*see Appendix 12*). Would your Lordship refer to page 1. That is as much perhaps as you would like me to read to the Commission. On the 5th of September there was the Leith strike of the dockers to support the National Amalgamated Union monopoly. I had better mention briefly that in this case of the "Moravia" the steward, an old servant of the owners, was a non-union man, and on arriving at Leith the delegate of the Union said, "You must either join our Union or we will withdraw the crew." The steward telegraphed to his owners, who wrote back and said that he could please himself and join the Union or not as he chose. He had a great objection to joining the Union, and so stated. Notwithstanding, the Union delegate said, "Very well, then, we take away the crew." The captain said, "Well, I will get another crew who will go if possible." Then the delegate went to the dockers and harangued them on the quay alongside the vessels, and drew out the dockers. The consequence was that the owner had to apply to the Federation then just formed three days, and free men were sent to do both the work of the crew and the dockers' work. Then on the 10th of September a similar strike, and for exactly the same reasons, took place at Bowness—dockers *versus* free crew—which collapsed on the 22nd of September. On the 29th of September there was the Grangemouth strike. This was a question of wood carriers' wages;

Earl of Derby—continued.

but not wages in any way affecting the Federation, that is to say, the wood carriers of Grangemouth who carry the wood on shore for the receiver of the cargo, not for the shipowner, struck for an advance which was not conceded by the receivers; and in consequence the sailors and the dockers and everyone else went out, in what is called sympathy, and the further consequence was that the Federation had to intervene, to the extent of finding the owners of that vessel men to complete her work and a crew to man that vessel. Only to that extent was wages involved in any way. Then on the 15th of October there was the Dundee strike, also Dockers' Union *versus* free crews; it was of much the same nature, and collapsed on the 29th. It was treated in the same way.

Mr. Tait.

4949. Would you give us the cause of the strike?—I have given it—Dockers' Union *versus* free crews, that is to say, the dockers said, "We will not work this vessel because she has got a free crew on board."

4950. Was it against the crew or was it against a particular officer on board ship—a ship's officer?—No; it was simply that the crews were free! I can give it at greater length if required. Then on the 28th of October there was the Cork strike. On that perhaps a little explanation must be given here. The Cork Steam Packet Company are a well-known company trading from Cork to various ports in the United Kingdom. They are common carriers, that is to say, they are bound to receive any cargo that is tendered. They have no option, that being the law. In this case what caused the strike was what are termed "landlord" cattle. I have no doubt you will be much better aware of what that is than I am. These were tendered and the shoremen refused to put them on board. Some men were got to put them on board, and then the crew struck and said, "We are not going with this cattle to England although we are on articles." Then the manager of the Company, being a member of this Federation, telegraphed to know what he should do. Of course we were obliged to say you must prosecute under the Merchant Shipping Acts. I am sorry to say that the crews were prosecuted, and four of them one after the other went to gaol for long periods—simply rather than do this. Then we were called in to supply free crews, which we did, and kept them supplied. I regret very much to say that this strike lasted for three months, from the 28th of October and finished on the 28th January, the men all returning to work, and now agreeing to work with free men, and to take "landlord" cattle and any other cattle. Then on the 19th of November there was what is termed the Gauston strike. That was really against vessels loaded in Barrow, and the Federation had nothing to do with that; because the strike itself was instantly and very effectively handled by the North-Western Railway Company.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Austin.

4951. What was the date of that strike?—On the 19th of November. It was against a vessel belonging to the Federation which had been loaded at sometime in Barrow. I will read the notice under which such boycotts, or stops, or blocks, as they call them, were made at that time. This is a notice issued by the National Union of Dock Labourers in Great Britain and Ireland:—"Notice.—In consequence of the " members of the Barrow branch of the National " Union of Dock Labourers being locked out, " for no other cause than that of refusing to " dissociate themselves with the Union, the " members of the various branches of that " organisation on the Mersey will not load or " discharge any cargoes coming from Barrow " either by rail or sea. This notice is issued to " prevent merchants, brokers, and shipowners " who are not parties to the dispute suffering " any loss through the men refusing to handle " any goods coming from or going to Barrow " during the lock-out. By Order"—and then follow the names of the gentlemen who promulgated that. In giving that effect, the workers in the Garston Dock refused to load a steamer that had a considerable time before been loaded in Barrow, and the consequence was that the railway company locked them out and took in free labour, and the work of the docks proceeded.

Mr. Bolton.

4952. Was it a cargo put in at Barrow that was then in the ship at Garston?—No; it was merely from the fact that the vessel had at a previous time been placed on the black list of ships which had loaded in Barrow. She was absolutely loading coal in Garston. She was an empty ship and was there to load coal alone, I may say that I have several of these black lists, but not here at the moment. They are simply lists of ships which were given to other branches of the Union in Great Britain and said you must block these vessels wherever and whatever they are doing. In several instances they were blocked simply because they belonged to owners of vessels living in Barrow, although they had not been loaded in Barrow at the time. While on this point I may say that many of these vessels being under contract, and taken suddenly in this way, the owners were absolutely forced to give letters to other branch secretaries and delegates, stating that they agreed not to go to Barrow or load there again, and several other ports which were tabooed by the strikers. It is also right, I think, unless you intend to call Sir James Ramsden, the manager of the Barrow Docks, to say that there was no such question as requesting the men to dissociate themselves from their Union. Nothing of the kind happened. What happened was that some of the men in the Barrow Docks were free men—non-union men—and about seventy of the union men went out and refused to work with them, and remained on strike the whole time until they got down to one, and

Mr. Bolton—continued.

this boycotting went on as long as there was one man out on strike.

Earl of Derby.

4953. I think we may take it that your main object throughout was to secure to men who did not belong to the Union a fair chance of getting work?—Nothing more. We have never intervened to any further extent than that. Then on the 5th December there was an extraordinary manifesto put into the office of the Shipping Federation and handed into the offices of three lines of ships sailing out of London, and I wish to read that manifesto, if you will allow me.

4954. Certainly?—"Manifesto!!! United " Labour Council of the Port of London. " 'Wades 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, " and Co., New Zealand Shipping Company, " and British India Steam Navigation Company " 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 the National " Amalgamated Sailors and Firemen's Union." (That is the Union I referred to at first.) "This " manifesto to take effect on Friday morning, " December 5th, 1890. By Order of the above " Council." Apparently dated December 3rd. (*See Appendix 13.*) I wish on this point, if you will allow me, merely to state that these are three of the finest passenger lines sailing out of the port of London. There never has and never could be any question as to wages, provisions, or accommodation. I suppose there is nothing better in Her Majesty's Navy, certainly there could not be the slightest cause of dissatisfaction in any way, and yet this was what was put out, simply because in order to protect their men these three lines had been obliged to get the Board of Trade authorities to come down on board the ships and sign the men on. Then the Federation was applied to by the owners of these lines, and the steps we took were to placard the city of London and the docks the next day with a poster reading this way:—"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

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

"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. By Order." (*See Appendix 14.*) Then, notwithstanding that this explanatory notice by the owners was posted out, I regret to say, that on the date named, the 5th, the sailors of these fleets came out, and in sympathy with them came out the coalies, that is the coal men who load the coals in the docks, and also the shipworkers, carpenters, painters, and various other trades who have formed themselves into this Labour Council, and who have in detail apportioned to themselves the various trades of London which shall do it and which shall not do it; these all came out; but I am very glad to say that at that time neither the dockers nor the stevedores (there is a distinction kept up in the port of London between the two) came out. They continued to work their vessels. The Federation were applied to, and took immediate steps through agencies round the country, to ascertain what free labour there was, and to get ready free labour to replace those who had gone out; but after consultation with my executive, it was agreed that in order as little as possible to disturb the labour of London, we should give them a week to think over it, and at great loss and expense we gave them a week to think whether they would come in or not. At the end of the week the coalies would not go in and I was therefore forced to bring up principally from Kent the nucleus of our free labour. We brought up from there about 150 men, probably the finest workmen you could see anywhere, men from Rye, Romney, Lydd, men of splendid physique—nothing like it in London—men accustomed to seaside work, to canal work, to loading and unloading barges, men who had also been accustomed to coaling in London in a strike which had taken place the year before at one of the gasworks in London, and the same agents who supplied these men to the gasworks also supplied me in this case. Then our next step was to apply to the Commissioner of Police, because it had appeared to me that in a previous great strike which took place there was not sufficient care taken to defend the free labourers before they were

Earl of Derby—continued.

hurt. The police were very efficient in stepping in after the heads were broken, but they did not get the men in the places in a fit condition to work. I therefore saw Sir Edward Bradford and the other Commissioners, and I am bound to say that they quite realised the position. I pointed out that it was necessary that these men should be got into the docks, and on board these ships, in a condition to work the next day, and that it was useless for them to stand by and see them molested, and then to have a lot of men on hand fit to go to hospital rather than to go to work. They quite realised this position, and the most effective arrangements were made by the police. They adopted our plans for putting them into the docks, and bringing them up to the different stations, and putting them on board, and everything was done in the most quiet and orderly way, possibly rather helped by an extremely dense fog which held the city of London for three days at that time. Then these men commenced work. I think they were put on board on Saturday—yes, they rested Sunday, and they commenced work on the following Monday—and the police were withdrawn for a while. They were hardly withdrawn an hour before a mob of the coalies whose places had been taken assembled alongside at the quays on a point of vantage, and commenced to hoot and ill-use and to stone the men in the barges below. We again had to apply to Scotland Yard, the dock police being utterly useless and inadequate to tackle these men at all, but the Metropolitan police cleared the docks and the work went on. Then we enabled all these vessels to sail. These men worked splendidly through very bad weather indeed, and the vessels were got away to their dates, but many of them with very much less cargo than they would have taken from London under the ordinary circumstances. We calculated at the time that it was a loss to the port of London in coal alone of something like 10,000 tons per month and all the wages that would afford. That business was taken out of London; it might be either sometimes to Plymouth and sometimes to Dartmouth or abroad; it was frequently abroad. There were members of our Federation who would not take coal in London at all for months; they brought it in from foreign ports sufficient to take them out again, and they coaled abroad. Therefore there was a great loss in wages, and I wish to make a point of that as showing how heavy the loss in wages was to the men, and how useless the strike in which they were engaged.

4955. We may take it that that strike was altogether defeated?—Utterly defeated. Within a fortnight the coal men, finding that they were not allowed to get at the workmen, went to some of the civic authorities as usual, and attempted intervention, but we were obliged to say that we had made contracts with these men whom we had brought up for three and for six months, and that we intended to keep them, that we could not break

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

those contracts, and would not do so, and that our work was satisfactorily performed in every way. I am sorry to say that a great many of those men remain out yet, because some of the free labour which was imported then has established itself here, and the men are now in the service of these very lines which were boycotted, and are doing their work satisfactorily.

4956. And since that time has there been any trouble of the same kind in the port of London? —Yes. If you will allow me, I will mention first in order of date a small strike which occurred in Hull in the same way, the dockers versus free labour, that is to say, the owner of a ship who had always used free crews, shipped a free crew, and the dockers immediately on the 30th December threw down their work, and other dockers had to be imported from Liverpool and elsewhere to do the work. That lasted, I am glad to say, only to the 1st of January; they then thought better of it and went in again. Then in 1891, on January the 22nd, there was a partial strike of stevedores which ended on the 5th March. I wish here to make, if I can at any rate, a point. I beg you to refer to page 97 of the book I have handed in, and I would ask your leave to read a short extract. It will be necessary for me to preface it with a few remarks, stating that about this time various delegates of the Stevedores Union came to us and were received by the executive of my Federation to hear what grievances they had. Their object was apparently to point out that they—the managers and delegates of the unions—were most unwillingly being forced out, and to warn us that if we did not remove the free labour they, the stevedores of the port of London, would come out 5,000 or 6,000 strong. Of course my executive were obliged to inform them that we had in anticipation made arrangements, and would immediately, within the week, place 5,000 other men equally able to do the work in the port of London, and that we should regret very much if that course was forced upon us. Then the following notice was put out by these delegates, and I would like also to read that, because there is a point to be made out of it. “The 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

Earl of Derby—continued.

“ 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.” (See Appendix 15.) Now the point which I wish to put before the Commission in regard to this is that although the delegates of these Unions had been representing to the executive of the Federation that they were being forced into this action by the men themselves, the effect of this manifesto was that a large body of the stevedores themselves assembled outside the place. I am told they broke the windows, but I am not certain about that, at any rate the “Wade’s Arms” council was practically broken up, and they were forced to withdraw this manifesto. In other words the good sense of the stevedores themselves prevented what would have been a very severe strike in London when there would have been a large importation of labour on three months’ agreements, perhaps 3,000 or 5,000 men, who would have had to remain the whole of that time, and these men would have lost all the good wages, which are equal to 2*l.* 5*s.* 0*d.* per week every week they work in this port. Therefore the point I make is that the men themselves are not anxious to come out in these so-called “on principle” strikes, or “sympathetic” strikes. They are anxious enough, I have no doubt, when there is a question of wages, to come out, but for these sympathetic strikes the men themselves have too much good sense. It is this continually pushing them on by these agitators who have ideas in the clouds which no doubt they will put before you at the proper time. My point is to show that the men themselves here intervened and prevented what would have been a very bad thing indeed for the port. Then at the same time there took place the Cardiff strike, which is so well known, and you will have possibly some witnesses upon it. I will merely state that it commenced on February 5th. The coal-tippers, at the instance of the Amalgamated Sailors and Firemen’s Union, refused to tip into a vessel where the crew were

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

free men. That strike was handled by a member of your Commission, and I have no doubt that all the facts will be put before you. The strike collapsed, so far as we were concerned, on the 14th March. I will ask your permission to refer to this at the end of my evidence again on a point where we had to set up a depot vessel there, the "Speedwell," and to bring in a large number of men to supply the wants of the vessels when the Sailors Union refused to man them. I ask leave to revert to that later on in my evidence as showing where there seems to be some necessity for an alteration of the law, which at present precludes the owner from appointing any agent to engage competent men. Then on the 24th February we had the Aberdeen strike. This was the seamen and dockers' strike about the Federation ticket. I have not alluded to it fully, because another witness will appear who will go very much more fully into it, being the representative of one of the lines which was boycotted; he will go into it very fully indeed, and, therefore, I am abstaining from burdening you with more evidence on that point. During that time it had been decided by the executive of the Federation to issue a notice which was posted largely all over London. That notice is much too long to read, but copies can be supplied. (See Appendix 16.) In carrying out that notice we required every seaman who was employed on board any vessel belonging to the Federation to register himself by signing one of the registry tickets which I have already put in, being merely a promise, a pledge, that he would work in harmony with other free men whom he might find on board—nothing more than that. Well, the Aberdeen strike was caused by the seamen refusing to accept what they perversely termed a "badge of slavery," and they came out. We had to send men up at considerable expense, and when the dockers saw that, they also came out in what they called a sympathetic strike, and we had to supply dockers. I may say that at that time there was, and at the present there is, any amount of free labour in the country to be had at any time, at any place, and good labour too. At any rate, the work of the port was done, and the strike after about a fortnight or three weeks collapsed.

Mr. Tait.

4957. Will you hand me a copy of that notice?—Certainly. (*A copy of the notice is handed to Mr. Tait.*)

Earl of Derby.

4957a. Will you proceed?—Then the next strike was on the 3rd March, the Newry strike. This was the shore labourers *versus* non union stevedores, that is to say, the owners of a particular line happened to engage a stevedore who also worked with free men, and the shore labourers, under the orders of their Union delegates, came out. There, also, in some cases, the vessels first attacked were removed to another place and

Earl of Derby—continued.

unloaded, and then the labour of the place was supplied and events went on. Since that, and since this print was made, and since the copy of my evidence which is before you was sent in, I regret to say that we have been involved in two other strikes of a similar nature. Perhaps I had better give a brief summary of those two strikes. In Dublin, on the 18th of last month, the Dockers' Union there refused to discharge a sailing vessel's cargo. It was a sailing vessel from the Colonies with a cargo of wheat in bags. The corn porters who formed a section—a branch of the Dockers' Union at that place—refused to discharge in what are termed "original packages." The contract made by the shipowner with the shipper and consignee was that his grain should be put out of the vessel in the original bags in which it was shipped—a very reasonable contract—but the dockers said: "No, it is more customary to skip this corn back into the hold, and we get more out of that; therefore we insist that you skip this cargo, your contract to the contrary notwithstanding, in bulk into the hold, in order that we may have the extra work in filling the bags, and in lifting them ashore in that way." The receivers in that case were not strong enough and they simply let the vessel lie throwing upon the shipowner the onus under his bill of lading of landing his cargo under the Merchant Shipping Act. That of course meant engaging all the labour, not only to do the ship's work, but to do the receivers' work as well. We did not intervene at that point, but about 10 days later on a Federation steamer arrived at the port, and in that case the request was that they should have a third tallyman at each hatch, who was called an owner's tallyman. The owners did not require any such tally clerk at all, and they refused to have such a tally clerk. It is necessary for me to explain here for the benefit of the Commission that the custom is with all grain vessels that the seller of the cargo sends a tally clerk down, that the purchaser of the cargo likewise has a tally clerk, and that these two between them check the delivery and receipt of a cargo, worth from 10,000*l.* to 20,000*l.*, according to the size of the vessel. Naturally, the shipowner can always accept this tally for his freight, which is not more than, say, 1,500*l.* or 2,000*l.*, according to the size of the vessel, and it was thought much more naturally might the dockers accept that for the 150*l.* or 200*l.* perhaps which was the amount that would be paid to them in wages. In fact it was entirely an excuse to give more employment to men of their union, the Tally Clerks' Union and the Dockers' Union having amalgamated in some way. I was called upon to deal with this strike, and in the usual way I sent over an agent. I authorised him, in the first place, to see the heads of the Unions, because Ireland is not an easy place to conduct a strike in. I asked him to see the heads of the Unions, and to tell them that if this matter could be arranged, I was most anxious not to interfere with or to displace the

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

labour in the port of Dublin. He did so, and I am bound to say that for some time there was a prospect of success. The men's leaders, at any rate, said, "Yes, we think this is unreasonable, and we will agree to withdraw the demand." My agent had already telegraphed me to know whether he might, under the circumstances, disband the free labour and send it home, even at the expense of the Federation. I replied, "Yes, rather than disturb the labour of Dublin, I will, in this instance, complete our contracts with these men at the expense of the Federation, and I will return them to the place they have been brought from." Hardly had that telegram passed than the Union men came back, and said, "Well, we have now received other news; we will get support, and we cannot carry out the arrangement we have made; we must have a strike." That illustrates one of the greatest difficulties we have to contend with, that there is in these unions no one who can actually bind the men in any way. It seems that the agitators frequently have the power to take these men out of their employment into a strike, but they seldom seem to have the power to keep them to any agreement that is made, or to bind them in such a way as will enable an employer to say, Very well, we will accept your agreement in this case, and we will take away the free labour which we have brought in. However, we immediately sent over more men and then commenced the system of sympathetic strikes. The corn porters asked the canal men—the lightermen—who were necessary to take away the cargo, and they also came out on strike. They applied to the railway officials and the railway men came out on strike and refused to carry the grain which was discharged from these vessels by the free men. The millers and bakers of the city likewise came out on sympathetic strike; the millers first and then the bakers; they refused to grind or to bake corn which was discharged from these vessels by free men. I very much regret to say that they are still out. The railway men have gone back; the brewers' men have gone back, and most of the sensible trade, have gone back again, and now the leaders who were preaching violence, I am sorry to say in their speeches, are quarrelling amongst themselves and are saying, "Well, if you had kept the agreement in the first place, there would not have been this trouble." In this case I may say that the intervention of the police so as to prevent riot has been most excellent—most effective in every way. There have been a few cases of violence, but not more than might be expected, and those have been properly dealt with; but I am sorry to say that the men remain out on strike. Then the next strike is also one which occurred on the 13th at Bristol. There a vessel called the "Robena" was discharging with free labour in part of the vessel. The union stevedores said, "Very well, if you use this free labour we do not work the vessel." The agents of the vessel and the stevedores said, "Well, if you do not work we

Earl of Derby—continued.

"must bring in others who will work," and they brought in free labour; and then came the sympathetic strike again, that is to say, the stevedores said, "If you will not let us work this vessel; if you insist on working with free labour, we will not work any grain vessel in the port." Then of course came the usual demands for the Federation to supply men, and we had 200 men ready to start from London to go down when I believe the Dockers' Union officials went down to Cardiff, or at any rate there was an explanation and a resumption of work upon the old terms. The free men remained discharging the "Robena," and apparently the union men have gone back and are discharging other vessels—a very proper termination of the dispute. That finishes my list of strikes. But there is one point that I wished to go back to in the London strike. A case where it was necessary for the Federation to send men—I will call it the "Beatrice" case. The vessel had shipped a free crew. She was loading for East India a general cargo. The stevedores and dockers immediately said, "We cannot work while these blacklegs are on board," and they left their work. Of course the Federation having a depôt steamer, the "Scotland," in the next dock were applied to at once, and we sent up our tug closely packed with workmen. Such was the inefficiency of the dock police that this tug closely packed in the manner I have described when passing through the narrow channel between the docks, which was very little more than the breadth of this room, was caught at a disadvantage and stoned with stones, with lumps of coal and iron bolts—in fact, I do not think the record of any strike will give you any such examples of brutal cowardice—I do not think it is possible that you could find it anywhere. The tug put back, but as you may imagine, the temper of those men was considerably up at this time. She put back to the "Scotland," and they got on shore. Then the coalies and the stevedores and others who had taken part in this assault followed them down and attempted to board the "Scotland," but our men at that time having pulled themselves together, were enabled to beat them off and to thrash them thoroughly, and that gave more confidence altogether to the free men working in the docks. But the main result of this was that the Commissioner of Police saw how ineffective was the protection that the dock police could give. They are a permanent body, and it is not to be expected that they could do any more. They are permanent men, living in the district—living amongst these workmen, for ought we know related to them—and they could not be expected to give proper protection. Then the Metropolitan Police took possession of the docks. Since then everything has been worked without any trouble at all, the moment there was sufficient protection, and the strikers saw that we were able to carry on any work that was required in any way. I am not going further into that matter than merely to state that as a point. At this point of the

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

evidence I should like, if you will allow me, in connexion with these strikes to suggest an alteration of the law which would, I think, to a great extent prevent the troubles that have been put in the way, not of employers—I will not put it in that way at all—but in the way of the free men themselves. In the first place, with regard to the engagement of seamen. The law, as it stands at present, is to this effect: The owner himself may supply a seaman, the master or the mate of a vessel may engage a seaman or supply a seaman, and the ship's husband or some person—I will give the words of the Act—"who is *bond fide* the servant and in the constant employ of the owner" may also engage a seaman. That might have been very well in 1854 when all were sailing vessels or nearly all, and when there was plenty of time for doing this, and when there were not so many strikes. But just at present, having regard to the way trade is conducted, a steamer coming in one day and going out the next, and having to engage her crew, it is simply impossible (and especially during strikes) that owners can engage good men unless they are ready to telegraph to another port where there may be men, and ask an agent there, an accredited agent or some proper person, to engage him men. The way that has been felt with us is this: Take the Cardiff strike. There the depôt ship "Speedwell" had to be filled three times with probably about 150 to 200 each time. Well we had no option but to send to the boarding masters—I am sorry to say sometimes to the crimps in the port of Liverpool or other ports—and say we have need here of free sailors who will work under the circumstances of the strike, and they can have free passages down to the Cardiff Docks, and will be put on board a vessel, the "Speedwell." The consequence is that we were supplied with a number of men, but that 20 per cent. of those men were absolute wasters, not seamen at all; they are dressed up by the crimps who supply them to look like seamen; but they are not seamen at all. We have to pay those men an advance of wages; we have to pay their railway fares, and it is not until they arrive and are actually put on board the ship that it is found out unfortunately that sometimes they are not seamen, and if the weather happened to be bad the effect might be very serious indeed. Therefore what I would ask for is, that this Commission might be pleased to consider this subject with a view to eliminating from section 147 of the Merchant Shipping Act of 1854 the words "*bond fide* the servant in the constant employ of the owner." I would simply take out the words "in the constant employ of the owner," because it is impossible that the owner can have constant servants all round the country, whereas he may have the most respectable agents at each port.

4958. As I understand you would make this difference. As the law stands at present you can practically only engage a man in the port where he himself and his officers are?—Yes, that is so.

4959. What you want is the power to engage

Earl of Derby—continued.

in another port which at present cannot be done?—That is it. I do not know whether I am taking up too much of your time, but we have been most careful in this case to take advice as to how far we ourselves were going against the law, which I am afraid no doubt was the case in employing agents to provide us with seamen. I do not know whether you will allow me to read the opinion of an eminent counsel upon the question; it is not very long.

4960. Certainly?—This is the case which we submit to counsel: "(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 *bond fide* servants in the constant employ of the owners of ships, obtaining crews with their assistance so as to legally justify their present action." That refers to our registry officials all round the kingdom who are in the constant employ of the Federation at constant wages. "(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 which in 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; and generally to advise." "Opinion.—I am of opinion that the sections of the Merchant Shipping Act dealing with the engagements 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 be the servants in the owner's constant employ within the section. If it be ultimately determined that they 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 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 *bond fides* of the Federation is undoubted, and if sections 146 and 147 affect their action relief may be afforded, as I have

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

"pointed out." That is signed "J. Gorrel Barnes." (*The case and opinion of Counsel were handed in. See Appendix 17.*) The only other mode of affording relief is that the Board of Trade should license a certain number of our registry officers or officers of their own, whom we would be willing to pay. Unfortunately the Board of Trade do not see their way to do that, for reasons that I am unable myself to give any explanation of. The only reason I have heard of is, that if they did so for the employers they would also have to do so for the Unions. I cannot myself follow that argument. The shipowners employ men; it is they who want the men, and naturally they should have the facilities for engaging the men. And in support of that I will merely state that there is no other employment in this country, or in any other country, where it is necessary to engage a workman before a Government official in any way. The shipowner is the only one who is placed under this disability that he has to engage his seamen before a Government representative. And when you add to that the difficulty that he is not allowed to even seek these seamen through an agent, I trust I have said enough to show this Commission, at any rate, that there is some need for a revision in some way of that section of the Act.

4961. I think you have some other alterations in the law to suggest, is that not so?—Yes. I am afraid I must go to the Merchant Shipping Act, 1880, for one moment. There is a provision in the Merchant Shipping Act which gives an owner or a master of a vessel the power when a vessel is arriving or about to arrive of preventing anyone in the nature of union delegates or others going on board and misleading the men in regard to their duty. It gives the captain the power to say to these men that they shall not remain on board the ship. But unfortunately the section is silent in regard to vessels leaving the kingdom, and what I ask is that there should be a word put in the section. I will quote the section. It is in the Merchant Shipping Payment of Wages and Rating Act, 1880, section 5: "Where a ship is about to arrive, is arriving or has arrived at the end of her voyage every person not being in Her Majesty's service or not being duly authorised by law for the purpose, who goes on board," &c.—I will not read any more, it is a very long section. What we wish to add is that this shall also apply to a vessel leaving the kingdom. I beg that you will allow me to illustrate that by one case alone which has happened. The "Bavaria" is a case in point, a steamship in Hartlepool; in that case a free crew had been engaged and the Union delegates with their usual perseverance sent on board their emissaries to endeavour to get those men to break their agreements and leave the ship. These men were busily employed on board that vessel during the evening, it was a night tide. Some short time before midnight the mate, the chief officer of the vessel, was requested

Earl of Derby—continued.

to go forward and call the crew to get the anchor up and get ready for sea. He went to the fore-castle and hearing a discussion going on he went below. There he was attacked, assaulted, jumped upon, and he presented a fearful appearance when the vessel, which had to be delayed, was brought into port the next morning. This was the work of Union delegates sent over to get the crew out of that vessel, the delegates of this particular Union that I have mentioned to you which has such a distinguished president. We call upon you for this alteration of the law in order that we may have the power to eject such persons before the sailing of a vessel. The point I want to make is this. Here is a scientific officer, the navigating officer, of a ship who in the course of his duty is forced to go to the crew and who is attacked in this way and the ship is delayed a day in order that the case may be brought before the magistrates; you know what the magistrates can do under the Summary Jurisdiction Act. This mate or chief officer appears in Court with his head all bandaged and bleeding and very much damaged all over, and yet the result of it all is 40s.—that is the fine. I do not know whether the magistrates might impose more or whether they cannot do so, but the result of this assault, this grievous assault, upon this man is that the men are sent to prison for a week, or 40s. fine. Of course fines are paid by the Union, and they are ready for the next event of the same kind. We think there should be the power given to the owner to clear his ship of these people who wish to interfere with his crew after they are once under articles. They have ample power under their picketing system before the crew are under articles, but we do think that there should be some protection when they are once under articles. I am afraid it would be too long if I was to put in the proofs I have that the shipping offices of the kingdom were blockaded by this particular Union, but other witnesses can be called if it is in any way denied by those who, no doubt, will appear for this Union. But as a matter of fact you may take it that in every large port this Union has an office of its own near the Shipping Office. In this way the seamen going in and out are terrorized. They are brought in either before shipment or they are caught when they are coming out, having been paid off, and are made to pay all calls, or to enter the Union as the case may be. I have this upon affidavit. I can put the affidavits in if you like. I am afraid you could not give me time to read them all. They are by various people. I do not know whether you would allow me to read, as to a case here in London, a very short statement showing you the state of things even at Tower Hill, close to the city of London.

4962. If you have any one case which we may take as typical of the rest, and which will not take too long, we shall be glad to have it?—This case will not take one minute. I will read you the report of my agent whom I sent down to see to the shipment of a crew for the Royal

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

Mail Steamer "Moor," then practically blocked at Southampton. They applied to us to know whether we could supply them with about 40 firemen. I said that, subject to our being held liable by the Board of Trade, we could do so, and we would endeavour to send them to Tower Hill shipping office 40 firemen. This is the report to me: "In compliance with your instructions I proceeded to the shipping office, Tower Hill, to meet members of the Union desirous of shipping on board the Union R. M. Steamer "Moor," Captain Griffin, R.N.R., at 1 p.m. yesterday." (This is on the 12th December 1890.) "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 and Firemen's Union (wearing the badges of the Union on their caps) was so great" (he is speaking now of the shipping office yard, the actual premises of the shipping office) "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 heads' of any man who signed on, and to send '100 men to stop the train at Waterloo and break the heads,' &c. — I will not read it all—'of the men willing to fulfil their engagements. Police should, I think, be posted; that is to say, a sergeant and two officers at the side door of the shipping office." Then I may say that those men who were shipped were allowed to make their exit in safety by the mercantile marine superintendent from a back entrance to the shipping office, and got out of the way. They were got off, or a large number of them were got off from Waterloo Station. The report continues: "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," &c.

Mr. Tait.

4963. You might give us the whole of the report?—That is the whole of the report. I will, of course, put it in. (*See Appendix 18.*) It will be for the Chairman to say whether he wishes the names or anything of that kind to be put in. Many of the people who apply to us ask that their names should not be given unless a guarantee is given for their safety. That is merely in proof of what we said, that it was impossible for any free seaman to get near the legal shipping offices on shore unless he could produce this red ticket of this particular Union. The cases of brutal assault that I could put before you—well, they are too shocking almost to describe. You should see the people in the damaged condition that they are in when they are brought up into my offices—their faces

Mr. Tait—continued.

and other parts of them black and blue, and like jellies. This is the result of intimidation that takes place without the actual threat of violence. The seaman knows this, and so does the workman, that if 200 men who know him are allowed to congregate close to the place they are picketing, it is just the same whether they make a threat of violence or not, because he knows that when they catch him in a dark corner, as these men were caught, they will assault him in this violent manner. I will put in a list of these assaults, if you choose, through another witness.

Earl of Derby.

4964. What you describe is a system of organised intimidation?—That is so, without the actual threat of violence in many cases.

4965. But if no threats of violence are used, how could you prove the attempt at intimidation?—That is our trouble, and that is why I am saying that there should be some alteration in the law in regard to picketing. It is because we cannot prove it, and yet at the same time those who have to undergo the ordeal know well enough—I do not know of any other term—"a nod is as good as a wink"; that is a way of expressing it in their language; they know what will happen to them if they do certain things.

4966. Then, if I understand you rightly, what you propose is that it should be made illegal for men to assemble in crowds in the neighbourhood of these shipping offices for the purpose of observing those who go in, even though no actual intimidation takes place?—That is so, and also that they shall not be allowed to picket the ships themselves. They gain the information at the offices in which ship these men are to go, and then the next step is to go down and picket the ship. We will give you a list of cases of riot and bloodshed that have happened in this way. Now, I turn to one other point that is causing a very great trouble to shipowners; that is to say, the organised system of desertion which takes place at present after the seamen have received what is termed their advance note, that is a note which entitles them to receive four or five pounds from the shipowner or whoever likes to cash it, on condition of their having signed articles to proceed to sea in a vessel. Now, so well supplied are the Unions with sharp solicitors, that they have not failed to point out to the men that there is absolutely at present—I say so advisedly—no punishment of any kind for desertion, that is to say, a man may have gone and signed the articles to go on a particular voyage. He may not only have done that, but he may have received an advance note (now legalised by the Government), on which he can go and get from a tradesman, or shipowner, or an agent, four or five pounds, and then he can refuse to go on board the ship, in fact not turn up when the ship sails; it comes to the same thing; the ship cannot wait, and nothing can be done to

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

that man. Up to 1880, as you are no doubt aware, there was the power of imprisonment to a seaman who was caught deserting in that way, that is to say, he could be taken to a magistrate, and the mere fact that he was not on board his ship at the proper time, and had not sailed in her, was taken to be proof that he had deserted, and he could be imprisoned. The great effect of that was that instead of being many imprisonments there were very few; the law acted as a deterrent. Unfortunately, in 1880, it was thought necessary by our legislators to alter that, and to leave only the power of imprisonment in cases of refusal of duty when at sea after the legal command had once been given; but the only punishment remaining for the man who deserted, and who had defrauded someone of this four or five pounds, was that his wages were forfeited, naturally there were no wages to be forfeited; instead of that the man would be owing four or five pounds to someone; or his effects could be sold by the owners. I am afraid you would be surprised if I tell you what was the value of seamen's effects, but you may take it that if there were any value in the effects, the effects were never taken on board so that there were no effects at all. Therefore you have in the first place the British shipowner forced to engage his men in a particular way, forced from the necessity of circumstances to give him an advance note of this value, and forced absolutely to employ a substitute if the man chooses to leave, without any punishment. That is a distinct encouragement to a class of men (who I am sorry to say exist upon this very thing) to make it a practice to go round the country and get advance notes, and get them cashed and not to sail in the vessels. The men cannot be traced. Our registry system is most effective. We have his number, his name, his ticket, and everything, but it is nothing; he changes his name which is a very easy thing for a sailor, or if he is driven to the last resource he goes to another port and takes what is called the pier-head jump, that is to say, as the vessel is passing through the narrow part of the dock he jumps on board. The officer says, "so many deserters from my ship," and a pier-head sailor jumps on board; as a rule there is always a Board of Trade officer on board ready to ship them; in that way he gets away; he is absolutely unpunished. In confirmation of that I wish to add something from a Board of Trade officer. Naturally I will not mention the name of the officer, because the right honourable gentleman the President of the Board of Trade happens to be absent, but I will hand this in afterwards. This is addressed to a firm of shipowners in London who were complaining of desertions:—"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, section 10. The offence is now merely a breach of a civil contract, giving them the right to receive damages. But this

Earl of Derby—continued.

" 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 ineffectual 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. Deser-
 " tion 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. Yours faithfully."
 That is signed by a London Board of Trade official. (See Appendix 19.)

Sir John Gorst.

4967. Is that a public letter?—No, it is addressed to a firm of shipowners in London. My only reason for not reading the signature is that the President of the Board of Trade is not here. Now our remedy for that is this, we say that as the Government has again legalised the advance note, and therefore has made it compulsory upon owners to provide the advance note, and for someone to be robbed in this way, Parliament should also provide a remedy. We do not ask that there shall be the same summary imprisonment, but we ask this: that it should be re-enacted that imprisonment is the punishment for gross desertion after taking an advance note. The men should be taken before a magistrate in the usual way, and if that magistrate considers that the reasons he had for desertion are what they usually are, he shall have the option of imprisoning the man. What is wanted is at any rate that imprisonment should be the punishment in order that we should have a deterrent. Then I wanted to make, on behalf of the Federation, a suggestion that the right of combination by Trades Unionists to monopolise the whole work of any district or place, or of any particular employment, should be subject to clearly defined limits in the same way as a railway monopoly is restricted, but in the sense that first it should be illegal to strike for the sole purpose of preventing free labour obtaining employment; second, it should be illegal to exercise moral intimidation for the purpose of preventing free labour obtaining employment; third, it should be illegal to place more than three men as pickets at any one place, and the assemblage of any large body of men should be considered moral intimidation.

Earl of Derby.

4968. What is moral intimidation; is that a term known to the law?—I am afraid it cannot be, except that I find a definition of it in the Irish Crimes Act now repealed. I shall be very glad to read that. What I should term moral intimidation is what I have read to you from the report, that is to say, the assemblage of

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

150 or 200 men as pickets, having the avowed object of persuading men not to take work inside (with the knowledge that the persuasion may be either by the tongue or by a brickbat). These men are assembled there; they know the men who are attempting to get employment, and the mere assemblage there, is intimidation. A man looks at them, and that is enough (though not in law) to say I have marked you, if we get you to-night, or the first time we have an opportunity of catching you. What we say is this. A man has, as he should have, the absolute right not to work at any particular business. I see some of the Judges say that he has an absolute right not to work at all (although a man should work), but at any rate it appears that he has a right to work or not to work, as he pleases. Now, if men relinquish work under the circumstances that we have put—I am referring only to the sympathetic strikes—there should be some restriction put upon them, that they should not assemble large bodies of these unemployed men for the sole purpose of intimidating other men who have to support their wives and families, and who are anxious and willing to take that work at the same wages and on the same conditions. I say it is moral intimidation where a large number of these men are allowed to congregate. They should be allowed two or three—sufficient to say reasonably to free men, “Well, we are on strike, do not take away our bread,” or whatever words they use. Persuasion as much as you like, but not intimidation by the assemblage of a large force.

4969. Are you not using a word which does not quite convey your meaning. You speak of moral intimidation, but what you seem to point to is really a threat of physical or actual intimidation, although that threat is not conveyed in express words?—That is exactly my meaning; that is to say, there is a moral effect and not a physical effect, nothing more than that.

4970. Is there anything else which you wish to put before us?—I want to read the definition in the Irish Crimes Act which I think being a Parliamentary definition may be considered material. I will read from the judgment of one of the Recorders who dealt with a case which has since been reversed. “The definition here given in the Irish Crimes Act is as follows: ‘The expression intimidation includes any words or acts intended and calculated to put any person in fear of any injury or danger to himself or any member of his family, or put any person in his employment in fear of any injury to or loss of his property, business, or employment.’” Now, as you know, the Trades Union Act of 1871 limited intimidation. There was no definition of intimidation. The only thing is it was to be some offence upon which a magistrate would bind a man over to keep the peace. Well a magistrate would not bind over a man for making another man afraid of losing employ-

ment. There would have to be threat of physical violence.

4971. But let me put it to you, would not what you propose cut both ways. If threatening a man with any disagreeable consequences following upon what he said is to be considered intimidation would not that also apply to an employer who said: If you do so and so I will not employ you any further?—Oh, yes, and I think reasonably I think it should be the same thing decidedly. An employer should not be allowed in any way to coerce a man not to do a thing which he has a legal right to do. I am not wishing this in any way to have anything to do with a wages strike or where there has been any sweating or grinding down, if such things exist. I merely wish it to apply to strikes where the majority of the workmen in the kingdom who are free men, being disorganised are prevented by organised minorities from taking work which they would be willing to take, nothing more.

4972. We understand that there is a benefit scheme prepared by the Shipping Federation to which you desire to call our notice?—That is so.

4973. Will you explain it?—I will explain it to you in this way: It is entirely voluntary and it is entirely free. I do not propose to enter into detail in any way, but it will be instead of a deterrent against evil a reward for good to steady reliable men who will join their vessels and sail in an orderly manner after having signed the contracts; there is nothing more than that but it will give in case of death a sum to their relatives, to their dependent relatives only. That is necessary with seamen. It will also give to those who have no relatives—and I am sorry to say a large proportion of the seamen have not—something during their lifetime in case of injury whereby they are not able to follow their profession, injury done on board a Federation vessel. There is only one word more I have to say in regard to this. This is not a new scheme of the shipowners; this is not, as has been stated in some of the labour papers, a scheme forced upon the shipowners or the Federation by the Unions themselves; it was in fact very strongly advocated by shipowners before the Royal Commission on Loss of Life at Sea in 1884. I am sorry to say it fell on very unsympathetic ears, but since then one has seen two very prominent gentlemen upon that Commission (one of whom I am glad to see is also a member of this Commission) come round to the view adopted by the shipowners. The report of that Commission said that no such scheme “would bear financial criticism.” I think those were the words, but since then I see by the speeches of those gentlemen that they appear to have come round to that scheme, or, perhaps, a larger scheme, a national scheme, and that we consider is a hopeful sign. The shipowners have, at any rate always been

17 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

anxious and willing long before and since to form such a scheme for their men.

4974. Can you tell us what are the standard hours for sea service?—The standard hours for sea service are in effect six hours for work, but 12 hours on duty, that is to say the actual work of the ship is seldom longer than six hours, but the men must be on duty 12 hours, naturally every four hours and the two dog watches. But the greater part of that time on duty he is smoking his pipe on the fore-castle deck or promenading the deck, the same as he would be in his garden if he were at home; it is not work, it is merely exercise and no more.

4975. When a ship is in harbour or under any other circumstances is there any overtime?—There is; there is no overtime for sea service, but in harbour, before 6 a.m. and after 6 p.m., seamen and firemen, for extra work or work with cargo, are paid overtime the same as others.

4976. Are there any holidays habitually given; I suppose at sea that is hardly possible?—Although it would seem impossible at first, there are holidays; the holidays for the sea service are Sundays, and the official holidays with payment. On Sundays no one works except for the manœuvring of the vessel, which is not work, it is simply exercise, and very pleasant exercise. Then there is also the Christmas Day, and holidays of that kind, always on pay of course.

4977. Is the labour in sea service regular or irregular?—There is continual employment as long as the vessels are able to run, so that we may say there is constant employment except the vessel is forced to lay up when she cannot make money.

4978. All questions of safety, lighting, sanitation, and inspection, I presume, are regulated by the Merchant Shipping Act?—Very fully regulated.

4979. And there is also, I think, compensation for accidents, is there not?—Yes, the owners of any wrong-doing vessel compensate in all cases, and the shipowners are also subject to the Merchant Shipping Act, 1854, in special cases. I will explain with regard to that that the Board of Trade has power in the case of the loss of any ship with the loss of life to sue the owner, and in any event to get a certain sum allowed. That power has seldom been used, I do not know why; otherwise there is often a voluntary contribution; but all hospital and medical expenses are paid during the voyage in case of sickness or in case of accident, in fact the seaman or marine labourer is in a position which is not accorded to any other kind of labourer in the kingdom.

4980. You have told us a good deal of the refusal of unionists to work with non-unionists, is there anything of the same kind on the part of the employers; do they refuse to give employment to men who are representative delegates, or is there any black list?—There is absolutely no case known to the Federation of any shipowner taking any such course. No distinction is made between free and union men, and the black

Earl of Derby—continued.

list is used for deserters only, that is to say, we have a system of sending up from every port the names and the registered numbers of those men who have deserted, under circumstances which I have gone into very fully.

4981. You have already told us, I think, the principal causes which have led to union men refusing to work, perhaps you will sum them up briefly?—Union men have refused to work under the following circumstances: first, because non-union masters, officers, engineers, or seamen were employed; second, because of owners declining to employ members of one Union only; third, because wages of officers and engineers were not in accord with union ideas, though satisfactory to those employed; fourth, because landlord cattle were shipped.

4982. That, I presume, was in Ireland?—Yes, in Ireland only. Fifth, because vessels had loaded at a port where union men were on strike; sixth, because vessel was owned by a person residing at a port where men were on strike; seventh, because vessel was owned by a Federation member; eighth, because there has been a dispute between two Unions about the work themselves; ninth, because the workmen refused to discharge in original packages; and tenth, because workmen insisted upon shipowners employing unnecessary tally clerks.

4983. Now you have told us a good deal of the disputes that have arisen between employers and employed; does any system exist in connexion with your association providing for conciliation, for arbitration, or any means of arranging such difficulties?—There is no system; the association is entirely defensive and protective, and only takes action when its members are attacked or menaced by union interference with liberty of contract.

4984. Has any system of co-operation been introduced into your business?—Only in special branches, and to a limited extent. I am unable to state any result with regard to that.

4985. In what special branches?—The sealing and whaling trades are done on shares sometimes, and there are a few others done on shares, but you may say that does not affect the shipping trade in any way.

4986. Your association has not passed any resolution I think recommending alteration in the law as affecting labour?—No specific resolutions have been passed but general instructions have been given to the manager to submit evidence, and I have put in a skeleton of the evidence.

4987. Have you any suggestions to make as to the statistical or other information relating to your business which either is published by Government, or you think ought to be so published?—Yes, I am authorised to suggest that the Government should collect and publish statistics regarding so-called "on principle" strikes, such as have been referred to already, and showing the amount of trade that has been displaced or driven from the country thereby.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

4988. I presume that information is to a great extent in your possession, and you could publish it already could you not?—We could give considerable information with regard to that to the Government, but unless it is published by authority, it would be useless.

4989. Have you any suggestion to make as to the means of avoiding such disputes as you have been telling us of?—Yes, I think there is some reason to hope that statistics as above, if properly diffused, would induce the workmen to decide against such strikes inspired by agitators, none of which have resulted in benefit to the wage earners in the locality. Some evidence has been given to show that the mass of union workers are averse to sympathetic strikes, and have refused to come out, when they have realised that they are being misled. I have given one instance of that in the Stevedore strike.

4990. Then, in fact, your reliance is upon the good sense of the men themselves, when they become more fully informed?—Entirely; keep them apart from the agitator, the stump man. Of course, there are many very useful delegates; officers of Unions; but keep them apart from the man who never works, but always stumps, and their own good sense will keep them right.

4991. Have you any suggestion to make as to the appointment of any person who shall arbitrate or investigate disputes in cases of strikes or lockouts?—Yes, I submit with deference a suggestion that Government might appoint an official investigator of disputes, when a general strike or lockout is threatened. The object of doing that, would be to prevent ecclesiastical and civic dignitaries intervening in strikes. I am sure always with the best intentions, but very seldom with good results; they are not trained investigators. The man that I suggest here should be an expert, and an expert as say the Secretary of your Commission who has published statistics of course, long after the chance of doing good by them has passed. We say this, that if for instance in any of these cases in any of the strikes I have named, if an official investigator had said, this is a dispute where men should not come out, where trades unionism is not involved, or any principle of it, that would get into the press, and the press would argue, "This man is a proper person, an expert; he has investigated the matter and this is his report." The press then would take the proper key note. Of course, I say at once, that if the press get wrong, it lengthens the strike very much.

4992. You would require two qualifications for such an investigator, he must be thoroughly well informed, and must be entirely impartial?—Clearly. He must be a Government official or he would be useless. The press would not take him up under any other conditions. He must also be an expert drawn from the body of expert workmen, or known leaders, or free leaders, or whatever they might be, an expert official in the confidence of the Government.

1 70839.

Earl of Derby—continued.

4993. Do you think you could find any one who could be recognised as being both well informed and impartial by both sides in a trade dispute?—I do. I think there are many occasions where at least a dozen names could be given at any time, in whom both sides would have great confidence.

4994. You do not give them any powers?—No powers but to report to Parliament if Parliament was sitting, or to the Board of Trade, or the Board of Agriculture whichever it might be.

4995. Merely that they should express an opinion?—That they should express an opinion which might be accepted by the public, and the public would not then be so lavish in supporting improper strikes, because in the end it is no use. The investigator would have the power to say this is a strike which will inevitably displace so much labour: suppose it is a local strike, it will displace from the locality so many thousand tons of goods and the local workers will lose so much in wages.

Mr. Plimsoll.

4996. I believe you are a shipowner yourself?—I have been.

4997. And occupying so influential and prominent a position in connexion with the Federation, I may fairly assume that you are acquainted with the legislation which affects shipping?—I think so. I have a general acquaintance with it.

4998. Especially modern legislation either proposed or effected?—Yes, I have been on one side or the other in each Bill that has been passed, you may take it since 1862.

4999. I am glad to be able to put questions to a gentleman in your position, and with your information, because it is a subject which I hope you will be able to throw some light upon. I presume you are aware that the practice of deck loading was never made the subject of legislative enactment anterior to 1839?—Yes.

5000. A committee was appointed by the House then, and they inquired and reported during the session, and during the session also an Act was passed for one year, prohibiting that practice entirely. Was not that so?—Yes, that was so.

5001. It was simply passed for one year in order to avoid making any mistake, so that by another year inquiry could be made. In 1840 that Act was re-enacted for two years more, and was extended to Honduras, was it not?—I believe that is so. It is before my time. You will come to a more recent period by-and-by.

5002. And in 1842, when the two years had elapsed, it was re-enacted for three years more, but was limited in that third edition of the Act to the transatlantic voyages in winter?—Yes.

5003. Another committee was then appointed to investigate the subject with the information obtainable, which was necessarily limited to the very short period between 1839 and 1843, and a similar period anterior to the passing of the Act in 1839?—Yes.

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17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Plimsoll—continued.

5004. Are you aware that that Committee, appointed by the House of Commons, reported (that was in 1843) that during the three years which had elapsed since deck-loading was prohibited, the loss of life had been reduced from an average of 306 men engaged in this particular trade to 106?—I have a general idea of that report, but we do not go back for working experiments to this time. It is all steam now.

5005. And vessels also lost which were engaged carrying timber in the three years during which the Act had been in operation which prohibited deck-loading, only numbered 70 as against 169 in the similar period of three years before the report?—I have no doubt what you say is correct. I cannot carry this in my memory.

5006. I am glad to have your admission to that statement, because although the Committee of 1843 reported that the loss of life had been reduced nearly exactly to one-third of what it was in the period during which deck-loading was not interfered with; another Committee was appointed later on which was able to spread its observation over a longer period?—Yes.

5007. Do you remember that Committee in 1843?—No. I was only born in 1837; that is my difficulty in your present questions.

5008. The Committee that was appointed in 1843, extending its observation over a longer period, found that the loss of life was only one-fourth during the period when it was prohibited to what it had been before, and if consideration had been given to the additional number of ships on the sea, it might be put at one-fifth. Now, would you not be very much surprised to find that all this legislation, so attentively and carefully adopted, after such careful inquiry was struck out of the Statute Book without a word of warning to Parliament, to the press, or to the public, it was struck out secretly, and nobody was the wiser for it excepting the shipowners. I should like to ask you if you could tell the Commission the names of some of the shipowners that engaged in that proceeding?—As I said before, it is so long before my active time, but I would not be surprised, simply for the reason that the conditions of carriage of timber have altered so much since then. At the time you refer to it was all sailing vessels of a very small kind, and now it is all done by magnificent vessels and steamers.

Mr. Plimsoll: That is all I will ask this witness. I propose to offer myself as a witness later on.

Mr. Ismay.

5009. How long is it since you went to sea?—About 20 years.

5010. Have you commanded a ship?—Yes, a long time.

5011. Can you tell the Commission what the rate of wages was when you went to sea, say to the Mediterranean, for able seamen?—About 2*l.* 10*s.* to 2*l.* 15*s.* a month; and I would like in that connexion to say that I believe a man

Mr. Ismay—continued.

made more than he makes now, because it was continuous employment in a sailing ship, and of course now it is not continuous.

5012. What is the rate of wages now to the Mediterranean?—4*l.*, 4*l.* 10*s.*, 4*l.* 15*s.*, and 5*l.* perhaps.

5013. And to Australia, what would be the wages at the time you refer to?—2*l.* 10*s.*

5014. The same wage?—The same wage.

5015. And to-day?—Up to 5*l.*—from 4*l.* 15*s.* to 5*l.*

5016. When your Association was started, had you any idea of interfering with the wages at all?—None whatever; there was no suggestion of the kind made.

5017. It would not have been started if it had been any question of wages?—No, it would be quite impossible to combine the shipowners of this country on a question of wages. There are now a number of members of our Federation who say that the seaman should have at least 1*l.* a week and his food.

5018. Then will you tell the Committee why the Federation was started?—Simply on account of the coercion of the particular Union that I have named to you, the leaders of which seem to have an idea that they alone could be employed in British ships, and that every master and officer who sailed with them must also join the Union in the way I told you. That was so dangerous, so utterly subversive of discipline, that shipowners were forced to combine in this way to prevent it.

5019. Speaking from your practical experience as a sailor, and having commanded a ship, would you consider that to allow the Unions to interfere would be dangerous?—Most dangerous in every way, because you lose that authority over the men which is necessary at sea, especially in times of danger, when everything has to be done promptly and effectively.

5020. Dangerous both to life and property?—Both to life and property and for this reason, it is a continual thing for the union men to threaten the officers and the captain and even Her Majesty's consuls abroad, that they would be reported to the Union. I will show that this was admitted by a leader of this particular Union, because in a manifesto which he issued and which he was pleased to term a working agreement—

The Marquis of Hartington.

5021. Who is this?—The secretary of the particular Union which I have named. The Seamen and Firemen's Union—Mr. Plimsoll's Union. This is one of the clauses in his manifesto, which is too long to read. I will put it in, and the replies that were given. "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 Orphan Fund of the National Union." It is the same with all the proposals that he makes; it is to provide special courts. (See Appendix 20.)

17 July, 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

The Marquis of Hartington—continued.

5022. What date is that?—That is in January.

Mr. Iemay.

5023. January of this year?—Yes. He provides for a lot of special courts which are to be formed from the members of his own Union, or the Shipping Federation and his own Union acting in conjunction. That is what he calls his conciliation scheme, and these were special courts which would not be legal, and could not be effective in any way.

5024. Do the wages form an important part of the expenditure of a mail or passenger steamer—I mean the wages of the crew, the seamen and firemen and so on?—I should say they do not where there are large subsidies and that kind of thing, but I speak with deference there. I should say that, as a rule, they do not form a large item with that class of vessel.

5025. It is more a question of efficiency?—Yes, they must have the best men and must pay the best wages, and I believe they always do.

5026. Going back to the Garston strike; the Garston Docks belong to the railway company?—I believe they belong to the London and North Western Railway Company.

5027. Do they work the docks there?—Clearly. They have hydraulic appliances and other things, and of course must have trained men to do it.

5028. They employ the labour?—They employ the labour.

5029. You referred to a certain vessel in dealing with that dock; where did she load her cargo?—I believe it was in Maryport; I am not quite certain; it was not at Barrow at that time.

5030. Then her cargo had not been loaded by free men?—No, but the vessel hailed from Barrow.

5031. And then she went to Garston?—She went to Garston to load coal.

5032. The railway company had no dispute with their men, so far as you are aware?—None whatever, so far as I know from the papers at the time.

5033. What was the cause of the quarrel?—It was simply the same as the Cardiff strike, because the men employed working the cranes and the tips were asked to come out in sympathy with these few dockers who were standing out in Barrow, and not to load this vessel, because she belonged to Barrow owners.

5034. What was the issue of that strike?—It was very prompt. The railway company, I believe, had no difficulty in finding free labour almost the next day, and they filled up the docks with free men, and the other unfortunates are out yet, I suppose.

5035. In your examination in chief, you referred to the engagement of seamen on board of ships. Has that been a custom for some time back?—As far as I can remember, it has always been the custom in Liverpool, Glasgow, and other large places; it has not been so much the custom in London, but it has been

Mr. Iemay—continued.

the custom, as far as I can remember in London with certain lines; but latterly, when the shipping offices are put so close, (down in the docks as well), there has not been the necessity for it in London.

5036. Do you think it would be a great advantage to continue that system in London?—Oh, I am sure it would. I think it is of the greatest advantage to the men themselves to see the vessel that they sail in before they make any agreement about it; they have no reason to cavil about it; they see how she is loaded, they see what sort of vessel she is, and they see their accommodation.

5037. Is it the custom to pay off and sign on, at the same time?—It is. You are allowed by the Board of Trade, by special handbill, to do that.

5038. Do the same men very often return in the ship?—They do, unless there are union delegates on board to prevent it; and if they are all union men of course they would also go back.

5039. Can you at all tell the Commission the probable value of the tonnage that is represented in your Federation?—Tonnage value fluctuates very much, but I suppose if we put it down at one hundred millions we shall not be very far wrong. We have now all the finest lines of expensive steamers either affiliated or co-operating, and if you take the tonnage affiliated and co-operating I think we must be up to one hundred millions at least, if not more.

5040. Has the action of these strikes at all tended to drive the cargo trade from British ships?—That has been the general tendency, and to drive the trade to places like Antwerp, Hamburg, and others where it would also be picked up by British vessels.

5041. Can you give the Commission any evidence on that point?—I could provide evidence, but I am not prepared with it at present. I could give you evidence of this sort to show that owners had made their arrangements to load at Antwerp and these places, and that also shippers had made like arrangements, instead of being as the trade used to be, to bring all the goods by small steamers to London and Liverpool and these places from the Continent, and load from there. They say, No, we would rather be free of these strikes, and take the work on the Continent. Therefore the trade of the feeder vessels is lost, and the work of loading the large vessels is also lost.

5042. And the port of London has chiefly lost the inter-coast trade?—Without doubt, and is losing it every day simply through that. It used to be an enormous trade in my day.

5043. That has involved loss of money to the seamen, and to the shipowner, and to the labourer?—Undoubtedly.

Mr. Bolton.

5044. With regard to the loss by British ships in consequence of strikes, do you think that the fact of British vessels now going to foreign ports, such as Antwerp and Hamburg to,

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Bolton—continued.

load cargo may not be due to another cause, to the fact that the trade now is so much increased that it answers for a large ship to go there rather than for a small vessel to bring the cargo to London?—Yes. I would not say that it was entirely from the cause I first named, but I say that I know many instances of owners who have taken the course that I have given in answer to Mr. Ismay, that is to say, that they prefer to load their vessels direct, where otherwise they would load it from feeder vessels.

5045. With respect to this ticket I understand that this ticket would be given to any seafaring man who proves himself to be a sailor, provided he complies with the rules or agrees to abide by the rules which are printed on the back of it?—Yes, any man applying at the registry office, and giving his true name, exhibiting his discharge to show that he was a sailor or a fireman, as the case might be, and his address, and signing the ticket, and being asked to pledge himself by signing to work on free labour terms would get that, and would get it for nothing.

5046. He is not asked whether he belongs to this Union, or to that Union or to any Union at all?—He is never asked. If he gives the information it is put down in the proper column in the registry book.

5047. But you exclude foreigners under certain circumstances?—Yes.

5048. Those circumstances are that the foreigner must have served four years in a British ship?—Four years.

5049. In a British ship?—In a British ship.

5050. That would practically exclude foreigners for ever?—No, because there are from 20,000 to 30,000 of them I am sorry to say already. Of course all shipowners may not agree with me upon my reply to this question, but I have my own ideas with regard to the introduction of foreigners to be taught their duties as seamen in our marine.

5051. But it is rather what this rule would do. If these tickets became general or if your adherence to your Federation became very general, foreigners would be practically excluded from British ships in the course of a few years?—No, not quite that, because they ship at foreign ports at all rates of wages. At Hamburg and Antwerp, and all the large ports where the British vessels go they ship, and they gradually get a term of service in British ships which enables them to understand all the words of command and to speak English fairly well.

5052. Have you not extended your Society to foreign ports?—Never.

5053. You do not propose to do so?—We do not propose to do so; We have no agent abroad of any kind.

5054. But your rule is that this ticket entitles the holder to preference of employment for any vacancy in any ship or with any shipmaster or owner affiliated with the Shipping Federation?—Yes.

5055. Does that not apply to all foreign ports?—Yes, but we do not enforce it in a

Mr. Bolton—continued.

foreign port if the men are not there. In England we enforce it.

5056. But assume that in a foreign port a shipmaster has the option of engaging a foreigner holding this ticket, or a foreigner who may be an equally good man, without it. Would not he be bound under this to give preference to the one holding the ticket?—Yes; on the first issue of 10,000 tickets there is a distinct preference given. In the second issue of them, we withdraw the preference because the executive had then decided that every man employed on Federation vessels must pledge himself in this way, and of course if everyone has to do it, we cannot give any preference.

5057. You told Mr. Ismay that the wages of sailors had practically doubled during your experience?—No; there was a high period in 1854, during the Crimean War, when wages were almost equal to what they are at the present time, without any Unions or anything of that kind.

5058. I understood you to say that since you became a shipmaster, or about that time, wages had practically doubled from 2*l.* 10*s.* to 5*l.* or 5*l.* 10*s.*? That is so.

5059. How long has the Sailors Union existed?—It registered in 1889.

5060. And previous to that time, was there any Union connected with shipping?—Yes, there have been Seamen's Unions since George IV.'s time. There was a very large and a very strong Union then.

5061. A Union having the same objects in view as the present Union at all?—No, I will hand in a list of the Unions.

5062. What I want to get at is simply this. Has the Union in your opinion enabled sailors to obtain higher wages than they were getting before?—I should think that in some places it has had that effect.

5063. Generally?—Yes.

5064. You say generally it has?—I would not like to put it that the Union is the sole cause, I believe at one time it was the demand for men more than anything else.

5065. What proportion of the advance from one half to the present rate, do you think has been caused by the action of the Sailors' Union or whatever it is called?—The Union became a power, we will say, in 1889 or 1888, and there has been a gradual increase in wages since. There might have been a gradual increase without the Union.

5066. Would you go so far as to say that the increase has not been accelerated by the establishment of the Union?—I think there has been fully 10*s.* put on by the last Union since 1889.

5067. You mean there has been an advance in wages since 1889 of 10*s.*?—Yes, 10*s.* per month.

5068. Is that 10*s.* the whole of the advance since 1889?—Will you ask me for any particular year, and I will give it.

5069. Take it from 1889 to the present time?—In 1889, the wages for the Mediterranean

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Bolton—continued.

were 60s. to 70s. for sailing ships, and for steamers 80s. to 90s.

5070. What are they now?—They are now 90s. to 95s. for steamers, in the Baltic trade a little more. They are 100s. in that trade. That is in 1890, I see this list does not go to 1891. I believe there is a later issue than this.

5071. You say during the current three years, inclusive of 1891, there has been no advance of about 10 per cent?—I find there has been a gradual increase since 1883–84. In 1883, the wages were 60s. to 67s.; in 1884, 70s. to 75s.; in 1885, 70s. to 75s. in 1886, 70s.

5072. That is a fall?—That is a fall. In 1887, 70s. to 75s. I am talking always of steamers. In 1888, 70s. to 80s.; in 1889, 80s. to 90s.; in 1890, 90s. to 95s.

5073. With respect to the advance note, the shipowner is bound to give an advance note to the sailor, is he not?—He is bound in this way, that unfortunately no sailor can be found with an outfit to go to sea, unless he gets an advance, except some of the finest and best men.

5074. Is the shipowner bound to pay that, whether he has gone to sea or not?—No, the shipowner is not bound to pay, if he knows the man has not gone to sea, but the tradesman who cashes it loses it.

5075. So far as the shipowner is concerned, there is no particular hardship with respect to the advance note?—You would be rather astonished if I put in figures as to the amounts that the shipowners have lost, within the last month by advance notes.

5076. That is surely their own fault?—No, not quite their own fault, for this reason, that where they have to send a man from one port to another port, the advance has to be paid before leaving the port. The boarding master or the crimp would not part with him.

5077. But there is no obligation upon him to pay the note?—No legal obligation, only he cannot get his seamen without it, it is absolutely impossible.

5078. Then it is not so much for the protection of the shipowner as for the protection of tradesmen and others that they take this note?—That is so. I must say that the actual legal note must involve the sailing of the man, so many days after the sailing of the ship, therefore that is no use to a man who is about to leave Liverpool to go to Cardiff.

5079. Formerly I think the note was really obligatory upon the shipowner, whether a man went to sea or not, was it not?—Yes, before 1880. In 1880, by Mr. Chamberlain's Act, it was made illegal, but still the shipowner had to give it all the same.

5080. Was it not in consequence of the abuse of the law which had arisen under that system that the change in the law took place?—I think it was. I think it was a well-meant attempt to get rid of the crimp, and the men who prey upon these unfortunate sailors.

5081. You do not wish to return to that state of things?—We are back to it. The govern-

Mr. Bolton—continued.

ment was forced. Mr. Hall, you will remember, passed a short Bill through Parliament in 1887, repealing it. I forget the name of it. You would not expect to find it in this Act, but I put it is there—

5082. You propose, as a remedy for this state of things, that desertion should be punished with imprisonment?—Yes, that imprisonment should be the punishment for desertion, under certain limits.

5083. Under what circumstances would that imprisonment take place. Would it not be a civil engagement between the sailor and the owner, which was broken by the sailor?—Yes, in the nature of a civil engagement; there is no doubt about it.

5084. Why would you punish that particular class of man by imprisonment, when you punish no other debtor in the same way?—As a deterrent simply. I wish to press this even a little further, because I will show you that previously, when there was this punishment, that there were not half a dozen imprisonments in a year, and yet it acted as a deterrent. I myself, as a shipowner, have investigated the cases, I have said, "Jack, why are you not on board; I am going to prosecute you," and he has said, "I got drunk; you let me off and I will return you the advance note," and that has ended the matter.

5085. Would you punish the shipowner in the same way if he was proved to have failed in some engagement to the sailor?—He is punishable by imprisonment now. If you will refer to the Act of 1876 I think you will find he is.

5086. Perhaps you will give us a case in which the shipowner is liable to imprisonment for non-completion of a civil bargain with the sailor?—Yes. There is a contract made by every shipowner to return his crew safely to whatever country he ships from. If Mr. Tait will make an inquiry upon the Clyde, I think that he will find that one of the most distinguished shipowners at that place was at one time imprisoned for the loss of his men and the loss of his ship.

5087. You do not mean Mr. ———?—I would not mention names.

5088. The gentleman who was in this case imprisoned is well known. He is a personal friend of mine. I do not think he would have any objection to his name being mentioned?—I do not think he has.

5089. Is that the person you mean?—That is one instance.

5090. Surely that is not a case in point. Mr. ——— then was captain of a ship, and was found guilty of negligence in the navigation of the ship?—And owner.

5091. No, part owner?—Well, part owner.

5092. Have you any other instance than that?—No, not at present; but I say that in any case where a shipowner had behaved himself in a way which brought him within the law, he could be imprisoned, of course, where he had committed a misdemeanour under the Act; there are instances of it.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann.

5093. The name of your organisation is the Shipping Federation?—The Shipping Federation, Limited. I handed in the certificate of incorporation under the Companies Act in the early part of my examination.

5094. It is not a Trade Union?—Clearly not a Trade Union. It is not registered under the Trades Union Act.

5095. In stating your case as to the origin of the Shipping Federation, you made reference not only to the National Sailors' Union, but also to the Shipping Masters' Union or Association?—Yes.

5096. I do not think it was made quite clear as to whether it was the existence of this Masters Association or Union that gave rise to the Shipping Federation, or whether it was solely due to the existence of the Amalgamated Sailors Union?—It was due to neither. We had no objection to either Union existing. It was due to the coercion of the Sailors Union leaders wishing to force the masters and officers into the other Union, which was controlled by the same body.

5097. Supposing the sailors' efforts had been confined to the sailors and firemen alone, and that no steps had been taken with regard to the masters, would the Federation have been likely to have been brought into existence all the same?—No; it would not have come into existence.

5098. Would it be correct then to state that it is entirely due to the shipmasters joining the Union?—"Entirely" would not perhaps convey the impression. I think you know that there are a great many grievances. There was the question of the union or non union seamen as well. But that was the last straw which broke the camel's back.

5099. With regard to the issuing of the Federation ticket, which you have handed in this morning, what was the special object of the issuing of that ticket?—To get the names and addresses of those men, sailors and firemen, who were willing to work on "free labour" terms—that is to say, who were willing to carry out their contracts or articles, whether the men on board were union men or not.

5100. You objected to the Sailors' Union insisting upon it that all men who went to sea should be members of their Union?—Clearly.

5101. You decidedly object to that still?—Yes, certainly.

5102. Do you enforce this Federation ticket upon sailors?—We enforce it on no one, but we do not ship any men unless they hold it.

5103. Do you enforce it?—No, certainly not. A man can refuse to take it.

5104. Is not that enforcing it?—No, certainly not.

5105. Where does the difference come in between the Sailors' Union saying they will not work with any man who does not hold a union ticket, and the Shipping Federation saying "We will not employ any man who does not hold a federation ticket"?—Because the federation ticket allows the man to be a union man or a "free" man or any man.

Mr. Tom Mann—continued.

5106. But you compel a man to take this ticket?—No, I have told you we do not compel him. We leave it to his option. We say we wish to have all our crew men who will work on "free-labour" terms.

5107. But you absolutely refuse to employ any who do not take this ticket?—I think that is probably the general effect of it, though that does not exclude them from employment in British ships.

5108. Where does the great difference come in?—There are a million tons outside the Federation.

5109. You refuse to employ men as sailors or firemen who do not take this ticket and pay for it?—The difference comes in in this way; we have 7,000,000 tons, and there remain 1,000,000 tons outside. Now those that we do not take can, if they like, go to the other million tons outside.

5110. Do not the Sailors' Union take up the same position?—I do not know what position they take up.

5111. Do you know that they take up a contrary position?—I am not aware of any position that they take up, except that they did wish to coerce the masters and officers to enter a Union under the control of the seamen themselves.

5112. You have this morning in your evidence repeatedly objected, at least so I understood you, to the behaviour of this particular Sailors' Union, in saying that they would not work with men unless they also held a union ticket?—I did. I say it is impossible in sea service.

5113. You carry out exactly the same practice it seems to me?—Not at all; the practice is quite different. We employ union men or non-union men as "free" men alike.

5114. You refuse to employ them unless that ticket is taken and paid for?—No, we ask no payment.

5115. No payment?—No payment whatever.

5116. What is the meaning of this clause, clause 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."?—That is the first issue of the 10,000 tickets which I spoke of, which were clearly a preference issue. We wanted 10,000 good men, and we were advised by the Seamen's secretaries themselves that if we attempted to issue a ticket for nothing, it would be no use for the purpose of registration, that they would register, when they thought they would, and that they would light their pipes with them when they thought they would, with the ticket.

5117. But you made a charge for the ticket?—The parchment ticket we charged 1s. for, and continue to do so.

5118. Then you do charge?—Yes, for parchments.

5119. And you refuse to employ those who do not pay it?—On the paper ticket we do not charge.

5120. The phraseology is exactly the same?—Exactly. It is so, but we do not charge it.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

5121. What becomes of the funds that are accumulated by the payment of this 1s. entrance fee, and 6d. for each renewal?—The funds are kept in a separate account towards a special fund which will afterwards be established.

5122. Who controls that?—It is controlled by the executive of the Federation.

5123. Who is the executive of the Federation composed of?—I have put a list in, but I will read them if you wish it. The chairman is Mr. T. L. Devitt.

5124. A shipowner?—They are all shipowners.

5125. I do not want the names, so that we have the statement that they are all shipowners. They are not workmen?—No.

5126. So that one set of workmen are called upon by the shipowners to pay a given sum for a certain ticket, as the only condition upon which they can obtain employment, and then they have never yet had any control whatsoever over the funds so contributed?—No, nor are they likely to get it. The shilling is not for the ticket. The shilling is for the registry offices established all over the kingdom, and there are certain rooms attached to them where the men can go and take shelter, and have all the papers, all the current literature given to them, except "Seafaring." I do not know that we give them that.

5127. You have had another ticket, have you not, for London; this is a provincial ticket?—We have had a certain number struck off for London—only for a particular Union.

5128. I will read clause 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.” Will you tell me why the Amalgamated British Seamen's Protection Society was fixed upon?—The Amalgamated British Seamen's Protection Society made an application to us and said: “We may be able to bring in a certain number of men, and we should like to have a ticket with the name of our Union printed in, instead of a place left for writing in the name of any other Union.”

5129. Before coming to terms with those who made such an application, did you inquire first what was the condition of that Union?—No, I only inquired and found that it was registered in 1872, so I thought it was a good old one.

5130. Did you ascertain when the last register was sent in?—No, I did not.

5131. Did you ascertain whether they had any members?—Oh, there are a large number of men who joined.

5132. Can you tell me how many men joined?—I could not.

5133. Can you tell me approximately?—No, I will agree to put it in afterwards if you like.

5134. Can you say for certain that they had some members?—I can say for certainty that they accepted the tickets, and said they were

Mr. Tom Mann—continued.

members. I cannot tell more than that. Unions are such strange things.

5135. Do you know whether there were any funds in connexion with this Union?—I do not know that of any Seamen's Union extant as to whether they have any funds. I have no knowledge of them. I have here a list of Seamen's Unions, but I do not know anything about these funds.

5136. Did you never inquire before making these arrangements?—No. It was represented to me that a certain number of this Trades Union would be willing to join. If the National Union had said a certain number of them would have joined, I should have printed tickets for them. It was a mere matter of convenience to save the registrar writing in the name.

5137. The secretary of this Union is Mr. Lind?—I believe so.

5138. Is that gentleman in your employment?—He is the superintendent registrar for the port of London.

5139. Receiving 2l. a week?—He gets more than that.

5140. So that having no members he was employed by the Shipping Federation?—Pardon me, will you repeat that?

5141. Having no members in this Union, this being a nominal Union, he was employed to devote his whole time to the interests of the Shipping Federation?—That is your assertion. I have not stated it. It was represented to me that this was a Union with members, and a certain number of tickets were printed and have been issued. They have none of those left now.

5142. You gave the Commission to understand this morning that the principal cause of the strikes that have taken place was the act that the sailors refused to work with other than union men?—Yes.

5143. Do you remember the origin of the strike at Cardiff, to which you alluded?—Perfectly.

5144. Will you please detail it?—The “Glen Gelder” came under the tips with a “free” crew, or partly “free” crew, and at the instigation of, I do not know the name of the delegate, the Tippers struck.

5145. Before we go further, will you please tell me now how many sailors there were?—Really you put me in a corner, but I should think possibly six sailors.

5146. At least five?—At least five.

5147. You say a “free” crew?—Yes.

5148. What constitutes a “free” crew?—A crew willing to work together, whether they are union men or not, that is to say, they might be partly Seamen's Union, partly the National Amalgamated Union, partly no union at all, willing to work together on board that ship.

5149. When the “Glen Gelder” arrived at Cardiff, had the crew the federation tickets?—I should think most likely they had, but I am not certain of it. No, I do not think they would have.

5150. You do not think they would have?—

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

I do not know. I could not tell you that. I never asked.

5151. Do you know whether they were members of the Sailors' Union?—I could not tell you that even. I should think it is possible some of them would be.

5152. Are you not aware that each of those were members of the Sailors' Union, had been in the employ of this firm for a considerable period. That they had had no quarrel with any one, but that the officer of the Shipping Federation met them and said before they could go on board they must take that Federation ticket?—No, I should think that was absolutely incorrect, because it was not until February 23rd that we made it compulsory to take this, and this would be earlier.

5153. February, was it not?—No, February 23rd, this was made compulsory, and I think this took place earlier.

5154. Was it not in February?—February the 5th I see it was, and on February 23rd the ticket was made compulsory.

5155. I would ask you again whether the crew who had been on board the "Glen Gelder" for some years, were working harmoniously, were members of the Sailors' Union, were willing and desirous of taking that vessel to sea again, but were intercepted by the agent of the Shipping Federation in Cardiff, and were forbidden by instructions from the owners of the vessel from Aberdeen to go on board that vessel again unless they took the Federation ticket?—I know that to be absolutely incorrect from a letter I received from the owners, two or three days ago, where they said the vessel was on time charter.

5156. You know it to be absolutely incorrect?—Absolutely incorrect.

5157. I can press that no further then at present?—My secretary does not know the exact details, but I know that to be the fact the ship was on what is called time-charter.

5158. You know what to be the fact?—That it was not as you say—that these men were entirely National Union men.

5159. I asked you whether they were not prepared to take that vessel to sea which they had taken many times, but were intercepted by the Federation agent, and were forbidden to go on board until they had taken the Federation ticket?—No, nothing of that kind happened. What did happen was that these were a "free" crew on board, and that the tippers came out because they were a "free" crew. The tippers, of course, are the men whose business it is to tip the coal by hydraulic lifts on board ship.

5160. The tippers were a second party to this dispute?—A second party clearly. They were requested by the National Amalgamated Union not to work if these men went to sea, and they refused to work on that account. That is in my official report of the strike.

5161. Then what you term "free" labour was introduced, was it not?—Yes, what we term "free" labour was introduced then by the Bute authorities; by the manager of the dock.

Mr. Tom Mann—continued.

5162. And by the shipowners?—And by the shipowners.

5163. I mean during the progress of the strike?—Oh, yes, we were compelled because the National Union men went out on strike. The secretary of the National Union said: "Let us all stop out, and do not go into any of these ships." Therefore we had to import the necessary men of course to work the ships.

5164. Will you tell us how you imported them?—Certainly. We imported them in the only way which is left to us under the law. We applied to the usual parties who ship them in Liverpool, and those places.

5165. Who might the "usual parties" be?—I do not think we will go into the names of any of them, because I would not be able to tell you. I could give a list to the Chairman if he wished.

5166. What position do they hold?—I should think they would be in the position of boarding-house masters.

5167. And crimps?—Yes, if you like. I am quite as much against the system as you are.

5168. What kind of men did they introduce?—They introduced 80 per cent. of very good men—average seamen—and 20 per cent. of men that you could only pick up in Liverpool and the East End of London slums.

5169. What was done with the men when they were once drafted into Cardiff?—We kept them on board a steamer called the "Speedwell," and fed them like fighting cocks; till the first ship was required to go. Then the captain went on board, made his selection, picked out his men, and they were signed on articles by the Board of Trade officer.

5170. If any one desired to leave could he do so?—Certainly. We sent back 20 per cent. of them. We sent off all the wasters that we knew of.

5171. Do you know of an application being made by one of the men to go on shore and the application being refused?—No report has been made to me of that kind. It is absolutely inaccurate. They never had such times in their lives.

5172. Was any report made to you as manager of the Shipping Federation to this effect, that a certain man having made an application to go on shore it being forbidden, leaped overboard?—I never heard that at all, never.

5173. You could not say that was untrue?—I can say it is untrue such a report has been made to me. At least I am told that there was a rumour of such a thing but it was never officially reported.

5174. With respect to your desire for an alteration of the law of picketing, I understood you to say that the law was not sufficiently rigid at present, and that you would make it a criminal offence if more than three men should be engaged in conversation?—No, I do not think I said that, I am not aware that I said I would make it a criminal offence at all. What I say is that three men are sufficient for picket duty in any particular case; that is sufficient to enable the men going into the dock gates or the Federation gates or on board ship

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

where a strike is going on, to make the men aware of the views of the strikers; it is sufficient to indicate to them in a proper way their views on the subject.

5175. Would the nature of the crime be decided by the conversation that took place?—First of all, it would not be a crime. I have not said that at all. It might be a misdemeanour under the particular Act assuming the Act to be passed. It would bar more than three pickets. It might be a misdemeanour under the Act, but it certainly would not be a crime.

5176. Supposing I am down at the Victoria Docks to-morrow when there is a labour dispute on, and that I make the fourth man, and that I am engaged in conversation with the other three, and that I look at some of those that are engaged in the dispute across the way not particularly pleasantly, is that to be an offence?—I can hardly imagine that of you Mr. Mann. I do not think the fourth man is the point. It is a question between hundreds of men and a limited number. I only mention three because it takes three to make a conspiracy.

5177. I have been trying to think how you would define the law, because you have asked for an alteration. I want to know if I might put my foot in it if your suggestion were carried out. You said if there were more than three men engaged as pickets, and they by look implied a threat that that should be an offence. That is what I understood you to say?—I did say so, and I do say so. What I wish to emphasise is that the collection of large bodies of men (none of whom can get at the men to speak to, or to talk quietly with them as to what the objects of the strike are) is dangerous. The bulk of them cannot get to them; only two or three can get to speak to them and yet often hundreds of men are there and they cannot all speak to them at once.

5178. Does it not strike you as being a queer proposal that if half-a-dozen men are engaged in conversation round the docks they might be arrested because you did not like the conversation?—No, that is quite a different thing, but I daresay you have been at the gates where there are "free" men employed, and you have seen the collections of the men outside, and the way they looked and all that. A mere collection of bodies of men distributed all over the locality conversing pleasantly is not the thing that I aim at at all.

5179. Not conversing pleasantly, but implying a threat by their looks?—Implying a threat. I refer to cases where there are a hundred or two men who are determined to frighten others from going into the dock to do their work.

5180. But you said more than three?—I fixed upon three as the limit necessary for the picket, merely because another Act says that there must be three to make a conspiracy.

5181. I cannot understand your proposal as any other than this, that if I should make a fourth man, and a labour dispute is on, and I am engaged in conversation which might be interpreted as picketing, it being near dock gates or near a shipping office, and if I looked sourly

Mr. Tom Mann—continued.

at some of the men who might be engaged by the general manager of the Shipping Federation, I am liable to be arrested?—No, not at all. I refer to a different subject. I refer to the collection of large bodies of men for a well-known purpose. I object to them collecting at the dock gates. I object to them collecting at the Great Northern Station when I have men coming from Newcastle. I object to them following those men down to the docks, and when I am putting them on board. I object to all the phases of picketing that are so well known in the present day, because it amounts to distinct intimidation.

5182. Let us go a little further. If there are half-a-dozen men quietly standing around who may be termed pickets, is that to be punishable?—Certainly not.

5183. If there are 12 men would that be punishable?—I say that the Act should limit picketing to three men. That is sufficient to explain what is required on the part of the strikers.

5184. It would be punishable if there were six times three?—Yes, to disperse them.

5185. Because if it is not punishable there is nothing in it?—I think when a large body of men who are able by their presence to bring awe and fear into those who are going to work, that it shall be, not punishable perhaps, but preventable; that is to say, the police should have instructions to disperse them—not to punish them. I do not want any punished.

5186. Respecting desertion, you said that the law ought to be altered with regard to desertion, and that it should be made a criminal offence; that is to say, punishable by imprisonment?—That is where you mistake me again. I have not said it should be a criminal offence. There are many other things besides crime which are punishable by imprisonment. It is a misdemeanour. I did not say criminal offence, which is quite a different thing.

5187. Since the abolition of the Act have desertions increased or decreased?—Very much increased.

5188. Could you give us the increase?—It was a large factor in the loss of life in 1881 and 1882.

5189. Can you give us the figures?—No, I cannot.

5190. Where did you get the figures from?—The Board of Trade returns.

5191. Are you aware that the shipping-master of Cardiff stated publicly that since the abolition of that law desertion had decreased 10 per cent. per annum?—I am aware that Colonel Hall, who comes from very near Cardiff, stated the very reverse in my presence to the then President of the Board of Trade, that they had very much increased; and I am aware also that the statistics proved that there was a very heavy increase in desertions.

5192. Do you know whether the shipping-master at Cardiff made that statement which I have just made?—I do not know. He did not return it to his Board if he did make the statement.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

5193. If it should be true, and if it should be the fact that there are a less number of desertions since the abolition of the Act than prior to its abolition, that would be sufficient to show, would it not, that the Act was not required again to be renewed?—Clearly.

5194. During the difficulties in London with the British India, Shaw Savill, and New Zealand lines, a number of men were imported and placed on board the "Scotland"?—Yes.

5195. Did the Shipping Federation supply them with weapons?—I should hope not; no. I would not even allow them to be supplied with bludgeons when they sent the request up to me.

5196. Is it within your knowledge that they had revolvers?—I saw by the papers that one or two had taken the precaution to have revolvers, but it was not within our knowledge. Certainly not; we would not have allowed it.

5197. Is it within your knowledge that men newly drafted in had revolvers?—We did not search any of the men coming in, and such a thing was not in our minds at the time, but I did see that when the attack was made upon the "Scotland" revolvers were used. I do not know whether that is true or not. They attempted to board her and take her by force, and they were repelled.

5198. You have had very considerable experience in connexion with these labour disputes?—12 disputes.

5199. I should like to ask your opinion as to what you expect to be the result of these disputes; an increase in the strength of the Shipping Federation?—Yes, that is certain if the disputes are continued. There cannot, of course, be very much increase now because we have nearly all, but I anticipate a very large loss of trade to the country. I anticipate a number of vessels going under a foreign flag and refusing to work under such conditions.

5200. You anticipate a very large loss of trade?—Yes.

5201. Has trade left the port of London?—To a great extent.

5202. Will you tell us what lines have left the port of London, or what lines do not run here which formerly did in consequence of the strike?—Yes, I can do that. There are all those known to you gentlemen as the Blue Anchor Line. During the whole three months of the strike, they took not a ton of coal in London. They coaled entirely abroad at Port Said and Malta, and those places. They took the coal there that they otherwise would have taken in London. There are some others which I cannot remember.

5203. I was referring to liners loading and discharging?—The Blue Anchor Line load and discharge regularly in London in the East India Docks.

5204. I did not wish to confine my question to the coaling, but to the general cargo?—The general cargo.

5205. You say they have left London in consequence of the disputes at the docks?—

Mr. Tom Mann—continued.

Several had to go over to Antwerp during the dispute.

5206. During the dispute?—Yes.

5207. But have they gone away permanently?—No. I have not said that.

5208. Has trade permanently left the port in your opinion in consequence of the labour disputes?—We are unable to make up any statistics in regard to that. The occurrences are too fresh. But I have not the slightest doubt it will have that effect, and will also bring in a foreign competition.

5209. You are not prepared to say that it has had that effect?—No, but by this time next year we shall be able to give you very reliable statistics upon that point.

5210. The manager of the General Steam Navigation Company is a member of the Federation, is he not?—Yes.

5211. Do you recollect that he gave evidence quite recently before the Merchandise Marks Act Committee and stated there that although a good deal of the transshipment that was formerly done in London was now done on the Continent that was not due to the labour disputes?—I should pay some deference to Mr. Cattarns' opinion on the subject, but at the same time it would not alter my conviction and my own knowledge of it.

5212. Although you stated this morning that trade had certainly left the port you did not mean the Commission to understand that any of the regular liners had left the port or were likely to leave the port permanently?—No. I think it is possible it might have driven some of the mail lines down to Southampton where the docks are better enclosed, and where they could make certain of a proper protection if it had been continued. I am very sorry if my evidence has given the Commission the impression that they had permanently left the port. I believe there was a loss of trade during the strike, and that there was a loss of wages. That is all I wanted to imply.

5213. Your Federation has had a pretty successful career has it not?—So far we have been able to complete the work that we set before us, or rather that the Labour Unions set before us.

5214. You sent an agent to Dublin quite recently, did you not, Mr. Hunter by name?—That is one of the agents.

5215. Is it true that he undertook to supply you with 3,000 "free labourers," as he termed them, inside 48 hours?—That would be a large order. He was not instructed by me to do so, and I never heard he did it. My secretary who was in Dublin said he could do so, if required, at any time, but no such number was required.

5216. Do you know that he made efforts and that in consequence only a very few men were introduced?—No, I will put into this Commission, if the Chairman wishes it, the correspondence insisting upon Mr. Hunter displacing as small an amount of labour as possible. I used this expression: "We would sooner pay for the vessels lying a week or two than that you

17 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

"should displace a large amount of labour, give them a chance to come to their senses."

5217. Are you aware that Mr. Hunter called upon the merchants in Dublin to pay him a sum of 2,000*l.* and he would make it a free labour port?—That would be the merchants' matter; I have no reason to believe it.

5218. You are not aware that was done?—No, I heard the merchants of the port could not receive cargo, because their men would not work. When our "free men" tendered the cargo the men said: "We are not going to take it from blacklegs." Then they struck. Then the merchants applied to Mr. Hunter and said: "Can you get us men where you got your men," and I believe he got them railway men, and draymen, and carters, and others.

5219. And yet the dispute is not settled?—It is not settled. I sent over 50 men the day before yesterday and 75 from Glasgow, and 50 or 60 from London good men, good corn porters.

5220. It would appear according to you that the relationship that exists between the workers generally and the employers was pretty harmonious until these men you call "agitators" stepped in?—Yes, that is so in our opinion.

5221. How would you describe an agitator?—An agitator is a man who wishes to bring out the workmen of a district on insufficient data, on data which are entirely in his own head. For instance, one of the agitators who came to us always commences his argument by saying, "We all came into the world naked," a sort of first principle the enunciation of which took up the time of the Federation, and which we could not possibly argue. Several other men were extremely sensible men. The agitators are those who say to the men: "The Federation wants to smash the Unions, wants to bring down wages; it is our duty to stand together, and to come out in support of each other." That is the sort of man that I call an agitator.

5222. You have stated that the numerous strikes or disputes that have taken place are due to the existence of certain officials, or at any rate to a Union known as the Sailors' Union?—Yes, Mr. Plimsoll's Union officials.

5223. And you have classed certain officers as agitators. Now I should like to ask where the difference comes in, between Mr. Laws, as general manager of the Shipping Federation, devoting his whole services to the interests of that Shipping Federation, and issuing tickets so that only those who will take those tickets and pay for them shall be employed, and an officer of a properly constituted Union, which the law upholds also, devoting his entire time to the pushing of the Union, and to looking after its interest; where does the difference come in, between Mr. Laws, the general manager of the one, and any other man, who may be a union officer on the other?—Mr. Laws does not go on public platforms on every occasion and say these union men are robbers and murderers. I do not do that. I merely put in the defensive action that is necessary, to protect free men.

5224. But do you not often become aggressive?—I am not aware of any case where we

Mr. Tom Mann—continued.

have taken any aggressive action. It has never been sanctioned by my executive, and I certainly do not take any aggressive action myself.

5225. You are devoting the whole of your time, and very properly, so no doubt, and several officers are doing similarly, to the service of the Shipping Federation, are you not?—Yes.

5226. Why should not a Union also have a right to employ an officer?—I do not deny the right.

5227. In Hull, did not you deliver speeches generally condemning the Sailors' Union?—No, there is nothing in my speech at Hull that would condemn the Sailors' Union in any way.

5228. Were any speeches of yours reported in "Fair Play"?—It is not a paper of mine. We cannot afford the luxury.

5229. Is it not a shipowner's paper?—I do not think it is a shipowner's paper. It is a private paper.

5230. Your speeches were reported, were they, not, in the Hull papers, and no doubt in others?—For the last nine months I have not had time to read those papers, and I do not know them. It is quite possible there might be a short notice of my speech.

5231. There was a report of your speech in which you defamed the Shipping Federation at the expense of certain unions. Now if the secretary of the Sailors' Union also holds meetings, and delivers speeches in the interests of his and other unions at the expense of the Shipping Federation, where does the difference come in?—The difference is merely in the licence, in the language adopted. If a secretary of this union says: "Do not serve the shipowners; they are murderers, they are robbers," and says that repeatedly, that is a very different thing. He never misses an opportunity of asserting that, for, I should think a hundred speeches could be referred to with the greatest ease, and I have them all filed, if you like to see where those terms are made use of in every case with the avowed object of making a direct attack upon the Federation. That I should call an agitator.

5232. Would you then term agitators those personages who make speeches of the kind you have just alluded to, and who speak of shipowners and employers as murderers, or robbers, or something of that sort?—Yes, and one class of agitators endeavour to get up a strike where no strike under ordinary circumstances would take place—where there is no dispute about wages—no dispute about the provision or accommodation of the vessels. I am now keeping myself entirely to the shipping trade you see. Here comes in the function of the agitator. He says, "Well, we must have something else."

5233. I think I gathered your meaning to be that the sympathetic strike would be practically unknown were it not for these agitators?—I say so in the shipping trade. I limit myself on this to the shipping trade.

5234. At Dublin the difficulty has gone from one trade to another, and it still remains with various sections engaged in various trades?—Yes.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

5235. Now are you aware of any agitator having gone round and spoken of the employers as being murderers, and so forth?—There are two agitators there who made speeches which I was advised were very dangerous. I sent reports to the Irish office, and I thought proper steps should be taken to prevent them. Then the Seamen's Union delegate made himself extremely officious,—the district one, I mean—and is, in fact, the heart and soul of the strike there.

5236. Do you believe that the carmen, the millers, and the bakers, who came out at different times, would not have left work had it not been for the agitators?—I do. Assuming that the Dublin papers, of which I get four or five copies every morning, reflect what is going on in any way correctly, I say that the men are now publicly expressing themselves as sorry that they did come out without a full knowledge of the facts—and if they had known what the facts were, they would not have come out.

5237. You place reliance upon some newspaper reports, but not on all?—I try to run an average in those cases. I am obliged to read them all, and then I strike an average.

5238. You remember something of the 1889 strike in London?—Merely by report.

5239. A great many came out on strike?—That was a wages strike. I was in sympathy with them, and I helped to pay them, and perhaps foolishly was in sympathy with them; that was a different kind of strike; that was not a sympathetic strike, but a wages strike.

5240. Where does the difference come in between a wages strike and a strike for the alteration of the condition of labour which will secure to the men a larger wage?—I say it is a Utopian idea on the part of any Unions, however powerful, to say that only their union men shall be engaged in the trade, and that the "free" men who are in a great majority (as I have heard Mr. Mann himself admit), shall not be allowed to make their living in this country.

5241. With regard to Dublin, is it not the case that the Dublin men are asking that a certain method should be adopted in the discharging of the grain?—Yes.

5242. And the difficulty centres there with regard to the method of discharging, which will affect their wages no doubt, though primarily you may be justified in saying it is not a wages strike?—It does not affect their wages in the slightest whether a vessel is discharging original packages or whether she is discharging in bulk.

5243. Does it not make a difference in the number of men employed?—The number of men employed to do the necessary work of the vessel get the same wage. There is no attempt to lower the wage. A vessel arrives, and it would not be fair surely on the part of any trade union to say, "We must break up all the packages of tea, and put them into smaller packages, and send them to the grocer shops, in order that there shall be more employment."

5244. The only point is this, that they are contending that the work shall be done in a given way, which will result in the ultimate

Mr. Tom Mann—continued.

employment of a larger number of men, and therefore more wages being paid?—You will drive the trade away.

5245. Do you object to wages questions?—No, I do not; but that is not a wages question proper. I object to your supposing that the power of the Federation intervenes when it is a mere question of the sailor saying, "I have not enough wages to live on. I want more."

5246. You said that the Shipping Federation have not tried to reduce wages?—I am certain of it.

5247. Are you aware what wages were received by the men on the weekly boats running to Aberdeen and other places prior to members of the Shipping Federation having taken a certain action?—I should think about 30s. I have not made inquiry.

5248. Are you aware that it was 32s. 6d.?—I am not aware. It may be so.

5249. Are you aware that in consequence of the action taken lately by members of the Shipping Federation it has been reduced to 28s.?—No. I am certain that is not the case.

5250. You are certain it is not the case?—Yes, perfectly certain.

5251. I understand you propose that a Government officer should be appointed with a view to investigating publicly, and practically awarding a decision, though, of course, not enforcing it. That I understand to be your recommendation?—No, certainly not. I do not suggest that any decision of any kind should be awarded. I say that if a Government officer had been sent over during the few days that I gave them to consider in Dublin he would have immediately reported to the Board of Trade that the cause of the dispute was what I have said it to be, an unreasonable cause, a cause which should never arise between employer and employed, and which never would arise except for the agitator.

5252. Would you have this officer investigating every dispute?—Every dispute of importance, but certainly not every dispute. I would send him over in case of such disputes as that at Dublin. When 3,000 men are out of work it is an important thing.

5253. I simply wanted to understand what it is that you recommend?—I would recommend that an expert in such matters (and such men can be found as you know well) should be sent over to ascertain in the same way as anyone else would ascertain, by seeing the employers, and by seeing the Union officials, or the other working officials, what the dispute was about. Because it is very seldom that a dispute is dropped like a bolt from the blue, like the great manifesto of the "Wade's Arms." It very seldom comes so suddenly as that. There is generally a little time given.

5254. You are not hoping that anything in the nature of a joint board will be established between workers and the employers generally?—At one time I had some idea that that could be done, but I am sorry to say that my experience of the men who have come up and have insisted on ventilating utopian or socialistic, or other curious theories has altered my opinion, and I

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

think it could not be done. There are a few men who came to us as business men, but I am afraid such a board as you have mentioned would not be workable.

5255. That is, you believe the mental capacity of the workers generally is not sufficiently high to enable them properly to state their case, and stand by any decision come to?—No; my impression is, of those that I have seen come to our meetings, that their mental capacity was certainly equal to anything that they had placed against them. At the same time I say that their ideas are wrong. How shall I illustrate it? Shall I say that they have a tile loose on certain subjects?

5256. That shows that their mental capacity is not sufficient I should understand?—No, they are extremely acute and well read on every point. It is simply that they have got an idea and they have read themselves, like Don Quixote, mad on certain subjects.

5257. Therefore you are hopeless that anything in the nature of a joint board could be established between employers and workmen?—Yes. I am afraid so; the time would be taken up in discussing utopian subjects.

5258. Then that would mean that there is nothing for it but to fight it out?—On a sympathetic strike, nothing.

5259. But other strikes?—No; in a wages strike surely there must be some means such as I have suggested which would enable the public to see at once whether it was a proper strike or an improper strike. On the other hand, there is nothing to discuss in other cases. We would not receive any deputation which comes up to ventilate socialism, and to say that the majority of the workers being free men shall not be allowed to work in any particular port. We will not discuss it with them.

5260. May I ask, are you placing your hopes upon the employers organising themselves so perfectly, and upon the supply of what you term "free" labour being so abundant, that as a dispute crops up the employer will be able to dispense with the services of their old employées and introduce what you term "free labour"?—No. I am depending upon the good sense of the workmen of which we have had evidence. We have hundreds of witnesses whom I could put before the Commission from this very National Amalgamated Union. I shall hand in to the chairman or secretary the names of the officers of the Union now who say, "We are entirely out of sympathy with this coercion of the Union, and we would like to be free of it." I am relying upon that.

Mr. Tait.

5261. I think the fundamental principle of your Federation is that there shall be freedom of contract?—That is the fundamental principle. We do not go beyond that.

5262. You have made a complaint against the Sailors and Firemen's Union, that to an extent they were interfering with that?—Yes, a very large extent.

Mr. Tait—continued.

5263. Hence the existence of your Federation?—Hence the existence of the Federation.

5264. In fact you do not believe in any coercion at all for the purpose of organising a body of men, but would rather leave every man to be free?—Yes; "Force is no remedy." I do not believe in coercion at all.

5265. I suppose what you hold to be good in regard to working men, you would also hold to be good in regard to shipowners or manufacturers?—Clearly, one law for everybody.

5266. No shipowner, for instance, should be forced to join your association against his will?—Certainly not, we could not force him. There are 1,000,000 tons of shipowners outside who say: "We can take care of ourselves."

5267. That may be, perhaps, because they are too strong for you to take care of them?—I do not know. I have not gone into that.

5268. There is just a possibility of that?—That may be their view.

5269. Is it within your knowledge that any shipowner that now is a member of the Federation has been pressed in by influences of your Federation?—No. I say exactly the contrary. It is absolutely incorrect to say so. We have no power under the articles to hold a man.

5270. That is another question. That would not prevent you, if you have the influence and the power outside. You are aware that there is in existence in the shipping community what is known as an Indemnity Association?—Clearly. I have for many years acted as director and official of an Indemnity Association.

5271. Do you know any instances where any of those indemnity associations have been in any way influenced by your Federation to become members of it?—No. The indemnity associations have formed the Federation. The indemnity associations, to the number of about seven, met in London and discussed these problems which we have been discussing to-day; the difficulty there was with regard to the Seamen's Union, and the coercion they were using, and they formed this Federation, and they are the Federation. The indemnity associations themselves, by the will of their members in public meeting assembled, have formed this Federation, and they are the Federation.

5272. Have the rules of your Federation been altered since they were first formed?—No, there has been no alteration of any kind.

5273. Are you aware that any of the indemnity associations altered their rules so as to allow them to become members of your Federation?—Every one of them had to do so, and naturally, because you know what it involved. They had no rule by which they could form part of another association. Just in the same way as many of the shipping companies had also to alter their rules because there was no special clause in their articles which would have allowed them to become federated with any other company. It was a purely legal question.

5274. You were resisting the Sailors and Firemen's Union, in compelling men to join their organisations, but is it not the fact that your Federation was bringing all its influence to bear

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tait—continued.

upon a member of Parliament of the name of Mr. Furness to become connected with your Federation?—It is perfectly untrue. Mr. Furness was one of the first members, and is to this day.

5275. I am not denying that he is a member, but what I wish to get at is, did he at any time refuse to join that Federation, and was the influence of your Federation brought to bear upon him for the purpose of getting him to do so?—Never, it would be impossible. The Federation have no such influence that they can exercise in any way. He was always an active member of the Federation. I have seen the report in the "Star," it was incorrect.

5276. You know another shipowner in Dublin of the name of Wetherall?—Captain Wetherall.

5277. Can you tell me if he is a member of your Federation?—Not by that name; he may be under the name of Mackenzie and Co. The name of one of the partners is Wetherall. I do not know whether he is the senior partner or not. I know no shipowner of that name. Unfortunately we have not our list here.

5278. Perhaps you will look it up to see whether there is a Mr. Wetherall of Dublin. Are you prepared to give the same answer in regard to Mr. Wetherall's case as you have done with regard to Mr. Furness's case, that no influences were brought to bear to get those men to join the Federation, and in consequence to get them to accept the Federation ticket before employing a certain class of labour?—I would make the same answer entirely. We have been applied to by a large amount of tonnage to come into the Federation on account of the Dublin strike, because they found themselves in Dublin unable to do anything, and applied to us. We said: "You can come in, and you will get assistance in labour."

5279. The ostensible purpose of the Federation was to break the power and influence of the Sailors' Union, was it not?—Nothing of the kind. On the contrary, I say distinctly that many of the members of our Federation were in favour of the Sailors' Union. They thought that for many reasons they could be effectively used, so as to get men if it is possible among sailors, to become more sober, and if possible to get rid of the terrible scourge of desertion and matters of that kind. We were favourable to Unions, and are still favourable to Unions.

5280. Then I should like you to recant from the reply which you gave to Lord Derby at the commencement of your examination; when you said that one of the objects of this Federation was to counteract the influence of the Sailors and Firemen's Union?—I certainly am not going to withdraw anything that the noble chairman put to me from the evidence which I laid before him, because that has all been carefully thought out, and I do not remember the question which you are referring to.

5281. You can tell us now whether your reply to Lord Derby is to be considered the correct one—or your reply to my question?—Will you kindly give me the number of the question.

Mr. Tait—continued.

5282. It was at the commencement of your examination where you said: "The objects of the Federation may be described briefly as for the purpose of maintaining liberty of contract"?—Yes.

5283. "Resisting the new union method of coercion more especially the tactics adopted by the National Amalgamated Sailors and Firemen's Union officials"?—Yes.

5284. One of the objects of your Federation is for the purpose of counteracting the influences whether they be good or bad of the Sailors and Firemen's Union?—Not the good influences, the bad influences only, such influences as were brought to bear when it was said: "You shall not be allowed to sail on a ship when the commander or officer is a 'free man' but you shall be servants of our Union."

5285. There is no qualification of that sort in the answer I have just read?—Then I state that, now.

5286. Do I take it that supposing to-morrow there was an inclination on behalf of the shipowners of this country to reduce the wages of the sailors and firemen. Your Federation would not be brought into operation for the purpose of bringing it about?—Certainly not. You might as well use a Nasmyth hammer to crack a nut. The shipowners do not wish to use the Federation for such a purpose.

5287. Supposing a strike were to break out in the port of London owing to the reduction of 10s. per month, and the Union were to withdraw their men from those shipowners, would your Federation men be allowed to take the places of the men who had come out on strike to resist the reduction of wages?—If they chose to do so. There would be perfect freedom of contract of course. We should not give any order to the men. If they chose themselves to make a contract with the shipowner who said: "I cannot run my boat unless you bring your wages down to so-and-so, but must let her lay up, and then you will be thrown out of employment altogether." We should not intervene, but the power of the Federation would never be exerted as a whole to reduce wages.

5288. You have stated here to-day it would not, but I want a definite reply to the question. If such a circumstance as I have supposed were to arise, would the Federation men, with this ticket accept the places of the men who had struck work to prevent a reduction of wages?—If you mean if any particular firm had made a statement to their men which I have just suggested, and the men said: "We are willing to work sooner than you shall lay up the ships and throw us out of employment altogether," then I say any of the men registered with us would be entitled if they chose under this liberty of contract to contract with such shipowners.

5289. Would you allow, or give any instructions to your agent to get men to supply their places under that condition?—Certainly not. I have been complaining to this Commission that we have no power to do it. We want the power to do that. As shipowners we have no

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tait—continued.

power. What we do is, we would say there are our registered offices. You can go there, the men are assembled there, they will tell you the pay they want. The rate of pay in the port is fixed by the men themselves; there may be some men who would like to go to a particular point and some who do not. Some want to go to Australia. At one time they would go for a shilling a month to Australia because they wanted to go out there. At another time the wages for Africa were very high because it was unhealthy. Absolutely the rate is given by the men themselves who say, "We will go if we get so much."

5290. I have heard statements that your Federation has upon one or more occasions discharged English sailors at foreign ports, who might have been engaged at perhaps 4*l.* 10*s.* per month, and taken on foreign sailors at those ports at a reduction of perhaps 1*l.* per month; do you know if that is the case or not?—No; there has been no such instance, nor should you have been asked to put such a question, because it was explained in the newspapers at the time. The allegation was made, and I, at the request of the Seamen's Union, made an inquiry, although it was not my business. I made the inquiry, and the owner told me, "Our vessel came with English sailors on board, and we had to discharge at Rotterdam. The river was frozen. The men themselves asked to be forwarded home, and although we had no necessity to do it, we absolutely paid their passages home to England. When we went up to the port to discharge the rate of wages in Antwerp was 3*l.* 10*s.* instead of 4*l.* 10*s.*, and of course we took our crew at that rate. We did not send over to England for men at 4*l.* 10*s.* when we could get equally good men at 3*l.* 10*s.*, that being the wages of the port." That I put in the "Times" and other newspapers, and you never should have been asked to put that question. It is absolutely false and incorrect.

5291. Let me put it in another way; do you know any instances where men have been similarly engaged when there has been no block of ice at any of the ports, and things have been going on all right?—Yes. There was another instance that I was asked to inquire into, and there the vessel had come in in the same way. It was the final port of discharge. There was no clause in the articles that the men should go on to the loading port of the United Kingdom, and consequently they accepted their discharge there, and the owner took the opportunity to take his crew in the port. I never heard of a shipowner who would send over to a place where wages were 1*l.* a month higher, when he could get the men cheaper at the port where he was.

5292. But it is the fact, is it not, that what I have suggested was done?—No, it is not the fact. I have told you that it can be disproved. I am very sorry that you should have been asked to put such questions, because it was all publicly explained in the papers at the time. In any case, I should say that the Federation had no knowledge of these cases until they were told

Mr. Tait—continued.

them. It was the owners themselves who exercised their liberty of contract.

5293. The Federation Union cannot be responsible for the acts of its agents until such time as they are brought under their notice?—There were no agents abroad.

5294. You made reference to a case which occurred at Newport of some intimidation?—I did.

5295. Of a Norwegian seaman?—Yes.

5296. You then made the statement that this Norwegian seaman was robbed?—Yes, I say it was a robbery to prevent any sailor, whether foreigner, or Britisher, from getting employment by taking his advance note from him for 2*l.* 5*s.* and returning him 27*s.* I say it is worse than crimping.

5297. You say he was robbed?—I say he was deliberately robbed by the Seamen's Union delegate.

5298. You afterwards stated that this Norwegian sailor gave to this delegate the advance note himself?—I understand he compromised it in court. Instead of taking the magistrate's decision, which I hold they should have done, they compromised it in court, and the poor wretch had to pay 10*s.* in order to get out of the country.

5299. You then stated further that after deducting 10*s.*, which was looked upon as the entrance fee to the Sailors and Firemen's Union, the inference was that the delegate pocketed the difference between that sum and the value of the advance note?—That absolutely appears in the case as I read it to you, but he was forced to give that back.

5300. You have made a definite statement that the entrance fee to the Sailors' and Firemen's Society at that time at the port of Newport was 10*s.*?—No, I did not say that. I read you an extract from the newspaper, which was my authority for it. I believe that the entrance fee for a foreigner was very much more than 10*s.*

5301. I did not refer to the extract; I do not think that the 10*s.* is mentioned in the extract, but it is a statement which you made yourself?—You are quite wrong. I have made no such statement. These cases are so numerous that I cannot carry them in my mind, and I am obliged to take them from the newspapers.

5302. In your examination-in-chief you said that the delegate, after deducting the 10*s.* for the entrance fee, the inference was that he pocketed the difference between that and the 2*l.* 5*s.*?—It distinctly appears that he took an advance note of the value of 2*l.* 5*s.*, and demanded an entrance fee of 10*s.* to the Union. The man asks, "What is the entrance fee to your Union." The reply is, "10*s.*" He then says, "I have no money, but I have got an advance note." He is then told to hand over the advance note, and he hands over the advance note, and 2*s.* is returned to him out of the advance note of 2*l.* 5*s.*

5303. What I want to bring out is this: Are you aware that at the port of Newport at that time the entrance fee to the Union was 35*s.*,

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued]

Mr. *Tait*—continued.

and not 10s. ?—Yes, I am aware; and for a foreigner, 10l.

5304. Therefore to say that it was 10s. that the man ought to pay is not correct. 35s. was the sum he ought to have paid ?—I might read once more that part of the report. "Complainant said he belonged to the new Union." (That was a Union founded in 1890, and has about 7,000 or 8,000 members, called the Seamen and Tradesmen's Union or something of that kind) (*for rules, see Appendix 21*). "Campbell said that Union was no good at all, and threatened that if he did not give it up and join his Union he would withdraw all the men from the boat, and complainant would have nothing to do. Swedland said he had no money; but had an advance note, and asked what it would cost to join Campbell told him 10s."

5305. Are you aware that the entrance fee to the Union was 35s. ?—Yes; I am aware that they are taking the men for 5s. now, and any sum they can get in some cases. This may be a similar case, where the delegate takes what he can get by coercion.

5306. In answer to the Chairman, as a reason for getting an alteration of the law, or facilities extended to you for getting the men signed on board the vessels instead of at the shipping offices, you said it would be better for the men ?—There is no alteration in the law required for that. The law already is that the men may.

5307. The men may with an order from the Board of Trade ?—As long as the Board of Trade officer is there, they make no difference between a ship and a house. As long as their superintendent is there the engagement is legal. There is no other way in which a seaman can be engaged. It must be before a Mercantile Marine officer.

5308. You think it is much better that they should be engaged on board the ship, because then they will have the opportunity of seeing where they are to sleep, and so on ?—Undoubtedly. One of the strongest pleas made by the president of the Union when he was in Parliament was that the unfortunate sailor never had an opportunity of inspecting the vessel in which he was to go to sea. I said: "Make it that the man must be engaged on board his vessel, and then you have got it at once."

5309. I would like you, if you can, to tell us any reason why the shipowners of this country, previous to the introduction of the Union, did not think of this, if it would be so much to the benefit of the men ?—They have for the last 20 years in the port of London, in the port of Liverpool, and the port of Glasgow (and those are the three largest ports), it has been continually done.

5310. More than at the homes ?—More than at the homes. It is almost the rule in Liverpool.

5311. You mean to engage them on board ship ?—Yes.

5312. To sign the articles on board the vessels ?—To sign the articles on board the vessels.

Mr. *Tait*—continued.

5313. You want another alteration in the Merchant Shipping Act; you desire that your Federation shall have the same power as the owner or captain for the engagement of the men ?—No; that would be improper. We desire that the owner should have the right of supplying men through an agent who is not absolutely in his constant pay, who must be a respectable man, and licensed by the Board of Trade.

5314. You think if that were agreed to, it would allow you and your agents to supply men ?—Yes.

5315. That is perhaps the purpose for which you require the alteration ?—Yes; I have stated so.

5316. Are all your agents practical men ?—Every one of them.

5317. All practical seamen ?—All good seamen.

5318. And they all know the provisions of the Act, &c. ?—Yes.

5319. And what they are liable to ?—Yes; if they do not they can apply to me.

5320. I happen to know your Glasgow agent ?—Yes; the Board of Trade prosecuted him, and we paid 20l.

5321. Do you consider him an efficient man ?—Will you give me the name ?

5322. He is your agent. I do not know him by name ?—I cannot tell you then.

5323. Who is your agent in Glasgow ?—The secretary of the district committee is Mr. Bird, and he has been all his life in connexion with shipping clubs, that is to say, the Associations of Shipowners for the purpose of insurance, and so on. Then came my registering officials. I have Captain Scott. Captain Scott is the Registrar Superintendent, and then there are others who have no duty except to examine the men's discharges—just stamp the ticket with a stamp.

5324. Will you for the benefit of the Commission state which one of those officials that you have named, provided the power were given to you by Parliament, you would give the privilege of engaging men to ?—Captain Scott.

5325. That is the man who has charge of your Federation office ?—Yes, in the same way as I put it here in the hands of Mr. W. P. Lind, and in Captain Munroe's hands, at Cardiff.

5326. You referred to an assault which took place on board the "Bavaria" at West Hartlepool ?—I did.

5327. I do not deny the assault taking place, but I wish to ask you on what ground you state that the Union paid the men's fines ?—I assume it.

5328. You do not know it to be correct ?—Certainly not.

5329. Therefore it might be a false statement ?—I only gave it as an assumption. I said the unions in these cases, because I have been told so, do pay the fines in certain cases.

5330. You did not qualify it in that way this morning ?—If I did not I qualify it now. I possibly may be allowed to revise my proof, and then I will put that all right.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tait—continued.

5331. You certainly did say that the Union paid that fine?—I did not intend to say that, but I have no doubt they did.

5332. Did you speak from your own knowledge when you said in your evidence this morning that the Union paid the fine in the case of the "Bavaria" assault at West Hartlepool?—No, I only spoke from hearsay evidence; I was told that.

Earl of Derby.

5333. You were so informed, and you believed the information?—Yes, I believed the information.

Mr. Tait.

5334. You have admitted that under certain conditions your Federation has been violating the law in regard to the engagement of "free" men?—I have already put counsel's opinion fully before the Commission on that point. This statute was passed in 1854 when the present necessity was not before the Legislature.

5335. When you stated, in answer to Mr. Ismay, that the wages a few years ago were 2*l.* 15*s.*, and that they are now 3*l.*, that was in regard to sailing vessels?—Yes, 3*l.*, and 3*l.* 10*s.* sometimes.

Mr. Jesse Collings.

5336. I cannot quite understand about the advance note. It appears when a sailor engages himself you give an advance note?—Yes.

5337. In case he desires is that advance note honoured by the shipowner?—It is not paid by the shipowner if he knows that the man has not sailed in the ship. But unfortunately a ship leaves London, say, to go to Middlesbro', Cardiff, bound to the East Indies, which they frequently do, and the man takes an advance note, payable after sailing, and he may leave at Middlesbro' two or three days afterwards.

5338. In cases where you know that has taken place the advance note is not paid?—Clearly not. Wherever we know the man has not sailed, the shipowner does not honour the note, and only the tradesman who has cashed it loses.

5339. Then that amount of risk attaches to the cashier of it?—To the cashier, yes.

5340. Do you consider that that risk is not sufficient to prevent desertion?—It has no effect whatever in that respect.

5341. When you engage a seaman under this register, do you make any condition whatever as to whether or no he belongs to a union of any kind?—None whatever. I must explain to you that we do not engage men at all. If a man comes into the offices and says, I am anxious to register as a seaman willing to sail on "free labour terms," he is asked his name and his capacity. If he says he is an A.B., then he is asked to show his discharges, and if he can show an A.B. discharge it is accepted that he is an A.B., and his discharge is stamped, and his ticket is stamped. But he is not engaged. We do not engage them; we merely register them.

5342. Is there any distinction whatever made between unionists and non-unionists?—None

Mr. Jesse Collings—continued.

whatever. We have 13,000 of the National Amalgamated Seamen and Firemen's Union men with us now.

5343. Do you find any general remonstrance on the part of men about signing?—None, whatever. There was a little remonstrance at the time when the union men were taught to consider it a badge of slavery, but not since.

5344. We have a good deal of evidence before us to the effect that the Federation employ, to use the words of a witness, came from he did not know where, but that he should say they were the riff raff of the world. Is that so?—I have not had the advantage of knowing what witnesses said that, and I have not been able to read all the evidence, but whoever said that, would say it entirely without knowledge of the circumstances.

5345. You do not endorse that statement?—No, and I will prove its incorrectness in this way. The vessels on which those men have been shipped made their passages with punctuality, that is to say, they have made the passage with equal rapidity, showing that they were equally well fired. They have arrived safely, showing that they were navigated properly. I have made it perfectly clear that it was reported to me that there were 20 per cent. of what we term wasters, but those wasters were sent back again.

5346. Then we have statements also that the men you employed worked at lower wages, and that they undercut and undersold the union men, and that they were bribed to do so?—Such a statement would be absolutely without foundation in any way. We have paid always the highest wages of the place.

5347. And may we take it from you that the workmen of the Federation is not underpaid in any way?—On the contrary he is paid the full rate of wages. We could not get men to go for less wages. It would then be a wages dispute directly, and we would not get them. Although we can have thousands of men from any part of England, when it is a case of a sympathetic strike or what we call a non-wages strike, we could not get men in anything like such quantities if it was a wages strike.

5348. Then the statements which we have heard that they paid and received less wages are not correct?—They are absolutely incorrect. We will put in witnesses to show you that these "free" men who came up and have done this work, suffer themselves by the union men coming down to their parts and lowering their wage. That you know is not an offence for a union man to do; it is only an offence for a "free labour" man to do.

5349. We had another statement to the effect that while the unionist labourer was supplied with meals during the night work, the federation labourers were not supplied with meals during their night work?—They never were fed like it in their lives that I know of. We will put in the labour masters and the "free" men themselves if you wish it.

5350. Then we had another statement, that the dispute with the stevedores was occasioned mainly if not wholly by the fact that they found

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Jesse Collings—continued.

it unsafe to be working with the incompetent men of which the federationists consisted?—It is absolutely contrary to fact. I would like to point out to the Commission that every vessel that comes into the port of London is loaded somewhere else, and that every vessel that loads at the port of London is discharged somewhere else, and she is discharged cheaper and faster and better than in the port of London and with less accidents because there is less drunkenness abroad. That is the broad fact of the case.

5351. It was stated that the men worked for some weeks with the federation labourer and they only left when they found it to be quite unsafe to work with them?—It is absolutely incorrect. They do not work over the top of them and there have been no accidents.

5352. One specific case, in addition to many general statements, is, that this dispute between the stevedores and the British India Company arose from the fact that they considered these men, the federationists, the coalies, were incompetent and dangerous?—All I can say in regard to those coalies is, that they were about the best men that I have seen, and that the British India Company have, I believe, taken the whole of them on to their own staff. I believe that to be correct.

5353. We had another statement repeated once or twice, that the principal subject of dispute was the employment of federation labourers, and threatening the union men if they did not work harder, the threats being by officials in connexion with the federationists?—That is utterly fanciful and picturesque. We have never had more than 1,800 men, and there are, as you have heard, 30,000 dockers. Such a small minority cannot threaten so large a majority.

5354. Statements were also made to us that the officials connected with the federationists were always sweating and driving them, to get the most out of them, and that at the least occasion, as for instance stopping for a pint of beer, the men were threatened?—I cannot endorse that. To lessen your trouble on that point we will put in the actual labour masters, and the "free men" themselves if you wish, who will answer this question much better than I can.

5355. Do you, in your requirements of the men, go beyond the requirements of the Merchant Shipping Act. Have you any special rules beyond?—No, we are entirely within the Acts. The rules are printed on what have been called "The badge of slavery" that I put in.

5356. Those are the rules when the men sign on, but has the Federation any general rules?—We have no other rules than those in regard to seamen. If we employ labourers they are simply asked to come in as men willing to come in, union or non-union men; they may be all union or half union.

5357. Have you any articles of federation, any rules as a shipping federation?—Clearly; but those apply only to the members of the Federation, not to the men employed by the Federation.

5358. Do you put those in?—I put them in. I have also put in the transactions of the Federa-

Mr. Jesse Collings—continued.

tion, but I have begged, through the secretary, that the noble Chairman will keep them private to a certain extent, because there are questions of account and other matters which should not be before this Commission, unless all other societies are to be forced to put in their accounts.

Professor Marshall.

5359. You stated that the money wages to seamen had doubled during the last 20 or 30 years; can you tell us what have been the parallel changes in those parts of the wages which are not paid in money; has there been, do you think, a proportionate improvement in the sleeping accommodation and food?—Yes, I think there has been great improvement. As the size of vessels has increased, of course the accommodation is very much better than it was before.

5359a. Should you think that it is double?—I should think that the accommodation is fully double what it was in the dirty old fore-castle that I went to sea in first. It is improved quite to the extent of double. But I do not wish you to infer that the wages are really double what they were, or even that the wages per annum have much increased. I do not believe that the casual seaman of to-day gets more wages than he did then, because then they were sailing ships, and it was a constant employment for the men. They came back after one or two years with a lot of money to take. He had been constantly employed and regularly fed. Now the man comes back after a voyage of a month or two with 3*l.* 10*s.*, ten shillings of which is paid to the crimp to get him a ship. For a month, perhaps, at a time he is without a ship. Although he gets 4*l.* 10*s.*, he is not at the end of the year able to spend more money upon himself or his family than he would be when he was getting only 2*l.* 10*s.*

5360. Do I understand you that now the seaman is, on the average, only employed about six months in the year?—I fancy that is about it, except in the very best lines, where they keep them on constantly, or in the home trade.

Mr. Austin.

5361. What is your definition of "free labour"?—My definition of free labour is where there is no compulsion to abide by any particular rules, and where the men are free to work with others, whatever Union they may belong to, or whether they belong to any Union or not.

5362. Is Rule 5, which is on the back of this Shipping Federation ticket, in accordance with that, when it states, "this registration ticket entitles the holder to preference of employment"; is that in accordance with the opinion you have just given?—Clearly. I mean to say there are many owners, for instance, who ship an entire crew of lascars who would not have any Union men at all, and would not have any Europeans, though they are British subjects. There are others who say, "We will ship none but black men." I have seen a crew entirely consisting of niggers. That is an entire freedom of contract. They are good men, capital sailors.

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Austin—continued.

5363. But men not holding this ticket will not get this employment; is not that the fact?—Generally speaking, you may say that a man, unless he holds this ticket to show that he is willing to work and carry out his agreement under the Merchant Shipping Act, will not get employment from the members of the Federation.

5364. Although he may be a good seaman?—Although he may be a good seaman; but then he deprives himself of this employment simply because he refuses to pledge himself to sail after he has made an agreement.

5365. Members of the Amalgamated Seamen's Union sign the ordinary articles; and do not they comply with the regulations of the Merchant Shipping Act?—No, they desert in very great numbers. I am sorry to say our black list shows an immense number of them have deserted.

5366. What is the percentage?—I have not gone into the percentage. About this time next year we shall be able to give you accurate percentages, but I am told it is about half.

5367. Can you give me an idea, since the Shipping Federation was established, what percentages of desertions have taken place?—I can give you some idea. For the first six months when we did not require all men to accept this ticket, I had, I think, only two tickets cancelled for desertion. There were few union men taken then. Since the union men came in in this one month alone I think I have had returned to me 100 desertions.

5368. Members of the Amalgamated Union?—Most of them—half of them.

5369. Are the members of the Amalgamated Union prohibited from sailing in Federation ships?—No, certainly not—distinctly not.

5370. Must not they carry this ticket with them?—Certainly.

5371. If they do not carry this ticket they are prohibited?—No, they can take it.

5372. If a member of the Amalgamated Union of Seamen has not that ticket, is not he prohibited?—He may be a member of whatever union he likes, amalgamated or free man, if he has not got that ticket, and does not give his name and address and who he is, so that he can be traced, he is not allowed to come in. He merely gives his name and address, and pledges that he will work on "free labour terms."

5373. You only issue this ticket to competent seamen?—That is all.

5374. In the late strikes that have taken place has it come to your knowledge that captains have been imposed upon by men who never went to sea in their lives?—That is so, I am sorry to say, every week in the year.

5375. Is not the fact that it is only since the establishment of the Shipping Federation that this gross breach of the Merchant Shipping Act has taken place?—Not at all. That is absolutely incorrect. These pier-head jumpers, men who have never been to sea, are shipped all the year through. A boarding-house master gets a man in debt to a certain extent, and the

Mr. Austin—continued.

only way he can get his money is by shipping him off and getting an advance note.

5376. Is it not the fact, that in the recent disturbances men went to sea who were not qualified?—There were some pier-head jumpers who, I believe, the seamen's secretary paraded here in Westminster, but they were not shipped by this Federation.

5377. Is it not the fact that in the port of Cardiff men, assumed to be seamen, were supplied by the boarding masters who never went to sea in their lives?—No, it is not the fact; not from the Federation.

5378. You positively state it is not the fact?—I positively state that the Cardiff boarding masters supplied to the Federation no seamen who were not competent seamen.

5379. If it is asserted that the men were taken out of ships by the Board of Trade officials, will you deny it?—I will, undoubtedly, not our men.

5380. I see you want an alteration of the 142nd section of the Merchant Shipping Act of 1854, to enable the Shipping Federation to give licences to ship seamen?—I want the Board of Trade to exercise its powers under the Act, and to license proper men, respectable men, men who shall be satisfactory to the Board, for the purpose of being employed by the shipowners as agents, the same as they do on the Continent now.

5381. Of course you have no objection to the Seamen's Union having the same privilege?—Yes, I have every objection.

5382. What is the objection?—The Seamen's Union are not employing the men. It is the shipowners who are offering their ships to the men.

5383. What difference do you wish to be made between the employers and the workmen in that respect?—I am compelled to ask you a question. Can you give me an instance in any other trade where a workman engages his employer?

5384. Will you kindly answer my question?—I will if you put it clearly.

5385. Do you say there should be an exceptional law for the employer and not for the workman, and would not the employer be placed in an advantageous position and the workman be placed in a disadvantageous position, if the change were made which you advocate?—No. What I say is this: that the employer or shipowner has the right to employ the men to navigate her; therefore he requires an agent to supply competent men to navigate the ship. It is not for the *employé* to say he will pick out a competent employer. He can go and look at the ship, and can refuse to go if he likes. That is his privilege, he can offer himself.

5386. Do not you think that the Board of Trade is the proper authority to ship the men, and why would you have any alteration in the law?—That is not an alteration that I suggest.

5387. Certainly it is, because at the present time it is only through the Board of Trade officials that the men can be shipped?—I am not asking that the law should be altered, in that respect.

5388. You want the powers to be extended to the officials of your Federation?—No, you

17 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Austin—continued.

make a mistake. We do not want power to ship, but to find out the men—to pick men out to go into the vessels—to go into the boarding-houses or the brothels, or wherever they may be, and find them.

5389. Does it not amount to the same thing?—No; one is prohibited by the law, and the other is perfectly legal for the owner to do.

5390. And in regard to the picketing, you spoke about crowds round the shipping offices. Do you know from your experience as a practical man that round shipping offices there always will be crowds of men?—I do not know that from my experience. It is not so at most ports.

5391. Is it not the fact that men generally crowd around shipping offices in most parts of the United Kingdom waiting to be shipped?—No, it is not.

5392. Is not that so in Cardiff?—In Cardiff to a certain extent it is.

5393. At Newport?—At Newport they generally go into the shipping office yard, but that is only at the time when they want to ship. They are not there always.

5394. If a lot of men are crowding round the ship legitimately seeking for employment would you want to restrict their numbers?—Certainly not. Of course I refer to cases where there is a strike on and the picketing system is prevailing. That is quite a different matter.

5395. If there were six men on legitimate business would you construe it into picketing?—No, I would not. I have not said that at any time. When picketing is going on a smaller number is sufficient. I say that three are sufficient, and as the Legislature fixes upon three in another Act as being the number which are necessary to constitute a conspiracy I simply took that number. That was my only reason for saying three.

5396. With regard to the Cork strike that took place on the 28th October?—Yes.

5397. Have you any particulars concerning that strike?—Yes, but I have not brought them here.

5398. You state that this strike took place over landlord's cattle?—The general strike took place on the 30th October, I believe, did it not?—On the 28th.

5399. Is it wrong to say the 30th?—The 28th was the date that I was applied to to know what the company should do under the circumstances of that crew refusing to go to sea with 10 landlord's cattle on board.

5400. Are you aware that when the dispute occurred on the 28th the ship proceeded to sea in the usual manner without losing any time?—I believe that the moment that the men were summoned they did in that particular instance of the "St. Finbar" go back, and did navigate the ship.

5401. And there was no loss to the employer?—There was great loss to the employers, because immediately the other men came out on strike.

5402. The next day was Wednesday, and on Thursday there was a strike of dock labourers?—Yes, I believe that is so.

Mr. Austin—continued.

5403. Do you know what were the circumstances concerning that strike of dock labourers on the 30th?—I do.

5404. Will you kindly explain them to the Commission?—The company had employed free men to do the work in regard to this landlord cattle which the Union men would not do. That is the report made in writing to me by the company.

5405. Was it owing to the fact that there was a preference given to non-union men?—I have told you exactly what the report made to me was, that it was owing to the fact that the union men refused to do the work, because "free" men were engaged to do what they had refused to do. That was the cause of the strike as stated in the report, and I have every reason to believe that that is correct.

5406. It would be wrong then to assert that it was owing to preference being given to non-union men?—Clearly, it could not be preference. The union men would not do the work. Therefore there could be no preference. It was Hobson's choice. They had to get men to do the work.

5407. Is it the fact that on the morning of the 30th, when the strike took place, there were 30 non-union men to nine union men?—It is not a fact within my knowledge or belief. Do you refer to Dublin or Cork?

5408. To Cork?—It is not a fact as far as I am informed by the company.

5409. Now about the strike in Dublin. I believe there has been an old custom in the port of Dublin with regard to the tallymen?—No, there is no custom, no legal custom. For a few months since the two Unions amalgamated, they insisted upon placing a third tallyman at each hatch, which increased the cost of discharging 1d. per ton, with no possible benefit.

5410. Was there no possibility of the strike being settled previous to the establishment of the Shipping Federation in Dublin?—I do not exactly apprehend the question. I have told you the circumstances under which the strike occurred. I have told you that I sent over an agent there, with instructions to see the Union, and endeavour to settle if they would remove their unreasonable demand; that is, the terms on which they would come in.

5411. Some of the shipowners induced other firms in Dublin to join the Shipping Federation?—I do not know about that. They were all in the Shipping Federation at Dublin as far as I know. All but two have been in the Federation since its commencement.

5412. There must have been some measures taken to have induced those men to join the Shipping Federation?—How could they have been induced if they were already in? I am telling you that they were already in the Federation from the beginning.

5413. Except two?—Except two.

5414. Those were canvassed?—I do not know. I have never canvassed them. I would be very sorry to canvass anyone to enter into the Federation if they did not see the good of it themselves, very sorry.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

TENTH DAY.

Commission Room, Westminster Hall, Wednesday, 29th July 1891.

PRESENT:

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. TOM MANN.
Professor MARSHALL.

Mr. S. PLIMSOLL.

Mr. H. TAIT.

The Right Hon. A. J. MUNDELLA, M.P., Mr. M. AUSTIN, and Mr. G. LIVESEY (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. GEORGE ALEXANDER LAWS recalled and further examined.

Earl of Derby.

5415. I understand that you wish to add something to the evidence that you gave us the other day?—Yes; I wish to put forward some of the information that I was requested to do by Messrs. Mann, Tait, and Austin. In the first place, on the question of arming free labourers, which I see is a point made against us in the labour papers, I wish to say that I have made every possible inquiry, and I cannot find that by any department of the Federation was any such order given. The only order that I can find is one which I personally gave, that the fire-hose should in all cases be kept ready, but that it was only to be used if there was an attempt by the strikers to board the ships; whether that may have given rise to the question of fire-arms, I do not know. Then the next point I was asked by Mr. Mann to bring up was the question of the "Glengelder," and I now give the report from the Bristol Channel Committee. First, this vessel was sunk in Barrow Roads on December 20, 1890, and the crew were paid off; second, no crew were on board during the repairs; third, new crew signed on February 3, 1891; fourth, the shoots went up and the dockers refused to tip for the reason that the crew employed were scabs on February 3, 1891, same day as the crew signed on; fifth, the crew stayed upon the ship until the end of the dispute (that is to say, the Federation crew); sixth, the crew numbered six firemen and five A.B.s. and one ordinary seaman; seventh, two substitutes were signed; eighth, the ship was on time charter; ninth, four of the crew were supplied by the boarding masters; 10th, no officer of the Federation told the men they must take the Federation ticket. The men were non-unionists, and held the ticket. Then, in reply to question 517 1, I also have the report as to the "Speed-

Earl of Derby—continued.

well." It appears that the secretary of the Sailors' Union, or some one supposed to be him, we will say, went off to the ship in boats and begged the men to jump overboard, to be taken on shore in the boats, because the boats were not allowed to come alongside, the fire-hose being ready there also. That is briefly the distant report.

5416. There is something else that you wish to put before us, I think.—Yes; it is in reply to question 5231, as to the copy of the Hull speech. I have not been able to obtain one; but I am quite certain, from looking over the reports in the papers, that there was nothing said in that speech by me which was at all antagonistic to the Sailors' Union. Then, in answer to question 5260, I hand in, as promised there, the names of the Sailors' Union officials who had disavowed the coercion policy, about five in number. I will hand that to the secretary, with your permission, as a private document (*handing in list*). Then there is another point in my evidence that I wish to clear up. I find that it is reported that I told Mr. Mann that the fees collected for the registry of seamen were paid into the Benefit Fund. Now, what should have been said, if I did not say it, was "Separate Fund," not Benefit Fund. It is quite impossible that any such fees should be paid into the Benefit Fund in any way under our constitution, nor could it be used for that purpose. The fees would only at most amount to something under 500*l.*, because out of the 40,000 men registered, only the preference men, about 8,000, have paid; all the rest have the ticket without payment at all, as I have frequently stated. Then, again, as to Mr. Mann's suggestion that in the event of there being such a fund, it should be controlled both by the

29 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

seamen and by the shipowners, and not by the shipowners alone, I have to say that most of the shillings which would form that fund, in fact, nearly the whole of them, are from the free men and not from the Union men at all, and that there would be no representative of them in any way to control that. Then I wish to put in a document which I omitted in regard to the Federation ticket. It is, in fact, the opinion of Mr. Harford, the secretary of the General Railway Workers' Union, upon that ticket.

Mr. Tait.

5417. Perhaps I might correct you. Mr. Harford is not the secretary of the General Railway Workers' Union; he is the secretary of the Amalgamated Society of Railway Servants?—Pardon me for not knowing his exact title; it is not stated here. I am much obliged to you for making the correction. Mr. Harford was taken during the Cardiff strike to the shipowners by the Union secretary with the threat, or the implied threat, that if this registry ticket was not abandoned the railway men and all other trades would be drawn out. After hearing all that the Union delegates had to say and what my district committee replied, Mr. Harford made these remarks—I will not give you the whole of his speech, because it is long; I will give you a few lines only: "I must say that my mind, so far as the Federation ticket is concerned, has been considerably altered by what I have heard this morning. Now, if it could be shown to me that by the taking of that ticket the men were pledged not to belong to the Amalgamated Union, of which Mr. Wilson is the representative, I could understand that there would be some cause of complaint; but if, as I understand it, no steps whatever are taken in this direction, the men simply signing the ticket as a pledge that they will work without reference to there being non-Union or Union men on board—if that is all that is implied; if there is no attempt whatever to play upon the feelings of the men—then I am bound to say, in the face of Mr. Wilson, that there is not much to complain of on his part; there is not so much to kick up a noise about." I would like to hand in copies of the whole speech (*handing in prints*). That completes all that I was asked by Mr. Mann to bring forward. Now, I have to deal with Mr. Tait's question 5290 upon the subject of the Federation reducing the wages of the Union seamen on the Continent. I find that what I stated in reply to Mr. Tait is absolutely correct. There is not the slightest proof that any such thing was done. I immediately made an inquiry when the Union secretary asked me to do so. I handed in the letter of the owners and of my secretary, and I published it in several London papers. Therefore I felt surprised that Mr. Tait should have been asked to reopen that subject. I now hand in those two letters themselves (*see Appendix 22*). Then there

Mr. Tait—continued.

was another question I had to ascertain for Mr. Tait; that is, whether there was any member of the Federation of the name of Wetherall in Dublin. I can merely support what I said then, that there was no such member. It is quite possible that there may be a member of a firm of that name, but he is not entered as a member in our books.

Earl of Derby.

5418. I think you have something to say in regard to the Cork and Dublin strike?—Yes. In reply to Mr. Austin as to the cause of the Cork strike, I promised to put in the authority which I had for stating what I did, and also my letter of instructions to the agent whom I sent. If you will allow me I will read a few lines of the report, which is long: "I wired you to-day" (13th November 1890) "confirming my letter from Milford, "having ascertained that the facts then gathered "from the agent of the Cork Steam Packet "Company are, in the main, correct. On my "arrival here to-day, about 2 p.m., I called on "the secretary of the Seamen's Union, having "previously interviewed several of the men on "strike. I learnt from Mr. Austin that he is a "close friend of Mr. Michael Davitt, who started "the Irish Democratic Labour Federation, and "made Mr. Austin general secretary thereof. "The enclosed is in Mr. Austin's own hand-writing, as he gave it me. His story is: "That on Thursday, 30th October, only nine "unionists were employed by the Company "when some 70 had been in waiting to be "called in since 4 a.m., while 33 non-unionists, "all that were present, were engaged. That "unionists (only one case mentioned to me) "had been discharged because they belonged to "the Union. That the Company give preference "to agricultural and other labourers who have "not been in their employ before, thus throwing double, treble, and any amount of extra "work you like to name, on the experienced "unionists having to work beside them. The "stevedore who engages the men is said to "keep a boarding house, and is accused of "favouring his boarders. This sums up the "complaint." Then I turn to the other part of the letter, "I then called on the secretary of the "Company, Mr. De Foubert. He informed me "that Mr. Austin demanded that only unionists "should be employed so long as there were "unionists against the wall (*i.e.*, present) waiting to be called on, and that no non-unionist "shall be engaged unless there is no unionist "present to fill the billet. I asked Mr. De "Foubert whether the non-unionists offering "were in any numbers, and whether they had "been any length of time in the employ of the "Company. He replied that the Dockers' and "Seamen's Unions were only 18 months old, and "that the non-unionists had been several years "in the employ of the Company, *but had not "joined the Union.*" Then he simply says, "He is in no want of dock labour, what he

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

"wants is seamen and firemen, and he wants you to have a constant supply on hand for him at 24 hours' notice. He is getting some from Weymouth at this moment. No batch of men should be sent down by themselves, as the Union has pickets at nearly all important stoppages to waylay the men," he goes on at great length. We did supply those crews as required for the space of three months. I want to call your attention to the nature of my instructions. The agent says, "I have again seen Mr. Austin since my interview with Mr. De Foubert, and have endeavoured to bring the two together." Supposing Mr. Austin's statement true, that all he wants is fair play for the members of the Union, but I was unable to persuade him to move in the matter. He relies on Michael Davitt for support to crush the Company and enforce the rule of only employing unionists." I do not think it is necessary to go into it any further, but I will put the whole of that communication in. I ask your permission to confirm what I said with regard to the crews, as I think doubt was thrown upon it, of this Company. This is in a paper called "Seafaring," on 13th December 1890, "Cork Strike. Release of crews. At 8 o'clock on Saturday morning the crews of the S.S. 'Lee' and 'Shandon' were released after undergoing a sentence of a month's imprisonment for a breach of their articles, consisting in leaving their vessels and disobeying the commands of their officers." Then follows a somewhat fiery speech by Mr. Austin, which I need not read, but I put in the whole of these papers for the use of the Commission (*delivering in the same*) to show that the breach of duty is admitted.

Then I also put in, as promised to Mr. Austin, the instructions to my agent in regard to the Dublin strike in order to prove that we did all that was possible not to disturb the local labour. I will read a short clause to show that. "My council are anxious that the General Labourers' 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." Then follows the rest of the instructions. I put that in for the information of the Commissioners (*see Appendix 23*). That finishes the matters that I was asked by Mr. Austin to attend to. With your permission I now wish to put in three or four letters bearing upon the picketing and intimidation used. I ask to put them in because they were omitted at the last meeting (*see Appendix 24*). I lost them amongst my papers, but as they are the letters of people whom I do not even know, whom I

Earl of Derby—continued.

never heard of until I saw the letters, I ask to put them in as corroborative evidence of what I said on the subject. The first is a letter which I find in the "Shipping Gazette" dated January 21st, 1891, from the Rev. A. Osborne Jay, written from Holy Trinity Vicarage, Shoreditch. He 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,'—that was our *dépôt* 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 anyone getting 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 back here starving as before." The next letter, I think it is very short, is from the surgeon of Guy's Hospital. It appeared in the "Times" on January 27th, and is headed "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 on 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.A., F.R.C.S., surgeon to Guy's Hospital, No. 18, Finsbury Square January 27th." Then I have only to trouble you with one more quotation, which is a report in the "Evening Express" of Liverpool. "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

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

“ 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.” This man got six weeks. I do not trouble you with anything further with regard to that. I have another letter which is too long to read, but I may state that it was a letter written from a workhouse by a seaman, addressed to me, and which has appeared in the “Times.” He states there that when employed as a boatswain on board a ship sailing out of Liverpool the crew, directly they came on board and were ordered to turn-to, which is the nautical term for commencing their work, said “ here, show us your Union ticket.” The boatswain replied that he had no Union ticket, and the crew immediately knocked off work until this boatswain was discharged. He was a London man, and he went up to London thinking he could get off there, but he had absolutely been prevented by the pickets from shipping in any vessel, and had finished in the workhouse. Of course that might be a mere statement, and I thought it right to investigate it. I sent my secretary to the workhouse, and heard from the workhouse master that all his statements were perfectly correct. I had the man up, examined his discharges, and found that he was an excellent seaman—a boatswain without doubt—and that he had been so prevented from getting employment. I merely put that in as an instance again of the picketing system, and hand in the whole letter in case any Commissioner wishes to read it further.

5419. I think you have something further that you wish to put before us?—I wish, with your permission, to put in—which I omitted to do at the last sitting—the 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 ” (see Appendix 25). Then I wish to read two lines only of the objects of this federation. The first object is, “ to organise the working men in connexion with the ship industries,” and the second, “ 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.” Then I wish to make a statement of the Shipping

Earl of Derby—continued.

Federation policy in regard to this other federation. The Shipping Federation have not objected to this National Federation of Trades, as long as it is only applied to wages questions, or otherwise in restriction of trade as by law allowed, but if these forces are to be applied for the avowed object of preventing the unorganised majority of free workmen from obtaining employment, then we ask you to look at it as a conspiracy of the worst kind, which we shall not hesitate to oppose in every possible way. Then I also want to make the suggestion that intimidation and conspiracy might be properly defined in the Acts, so that such definition could be easily construed by workmen, by employers, by magistrates, and by recorders, without the necessity of appealing to a full bench of judges. Then further in regard to that, I want to read to you three lines exactly in a speech made on the 13th of January by the president of the Dockers’ Union—after this came out. The three lines I read are as follows: “ And in three weeks’ time he hoped that the Dockers, the Gasworkers, 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.” I put in the report of that speech (see Appendix 26), and I am doing so as showing the difficulty that we have in coming to any arrangements with the Union leaders, or with workmen in general, whether they are represented or not represented. The next document I put to you came into my hands on the 17th of December in the same year, and I read again only three lines. This is a circular issued by Mr. Ben Tillet, the general secretary of the same Union, and it is addressed to the merchants and shipowners of Cardiff,—the strike there proceeding, when it was sent to me (see Appendix 27). It says, “ 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.” Then I want to put in another rather important document, and to draw your attention therein to the opinion at that time of the same president of the Dockers’ Union who attended with a deputation to the shipowners. He there inveighs against the manifesto put out by the Sailors’ Union secretary, which suggested the same thing, that unionists were not to work with non-unionists, but that none but unionists should be employed.

Mr. Tom Mann.

5420. Just to make a correction. You said, put out by the Sailors’ Union. Was that so?—I will alter that to the Wade’s Arms council, but practically (I have been informed) at the instance of Mr. Walsh, the London secretary of the Sailors’ Union. Of course I may be wrong about that. Notwithstanding that which was stated at this meeting by the deputation, the same president goes down to Cardiff to fight

29 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

what I am bound to say I told him then was a losing battle; but of course it was prolonged for three weeks, as we think unnecessarily. I am only putting this in to show how impossible it is for us to know what these Unions really mean; because, outside on the platform, one thing; face to face with the employers another thing. And we do not know really with whom we could sign a treaty, if there were the possibility of doing so. I also put it in for another reason, viz., because there was a circular issued by the Union, sent broadcast to shipowners, pointing out that the Shipping Federation had made a gross breach of faith arising out of this particular meeting (*see Appendix 28*). I put in a transcript of the shorthand notes taken at that meeting, with the names of those who were present. I do not put it in as a private document, because the meeting was not private. I told each gentleman who entered that the meeting was unsought so far as we were concerned, but that a shorthand note would be taken, and that anyone who wished it might have a copy of that shorthand note. I have not been applied to for one, but I put it in without reserve now for the use of the Commission (*handing in further documents*). There is only one more remark that I have to make upon that, and it is this. I was asked at the last meeting for the definition of an agitator, and I refer to these few lines that I have just read in the speech of the Dockers' president, as showing how easily an otherwise moderate and sensible man may be led away to become an agitator, I consider, of a very dangerous type. Now I have only to make a correction, and to put in the manifesto issued by the Sailors' Union secretary during the Cardiff strike, with the replies made by the shipowners opposite each suggestion. I said that this was issued in January. I find it was on the 23rd of February 1891. I put that document in; and I have numbered the points for the use of the Commission (*see Appendix 20*). I was also asked about the black list kept by the Federation of deserters and seamen who failed to join, and I put in a specimen of that list in the manner in which it is sent up from the districts, for the month of July, from the 1st to the 20th. I find there were reported to the Federation from the 1st to the 20th July 63 deserters and failures to join. Apparently they are mostly Sailors' and Firemen's Union men. But I have to state in regard to this, that not one-third of the desertions or failures to join are reported to this Federation. I put that in as a specimen document (*see Appendix 29*.) Then there was omitted also from the evidence at the last meeting, which was intended to be put in, our opinion of the effect upon the labour market caused by the large number of foreign seamen enrolled by the Sailors' Union for employment. We say that they have some 20,000 foreign seamen so enrolled. We say that at the present day all the British seamen could not be employed, even if the whole of these foreign seamen were back in their own country; and we

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Mr. Tom Mann—continued.

say that the inducements to the foreign seamen held out by the Union—if you can call them inducements—they get a vested interest in the Union by having to pay 20*l.*, 15*l.*, and 10*l.* entrance fees to the Unions, and after that they naturally wish to remain and get employment to work that out—I say that the effect of that is that the British seamen who ought to be employed, drift down to the docks, and there increase the already overloaded labour market. There is a short matter also omitted, I am sorry to say, at the last meeting, and that was the blocking of the small coasting steamers at Hull by the Dockers' Union men to prevent the crews discharging the vessels. It has time out of mind been the custom in British ships for the crews of small vessels—and small steamers—to do the discharging, without which the owners of these small vessels absolutely could not afford to keep the crews on board. It is now attempted to block, and under the auspices of this National Federation of Trades, to stop the trade of the port of Hull, by preventing these men from continuing to discharge their vessels. The Federation has been requested to take action, but it has not yet done so. One more remark finishes all that I have to say in the supplementary evidence, and that is that I have to call the attention of the Commission to a notice appearing in the North British papers, put in by the Sailors' and Firemen's Union: "Intending members are urged to hand in their names as early as possible, as it is the intention of the Union to have every port closed to non-Union vessels as early as possible."

Mr. Bolton.

5421. Where is that?—In the North British papers.

5422. What date is that?—I believe it was of the date of yesterday. With regard to that I have of course to point out to the Commission that there is only one reply. There are only two courses left to the shipowner in a case of that kind, that is, either the laying up of a very large portion of British shipping, or else a declaration such as that adopted in New Zealand, that the shipowners will not employ Union men at all. We have done our best to avoid being faced with that difficulty. We have offered to Union men service on exactly the same condition as free men from the beginning, and that has been our main object throughout. But of course, if we are faced with that, we have no other course open to us. That is the finish of the whole of the supplementary evidence which I wish to put before you. But I should like to put in a copy of the declaration required to be signed by the crews in New Zealand, who attempted the same course, and were met by the determination of the shipowners that they would not employ them—as unionists at any rate (*see Appendix 30*).

Earl of Derby.

5423. You put it, as I understand, in this way, that there has been no attempt on the part of your Federation to exclude or to discourage Union men?—No attempt whatever.

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29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

5424. But that if Union men insist upon making it a condition of their labour that they will not work with non-Union men, that will necessarily lead to a corresponding exclusion of Union men on your side?—That is exactly how we put it.

5425. I understand that you have some evidence which you wish to offer us on the subject of crimping?—Yes, I wish to inform the Commission that although the Board of Trade have three mercantile marine offices in London, and the Federation have also three registry offices for seamen in the port, yet a large proportion, I believe it is estimated at half of the seamen, especially for sailing vessels, are openly supplied by crimps, who extract 5s. or 10s. from each man before they are allowed to find employment.

5426. What do you mean, how do you define a crimp?—A crimp is a person who, in the first place, harbours seamen, he then, in contravention of the 147th section of the Merchant Shipping Act, 1854, supplies them when he has no legal right to do so. That in itself would not be so bad (it is tolerated in other countries) but it is less tolerable that he should exact from these men from 5s. to 10s. before he allows them to take employment. You will see that 5s. or 10s. out of a man's wages who goes a short voyage is a consideration, the man expects more wages, and so the shipowner absolutely has to, in the end, pay the crimp.

5427. You say a seaman has to pay the crimp?—The seaman has to pay him first.

5428. Why has he to pay the crimp; what prevents him from going direct to the ship's captain, or whoever is engaging the seamen?—Cases have been reported to me where seamen have been drugged or forcibly detained by the crimps even after the ship's articles have been signed, either because the men would not pay, or because they disputed the charges made.

5429. You have not quite answered my question, what is it that compels the seamen to have recourse to the crimp?—Because of the point that I put at the last meeting, that there is no licensed man to supply the seamen; the shipowners are not allowed to have licensed agents to supply their seamen.

5430. Then you suggest that licences should be granted to duly qualified persons nominated by shipowners and approved by the Board of Trade to engage seamen for them?—I do. In my opinion these state of things might be much improved if licences were granted to duly qualified persons nominated by the shipowners and approved by the Board of Trade, such as registry officials or sailor's home shipping agents, the latter having at one time held such licences.

5431. What would be the advantage of that?—That the properly licensed officers would be able to go into the houses of crimps or other places and release men who were detained after having signed articles, and would enable them to carry out their agreements. It is a well-known fact that the policemen can enter the lowest dens in the East end with perfect safety,

Earl of Derby—continued.

and so could any official of the Government if we were allowed to have them. There are some very queer places in the East end.

5432. But you think that if any person not licensed were to go into the houses of the crimps and to get in conversation with the men who have been engaged, and undertake to release them, he would not be safe?—He would not be safe. I say unhesitatingly that he would be mummified and smashed in the same way that several were who made the attempt and who were brought up to my office. I only regret that I did not have photographs taken. If I had known this Commission were going to sit I should have done so. Anything more disgraceful I never saw.

5433. Now where seamen have been drugged or forcibly detained by the crimps, is there any difficulty in the way of prosecuting them and of obtaining convictions?—Prosecution in such cases appears to be almost useless, as convictions can seldom be obtained, through either unwillingness or fear on the part of the seamen to give the required evidence, or because the men are got out of the way. I may say that only the Board of Trade can prosecute, and that they unfortunately find themselves unable to get convictions. We have put the clearest cases before them, but they did not take them up.

5434. If the shipowners are to have licensed agents, would not similar licences be necessary for the Unions?—It has been suggested that the Sailors' Union would always require licences, but in our opinion that would be entirely superfluous, as any such Union, being of necessity in touch with their members, could always give them notice where employment is obtainable, and then members could avail themselves of it. But the large majority of non-union seamen must also be considered; there must be some one to supply the large majority of non-union seamen, and I ask your permission to read a letter which bears on this subject, because I think you will admit that it is one that the Commission would wish to deal with. This is a letter written to me from Glasgow during the Cardiff strike. February 4th is the date of it, just when the strike commenced. "I see by to-day's papers an account " of a great strike in Cardiff between the dock " labourers, seamen, and firemen. I wish to " inform you that you can get plenty of both " seamen, firemen, or dock labourers here in " Glasgow if you require them. Work is very " scarce here just now, and men are plentiful, " both Union men and others. Of course the " Union men do not like to go in Federation " boats from Glasgow, because they are known " here, and would get boycotted, and perhaps " hurt, as the Union has 12 paid pickets constantly watching the Federation office door " here, and any one that is seen going out of it " is followed and in all cases gets beaten, but if " you were sending here for the men and take " them in the train quietly, it would be a " different matter, as you could engage them at " some merchant's office in town. I know " the firemen and seamen would go into the

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

" Federation boats here quick enough, but they are so well known in Glasgow and then they would get boycotted, but in Cardiff it would be different as nobody knows them there; and besides there are two Dock Labourers' Societies here and the one is trying to break the other, so you could get as many dock labourers as you want here and also two or three hundred seamen or firemen. All you have to do is to advertise in the Glasgow papers for dock labourers, seamen, and firemen and send a man here to engage them and pay their way to Cardiff, and you can have 1,000 good men before Saturday night. I just send you this piece of information because I would like to see the Union broke." That is from a sailor in Glasgow. I may say that we found it was absolutely correct; the supply was there, but it was too distant for us to send there from Cardiff; we sent to Liverpool instead. I was informed that many of the men who entered in Liverpool had absolutely tramped from Glasgow and were there engaged and went on board the "Speedwell."

5435. As I understand it as the law now stands the owners of British shipping are obliged by statute to engage their seamen only in the presence of a Government official; that is so, is it not?—Yes, that is so.

5436. What you wish is that they should have the right of appointing agents at all ports for the purpose of supplying competent men?—I do, and I put it to the Commission that as British shipping is valued at something like 100 millions, the owners of which are forced by statute to engage their seamen in presence of a Government official, they should at least be accorded the right of appointing agents at all ports for the purpose of supplying competent men; it is competent men we want to get.

5437. Would those agents, like the shipowners themselves, have to engage their men in the presence of a Government official?—The engagement would always have to take place before Government official, but it is the supply we want to get, we want an agent to supply. Instead of being dependent upon the crimps, as we are now, to send men, and then run all the risks, we should send our official and examine a man and see whether he was a competent seaman. We should soon get rid of this question of shipping incompetent men. I do not know whether you would permit me to give a case out of my own experience as a shipmaster, which I think will explain to the Commission better than this kind of evidence how the thing is. I can give you the case of a new steamer belonging to the North of England, sailing from Cardiff on her first voyage to the East Indies, and the managing director, who happened to be myself, had time to go down to Cardiff to see the steamer away. When the vessel was passing through the docks about one-third of the crew were missing, that is to say, had deserted or not joined. Being there myself I could supply, and of course I had no hesitation, on information

Earl of Derby—continued.

received, in looking up the brothels and places where these men are mostly stowed away, and obtaining some of them and sliding them down a plank from the dock side down on board the ship, and then myself making up the balance from such men as I could find, and getting the steamer away in that manner. Now what I ask the Commission to look at is this, that it is not the business of every shipowner in London or at a distance to follow his vessel to each port, because he is the only man who can do this. I want you to look at it in this way, that the mates and the captain, the only other men who can engage, are on board actually taking their ship out, and the owners naturally not wishing to have a business of this kind to do, have to depend entirely on the crimps to do it for them. That is how this business got into the hands of crimps, and this is how the difficulty could be remedied if the owners were allowed, as I think they are entitled, to have licensed agents.

5438. The crimp in fact has taken up the business which would be done by licensed agents if shipowners were permitted to appoint them?—That is so, and he does it entirely out of the sailor because he knows that every now and then he may get picked up and fined a heavy sum. Consequently he makes the number of men pay for it in the end by what they have to contribute.

5439. Fined a heavy sum you say?—Yes.

5440. For what, for engaging men?—Yes, they are fined 20*l.* a head.

5441. Then, this crimping business is altogether illegal?—Utterly illegal, if it could be stopped, but the Board of Trade cannot stop it—at least that is what they tell me. I may state here that the Federation since it has commenced has done its utmost with this question of crimping, and were absolutely powerless in regard to it.

5442. Now the change which you suggest is not one, if I understand you rightly, which would require a new Act of Parliament?—That is my impression. Of course I may be quite wrong there; I fancy that the Board of Trade could get the change made by Order in Council, or that they have some clause in their Act by which they could substitute the word "agent" for "servant" and omit the words "in the constant employ of the owner." I put in a copy of the section as I would suggest that it might be altered and read in this way. "The Merchant Shipping Act, 1854, engagement of seamen, section 146. The Board of Trade may grant to such persons as they think fit licences to engage or supply seamen or apprentices for merchant ships in the United Kingdom to continue for such periods, to be upon such terms, and to be revocable upon such conditions as the Board think proper. Section 147, sub-section 1. If any person not licensed as aforesaid other than the owner or the master or the mate of the ship or some person who is *bond fide* the agent of the owner or a shipping master duly appointed as aforesaid engages or

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Earl of Derby—continued.

"supplies any seaman or apprentice to be entered on board any ship in the United Kingdom he shall for each seaman or apprentice so engaged or supplied incur a penalty of not exceeding 20*l*."

5443. The penalty, I presume, is the same as at present?—Yes.

5444. The only alteration you propose to make in this clause is to substitute "agent" for "servant," and to omit "in the constant employ"?—Yes. I have eliminated those words by a stroke through them so that the Commission may see exactly the words that it is proposed to take out and the one it is proposed to put in.

Mr. Tait.

5445. I should like to ask you one question with regard to crimping. You have stated that the Board of Trade have not the power to put a stop to crimping. Could you give us a further explanation why the Board of Trade have not the power?—I did not intend to infer that they had not the power; they have all the power but they are unable to exercise it—they cannot get the convictions, they tell us, for the reasons I have stated that the men leave, they go away or are threatened or intimidated and will not give the evidence required. It requires two things, I should explain. It requires that a crimp has been employed by the officer of the ship who takes part of the money, and also that the crimp has taken money from the seamen. These are things which have to be proved in court and which are very difficult to prove, in such cases.

5446. Seeing that you deny the Union the right of being appointed agents for the purpose of doing away with crimping, and you claim that your Federation should have some of your men appointed agents, do you not think it would meet your requirements if the suggestion was made that the Board of Trade should have paid men in each of the ports for the purpose of securing to the shipowners competent and skilled men for their ships?—I would have no objection to that as an alternative, but I would like to say that I do not deny any right to the Unions. What I say is that the Unions already have that right under the Trades Union Acts and the Conspiracy and Property Act. The Union may legally do whatever a single man may legally do, and I say that a single man may supply himself or offer his own services, and that if he can do that clearly the Union can supply their members in that matter.

5447. I have no doubt that Parliament in its wisdom, when it restricted the shipowner from engaging men as other employers do, thought that there were justifiable causes—perhaps the shipowner had not been careful as to whether the men employed were competent men?—I do not quite apprehend that question, because the shipowner himself would naturally pick out the competent men—he has to pay the same wages to the competent man as to the

Mr. Tait—continued.

incompetent man, the Union makes a dead level as you know.

5448. There is a difference now seeing that the Union is in existence and that when this Act was passed there was no Union?—No, what really has caused the difficulty is this, that the conditions have changed since 1854, when all were sailing ships and there was plenty of time to do these things. Now everything is by steam. A large vessel comes in, loads a couple of thousand tons in 24 hours, and goes away again, and during that time the crew has to be engaged and everything done.

5449. Do you not think that the Board of Trade have sufficient information at their disposal to get equally as qualified men as either your Federation or the Sailors' and Firemen's Union could get, and it being the fact that their having that at their disposal, would it not be better to clear both the Union and the Federation from the suggestion which you have made, and to put the responsibility clearly upon the Board of Trade?—I have no objection to that course. If you do away on sentimental grounds with the right that an employer should have to appoint the persons who are to work his property, as long as it is done by an official, that is all that I ask for, and not by a crimp. I want to get rid of the crimp, to save the man his money, which is eventually, of course, paid by the shipowner.

5450. You made a very important statement when you stated that if some of your own officials or others went into the house of a crimp the possibility is that he will be ill-used?—Undoubtedly.

5451. Has it come to your knowledge that there have been men ill-used and the law has not been able to lay hold of the parties?—Yes, it has; we have very many cases of that.

5452. Had you also at your disposal the knowledge that it occurred in a certain man's house who was a boarding master, and sometimes supplied your Federation with men?—Yes, we have all that knowledge in an indirect way.

5453. Yet, notwithstanding you had all this knowledge, you could not get a conviction?—We could not get a conviction.

Mr. Livesey.

5454. Do you know the facts relating to the "Eastern Star," a collier which was manned by a Federation crew, which came to London with a cargo of coal to the Regent's Canal Dock, and then the coalies refused to unload it?—I do. I recollect that perfectly.

5455. I ask you the question to show the connexion between the Seamen's and Firemen's Union and the Coal Porters' Union. Can you tell us the facts?—Yes, the facts are that the vessel came with a free crew, bound to the Regent's Canal, as I understand, and the Union delegates called out the men who would have had to fill these coals in the ship's hold, and hoist them with the cranes, and as the vessel

29 July 1891.]

MR. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Livesey—continued.

was ordered to a crane-wharf, it was absolutely blocked, because there was no way of getting the coal out. Then we saw the consignees—the Gas Light and Coke Company, I believe.

5456. No, the Commercial Company?—Well, I cannot remember the name of the company, but we saw the consignees, and pointed out to them that they had better either sell the coal to someone who could take it, or send the ship to some dock where she could be discharged, but that in any case we intended to discharge her with free labour. Eventually that course was adopted. If I remember right, I think she went to the South Metropolitan, and they discharged her; but of course there was a considerable loss of time to such a vessel.

5457. She was blocked by the Coal Porters' Union?—She was blocked by the Coal Porters' Union, at the request of the Sailors' Union, because she had a free crew on board. That is the statement made to me by the captain.

Mr. Tom Mann.

5458. You made one reference about the Union making a dead level concerning wages. Are you under the impression that the Union insists upon one wage throughout?—No; what I spoke of was that the effect of the Union insisting upon a certain wage at any time is that the shipowner who engages the men must pay the same wages to an inefficient man who is supplied by a crimp, as he would have to pay to a competent man whom he picked out himself—just the same wages—that would be the wages of the port. Therefore, at present he has to pay an incompetent man a lot of money.

5459. Is it the fact that the Union claim to insist upon the competent men only going to sea?—They may latterly have insisted on that in their speeches, and in their letters to the papers, but, as a matter of fact, if you wish it put in, I can show you where in reality they have not been competent men—not only that, but extremely incompetent men.

5460. In any case competency is insisted upon, and a fixed wage for competent men, but if shipowners had specially able men whom they desire to recognise for their special services the Unions do not step in and say they should not, do they?—I cannot say exactly what the Unions do step in and say. They say one thing one day and one thing another. My impression is that they want all Union men to be employed and not free men, but that they are not quite prepared to fight that question with the great majority of free men who exist at present in the country.

5461. I should like to be a little clearer on the point of saying one thing one day and one thing another, because, in order to supplement and make stronger the evidence that you gave on a previous occasion, you have referred to one or two individuals this morning who have, I understood you to say, in your offices given expression to an opinion concerning the advisability of working with non-union men, but who, if they have spoken on platforms or at Trades

Mr. Tom Mann—continued.

Union meetings, have expressed themselves otherwise than favourable to non-union men; and, therefore, you say it is impossible to get an understanding with these men—these representative men in some small way—because there is no knowing exactly what they are driving at or what their intentions are, because there is no fixed policy. Now I should like to ask you, do you consider it unreasonable on the part of Trades Unionists to take pleasure in having as large a proportion as possible of Union men at work—you would not consider that unreasonable?—Certainly not, if there is no force applied to prevent the free men having a fair chance of employment.

5462. We will leave force out, if you please?—Very well; no moral intimidation then.

5463. I am trying to see whether or not you have alleged any fault. Your tone implied a fault, and I am anxious to understand how far there is fault conveyed. It is not unreasonable in your opinion, on the part of Trades Unionists to urge that as many Trades Unionists as possible shall be working, never mind whether it is on a ship or in a dock or elsewhere—that is reasonable enough in your opinion, is it not?—I have never said that that is unreasonable. It is only upon this particular question of union *versus* non-union that I say we cannot come to any agreement with representatives of a small minority of the workmen of the kingdom.

5464. If it is desirable, and admittedly wise on your side that the Union men should have as large a proportion as possible, do you consider it in any way unwise or unbecoming or unfit upon their part to give expression to those opinions on platforms?—I have never said that it was. That, of course, is a matter of words. I never suggested even that the president of the Dockers' Union used words which were not in every way proper; very different words to those that were used in other quarters; but I have simply stated that the fluctuation of opinion, the president saying one thing, the secretary another thing then the president another thing when he is before the shipowners, and another thing when he is on the platform before his clients—shows that there is no way in which you can bind the whole of the men to an agreement if it were required.

5465. That is the point—you mean that?—Nothing more than that.

5466. As to whether there is an inconsistency making it impossible for gentlemen in your position to come to an understanding with them, I would ask you, do you really consider it inconsistent to make statements of the nature that you have given evidence of this morning, as having been made at Trades Union meetings and elsewhere? Is it inconsistent to hold such principles, and to give enunciation to such principles, and also to hold the principle of the right of the employer to employ whomsoever he will, and under good conditions to make arrangements that the right of non-unionists shall be as fully recognised as the rights of unionists—is it inconsistent to hold to both those

29 July 1891.]

Mr. GEORGE ALEXANDER LAWS.

[Continued.]

Mr. Tom Mann—continued.

principles?—Well, you are asking me for an opinion, and of course I must give you one. I say it would not be inconsistent for, say three or four gentlemen whom I could name; but for anyone in the position, and with the well-known moderate tendencies of the president of the Dockers' Union, it is a very dangerous thing to excite and inflame the ideas of the men—that they are not to work with free labourers.

5467. Now, I would ask whether any arrangement was ever come to between these men that you are alluding to and yourself or any representative shipowners which was ever departed from?—Never; no arrangement was ever come to that I know of, nor could be.

5468. If those whom you can properly represent officially had come to an understanding with these men to whom you have referred as expressing different opinions at different times and places, have you any reason to suppose that there would have been any departure from any definite understanding that would have been arrived at?—Not upon any business questions affecting payments and arrangements as to the scale of wages or anything of that kind, but upon this particular question in regard to union and non-union men, I say it is impossible.

5469. I am supposing that your clients the shipowners—who have desired, as some of them did, and have come to an understanding—

Mr. Tom Mann—continued.

should have desired to have had an understanding with the men that you have referred to concerning the employment of non-union men, do you not think it quite possible that a very clear, definite, and business-like understanding could have been arrived at from which there would have been no departure on the part of those men to whom you have referred as making conflicting speeches?—I think not upon this one particular point.

5470. Was it ever tried?—It was not by the Federation—the unionists may have attempted to make such an arrangement.

5471. Then any fault in any way that you have alluded to this morning is by implication and not by any actual experience that you have had; you have nothing to support you in saying that there has been any departure from any understanding arrived at, it is simply that you think there are conflicting speeches made which implied changes on their part, and therefore there is no intention on the part of the shipowners to come to an understanding?—I wish to state, in reply to that, that I have not even implied fault in any way. I merely repeat that it has been our experience, and it is now our experience in strikes that are pending, that we cannot get anyone with whom to sign a treaty of peace—anyone who can bind the men, anyone who can do anything at all.

The witness withdrew.

Mr. THOMAS ROBB called and examined.

Earl of Derby.

5472. Will you first kindly tell me what you are by occupation?—I am Superintendent of Labour of the Shipping Federation at the docks.

5473. You are employed by the Shipping Federation?—Yes.

5474. Will you tell us what is the general nature of the evidence which you wish to give?—In reference to the trouble arising from the publication of the Wade's Arms manifesto of December 5th, 1890, which document I now produce, and with your permission I will read it. "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 of Unionism generally. The above Council have decided to call upon workmen presented here to abstain from doing any work, either direct or indirect, that will conduce to the sailing of the vessels of Messrs. Shaw, Savill and Co., New Zealand Shipping Company, and British Indian Steam Navigation Company, 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

Earl of Derby—continued.

"manifesto to take effect on Friday morning, December 5th, 1890. By Order of the above Council, December 3rd."

5475. Now will you tell us what took place on the publication of that manifesto?—It had the effect of calling out the coal porters. They refused to work on these three boycotted lines. The stevedores and dockers had not decided to join the strike; they refused to come out until after further consideration. In the meantime the coalies got a week to consider before the Federation took steps to introduce free labour. The boycotted vessels had sufficient coal to take them to the outports to go on with, and it was not until the 16th December the Shipping Federation introduced the free labourer, which was 11 days after that manifesto.

5476. Was there any counter manifesto or any printed notice issued?—In the meantime Messrs. Gray, Dawes and Co., issued a printed notice, which I put in (*see Appendix 31*). They are the managers of the British India Company. With your permission I will read it. "Reply to Wade's Arms manifesto. 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." I have already read that. As this is the first step in what may

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Earl of Derby—continued.

" 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 Amal-
 " gamated Seamen and Firemen's Union,' came
 " into existence, and from its inception has been
 " extremely aggressive. Its action in endea-
 " vouring 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
 " learned that this work had always been
 " done by labourers connected with the 'Amal-
 " gamated Protection Union of Hammermen,
 " 'Enginemen, Helpers, and General Labourers
 " 'Union,' and we accordingly declined to accede
 " to the demand. The Seamen's Union there-
 " upon intimated that crews would not be per-
 " mitted to take the ships to sea, and accord-
 " ingly, 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 aggres-
 " sive Union, we have continued the practice of
 " having the articles signed on board ship. For
 " this, our ships are to be boycotted, notwith-
 " standing 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 we have taken up. In
 " selecting men, no inquiry is made as to
 " whether they are unionists or freemen. Gray,
 " Dawes & Co."

5477. Will you explain what followed upon the putting out of that notice; what steps were taken by the Federation?—The Federation then took steps to introduce freemen. The first batch of labourers were introduced on the 16th December, mostly seamen and fishermen from Kent. These men were introduced to do the coaling or any other work connected with the loading or discharging of vessels. Then there was the "Scotland." We provided a

Earl of Derby—continued.

depôt ship called the "Scotland," and fitted her up with accommodation for 450—

5478. To provide lodgings for the men who were brought into town?—For the men who were brought into the dock. These men had lodgings and food provided for them on board the ship, as it was impossible for them to go outside the dock owing to the pickets and intimidation. These men were put on three months agreements; the first 100 at 30s. a week with food and lodgings.

5479. You have some information to give us as to picketing; as to intimidation and assaults committed on the men employed by you, and the convictions which followed. Will you give us that in your own way?—I will give you the number of convictions that we have had. We have had 23 prisoners, 17 convictions, and 6 discharged.

5480. For intimidation and assaults?—For assaults, intimidation, robbery and intimidation, assault with violence, assaulting the police, and stone throwing.

5481. Do you know what the sentences were?—Yes, I can give you the sentences. The first three cases got three months hard labour, the fourth case four months, the fifth discharged, the sixth four months, the seventh six months, and the next five, one month; the next 21 days, 14 days, 7 days, 14 days, 6 weeks; the three next men were discharged; the next one month, the next two were discharged, and for the stone throwing, the conviction was quashed in the last case (*see Appendix 32*).

5482. Did you take any steps to apply for additional protection?—Yes, steps were taken, and a copy of the letter that was sent to the manager of the India Dock Joint Committee I will read with your permission: "On behalf of the steamship companies and shipowners, 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 *employés* 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 men from the 'Scotland' when passing through in the tug on their way to and from work. My committee have therefore requested 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 you 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" (*see Appendix 33*). This is a plan of

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Earl of Derby—continued.

the attack made on our steam tender, the "Petrel," by the unionist labourers while she was going into the Victoria Dock (see Appendix 34). She was sent there by me, with 50 men on board, to discharge a ship that was boycotted by the stevedores, a ship that was called the "Beatrice," owing to her signing on a free crew. Going between the entrance of the two docks the unionists from the shore stoned her and the men had to take shelter along the bulwarks in the best way, anywhere they could, even in the stoke-hole. There was one case of one man seriously injured on that of the name of Riardon. Afterwards the master of the tug saw it was no use going any further, he had to beat a retreat. Half an hour after his return this mob that had stoned them at the entrance of the Victoria Docks organised an attack on the "Scotland" on the depôt, and they followed this up, came down there in half an hour and made an attempt for the gangway, and the latrines were on shore. I immediately heard the shouting and I went to the gangway. We had only about 50 men on board. These men armed themselves with all sorts of weapons, everything they could get to defend the ship, and in the meantime, I saw with my own eyes two men that were in the latrines on shore being maltreated and kicked by the unionists. I should say there were over 300 of them. It was after this riot with the "Scotland" that the metropolitan police were introduced into the dock.

5483. The same day?—No, the following day.

5484. And after that I suppose there was order?—The next serious riot we had was the "St. Enoch." Whilst a few men were returning at 8 o'clock at night they were passing a ship, a few that had lagged behind the main body, when the foreman was knocked down. One man got his lip cut and two of his teeth knocked out, and then the hue and cry got out and the men from the "Scotland" rushed to their comrades' assistance. A case only occurred three weeks ago where some of the free coal porters sitting quietly at their tea, at the Ashburton coffee palace down at their dock there, these men went outside the dock to get their tea and were sitting down peacefully at it, when they were attacked by the unionists. I may say that the door of the Ashburton house was smashed, and a regular free fight with mustard pots and other things went on, and our men were confined there over two hours till the police came to relieve them. I have had one or two cases reported to me of men being singled out and maltreated in the trains. I have one case of a man being thrown out at Canning Town station on to the rails. I will hand you in the police vouchers for 700l. This has been the cost for police protection for these men at the docks. This is on private property (*handing in vouchers*).

5485. After the rioting had ceased, was any manifesto issued by the stevedores?—There was a stevedore's manifesto issued on the 13th February, which I will put in with your permission. I will read it. "Fellow members, you

Earl of Derby—continued.

" 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 of " all negotiations that they have indicated a " policy of extermination against all riverside " Trade 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 the " Council" (see Appendix 15).

5486. What was the effect of that notice?—The effect of that notice (afterwards I believe that notice was withdrawn) was to call out the stevedores and dockers in these three companies, Shaw, Savill, New Zealand Shifting Company, and British India. Owing to that manifesto we made further preparations at the various docks. On the 13th February the manifesto was issued and the general strike of the riverside trades which was threatened by the various labour Unions was expected to take place on Monday the 23rd February. In view of this the committee decided to provide the necessary gear, and adequate accommodation for sufficient free labourers to carry on the work, and in this they were greatly assisted by having the following vessels placed at their disposal (free of cost to the Federation) to be used as depôt ships, viz:—The "Chimborazo," the Orient Company, the "Almore" the British India Company; the "Lady Jocelyn," the Shaw, of

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Earl of Derby—continued.

Savill, and Albion Company; the "Yeoman," Mr. W. Lund; the "Taurus," the General Steam Navigation Company. Of these the "Chimborazo," "Lady Jocelyn," "Almora," and "Taurus," were taken over, and arrangements made for sheds (if required) having been made with the docks company, the depôts were increased as follows: Albert Dock (in addition to the "Scotland" where 450 men were already berthed), the "Almora" was fitted up for 250 men and shed 37 was fitted up for 500 men. East India Dock, "Lady Jocelyn" was fitted up for 200 men; Tilbury Dock, a shed prepared for 200 men. River, "Taurus" prepared for 200 men. So that on the 23rd February, when the strike was expected to become general, there was provided (for immediate use) the requisite staff sleeping, and feeding accommodation and provisions for about 1,800 free labourers. The Union leaders having failed to bring out all the riverside trades, the committee have been, since the 23rd February, cautiously reducing the free labour establishments as far as is, in their opinion, consistent with the maintenance of the position gained, and with their obligations to the men who have stood by them throughout the struggle. Since that we have established in the dock a free labour office where these three companies come and are supplied with labourers.

5487. That is intended to be a permanent arrangement?—A permanent arrangement. The way we choose these men is this, they must have a reference from some responsible person in the dock; we take them irrespective of whether they are Union men or whatever they are, and the advantage that these men have over the others is that we put them either to docking, stevedoring, or coaling, which by the Union rules are three separate things, and there are three separate Unions, so that when men are discharging a ship immediately she is finished discharging we can put the same men to coaling her, and when they have finished coaling can put the same men to stevedoring, which gives them an advantage.

5488. What number of men have you on this Free Labour Registry, do you know?—At present we have 850.

5489. Do you guarantee to those men constant employment?—No. I may say that since we have been established 600 have been permanently employed.

5490. Do you make any distinction between "free" labour and Union men?—None whatever.

5491. You take anybody on and register him if he is willing to work with non-union men?—And can give us a character as to his respectability and conduct.

5492. Will you tell us how the wages are paid?—If they are doing stevedoring they get 8d. and 1s. an hour overtime. When they are coaling they are on piece-work and get the Union rates. At docking they get the same—6d. and 8d.—so that they are paid on exactly the same terms as the Union men.

5493. I think you have expressed the opinion that the daily payment of wages is an unsatisfactory system?—Yes.

Earl of Derby—continued.

5494. Will you explain why?—When these men get their money in small quantities they never seem to appreciate it. Another thing is that immediately they are paid they frequently adjourn to these public-houses.

5495. How do you think the men ought to be paid?—Either weekly or when the ship is finished; or pay them on account if the ship is 10 days or longer unfinished. It is practicable to so pay them.

5496. As a matter of fact it is not convenient that they should receive their full pay at the end of every day's work?—I should not recommend giving them a full day's pay at the end of it; it puts too many temptations in the way of the men.

5497. Are you in favour of giving them any part of their daily pay?—Yes; I would give them some. It would keep the men together and does not throw so many temptations in the way. One way there is only the one temptation, whereas the other, when they are getting it many days of the week, the temptation is on each day.

5498. Can you tell us generally what is the state of the feeling of the men at the docks at the present time?—The feeling of certain sections of the Union men is still very bitter towards the freemen. I should say the bulk of the men are anxious to free themselves from the power of the delegates.

5499. Since this registry was set on foot, has the number of men registering been increasing?—We could increase it, but we do not wish to increase it.

5500. You have got as many men as you want?—As many as we have work for.

5501. Have you had any cases in which Union men have been willing to go over to some other place to oppose a strike?—Yes; I had a case last week of Union men wishing to go to Dublin. My offices were besieged the next day. I am certain over a hundred men applied the following day, mostly Union men. There are also the P. and O. men who left off their work. Those men were called out by the secretary of the Stevedores' Union, because the Union refused to allow them to work on Wednesday three weeks, because it was an annual holiday, unless they received double pay for that day, which the P. and O. Company refused to do; and they immediately applied to us, and we gave them sufficient free labourers to carry on their work. I may state that these men, who struck on the P. and O. Company were, on the average, earning 2l. 8s., and their situations have been filled up by the free men.

5502. Can you give us any instances since the strike which you have described where there has been trouble and difficulty, and where the presence of your men has had a beneficial effect?—There was the case of the "Roehampton." That was a ship in the Victoria Dock, which came round from the North of England with coal. The stevedores were discharging the coal of this ship. This coal that the stevedores were discharging was cargo. In her after-hold was bunker coal which, according to the rules of the Stevedores' Union, they are not allowed to touch. The coalies were called in to discharge this coal.

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Earl of Derby—continued.

They refused to do so because they had not discharged the coal in the fore-hold—that was the cargo. Therefore the shipowner had to call in the free men to discharge it; otherwise his ship would have been detained. We had another case—the case of the “Brazilian.” The coal porters there heard that free men were going to coal a ship belonging to the same company. They had merely heard it. They refused to work. Our men were then put in to coal the ship. Immediately they went on board the stevedores struck. Then we introduced the free labourers and took the stevedores’ work.

5503. You refer to the ‘Dublin case’?—We sent over 50 men to Dublin, and immediately those men arrived at Dublin, you may say, the strike was virtually over, owing to the effect it had. Those 50 men were sent under an officer with beds and kits, and so on. That officer, even as far as the railway station, was besieged with applicants to get to Dublin.

5504. Were any of those applicants Union men?—Yes a good few of them.

5505. I think we have now heard the history of what passed. In conclusion, have you any suggestions to offer with regard to the bringing about of a better understanding between employers and employed?—With your permission, my Lord, I will put in a manifesto issued on the 13th February last by the Shipping Federation, in reply to the manifesto issued from the Wade’s Arms. (*See Appendix 16.*)

5506. It concludes with the words: “In adopting the above resolution 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.” That represents the view of the Shipping Federation?—Yes

5507. Is there anything else you wish to state as to what has passed?—No, that is all.

5508. You have put on this paper some suggestions about which I was beginning to question you as to the means by which a more satisfactory state of things might be brought about?—Yes.

5509. You propose, I understand, to abolish daily payment of wages?—Yes.

5510. Does that mean abolishing daily payments altogether, or would you allow the men something?—I would allow them something on account—give them what is called a “sub.,” and pay the rest when the ship is finished.

5511. At the end of the job, or at the end of the week?—Yes.

5512. Then I see you say that no licensed premises should be allowed inside the docks?—No; they are a great detriment to the men, and a great temptation in their way. The men leave their work and rush over there and get a

Earl of Derby—continued.

drink, and go back perhaps intoxicated and endanger the lives of others.

5513. Then you think that the police ought to be posted wherever pickets assemble in case of a strike?—Yes, and there should be police protection for the men who are willing to work.

5514. I see you have another suggestion which you have not explained as to a free labour bureau?—My suggestion is that the shipping owners ought to find out the number of men requisite for each dock, and keep a bureau or a registry office there where these men could be had for any shipowner requiring them, that is, men for a casual day’s work; the shipowners guaranteeing these men a week’s wages, putting them on weekly pay when in work, and when out of work half-pay.

5515. That they should be given a permanent engagement?—A permanent engagement. It would pay the shipowner better, and it would be more satisfactory for the men; it would do away with the casual labour.

5516. So that there should be more permanent and less casual labour?—Yes.

Professor Marshall.

5517. You think it is practicable that a greater number of those employed at the docks should be permanently engaged?—Yes, I do.

5518. And that paying them half-time would not be an intolerable financial burden?—No; it would not. That plan, if carried out thoroughly, would free the docks from casual labour, and that is where all the difficulty and trouble is.

5519. Do you know if this proposal has been much discussed?—It has been discussed with the secretary of the Shipping Federation and myself. I may state that the free labour office that we have at present is merely in its infancy. We expect that it will lead to that.

5520. What would be the attitude of the dock directors towards that movement?—This would be only where the shipowners do the discharging or the loading of the ships. It would not interfere with the dock companies’ work at all.

5521. You think it would, perhaps, extend to those docks in which at present the dockowners undertake the work?—I have no doubt it would.

5522. Would you think it necessary to leave a hard and fast line between the stevedores and the ordinary dock labourer?—No. I think that there ought to be no difference between them. There should be a general labourer, a man to do stevedoring, docking, and coaling—the three things.

5523. But not necessarily paid the same rates when they were doing different classes of work?—If you put them on permanent wages you would require to guarantee them that. Just now they are getting paid, as casuals, a much higher rate, and they complain of their pay.

5524. You would not exclude their being paid higher wages for exceptionally disagreeable or dangerous work?—No, not at all.

5525. I understand that the Shipping Federation would have these men ready to load or to unload the ships of whatever line may

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Professor *Marshall*—continued.

happen to come into the dock?—Whatever line may come into the dock.

5526. They would not be specialised?—No.

Mr. *Jesse Collings*.

5527. On whom would the half-pay fall when the men were out of employment?—It would fall on the shipowners.

5528. Then that would make their operations very much more expensive, cost considerably more?—No, I do not think it would, for the casual labourer costs the more. By making the labourer permanent it would cost the shipowners less, and would be more satisfactory to the man.

5529. Reckoning the time in which they were not employed at all, would it still cost them less to have these permanent men?—I think it is almost certain it would cost them less.

5530. We have frequently heard the unionists described as a minority as compared with "the free labourer." Have you any idea as to what proportion belongs to Unions, and what proportion to free labour men?—No, I could not speak on that point.

5531. You spoke of the Union men as the minority?—Yes.

5532. Do you consider them to be in the minority as compared with the "free labour" men or the non-union men?—Yes, I do.

Mr. *Tait*.

5533. As to the circular which you put in from Gray, Dawes, & Co., while not emanating from your Federation, you yet homologate its terms?—Yes.

5534. Are you prepared to say that that part of the circular which says that the Sailors' and Firemen's Union is controlled by Mr. J. H. Wilson is correct?—No, I am not.

5535. You are not prepared to homologate that part of it?—No.

5536. You, as superintending the labour of the Federation, would not agree with Gray, Dawes & Co., as shipowners; you would not agree to that part of the circular, that the Sailors' and Firemen's Union is controlled by Mr. Wilson?—No.

5537. You gave us 23 cases of assault and robbery and intimidation; can you tell us how many were intimidation?—This list refers to a very small number of cases of intimidation at the docks. This is merely the convictions in cases that have been tried.

5538. I want to know how many cases of pure intimidation there are in the 23?—There are ten cases of assault and intimidation.

5539. You made a general statement that those intimidation cases and assault and robbery which are included in those 23 were Union men?—Yes, principally Union men.

5540. Can you state if all the men who were convicted were members of any or either of the Unions?—I know they were Union men, because they were defended in the court by the solicitor of the Seamen's and Firemen's Union.

Mr. *Tait*—continued.

5541. That does not prove they were Union men?—On one or two of them the Union tickets were found.

5542. But are you still prepared to say they were all Union men, those men who were convicted?—I am prepared to say the majority of them were.

5543. You stated that in your "free labour office" you require a character from a responsible official in the docks?—From a responsible person in the docks.

5544. You require that before any man is admitted a member of your Federation?—Yes.

5545. What would you call a responsible position, a foreman?—No.

5546. Someone higher than a foreman?—Export superintendent or a dock superintendent, or a wharfinger.

5547. Do you think an import or export superintendent has a better knowledge of the men working in the docks than the foreman?—He can find out by applying to the foreman.

5548. Then why would you refuse the foreman himself if he is to be the party who is to be asked?—The foreman in the docks is not looked upon as a responsible person in his official capacity.

5549. Are you prepared to say he is not a practical man?—No, I do not say that.

5550. Are you prepared to admit that as a practical man he should know who are the best men?—All the superintendent will have to do is to apply to the foreman and get the character from him.

5551. Now with regard to the payment of wages, you have made a suggestion that the men should not be paid daily as at present they are, but should get a "sub." every evening or twice or thrice a week and be paid at the end of the job?—Yes.

5552. Would it make much difference if you "sub." the men in regard to keeping them out of the public-houses?—It would give them more to take home to their wives and families at the end of the week.

5553. The dockers who have been here seem to be against it; are you aware that there are any number favourable to it?—Yes, the greater number of men that I have employed just now are in favour of it.

5554. And you do it out of pure sympathy for the men's families?—Yes, for the wives and families.

5555. You do not see that if you get the man to leave a balance of wages with you during the course of the week, that your Federation has a power over him during that time?—At present the Federation is not paying wages.

5556. Do you think if a man has a balance of his wages lying in their hands in the course of the week that he could be subjected to influences which otherwise he would not be, had he no balance of wages left over?—I should say not.

5557. Why do you claim the right to be both employer and banker for the men?—There is a certain class of men who are not responsible

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Mr. Teit—continued.

who do not know how to take care of their money.

5558. And because there may be a few of that description you are prepared to make the whole suffer?—I should say there are 20 per cent. of them.

5559. And what about the other 80 per cent.?—The respectable body of these men would wish to take their money weekly. It is the outsider and these casual men who do not like it. I have found that from my experience.

5560. You mentioned that one of the remedies you would like to see adopted in the docks would be the restriction, or rather a total abolition of licensed premises?—Yes.

5561. How many licensed premises are there in the dock?—In the Albert there is one, but I do not know of any in any of the others.

5562. Who do the licensed premises belong to?—The Dock Companies. I believe they are let to a private individual.

5563. So that they are practically tempting a certain class of their dockers?—I do not think they were established for the dock labourers. They are for the passengers landing by steamers. But they are taken advantage of by the men.

5564. Could not the same be said of other public-houses that are not in the dock—that they are there for public purposes?—If the public-houses were outside the dock, the men would not run away and leave their work during the working hours.

5565. Therefore it is only to the Dock Companies' place that they can go?—It is the only place that they can go to.

Mr. Tom Mann.

5566. How long have you been connected with the Federation?—Since December.

5567. Do you mind telling us what you were doing before?—I was purser to the State Steamship Company out of Glasgow. Then I was with Shaw, Savill, and Company.

5568. Had you formerly been connected with any Union?—No, never.

5569. In recommending that weekly payments be made, do you speak of those in the employ of the Federation?—No; I am speaking of those in the employ of the shipowners.

5570. And in the employ of the shipowners only?—Yes.

5571. Those shipowners are three in number, are they not?—No; I think five. We have the P. and O., part of the Wilson-Hill line, the British India, Shaw, Savill, and the New Zealand Shipping Company.

5572. You said that there were about 20 per cent. of the men who cannot well control themselves?—Of the casual labourers.

5573. And that therefore it is desirable that weekly payments should be made. You are speaking, of course, of those in the employment of the Federation?—No; I am speaking for all in connexion with the docks.

Mr. Tom Mann—continued.

5574. Were you not speaking especially for those who worked under your control?—No; I was speaking for the benefit of all.

5575. On what ground do you speak for the others?—From what I see of the men that come in; both the Union men that apply and that we have employed.

5576. You state that they do not behave very steadily; that they are in the habit of going to the public-houses. Seeing that your time is devoted to the service of the Federation, do you consider yourself qualified to make a statement of that nature concerning the whole body of men at work there?—I say the temptation is there, and it is put in the men's way, and what I wish to do is to remove it.

5577. I was wondering whether that was just a moral desire on your part for the improvement of the people generally, or whether you have found these men with whom you have come in personal contact, employing them on behalf of these shipowners in connexion with the Shipping Federation, so disorderly that you wish to make this recommendation because 20 per cent. of that particular section are of that character?—No, not at all. I make the statement from what I see in the docks.

5578. What do you see?—I have seen them the worse for liquor. I have seen them put out of the dock. I see them lying drunk about this hotel. I have seen both our men and the other men, and any quarrel or trouble generally occurs outside this public-house.

5579. With respect to your proposal to pay weekly, as a matter of general arrangement do you think it could be managed?—Yes, I think it could be put into practice.

5580. Do you think there is any real difficulty about it?—There would be a difficulty about it, but it could be arranged.

5581. You mentioned that about 600 out of this 850 are in permanent employment?—Yes.

5582. What about the other 250?—It is entirely their own fault if they are not. You start men to work on a Monday on a ship. You never get the same 100 men to finish the job. Generally you have about 80 of them.

5583. Do you mean that the other 250 out of the 850 could also have permanent employment if they thought proper?—Yes, if they liked to come in.

5584. But would the whole of those in the employ of these particular firms be employed permanently? Could you dispense with casual labour altogether, do you think?—No.

5585. What percentage of casual labour would be required?—I should say that the number we have on our register just now is sufficient for these five companies, the 800.

5586. About how many of those do you consider could be permanently employed?—I should say 600.

5587. That would be one-fourth only casual?—I should say there is a good living for 800. You will understand that by working overtime that you employ more men.

29 July 1891.]

Mr. THOMAS ROBB.

[Continued]

Mr. Tom Mann—continued.

5588. You think that you could employ at least three-fourths permanently?—Three-fourths. I should say 800. I should say we should be able to employ, not permanently, but so as to give a good living to the whole 800.

5589. How many men would you employ weekly?—I should say 600 in permanent employment.

5590. Respecting these men that are doing coaling, discharging, and stowing, are they all paid alike?—No, not with us now. If they are doing stevedoring they are paid stevedore's wages; if they are doing coaling they are paid coalies' wages; and if they are doing docking they are paid dockers' wages.

5591. And the weekly men, how are they paid?—We have no weekly men at present.

5592. All casual?—All casual.

5593. Is there any reason why you have not them weekly?—No.

5594. The men, you say, are desirous?—The men are desirous.

5595. It has not yet been laid before the principals?—No, it has not been laid before them.

Mr. Bolton.

5596. With respect to your proposal to avoid casual men by means of paying a certain wage when employed and a smaller wage when not employed, I understand the men, though not always employed, are to be always under engagement?—Always under engagement.

5597. What would be the rate of wages then for employment?—I should say 30s. a week.

5598. Not the Union rate?—Not the Union rate.

5599. 30s. a week for the permanent men would be somewhat less than the weekly wages at the Union rate, would it not?—No; I should think it would be more; more than dockers, certainly. It all depends upon which branch they are on. The stevedores earn 35s. a week.

5600. And of course 30s. is less?—30s. is less.

5601. Would these permanent men, in your view, take up every class of work?—Yes, they would take up the three classes of work at the docks.

5602. These three classes do not at present receive exactly the same wages, do they?—No; different rates.

5603. Would there be any difficulty, do you think, in paying the men equal wages?—No, I think not.

5604. You think there would be no objection?—There might be a little trouble at first, but I think it would settle down.

5605. You think the benefit of permanency would outweigh the disadvantage of change in wages?—It would.

5606. What are the proportions of men employed by shipowners and the proportions employed by the dockowners?—I should say

Mr. Bolton—continued.

50 per cent. now since the dock companies have given up the discharging of the ships.

5607. Your suggestion applies only to the men employed by the shipowners?—By the shipowners.

5608. Why would you not extend that to the dockowners?—I believe, so far as I know, the dock companies are doing so.

5609. They are doing it?—Yes.

5610. You mean by employing a certain number of permanent men?—Yes.

5611. But that is far short of the number that they occasionally employ?—Yes, far short.

5612. Then your principle is only to employ men who are permanently engaged?—Permanently engaged.

5613. The dockowners so far are not approaching your principle at all?—They are doing it as far as it is possible.

5614. Is the remainder of your proposal impossible?—You can never do entirely away with the casual labour at the docks.

5615. I understand your suggestion is that you would do away with it entirely as respects the men employed by the shipowners?—So far as practicable.

5616. With regard to this question of the retention of a portion of the wages, would the men, whose wages were obtained in that way, be in a peculiar position, or would they not be in the same position as the vast majority of labourers in this country if their wages were only paid once a week, or at the termination of a job?—I find that any permanent hands that we have, even although they are paid 18s. or 20s. a week, are much more respectable and a better class of men.

5617. When they are paid only once a week?—Once a week. I find they are a better class.

5618. Is not that in your opinion the usual position of labourers throughout the kingdom; that is, are they not generally paid either a weekly wage, or at the termination of the job on which they are employed?—Yes.

5619. Do you see any ground for the suggestion that if a portion of the wages earned daily were retained till the close of the job, or until the end of the week, the labourers so employed would be more under the control of the employers than they are?—The man would be bound to turn up to his work the following morning.

5620. Could he not claim for the work that he had done?—Yes, but then he would require to wait until the ship was finished, or the job was finished, before he got his money if he did not turn up and another man was put in his place.

5621. You mean if it was a contract job?—Yes.

5622. But not if it was a daily wage?—Not if it was a daily wage. If he wanted to leave you he would require you to give it to him at the time he wanted it.

5623. You do not put this forward as something to be claimed as a matter of right; you

29 July 1891.]

Mr. THOMAS ROBB.

[Continued.]

Mr. Bolton—continued.

put it forward as a recommendation to produce a better state of things at the dock?—Yes.

5624. May I ask you whether these comparatively few cases of intimidation which were given, were all the cases of intimidation that occurred at the docks?—No.

5625. Were they merely the cases that were

The witness withdrew.

Mr. JAMES GREIG called and examined.

Earl of Derby.

5628. You are a wharfinger, I understand, in the coasting trade?—Yes.

5629. At Free Trade Wharf, Ratcliff?—Yes.

5630. Are the men employed on the wharf a separate body of men from those engaged on steamers?—They are.

5631. How many workpeople have you engaged on the wharf?—On the wharf we have 76.

5632. And any apprentices or young persons?—No.

5633. How many exclusive of the labourers?—About 20 on an average.

5634. And how many men employed in loading and discharging on the steamers?—About 80.

5635. They are a separate body from the 76; I suppose?—Quite so.

5636. With what associations are you connected?—With the London Docks, Wharfs, Warehouses, and Granaries' Association.

5637. What rate of wages are paid?—We have 20 permanent men, consisting of foremen, checkers, out-door clerks, and crane drivers. They have about 30s. to 40s. a week; about 56 are casual labourers, and they average about 28s. 6d. a week; that is at 6d. per day hour, and 8d. night hours, and they are paid for meal times, which we consider a grievance.

5638. Why do you consider that a grievance?—Because in the original Mansion House agreement that was drawn up it was distinctly specified that there was to be no pay for meal times.

5639. I think we may take it that there is no payment through contractors, and no deductions or payment in kind. That does not apply to your kind of labour?—No.

5640. What notice do the men receive?—Weekly men, paid by the week, get and give a week's notice, and casual by the hour or at the end of the day.

5641. What is the average age of the casual men?—Of the 56 casual men? Their ages average 37½ years. Some of them are well on to 60.

5642. I presume they are not kept on unless they are fit for their work?—No.

5643. What are the hours of labour?—Ordinarily they are from six in the morning to six at night.

5644. And overtime?—As we want them at 8d. per hour per man.

5645. When does overtime begin, after 12 hours?—No; after 6 p.m.

Mr. Bolton—continued.

prosecuted?—Merely the cases that were prosecuted.

5626. Were there very many cases not prosecuted?—Yes, I should say over 50 per cent. were not prosecuted.

5627. So that about one-half were prosecuted, and one-half were not?—Yes.

Earl of Derby—continued.

5646. That is after 12 hours?—No; you may take on a man, say in the forenoon, at 8 or 9 o'clock in the morning.

5647. There are no night shifts, I apprehend?—No.

5648. And very rarely Sunday work?—Very rarely indeed.

5649. Is the work regular?—Very.

5650. I suppose it is busier at one time than the other?—It is busier in the autumn and winter months when more goods are moving, than in the summer and spring.

5651. Is the employment safe?—I consider it so.

5652. As a matter of fact you have not had many accidents?—I have got a statement further on as to that.

5653. Are the lighting and sanitation good?—Very good. The lighting is partly by gas and partly by electricity.

5654. Is there any official inspection?—No, no official inspection.

5655. I presume you are liable to pay the usual compensation for accidents?—Decidedly so.

5656. You have told us I think, that you have no apprentices?—No.

5657. Are there any foreigners in your employ?—We have only one man employed as a permanent hand; a very good man he is too.

5658. Have you much machinery?—Only cranes, hand and steam, and a narrow gauge tramway.

5659. Have you ever had trouble between unionists and non-unionists?—Very little indeed.

5660. Have you ever dismissed a representative delegate?—Never, and I never saw or heard of a black list.

5661. You have not had much to do with Trade Unions?—Very little indeed.

5662. I see in the memorandum before me that you have some complaint against them; will you state what it is?—Before the Union came up we employed a very large number of permanent men. We had, I dare say, about 50 at one time employed on weekly wages, hours six to six, overtime after that. Then when the Union came into force, they did what was tantamount to stopping us employing permanent men. They said that the rate of wages must be 6d. an hour during the day and 8d. overtime, which would mean of course working 12 hours a day 36s. We certainly decline to go on paying 36s.

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Earl of Derby—continued.

5663. Do you mean they prevented your employing permanent men as casual?—I will read the letter that we received from the Union. "Dock Wharf, Riverside and General Labourers' Union of Great Britain and Ireland, Great Assembly Hall, Mile End Road, E. January 20th, 1890. James Greig, Esq. Dear Sir.—" The demands for the Union rate of wages for your employes have already been sent you, and in answer to an inquiry to us for further information, we beg to state that the minimum rate of wages, constant, or casual hands, must be not less than 6d. per hour, day work, and 8d. overtime. We may also state that this rate of wage is now paid by all shipping wharves along the river. Yours respectfully, Tom McCarthy, organizer." So that on receiving this letter we discontinued our permanent men.

5664. Then you have another grievance I understand, and that is the enforcement of the payment during meal hours contrary to the agreement?—Contrary to the Mansion House agreement.

5665. You have only had one strike?—Only one strike, the great strike which commenced with us on the 20th August 1889.

5666. How long did that last?—With us the men went out on the 20th, and they came back and we set them to work in a very few days. We were at work again in 10 days.

5667. Did they go out of their own free choice?—No, they went out, I say from intimidation. The intimidation was of this nature. There were processions through the streets, and bands. Five or six hundred men came along a very narrow street, stopped outside with bands and banners and shouted and yelled, not only for one day, but for several days in succession, until gradually the procession assumed very large proportions, and the different wharves had banners; and if the banner of any wharf was omitted from the procession, that wharf was marked. The men told me themselves that they could not keep in under such circumstances, and I could see that the men could not.

5668. Without using the word "intimidation" we may take it that there was a good deal of pressure put upon your men?—Yes, that is so.

5669. They had no grievance of their own, but whether it was sympathy or whether it was intimidation, they went with the others?—They went.

5670. Did you take them on again?—We did. I may say that our permanent hands did not go. They remained with us; our checkers and out-door clerks did not go out.

5671. 56 went?—Yes.

5672. Then you came to an agreement?—Yes.

5673. How did that agreement operate as regards your work?—These casual men had been working for 25s. a week. When they came back after being out for 10 days, I offered them 27s. a week, with 6d. an hour overtime, and they accepted it and came back. That was on the 25th August, I think. I may

Earl of Derby—continued.

say that all our old hands were re-employed. We employed the same set of men.

5674. Then I gather that you have not much to complain of?—No, only those two items. We employ the same set of men, and I know of no complaint of illness from long hours.

5675. As regards accidents I find it stated here that during the last two years and a half you have only had one which arose from faults in machinery?—Yes, that is so. We have had 10 other men hurt, but not through faults in the wharf machinery. Those accidents were only very slight indeed, and the men were compensated. I could give you the details of the accidents, but they were very slight.

5676. Do you think that the men object to overtime, or like it?—They rather like it. They leave us when they cannot get enough. I may mention that for the wharf men to earn an average of 28s. 6d. a week, taking the three months that I have taken, they would work on an average 47 hours at 6d. and 7½ths hours at 8d. We have never had any complaint from the Union of working overtime.

5677. Do you think that a day of eight hours, or a week of 48 hours, would be workable in your trade?—I do not.

5678. On what ground?—The wharf has to be opened for the reception and delivery of goods from 6 o'clock in the morning to 6 o'clock at night, and it would be rather inconvenient to have two relays of men during those times.

5679. I suppose it is impossible to have absolute regularity where ships are concerned?—It is. They arrive by tides, and are delayed by stress of weather at times.

5680. You object to be tied down to a week of 48 hours?—We do.

5681. But as a matter of fact, do you work more than 48 hours?—Yes, we do. The wharf is open from 6 o'clock in the morning to 6 o'clock at night.

5682. How long do the men work at a stretch?—They work, as a rule, about 12 or 16 hours; but if they should have to work 24 hours in a single shift we endeavour to rest them from 10 o'clock at night to 4 o'clock in the morning.

5683. Do you mean that a man is actually employed doing hard manual labour during the whole 24 hours, or that he is waiting about to be employed?—He would be working. But if we see such is to be the case we rest them from that hour of the night till the morning. That is our practice. That is our practice as far as we possibly can.

5684. I suppose you find the railways compete with you very closely for the traffic?—We felt that very much after the strike. The cost of labour was increased so much, but we could not increase our rates satisfactorily at all.

5685. Because it would drive the trade to the railways?—Yes.

5686. Do you think that the strike has affected the quantity of business you do?—It has in some of our trades very much. It has with all our trades. But one trade especially

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Earl of Derby—continued.

to London it has affected us very materially—that is the Middlesboro' trade. In 1887 our total tonnage inwards from Middlesbro' was 105,000 tons. In 1888 it was 124,000 tons; in 1889 it was 108,000; in 1890 it was 96,000. I have not got the figures, of course, for 1891, but in the eight months ending 30th June 1891 it was 52,000; so that if you add the half of that—which would compensate for the other part of the year—there would be 78,000 tons, as compared with what we were doing in 1888—124,000 tons.

5687. I believe you obtained information, for which I suppose you vouch, concerning other wharves besides your own?—I vouch for them in this way, that they have given them under their writing. That is all the vouching I can do.

5688. There is the Hermitage Steam Wharf?—They tell me they employ about 55 casual labourers; and taking the 12 weeks from the 5th January to the 28th March these men earned on an average 1*l.* 13*s.* 4*d.* per man per week.

5689. What work would they require to earn that pay?—They worked 47 hours at 6*d.*, and about 14½ hours at 8*d.* I may say at this wharf the accidents from December 1887 to June 1891 were only five to casual labourers. None of these accidents were due to defective gear, and they were all very slight.

5690. Then the Carron Wharf, how many wharf labourers are there employed there?—They tell me they employed 30 wharf labourers during the month of May 1891, and their average earnings were 37*s.* 3*d.* per man per week, working 61½ hours at 6*d.*, and 10½ hours at 8*d.* The men on board their steamers during the same month earned on an average 47*s.* per man per week, working 61½ hours at 7*d.*, and 15 hours at 9*d.*

5691. When you say men earn that high rate of wages, I presume that is only for part of the year?—May 1891 would be about as slack a part of the year as there would be.

5692. Then are we to infer that they would probably earn as much taking all the year round?—They would.

5693. There is another wharf—Mark Brown's wharf?—The average rate of wages during the four slack months of the year is 30*s.* per man per week; and during the remaining months of the year the average is 35*s.* per man per week. They work on an average seven hours overtime per week.

5694. How about accidents?—They have only had one accident a year they say, or about that.

5695. Now the new Dundee Wharf?—About 35 men are employed as casual labourers and they average 36*s.* 10*d.* per week, working on an average 60 hours per week. At that wharf they employ a good many old men. Their average age is 39 years, but some men have been in their employ over 30 years.

5696. At ships how many do they employ?—On ships they employ about 60 men. They average 36*s.* per week of 52 hours. There they have relays of men. They commenced to work

Earl of Derby—continued.

the ships this way some time ago because the steamers got larger; their cargoes got bigger and they were more unmanageable. They tell me also that since 1888 on ships they have had 16 accidents, that is five a year. None were fatal. In the wharf there were three accidents, and the men were compensated.

5697. Take the Aberdeen Wharf?—They employ 29 casual men. Their average wages are 1*l.* 7*s.* 3*d.* per week. On the ships they employ 24 men. Their average is 1*l.* 19*s.* 6*d.* per week.

5698. Working how many hours?—The men on steamers work 66 hours.

5699. At the South Devon Wharf what are the wages?—That is a small place. Their wages are 36*s.* per week of 66 hours. They have very little overtime. During the last five years they have only had two very slight accidents.

5700. Now take Harrison's Wharf?—That is also a small place. They employ about seven casual men. They work on an average 50½ hours per week, earning about 1*l.* 8*s.* 6*d.* a week. As regards accidents, not more than three or four have occurred during a period of 8 or 10 years and these have been of a very trivial nature.

5701. How do you account for the differences in the wages and in the quantity of work done between the different wharves?—The different nature of cargo.

5702. I suppose those may be taken as fair samples of the wharves of London?—I can only deal with coasting wharves—wharves to which coasting vessels run.

5703. And those that you have given us; are they all wharves in the coasting business?—They are all in the coasting business, but there are other wharves besides those that I have not got the particulars for.

5704. You have no reason to doubt that what you have given us is a fair sample of the whole?—It is a fair sample of wharves doing a similar business.

5705. Is there anything you wish to add?—I would like to speak with reference to the formation of our Association. There was no Association and no combination at all amongst employers until the 4th February 1890, when a meeting was held and this circular was the outcome of that meeting. "At a meeting held on February the 4th, 1890, the following resolutions were passed by the undersigned representatives of the docks, wharves, warehouses, and granaries of the port of London. "Considering that the executive of the "Labourers' Union have issued an order for "bidding members of the Union on and after "the 10th inst. to deliver goods stored at the "docks, wharves, warehouses, and granaries, "unless the vehicles applying for such goods "are driven by men belonging to the Carmen's "Union; considering also the dock and wharf "owners are not the employers of the carmen, "but are nevertheless under an obligation to "deliver goods in their care to any person sent

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Earl of Derby—continued.

“ ‘ by the owner for them; Resolved: That the
 “ ‘ undersigned in this meeting assembled will
 “ ‘ require the men in their employ to make all
 “ ‘ deliveries, whether the carmen are members
 “ ‘ of a Union or not, and will pay off any who
 “ ‘ refuse to make such deliveries.’ It was also
 “ ‘ resolved: ‘That it is desirable to form an
 “ ‘ Union of dock, wharf, and warehouse pro-
 “ ‘ prietors and granary keepers for the
 “ ‘ protection of their common interests, and to
 “ ‘ appoint a committee for the general organisa-
 “ ‘ tion of such Union, to frame its rules, and
 “ ‘ when necessary, to discuss and resolve on
 “ ‘ united action in the event of any dispute
 “ ‘ between any member or members of the
 “ ‘ Union and those in their employ.’ ” Here
 follow the different signatures of the parties
 that attended that meeting.

Mr. Bolton.

5706. I do not know whether you have told us what permanent men were employed at the wharfs?—Yes. I myself have been a very great advocate for employing permanent men because we can always get more respectable men; men that we can depend upon, and in dealing with our general goods at wharves we require men whom we can know from day to day and can answer any questions as regards goods they may have handled on a previous day.

5707. Do you, as a matter of fact, employ many permanent men?—Until the Union told us that we should pay them 6*d.* an hour.

5708. Previously what did you pay them?—27*s.* a week from the date of the strike in 1889 until the Union told us we should no longer do so on the 17th January 1890.

5709. When you employed those men was it also the custom to occasionally work all night as you have said?—When we worked we paid them 27*s.* a week for working from 6 o'clock in the morning to 6 o'clock in the evening. After that they get overtime.

5710. What were their earnings under those circumstances?—Speaking from what I can recollect they were something like 30*s.* to 33*s.* a week.

5711. Scarcely as much as the casual men are earning now?—More.

5712. I thought you gave us 37*s.* as being the earnings in some cases?—For my own wharf I give 28*s.* 6*d.*, actual figures taken from the books.

5713. To the casual man?—Yes, and the same man working at weekly wages; previous to the demand of the Union their wages would have reached about 33*s.* a week.

5714. But at the Carron Wharf I think we have had evidence already to the effect that there are permanent men employed?—You have not had that evidence from me.

5715. But I think we have had it incidentally. Are you aware whether there are men employed at the Carron Wharf now?—That I cannot tell.

5716. What is the reason for working such long hours. Why do not the men knock off

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Mr. Bolton—continued.

after 10 or 12 hours and another shift go on?—It has always been looked upon by the labourer that if they started a ship they should finish it.

5717. Do you mean to say that it was looked upon as a privilege to finish it or as an obligation?—No, as a privilege to continue their working until it was finished.

5718. When you established your Association was its sole object a defensive one?—Entirely so, as far as I can understand.

Mr. Tom Mann.

5719. You have lodged a complaint concerning the rate of pay and the payment for meal times. You say that payment for meal times is not in accordance with the Mansion House Agreement?—No.

5720. Were you a party to that agreement?—I was not a party to that agreement, it is certainly true, but the whole of our men were supposed to belong to the Union, and it was supposed that from the very wording of the agreement it should take in all wharf and river and dock workers.

5721. As a wharfinger you had no part or parcel in that arrangement, had you?—No, very few wharfingers had part or parcel in it at that time because there was no Association amongst us.

5722. So that neither as an individual proprietor, nor in connexion with any Association, did you depute any one to act on your behalf?—Not in reference to this Mansion House Agreement.

5723. Then how can you complain about the Mansion House Agreement not applying to you?—Because it says here that it should apply to the men working at the wharves.

5724. Will you read the agreement?—“The five-penny rate per hour be raised in the case of all labour not piecework, on and after November the 4th next to 6*d.* per hour, and 8*d.* per hour overtime. No pay for meal times.”

5725. One penny per hour advance from 5*d.* to 6*d.*?—From 5*d.* to 6*d.*

5726. No pay for meal times?—No.

5727. Have you always held to be under that agreement, and did you count yourself bound by that agreement immediately the strike terminated?—The men knew of it, and I went to them to see whether they would continue their permanent jobs or not, and they elected to continue their permanent jobs, when the Union stepped in and said they could not continue the permanent jobs. I then was under this agreement.

5728. That is not at the time that agreement was signed, but at a later date?—At a later date.

5729. So that you did not recognise that agreement at the time it was signed?—No, not exactly, because the men did not wish us to do so.

5730. Neither directly nor indirectly?—Neither directly nor indirectly.

5731. Consequently you had no part or parcel in connexion with that, and never recognised it

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29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Mr. Tom Mann—continued.

as a wharfinger?—I had to recognise it as the wages of the port.

5732. At a subsequent date?—I came to recognise it. I was driven to recognise it at a subsequent date.

5733. The advance was 1*d.* per hour, from 5*d.* to 6*d.*?—That is so.

5734. You were previously paying for meal times?—All wharves had previously paid for meal times, I must say that.

5735. What did you pay for breakfast time?—Half an hour for breakfast.

5736. May we put that down at 2½*d.* or 3*d.*?—It would be, in the case of 5*d.* an hour, 2½*d.*

5737. What for the dinner time?—An hour.

5738. 5*d.*?—Yes.

5739. What for tea?—Nothing.

5740. Then that makes 7½*d.*?—Yes.

5741. If the men worked 10½ hours with 1*d.* an hour advance, they would gain 10½*d.*, so that in your opinion 7½*d.* was to be deducted from that?—According to the Mansion House agreement it was.

5742. But you were not a party to that?—But we came within a few months afterwards to be.

5743. Then you mean to say that the result of the dispute was to get 1*d.* an hour advance, but you now claim to be exempt to the extent of 7½*d.*?—Yes.

5744. Is that your claim?—The claim of all the wharfingers up and down.

5745. I would like to understand clearly whether, with an advance of 1*d.* per hour, which would mean in the case of a man who worked a full day of 10½ hours 10½*d.* advance, you complain because you are not allowed to deduct 7½*d.* for meal times (which has always been paid) out of that 10½*d.*?—The meal times, I must grant, were always paid up to the time of the strike; but the increase was so great that we considered that we were to be relieved, as it were, of the payment for meal times.

5746. Now, take a man that should start at 11 o'clock in the forenoon and will work five hours?—We never do that at our place; we always give them a full day's work.

5747. Is it not a common thing to employ them odd times?—Not at my place.

5748. Is it not a common thing up and down the river?—Not at the coasting wharves.

5749. Do you know that casual labour is taken on at various times?—As far as we are concerned we never take men on after 10 o'clock in the day, and then we pay them up to 6.

5750. 10 o'clock to 6, eight hours?—Yes.

5751. One hour off?—Yes.

5752. That would be 6*d.* deducted?—Yes.

5753. Then they were to gain a penny an hour, which would mean for the seven hours they were working a gain of 7*d.*, and you would deduct 6*d.* of that for meal hour?—Yes.

5754. And you are lodging a complaint because you are not permitted to do that?—According to the agreement we were to do that.

5755. To which agreement you were never a party. You have given the number of men in

Mr. Tom Mann—continued.

your employ. Have you any besides men in your employ?—No.

5756. No women?—There is the canned-goods trade under the charge of a gentleman who works for merchants direct, and they have a few women there engaged in labelling and painting, and doing for the canned-goods trade what Crosse and Blackwell, and Moir, and similar firms do.

5757. Do you know what number of women are employed at Free Trade Wharf?—I do not. The women work on one of the floors of Free Trade Wharf.

5758. That is the wharf you are here to represent?—Yes.

5759. Do you know that there are about fifty young women there?—The number varies, I know, from time to time, according to whether we are busy or not.

5760. They do labelling, canned goods, tinned meats?—They are on the tinned meat floor.

5761. Do they also do trucking?—They do trucking on the floor.

5762. That is, they wheel a truck?—They wheel a truck on an iron gantry.

5763. In the port of London women are being employed as wharf labourers. Do you know their rate of pay?—I do not.

5764. Do you say that that trucking is fit work for young women?—They like it.

5765. Do you consider it fit work for them?—Decidedly so; the way that it is done.

5766. You think it is proper employment for women?—I see no harm in it.

5767. Do you know the number of hours they work?—I do not.

5768. Is there any work done in the ships holds by these women?—None.

5769. Not at your wharf?—Never anything outside the floors.

5770. Does it go on at any of the other wharves that you can speak for?—That I do not know.

5771. The Association with which you are connected, the Docks, Wharves, Granaries' Association, &c., is purely a defensive one; you have not had much to do with Trade Unions, you stated I think?—Very little indeed.

5772. Has your Association recognised a standard rate of pay for the port?—There is nothing in the rules of the Association giving it the standard rate of pay.

5773. Have you by consultation agreed among yourselves, may I ask, for a given rate of pay for wharf work?—I have no recollection of ever hearing it discussed.

5774. Do you remember a dispute cropping up in connexion with Keen's Wharf?—No, there was a dispute, but the merits of it I do not know. That was a granary, and I took no cognisance of it.

5775. You did not take part in the settlement?—I took no cognisance of it.

5776. You said it would be inconvenient to limit the working hours per week to 48. In what particular would it be inconvenient?—Suppose we open a wharf at 6, and keep it open

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Mr. Tom Mann—continued.

till 6, and the men knock off at 2 o'clock in the day, you would have to employ others to go on with the work of the wharf during that time, and then to 6.

5777. You have it open now from 6 to 6?—Yes.

5778. But there is a considerable amount of overtime done?—Yes.

5779. Which means after 6?—Yes, on certain days; not every day. If it was every day then relays might be very advantageous.

5780. About what number of hours' overtime is worked there?—It did go 7 and $\frac{1}{2}$ of an hour per week over a period of three months.

5781. Would there be any limitation—would there be any reduction in the working of those working hours?—I do not think so.

5782. Would there be any especial difficulty except the trouble of taking on the additional shift?—The difficulty to us would be how to fit in the shifts—how to dovetail them so as to equalise the labour.

5783. It would require considerable organisation no doubt; but that is all, is it not?—There would be much difficulty in working it.

5784. It would mean now that you would steady employment for a given number, but make it more casual for another section than it is now?—That might be the result of it.

5785. I should like your opinion concerning the advisability, or otherwise, of municipalisation of the docks and wharves?—That is a question I have scarcely ever thought of. Would you, at the same time, municipalise our steamers?

5786. I should like your opinion as to the advisability of municipalising the docks, if you have thought it out?—I have not thought it out. I know that in Aberdeen the docks belong to the municipality; but the work itself is not done by the municipality, and the rates there for actual dock dues are higher than they are in London.

5787. You are not inclined to say more about that?—No.

5788. You have given us figures concerning the weekly rates of pay; of course you have dealt with those who have a regular run of work; can you give any idea as to the average rate of the casuals?—None.

5789. It is within your knowledge that there are a large number of men who get just a few days work only?—There would not be above 10 per cent. I mean to say, supposing we had 76 men, even if we were working full handed, we would not have more than 86 on any busy day.

5790. You are speaking for the Free Trade Wharf now?—Yes.

5791. Would the same apply to the other wharves?—I should say so.

5792. A similar proportion?—I should think so.

5793. 28s. 6d. was paid to your weekly men prior to August 1889?—No, 27s. I think.

5794. These same men, prior to the alteration, were taking 33s., you said?—I said it under reservation, and I have not taken it out, so

Mr. Tom Mann—continued.

that I do not know. I fancy that was the amount they were taking.

5795. How would the difference, which is a difference of 6s. a week, be accounted for?—I suppose that sometimes, instead of taking on casual men, we gave these permanent men the preference of the overtime.

5796. So that they worked much longer hours?—Yes.

5797. For the amount of time they work they get more now, I presume?—Undoubtedly.

Mr. Tait.

5798. You stated that your permanent men had between 30s. and 40s. a week, and you mentioned foremen and clerks and checkers?—Yes.

5799. Did that include any labourers who worked?—The checkers are checking the goods, and they handle them—they do a little at moving them; that would be all.

5800. Are we to infer that there were any what are generally known as labourers, who receive at your dock a permanent wage of 30s. to 40s. a week?—No. A checker, of course, is an intelligent labourer. He understands what goods are.

5801. At the same time he is not generally understood to be a labourer?—He is above that.

5802. He requires more education?—Yes.

5803. You referred to accidents, and said that there had been 10 at your wharf for a period of years; can you give us the period of years over which those accidents extended?—During the last 2½ years we only had one, and that to a foreman, through defective gearing. We have had 10 other men hurt, but not by the wharf machinery. In 1889 one man had a crushed toe; he was away 14 days. Another man had an ingot of tin fall on his foot—12 days. Another man fell off a ladder—18 days; he fell through the rung of the ladder. Another man was crushed by a sling of his own making. Another man fell down on his face. Another man had an empty case fall on him, and he was laid up for six days. Another man had his finger crushed, and was laid up for six days. Another man walking along on a lot of casks of tallow, stepped in between the casks of tallow and put his shoulder out. Another man, an engineer, looking after a gas engine, from an explosion of the gas had an injury to his eyes; he was laid up for 59 days. Another man had his toe crushed, and was laid up for 13 days. That is the nature of the accidents since 1889.

5804. What is the number of hours that your permanent men generally work for you per week; what is their standard work?—From 6 to 6, with half an hour for breakfast and an hour for dinner.

5805. Therefore they work 63 hours a week, 10½ hours per day?—Yes.

5806. Did you pay any attention to the evidence given here by Mr. Hubbard, the Chairman of the Joint Committee?—No; I have not seen it.

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Mr. Tait—continued.

5807. Are you aware that the Committee, of which he is chairman, work their dock labourers only the Customs House hours?—The docks and the coasting wharves are so different, and always have been so regards hours and as regards the conditions of labour. The hours and regulations that would apply to the docks would not apply to our work in the coasting trade.

5808. I suppose you are aware that the labourers under the Joint Committee when they are working by day as a rule only work 45 hours per week?—Yes, that is right, because they knock off at 4 o'clock.

5809. Therefore your men, whether casual men or permanent men, will be doing 18 hours per week more labour for you than they would had they been employed by the Dock Company?—Yes, and getting consequently more money.

5810. With regard to the accidents would you be favourable to any Government system of inspection of the machinery for the purpose of securing safety?—Our accidents have been so few that I fail to see where any Government inspector who might step in is going to improve us.

5811. It is not particularly what accidents you have had. Perhaps sometime there may be a great accident through the want of supervision; would you be against the principle of the Government just having an inspector for the purpose of seeing that everything was secure in the working in the interests of both the employer and the workmen?—It would certainly safeguard employers if there was an inspector of that sort.

5812. In what way?—It would take the responsibility off them.

5813. If the inspector reports that the gear is good, how does that relieve the employers of responsibility?—He in saying so does it in a way.

5814. Surely he does not relieve the employer of responsibility?—It may not relieve him legally if an accident occurs, but it would relieve him morally.

5815. Do you think that if you have a Government inspector for your works that you are relieved from all responsibility?—From moral responsibility. If a Government inspector passes a chain and I afterwards use it and it breaks, certainly he takes some of the responsibility, does he not?

5816. You do not say that if a Government inspector examines a chain to-day, that gives a greater security for using it to-morrow, do you?—No, but anyone would naturally turn round and say the Government inspector has inspected it and it is fit to use.

5817. Yes, for the time being naturally, but when does it relieve you of the responsibility?—Unless there was a relief of responsibility one way or the other, I do not see much good in an inspector.

5818. Then you are only prepared to say you would have Government inspection if it would take responsibility off the employer?—Yes, that is it.

Mr. Tait—continued.

5819. It is not for the safety of the men, but because it would simply take the responsibility off you?—As regards the safety of the gear, you must not only understand that there is danger to the men, but that there is danger also of damaging the goods, so that it is our interests to see that our gear and everything else is in as good fettle as possible.

5820. I am not saying that, but I am wanting you either to admit or deny whether or not a Government inspection would be beneficial in the interests of both workmen and employers?—I should say decidedly it would not be beneficial.

5821. Why?—Because just now we are all interested in trying to minimise accidents and to get as efficient gear as possible.

5822. I quite admit that you are all interested, but have all your men practical experience?—Yes; I should say that the men we employ, on board steamers especially, have practical experience of the work, and they are all authorised, whenever they see the least defective gear, to call our attention to it—if it is a rope sling, to cut it; if it is a chain sling, to throw it on one side.

5823. You mentioned to us one instance of a man getting hurt who made his sling for himself?—Yes.

5824. Therefore he was not a very competent man?—It was not the breaking of the sling; the sling jambed.

5825. Was it through any fault of his own?—Yes, it was his own fault.

Mr. Collings.

5826. At the present time are your men unionists or non-unionists, or both?—I never enquire; we never enquire. By the rules of the Association we are not supposed to take any cognisance of it. I believe they are unionists.

5827. You have no difficulties?—We have no difficulties with them. We practically employ the same men that we have done for years.

Professor Marshall.

5828. What is the weight of the trucks that the women wheel when loaded?—The weight when loaded is about 1 cwt.; it is a case of canned goods.

5829. I did not quite understand on what the trucks run?—We have a plate of iron about the width of this table, and the truck wheels being iron run along this plate.

5830. And the movement is all horizontal?—It is all horizontal; they tip it up so [*describing*] and run away with it.

5831. So that the actual force exerted would be very small?—Very small indeed.

5832. Then with regard to the wharves being opened for 12 hours, would it be at all possible to have one shift beginning at 6, and ending at half-past 3—that is after 8 hours' work—and another beginning at 9 in the morning and going on till 6?—We could not do that, because you see we want to start our work at 6 o'clock and go straight on with it, and that would be a sort

29 July 1891.]

Mr. JAMES GREIG.

[Continued.]

Professor Marshall—continued.

of dividing of the work. We could not complete our gangs by starting one at 6 and the other at half-past 8.

5833. I do not quite understand that—would it not be possible for some part of the work to begin at 6 and end early, and for another part of the work to begin later and end later?—No.

5834. Why would that be impracticable?—You see if you are discharging a steamer you want your full gangs upon her, or else if you are only working half gangs or short gangs your work gets delayed; you must have your full gangs to get on with it, and if you do not start a full gang at 6 o'clock you will not get through the work sufficiently well with a small gang until you get your other relay of men later on.

5835. I am afraid I do not understand still. Would all the men on a wharf generally be employed at one job at the same time.—Not all on one job.

5836. Then would it not be possible to take some of the jobs early and other jobs late.—I am afraid that in actual practice it would not.

Professor Marshall—continued.

5837. If you can explain why, I should be glad.—For instance, we employ a lot of men in loading vans up so as to get deliveries. If you do not commence at 6 with them they do not get round the city to make their deliveries. We require a full gang for that. Then we require full gangs to go on with our steamer simultaneously at 6 o'clock. If we had only half gangs starting at 6 and another portion coming on at breakfast time, that would not altogether suit us, because we could not get through the same quantity of work.

5838. Of course you would not do the same work in eight hours as you would in 12, but I do not myself see how it is that the wharf work is not well suited for two gangs, one overlapping the other, that is one beginning early and one ending rather late?—I have never studied the question out, but I must say that to my mind it seems that it would not suit.

5839. You cannot make it any clearer. Why not?—No, I cannot.

The witness withdrew.

Mr. ALBERT EDWARD EARNSBY called and examined.

Earl of Derby.

5840. We understand you are a free labour foreman?—Yes.

5841. Free labour I presume we may take to mean non-unionist labour?—No it would not be free labour if it were non-unionist only. It is free labour when union labourers can come if they like to work with us. That means free labour, I understand.

5842. Labour in regard to which no preference is given to man whether he is a unionist or non-unionist, that is free labour?—Yes, no preference to anyone whatever.

5843. Now we have heard a good deal of the condition of the dock labourer. You are in a position, I think, to compare it with that of the agricultural labourer?—I can compare the two conditions together. The condition of the agricultural labourer is far worse than the condition of the dock labourer.

5844. Have you any experience personally of agricultural labour?—I have had a lot of experience. I came from an agricultural district.

5845. And have worked yourself here, I suppose?—I have.

5846. You told us that the dock labourer is much better off; what is the difference?—In one way if the dock labourer goes to work this morning we will say at 7 o'clock, and goes on to the first ship at 7 o'clock, and he works the whole of the day, he will get as much in that one day as many agricultural labourers get in two days and a half. If he works three days or four days a week he is much better off altogether as far as what I have seen of the dock labourer in London. I can say myself if

Earl of Derby—continued.

he does not get three and a half or four days a week it is his own fault because he does not turn up.

5847. You think there is work enough to give every competent workman three days or three and a half days a week?—I think so. I think if the men do not get the work it is because they are not men who do their work, or they are men who keep away.

5848. As a matter of fact I suppose you find the agricultural labourers come very frequently and very freely into the docks?—No.

5849. Do not the agricultural labourers come to the docks?—No, I think it is the other way. I think it is sometimes the people from London who go into the agricultural districts to take the work away from the agricultural labourer at different periods of the year.

5850. Do you mean that when the docker is not finding employment in his own business he goes into the country to pick up odd jobs?—Take, for instance, the harvesting time of the year. I have known myself from conversation with the men who have come down into the rural districts to do the harvesting work, and have done it in one way of speaking cheaper than the people that are about there have done it themselves or would have done it. I know from conversation with them that they were members of the different Trades Unions or London labourers' unions.

5851. Do you not admit, or do you not know, that what we find from other witnesses is that there is a migration of agricultural labourers to the docks?—The only great migration of

29 July 1891.]

Mr. ALBERT EDWARD EARNSBY.

[Continued.]

Earl of Derby—continued.

agricultural labourers to the docks that I am in any way aware of is those who came up last winter during the strike in the docks.

5852. Now you tell us in a memorandum which I have before me that the best of union men are not always willing to leave their work when the delegates desire?—Yes, I have some little experience amongst different men of that. I might say that some of the men who have been in the employ of the British India Steam Navigation Company for some number of years, and some of the men who have been in the employ of the P. & O. Steam Navigation Company, would not leave their work though they absented themselves from the work the first morning after they were told to absent themselves, but were willing and many did come back to their work the following morning. More than that I may add now that there are many men who are in the Unions at the present time who tell me—of course they may say different in other places—that they never will come out on another strike.

5853. That they will not come out again?—Yes.

5854. You have told us in this paper that you have an opinion as to the manner in which wages ought to be paid. Will you explain that?—In my opinion wages should be paid weekly, especially for the work that I am doing now in the docks. I will take an average day. I have under me sometimes 70, sometimes 80, sometimes 90 men, and if the men do a good day's work to-day, these men are not all one class of men some of them do not belong to the Union, because the Union will not recognise them if they work with the coalies, but they are men who have belonged to the Union, and I take them as a fair sample of the men in the Union and of the free labour men as well; now these men if they do a good day's work to-day earn say 9s., 10s., or 11s. to-day, but you will find that only two thirds of them will turn up the next morning. I have noticed that as soon as they get their pay they walk out of the docks, if it is safe enough for them to walk out of the docks, or they ride out of the docks, and as soon as they land out of the train they go into the public houses. They do this daily, so that it is six temptations a week they have to spend their money in drink, but if they were paid weekly there would only be one temptation, and I think if a man had a lot of money in his hand he would say I will think twice over before I spend this. My wife and family will get that. That is why I think wages ought to be paid weekly.

5855. You would rather that they should be paid weekly than at the end of the job?—I think it would be of more benefit to the men themselves if the wages were paid weekly; in fact it would be a benefit to me and to the master too, because if a man comes to-day and he gets into a certain position in his work, and the next day you have to put another man in that same place that he has been in if he does not turn up, that makes a lot of inconvenience.

Earl of Derby—continued.

5856. Now, you have something to tell us about the hours of labour?—In the dock where we are at work now we cannot possibly make one system of hours; we cannot possibly make it, we will say eight hours, or nine hours, or ten hours. If a man starts a ship, say in the coaling line, or a gang or two gangs, and if they were to work only eight hours there would always be a row between the gang that came to relieve them, because perhaps the work could not be left just so for them. If they came into the bunkers the bunkers would not be trimmed just so for them, and there would always be a dispute between the two parties. So you could not very well do it there.

5857. You think there would be a practical inconvenience in the system of working by relays?—In the class of work that I am alluding to now.

5858. And therefore you are opposed to any regulation of the hours of labour by statute?—No, I should not be opposed if it was the wish of the majority.

5859. But you think it is not the wish of the majority?—I do not think there is a majority at present.

5860. Do you mean that you think that the men have not considered it, or that they have a fixed opinion about it?—I do not think they have yet.

5861. Now, could you tell us something as to the class of men who were imported by the Shipping Federation during the late strike; what sort of men were they?—In my opinion they were very good men indeed, with the exception of a very few; the majority of the men who were employed during the late strike were men from the country—men recruited from the agricultural labouring class and fishermen, and I think that on the whole there was no complaint whatever to be made about them. There were some of them when we were pushed for hands who came for the express purpose of getting a job, they were there perhaps one or two days, and they formed the riff-raff, and they were soon shifted. In my opinion I think they were thoroughly good men. In fact to show that they were, the British India Steam Navigation Company have taken one half of the whole of their *employés* (156, I think) from those men who were brought up from the country, and the P. and O. Shipping Company have taken 110, I think it is, half of them being countrymen and the rest old hands.

5862. We may take it generally from you that you think the men who were brought in in this way were quite competent to do the work?—Quite competent. It has been represented that the union men had to knock off work on account of the danger of working with non-union men. Now it is an impossibility for it ever to have been such a thing as that because the Unions have strictly forbidden the men to work with non-union men. It is not the officials of the Free Labour Department who have forbidden their men to work with

29 July 1891.]

Mr. ALBERT EDWARD EARNSBY.

[Continued.]

Earl of Derby—continued.

union men; it is the Union who have forbidden their men to work with the non-union men. One of the ideas they have advanced is that the men are not competent to do the work. They never have worked with them yet, and wherever they have worked on the same ships as our men have worked, they have been so far apart that it is impossible for it to be any danger at all if they do work with them. For instance, if our men are coaling and they are non-union men, we are so far apart from the other men that it is impossible unless a man has actually got some coal and throws it on top of the others to be a danger to them, and it is impossible if their men are coalies and our men are stevedores for our men to pick up a case and throw it into the coal barge, because they are too far away from them.

5863. Then you would say that this charge of non-union men being dangerous to work with is only an excuse?—It is only an excuse from my experience of it. I have worked on the same ships as the union stevedores have worked and we have had no connexion with them at all. I do not think that we are near enough to them for them to be dangerous to us, and I do not think they could advance that same excuse towards us.

5864. We understand that you have some evidence to give us as to assaults and intimidation practised by union men, could you tell us what you know on that subject?—I cannot give you the exact dates. I think the first was an attack on the "Scotland." I noticed on that day one man in particular. I have since been told, but I cannot find out his name, that he is some official or somebody of some note in one of the Unions. This man with four or five more went round to the different ships and the different barges where men were at work, and those were union men who were at work, and called them together asking them to come and storm and turn the blacklegs out of the "Scotland," and the men assembled to do it. This was done in a matter of about an hour and a half, sufficient time to organise in a body and get them together in one lump. The first thing they did was to besiege the small tug we had in use; when taken about 60 men went into the Victoria Dock to the ship "Transition," where they went to work. They assembled there at the entrance of the dock from the Albert Dock to the Victoria Dock, and picked up everything they could lay their hand to—lumps of coal, iron bolts, lumps of iron, stones, and one thing and another—and they began to pelt and do all they could to harm and to injure our men if they could. The next thing they did was to man some barges to try and get to the tug, so that they could go on board the tug and storm her, but happily the tug got out of their way and came back to the "Scotland." During this time they got some more men together, and the whole of them returned in a body till they got near to the "Scotland," and then they divided; one party got behind the shed out of the way, and the other party came to make a raid on

Earl of Derby—continued.

the "Scotland." According to my observations the party that went behind the shed were to all intents and purposes to rush in to the "Scotland" as soon as the half of the men had drawn the men out of the "Scotland." There were two men found on board the "Scotland" afterwards that belonged to this party that stormed us, and they owned that they were to show the way.

5865. You are speaking of what is within your own knowledge?—I am speaking of what I saw.

5866. And you have no doubt that this was an authorised attack, but you cannot tell us precisely?—It almost convinced me that it was an organised attack. They divided, and one half of them came to attack the men that were in the "Scotland." The first sign that we had of this attack was that on five men coming from the w.c. they were knocked down and kicked by the union men before ever we retaliated on them. I should say that one half of our men rushed out of the ship. We saw that men were hiding behind the shed; it seemed as though as soon as our men rushed out of the ship they rushed out too, and as they saw we had some men left on board the ship they went back again; so it seemed to me that it was organised.

5867. That attack on the dock I presume is the attack you have put down in your memorandum as on the "Petrel"?—No.

5868. Is that a separate case?—That is the "Scotland"; the next is the "Petrel," and the next is the "Brazilian." On the 4th July I had charge of the working of the "Brazilian," which is one of the Wilson-Hill Line. We worked late that night; we had to work till 10 to finish the ship. At 6 o'clock the ganger of two gangs said to me: "If you do not come out and fetch the police our men will be killed." I went for the police, and at "Lady Ashburton's"—that is a restaurant just outside the dock gates at Woolwich—there were about 200 coalies assembled. They broke into this "Lady Ashburton's" place and started storming our men with everything they could pick up. This then did not seem to be an organised attempt; but at every gate that you could pass out of from North Woolwich there were parties of these coalies assembled together, and every solitary individual of our men who went out through one of these gates was assaulted. That is the last attack which was made. Now in the docks not one of our free labour men can safely walk from one end of the docks to the other. I have on many occasions myself had to walk from one place to another to my work, and I have had lumps of coal thrown at me, some of them 4 lbs., some of them 5 lbs., and some weighed more than that; and bolts thrown at me; and more than that I have had five and six men sent out to me to assault me. It has been a matter of impossibility—I will say the unions have something to do with it—to get at these men, for if these men attack you in a dock to-day, to-morrow they are shifted to

29 July 1891.]

Mr. ALBERT EDWARD EARNSBY.

[Continued.]

Earl of Derby—continued.

work in another dock, and so it is impossible to get at them. Indeed, not on one occasion have I ever known one of our men to start an assault.

5869. As a matter of fact were there any prosecutions following upon these acts of intimidation which you have described?—No, it was impossible to get at the men—it was impossible to identify them.

5870. They could not be identified, and therefore nobody was prosecuted?—I think there were some prosecuted over this first attack. I think Mr. Robb gave you evidence on that this morning.

5871. I think there is one other subject upon which you wish to give evidence, and that is the existence of public-houses within the dock premises?—Yes.

5872. You object to them?—There is one thing I have noticed about it. There is one especial place in the docks; it is the Central Hotel. I do not think it is right that men after they have earned their money should have a temptation within the place where they have earned it to spend all their money. More than that it breeds quarrels if the place is open to every one, and our men of course when they get a drop of drink there is not the least doubt that they are as bad as the others if there is a row springs up in a place like that. I do not think it ought to be allowed within the docks.

5873. Do you put it in this way, that if there is bad feeling between unionists and non-unionists, or any other ground of quarrel among the men, they are more likely to quarrel in the public-house than anywhere else?—No, I do not mean it in that way; I meant amongst our own men; it encourages them to spend all their money, and of course it does the union men too, because they all use the same house. It is the only one there.

Mr. Collings.

5874. We have had it stated to us by several witnesses that the average wages of dockers are from 11s. to 13s. a week, is that your opinion? I should say that the average wages of men—though I am only speaking from what the men have told me themselves—on the British India and the P. & O. Steamship Company's lists are far more than that.

5875. We have also had evidence saying that the Federation men were underpaid, and that the Federation men undersold the union men?—I think that is not right.

5876. Undersold I mean in the matter of labour?—In the first instance the agreement that the men were taken on in the docks by the Shipping Federation was 5s. per day with food and lodgings.

Mr. Tom Mann.

5877. And beer?—Yes, and beer; that is included in the food I should think. They were given clothing as well in the first instance; each man was supplied with a suit of clothes, two shirts and two vests.

Mr. Collings.

5878. What is your answer to the question whether or no the Federation men are underpaid?—The Federation men are not underpaid.

5879. They are not underpaid?—No, they are not.

5880. Then we have had evidence to the effect that the unionist labourers were supplied with meals during night work, and that the Federation labourers were not supplied with meals during the same time, what is your evidence on that point?—During night work we used to supply our men with two meals.

5881. What is your answer—that you do not agree with the statement that the unionist labourers are supplied with meals during night work, and that the Federation labourers are not in what is your answer to that?—I do not know whether the unionist men are supplied with meals at night; our men are not supplied with meals at night now.

5882. Then we have had evidence stating that the officials connected with the Federationists were always sweating and driving the union men under them?—That is wrong, because we have no connexion with the union men, the union men will not work with us, so that we do not drive them; we cannot drive them; they will not come with us.

5883. We have had repeated statements to the effect that the Federation officials have threatened the union men if they did not work harder, and such like?—It is wrong, because we never had any union men to work with us.

5884. You stated that the agricultural labourers did not come directly to the docks to obtain employment?—I have never known of any. In my district I have never known of any.

5885. Is it within your knowledge that men from other occupations come to the docks who have been displaced by agricultural labourers such as drivers and carmen, and suchlike?—No, I do not know anything about that.

Mr. Tuit

5886. How long have you been foreman?—Eight months.

5887. Would you object to give us your age?—My age now is 30.

5888. How long have you been engaged in dock work altogether?—Eight months in the London Docks.

5889. Were you at any other docks?—No.

5890. Then you have only been connected with the docks eight months altogether?—Yes, eight months.

5891. And you have been foreman all the time?—Yes.

5892. Were you a member of any Union before you came to the docks?—No, I am not the member of a Union.

5893. Were you a member of any Union at any time of your life?—Yes, the Kent and Sussex Agricultural Labourers Union.

5894. How long were you a member there?—Not long; I could not say what the length of time was, but I was a free member.

29 July 1891.]

MR. ALBERT EDWARD EARNSBY.

[Continued.]

Mr. Tait—continued.

5895. How long were you working on agricultural work?—Five or six years altogether.

5896. What period of your life would that be at?—The latter period, that is before I come up here.

5897. Then you were working at agricultural work before you come up here?—Well, rural work, sometimes it was agricultural and sometimes it was something else of course; agricultural work is not all the year round.

5898. Have you ever been engaged as farm servant?—Yes.

5899. Living at the farm and doing farm work; No, not living at the farm—as a farm labourer.

5900. Hired at the ordinary hiring?—No.

5901. Then you are not an agriculturist in the proper sense of the word?—It all depends upon what you call an agricultural labourer. An agricultural labourer in my sense is a man that works on the farm; a man who is fit to take work at any job on a farm is an agricultural labourer.

5902. Do you think you would be competent to do that, and could express an opinion on the work?—Yes, I think so.

5903. Now would you give us the data for the statement that you made to the effect that the position of the dock labourer is much better than that of the agricultural labourer—something more definite than what you simply stated to the Chairman?—Yes, I think the average wage of the dock labourers, taking them right through, is 13s. a week, is it not?

5904. That is disputed?—Is it given as less or more than that?

5905. It is given as less, considerably?—I should not think so.

5906. But we have it on the authority, both of dock labourers and of the officials, that it is the case?—If it is 12s. a week it is more than the farm labourer gets.

5907. Do you know most of the Federation foreman?—Do I know most of them?—There are only two at present.

5908. Can you tell us whether either of these two men were members of any of the Unions?—Not that I am aware of.

5909. You said after one day's work that only two-thirds of the men come back to work?—Yes.

5910. Does that occur in all the docks?—It does with me.

5911. With the Federation men?—Not only Federation men, but I think others too.

5912. Of course you only work with Federation men, and you can only speak for them?—That is so.

Mr. Tom Mann.

5913. I should like to press this point a little farther respecting your experience, because of the statements you have made in connexion with dock work generally. Will you tell us what you were working at prior to eight months ago?—Prior to eight months ago?

Mr. Tom Mann—continued.

5914. Yes?—As a rural labourer—an agricultural labourer.

5915. Can you tell us how you came up to London?—Yes. I come up to London last December.

5916. Can you tell us what brought you?—I was asked to come up to London to go to work in the dock, and I came up.

5917. Can you tell us under what conditions you were asked?—Yes; the conditions were that I was to receive 50s. per week and board and lodgings.

5918. Can you tell us what agent was about there?—No agent whatever; it was simply a letter from a personal friend in London.

5919. Board and lodgings and beer stated?—No, I do not drink beer, thank you.

5920. Was that stated?—No, there was nothing said about beer in my agreement, though it was there if I wanted it.

5921. And when you came to London were you immediately appointed foreman?—Yes.

5922. But you had no knowledge of dock work?—As to the knowledge of the work that I am required to do at present, I do not think that it requires such an extraordinary lot of knowledge, only to use your common judgment in the coal business.

5923. What is your work?—Foreman of the coalies.

5924. What duties have you to discharge?—Only to see that my men do their work in a proper manner—to see that their work is done thoroughly; that their work is done all right, and that the quantity of coals is got in, and to take the tonnage and transfer the tonnage to the proper parties.

5925. You came from an agricultural district, from farm work?—Yes.

5926. Direct to the Albert Dock?—Yes.

5927. And for the Federation you began immediately to act as foreman, to supervise men and see that they did their work properly?—Yes, but previous to this I had been to sea, I had served 10 years in the Navy, so that I had some slight knowledge of what a ship was.

5928. But you had no knowledge of loading or discharging?—I think so. I think I had done a little of that in my time before—sufficient to retain what I had known in my memory.

5929. You spoke of the competency of the men, and you said that Federation men do not work with union men?—That union men will not work with Federation men.

5930. You spoke of the Hill Line?—Yes.

5931. Do you know the conditions that obtain now on the Hill Line?—No, I have not got much to do with the Hill Line; in fact if there are any conditions at all they are outside my knowledge. We do not go into the conditions.

5932. Do you know that the Federation have supplied non-union men?—Yes.

5933. And that they are working with other men that were formerly working there—not non-union men?—Union men?

29 July 1891.]

Mr. ALBERT EDWARD EARNSBY.

[Continued.]

Mr. Tom Mann—continued.

5934. Yes?—I only go on what I know in the docks and I have known one instance, that is the British India Dock where union men, worked with non-union men, and there when they passed one of the ships which had solely union men employed on it, they received a worse doing than ever we received from the Union men themselves. I went by that.

5935. Respecting the wages: were wages offered to many at 50s. a week?—The foremen get 50s.

5936. Only the foremen?—Yes.

5937. You have mentioned that 30s. a week was offered?—30s. a week for the labourer.

5938. And board and lodging and beer?—Yes.

5939. You know that the beer was mentioned?—Beer was mentioned; it was mentioned in some of the agreements I think.

5940. You know that the beer was supplied?—Beer was supplied.

5941. Is it in consequence of the sad experience that you have obtained of the supply of that beer by the Federation having such disastrous effects that now you come to say it is a bad thing to have beer?—No, I had no part in the sanction of the supply of beer by the Federation.

5942. Of course not?—The beer was supplied simply during the time it was unsafe for a man to go outside and get his pint if he wanted it after he got home; it was not safe to move five steps outside the ships, else you were knocked down; that is why the beer and food were supplied.

5943. The effects of the beer on the men?—I do not think it has been any harm to the men—not that beer then.

5944. That beer was all right; it was the other beer?—What I think is, it is the way men have got temptations after they get their money when they get outside.

5945. Now with respect to the way your duties are discharged; what particular line do you work for; one or several?—The British India, the New Zealand Shipping Company; Shaw, Savill, and Company; the Wilson-Hill, and the Allan Line.

5946. And the P. and O. Company?—The union men are still working with the P. and O. Company.

5947. You supervise coaling for those four lines?—At times.

5948. At times?—Yes. I do not take more than my share of the work.

5949. I wanted to see what experience you had had with a view of justifying your making the statement that for the work in the London Docks—the docks in the port of London you think, if a man did not get at least three days a week it was his own fault. It would appear that your first acquaintance with the London Docks was eight months ago?—Yes.

5950. And that since that time you have confined your attention to one or two particular lines running into the Albert Dock exclusively?—Yes.

Mr. Tom Mann—continued.

5951. And therefore have had no opportunity of gaining knowledge at the Victoria Docks, at the India Group, at the Millwall, at the Surrey Commercial, at the London and St. Katherine's, and at not one of the 215 wharves, granaries, and warehouses in the port of London?—Excuse me, I have had some conversation with the men in charge.

5952. Conversation?—Yes.

5953. Have you had experience?—I think they have had experience.

5954. But have you?—Not with other docks.

5955. Nor with wharves, nor with any other places excepting these particular lines you have mentioned?—That is so.

5956. And on the strength of that you say if a man in the port of London does not get three days a week it is his own fault?—I think in many cases it is so, and I am of that opinion now.

Mr. Bolton.

5957. Did you intentionally mean to give the Committee evidence upon matters with which you are not personally acquainted?—Is this voluntary do you mean?

5958. Did you intend to give the Committee information upon matters with respect to the evidence with which you had not a personal acquaintance?—No.

5959. Then the information you have given here applies to those docks with which you are acquainted?—Yes, that is the Albert and Victoria Docks.

5960. From the time that you took up your position to the present have the Federation, as far as you know, been able to complete the work that they have undertaken satisfactorily to those employing them?—I believe so. I have not had any complaints.

5961. Have you failed yourself on any occasion?—No.

5962. Can you account for the fact that the Federation started this system of employing workmen and paying them much higher wages than had been paid before—what caused them to do so?—I have found out since that it was caused through seamen and firemen coming out on strike, and then, in support of these the coalies came out, and then, I think, the dockers and stevedores came out. Therefore they had to get some labour from somewhere, and so they called up some labour from the country.

5963. Then it has been simply in self-defence?—It has been in self-defence.

5964. Can you give any idea as to the proportion of unionists and non-unionists employed in connexion with the docks that you are acquainted with?—Yes, the number of men that is free-labour men, employed by Shaw, Savill, and Co., on March 20th, was 94.

5965. Give us the totals, if you can?—On the different days by Shaw, Savill, and Co., the New Zealand Shipping Company and the British India Steam Navigation Company; they are the three that employed free labour and union labour during the months of March

29 July 1891.]

Mr. ALBERT EDWARD EARNSBY.

[Continued.]

Mr. Bolton—continued.

and April. And on March 20th there were 94 in the Albert Docks; March 21st, 108; March 23rd, 133; March 24th, 102; March 25th, 75; March 26th, 60; March 28th, 10; March 31st, 172; April 1st, 186; April 2nd, 247; April 3rd, 253; April 4th, 247; April 6th, 237; April 7th, 204; April 8th, 149; April 9th, 101.

5966. I do not think it is necessary to give all these—perhaps you will give us the highest and the lowest in each month?—In July the lowest was 363 and the highest 811 in the Albert Dock.

5967. Were those Federation men? — Yes, that is by Shaw, Savill, and Co., &c.

5968. Can you tell me now, at the same date, how many non-Federation men were employed in the docks?—No, I cannot.

Mr. Bolton—continued.

5969. Can you make any guess?—I think as near as possible, these Companies take one half union men—that is in the docking line.

5970. You have referred to the objections or the disadvantages of working by shifts or relays—have the men any objection to relays?—Yes, in my line especially.

5971. Why?—If the men start a ship and take the coals in the bunkers they generally like to finish a bunker, because when they get it about three-parts full, then comes the hardest part of the work, for some bunkers are smaller than others; and if it should be their shift to come on when it is three-parts full these men would have twice the amount of work to do, and it is all paid by the ton; it is tonnage work.

5972. It is not a desire for overtime?—No, not on their part.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

30 July 1891.]

Mr. J. POLHILL.

ELEVENTH DAY.

Commission Room, Westminster Hall, Thursday, 30th July 1891.

PRESENT:

THE RIGHT HONOURABLE THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.
Professor MARSHALL.

Mr. SAMUEL PLIMSOLL.

Mr. HENRY TAIT.

The Right Hon. Sir J. E. GORST, Q.C.,
M.P. (Group C.), Mr. M. AUSTIN (Group
C.), Mr. G. LIVESEY (Group C.), Mr. J.
MAWDSLEY (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. JOHN POLHILL called and examined.

Earl of Derby.

5973. You are, I understand, a free labourer at the docks?—Yes.

5974. Were you always employed at the docks?—I have only been at the docks about seven months.

5975. You were formerly an agricultural labourer; is that not so?—Yes.

5976. What have you got to tell us as to the condition of the workers at the docks as compared with the agricultural labourer?—I think the agricultural labourer is not paid nearly so well as the men are at the docks.

5977. You think that a man who has been employed as an agricultural labourer gains by getting employment at the docks?—It is like this with me: I was out of employment for three months, nothing to do; there were many more like me, hundreds, and I saw the chance, and I came up to work.

5978. And since you have been at the docks have you been out of employment?—No.

5979. Are you one of those permanently engaged?—Yes.

5980. What are your wages?—6s. per day.

5981. Any overtime?—Yes, 1s. an hour overtime.

5982. What are the ordinary hours of labour?—From 7 to 5.

5983. Ten hours?—Nine.

5984. There is an interval of an hour taken out?—Yes.

5985. Now, we understand that you are prepared to say something as to the assaults committed upon and the intimidation of the free labourers practised by men in connexion with the union?—Yes.

5986. What have you to tell us about that?—Enough to fill a newspaper pretty nearly. I have been in every one of the battles right through.

Earl of Derby—continued.

5987. We need not ask you as to details, for we have had them before. Did you hear the evidence which the last witness gave yesterday as to the assaults upon the depôt-ship "Scotland"?—Yes.

5988. On the tug "Petrel"?—Yes.

5989. And on the steamer "Brazilian"?—Yes.

5990. Can you confirm what was said by that witness?—Yes, every bit.

5991. Were you present on any of those occasions?—I was on every one.

5992. And you think he has not exaggerated in what he has told us?—He has not exaggerated, not one word.

5993. You are not a member of any Union, are you?—No.

5994. I understand you rather wish to state your reasons for not belonging to any Union?—The reason that I object to the Unions is because they confine it to one thing alone.

5995. They confine you to one thing alone?—Yes. A member of the Union, according to what I have been instructed, is a man who is confined to the Union, and not allowed to go to work elsewhere if he cannot get employment in the docks or anywhere about.

5996. How do you mean, not allowed to go to work?—He is not allowed to go to work anywhere else or with a free labour man.

5997. You say your reason for not belonging to a Union is, as I understand, because you consider you would not be free to choose your own kind of work as you are at present?—That is it.

Mr. Ismay.

5998. You say the Union limits your freedom of work; what do you mean by that?—My meaning by that is this: I think it is a very

30 July 1891.]

Mr. J. POLHILL.

[Continued.]

Mr. Ismay—continued.

hard thing myself that a man who is in a free country cannot go to work where he likes, where he can get the best money for his labour.

5999. Do I understand that the Union compels its members to work at so much a day and at distinct occupations?—Yes, that is it. He must work for so much a day, and if he cannot get that he must stand still.

6000-1. Do you mean that a stevedore works at stevedoring work, and a porter at porters' work, and so on—is that what you mean, that they limit the men in that way?—Yes.

6002. Do you find the Union in London different to the Union elsewhere?—I never knew any Union anywhere else only when I came here. They have no Unions down in the marsh.

6003. What part do you come from?—From Romney Marsh and Dungeness.

6004. How long have you worked at the docks?—Seven months.

6005. As a free labourer?—As a free labourer.

6006. Have you been in employment the whole of that time?—The whole of that time

6007. And your wages have averaged what?—36s. a week.

6008. What did they average before you came to the docks at London?—I should not think anything more than 12s. or 13s. a week.

6009. Then having regard to the greater cost of house rent and living, you think it is a distinct gain to you, do you?—I do not see that the dock wages are anything more than they ought to be, myself, because there is a lot of danger in it—there is more danger in it than there is in the agricultural work.

6010. But the balance of advantage you think is with the docks, do you?—Yes, I do.

Mr. Bolton

6011. Do I understand you rightly in saying that if you were a member of the Dockers' Union you would not be allowed to work at any other trade in London?—Yes, you would be able to work at any other trade certainly, but you must get the money that you are getting at their call. I suppose, according to what they say, they cannot work under price, they do not dare work under price; but they do work under price, a tremendous lot of them.

6012. But not in any other employment, do you mean?—It does not matter what employment, because I have worked along with men, and they have told me themselves that they have had to work, they have come down and had to work under price, and if they only knew it in the Union they would get turned out of it.

Mr. Tom Mann.

6013. You were a farm labourer before you came to the docks?—Yes.

6014. You had been out of work three months?—Yes, that is a common thing down

Mr. Tom Mann—continued.

there, anywhere in the country, for a man to stand out three months.

6015. How many years had you been a farm labourer?—I had been a farm labourer, I should say, 10 or 12 years, and I have had nearly 20 years at sea.

6016. Some 10 or 12 years as a farm labourer?—Yes.

6017. And you were out three months prior to coming to London?—Yes.

6018. Is that a regular occurrence at a certain period of the year?—Yes.

6019. What period was this?—In the winter.

6020. And when you were working you got what per week?—You got 2s. 6d. a day from 9 to 10 hours, not paid by the hour but paid by the day, 15s. a week. Well, 15s. a week, if you should make a full week, but then you have got all these things to put up with, the rain, frost, and everything; it does not assure you that money you know, you only have what you work for.

6021. You had never been connected with the Union in those districts?—Never.

6022. How did you come to London?—I came up to London because I had a man come to me and asked me whether I wanted to go to London to go to the docks at 30s. a week and board and lodgings. I said "yes," directly, for to better myself. I had a wife and family and they wanted food, and I had got to do something, so I came.

6023. And since you came seven months ago you have had constant employment?—Yes.

6024. Averaging 36s. a week?—Yes.

6025. That is 36s. a week on ordinary time?—Yes.

6026. 6s. a day?—Yes.

6027. But you have made overtime in addition to that?—Yes.

6028. Of course it runs over 36s.?—Yes.

6029. You have mentioned that you think there is some objection to the Unions, but I do not quite gather why. You have never had any connexion with any Union?—I have never. I have only heard what the others have said who have belonged to the Unions. I never had any connexion with any Union.

6030. In getting this 6s. a day, is that less than the usual rate, do you know?—Not that I know of.

6031. What work do you do?—I am a stevedore.

6032. Do you confine yourself to stevedoring?—Yes.

6033. Have you been doing any coaling?—When I first came up.

6034. You began coaling when you first came up?—Yes.

6035. You had never done anything in that way before?—No.

6036. Are you aware what the Union rate for coaling is?—No, I am not.

6037. You are not aware that 6s. a day is not the proper price from the Union point of view?—No, I am not. I am not aware what price they get for coaling, I am sure, but I think they

30 July 1891.]

Mr. J. POLHILL

[Continued.]

Mr. Tom Mann—continued.

generally get it by the ton—they work it by the ton.

6038. You do not know what they usually make a day?—No.

6039. You say you object to the Unions because you have been informed that if you are a union man you would have to take work at the recognised rate or not take it at all?—That is it—stand still.

6040. And your objection is that you ought to be allowed to take it at the best price you could get?—Well, I think that a man ought to.

6041. That is the only objection you have raised; have you any other objection?—No.

6042. It is rather a good thing for you, is it, not, that the Union or something else did cause this difficulty to take place?—I do not know.

6043. You would probably have been down in the country now if it had not?—No bounds where I should have been—very likely at sea.

6044. You had had 10 years at 12s. or 13s. a week for nine months in the year, with three months out, and now you come up and get regular employment at 6s. a day for ordinary time. Are you aware that those wages have only been obtained as the result of Union work—you are not aware of that—you have not any knowledge of that?—No.

Mr. Tait.

6045. Regarding the statement made by Mr. Earnsby yesterday, whose evidence you corroborate this morning, how long had you been in London when the attack was made upon the "Scotland"?—How long was I in London; well, I could not say.

6046. Was it immediately after you came?—No, it was some time in January; I think it was the 18th of January.

6047. I think Mr. Earnsby stated that there were between 200 and 300 men who were present at the attack on the "Scotland"?—I think there were.

6048. He said they were all union men?—If they were not all union men they were all in the docks and employed in the work. I was in the "Petrel" and went up there, and as we passed through under the bridge I had a piece of coal weighing I should think a pound to a pound and a half hit me on the shoulder and bounce all to pieces and fall into the water.

6049. I am not disputing that. You have accepted the evidence of Mr. Earnsby as being correct?—Yes.

6050. Do you wish to qualify it in any way now?—What I say is this, that what the gentleman said I know it is for true.

6051. You know that what Mr. Earnsby said was true?—Yes.

Mr. Tait—continued.

6052. Would you therefore be prepared to substantiate it to-day?—It was true, what that man said.

6053. Tell me how you know that these 300 men were union men?—They were all in the docks and they were at work on different vessels, and in barges. As soon as ever we went up in the "Petrel" when we went to land they left their work and came with coal, bricks, and stones, and everything else they could get hold of, to storm us.

6054. That is not answering the question. How do you know that they were all union men?—Union men work in the docks.

6055. You work in the docks. You are not a union man?—There was no free labour there.

6056. No free labour in January?—Not in January, not in the first part of January, up in the Victoria Docks—I believe not.

6057. Are you sure of that?—Very few, if ever there were any.

6058. When were you engaged as a free labourer?—When was I engaged, in December.

6059. Was there any free labour then?—Free labour when we came.

6060. Very well, if there was free labour in December there would be some in January. Are you prepared still to say they were all union men who made the attack?—It is a funny thing for you to say, were they all union men.

Mr. Jesse Collings.

6061. You spoke of intimidation and violence practised by the union party on the free labour men?—Yes.

6062. Have you any remedy to suggest for that state of things?—The remedy I suggest is that, I think, we want more protection.

6063. What for?—To protect both the men inside and outside the docks that will work and are willing to work.

6064. But you have no special proposal to make?—We cannot walk outside the docks but what we are hissed and hooted and knocked and kicked.

6065. What means do you suggest to prevent that?—I think myself that we ought to have more protection with police.

6066. You spoke of the labourers leaving the land. Do they leave it because they dislike their occupation?—No.

6067. Or because they cannot work?—Because they cannot live.

6068. You think that if they were comfortable, and had fair working wages, they would not desire to leave their occupation?—No, they would not leave.

6069. You think they would prefer being on the land to any other occupation?—Yes, that is it.

The witness withdrew.

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. JOSIAH GRIFFIN called and examined.

Earl of Derby.

6070. You are, we understand, the secretary and manager of the Surrey Commercial Dock Company?—Yes.

6071. Will you tell us the business in which the company is engaged?—The principal business carried on at these docks is that of the reception and storage of timber, deals, and other wood goods, grain, seed, and coals.

6072. Where are the dock premises?—On the south side of the river Thames, in the parishes of Rotherhithe and Deptford, and they occupy nearly the whole of the peninsula between the lower pool and Limehouse Reach.

6073. You have had a long experience, I understand, in your present employment?—Over 30 years.

6074. What area does your dock system cover?—About 387 acres, in addition to which there is a canal of about 40 acres running from Rotherhithe to Camberwell and Peckham.

6075. What number of workpeople do you employ?—In the busy season, about 3,250 altogether.

6076. How are they divided?—I have divided them into—130, the administrative and clerical staff; 193 foremen and others; 250 permanent labourers; 226 contractors and their mates; and 2,450 labourers.

6077. The greater part of the labour, we understand, is done under a system of contract?—Yes; the number of labourers employed varies considerably, according to the season, from 2,400 in the busy season, to 600 when the work is slack.

6078. Will you describe the system of working which prevails at the docks?—It is necessary, to make this intelligible, that I should describe the system of working a little in detail, which perhaps you will pardon me for taking. First, with regard to the wood goods. By the custom of the port, the discharge of cargoes of wood goods is effected by the ship owner. Prior to the strike of 1889 this work was done by the dock company for the ship-owners' account, but since the strike the company have allowed the ship owners to employ their own stevedores to discharge. When the wood goods have been discharged upon the dock quays by the ship owner, the company conveys the goods to the piling grounds in the various yards and sheds. This work is carried out under a system of contract based on piece-work prices, which I will explain. The premises are divided into a certain number of districts, and contracts for the work to be done in each of those districts are made yearly with a number of men who are the best and most experienced of the deal porters. One of these men takes the lead in each contract, but his mates are associated with him and each other on an equal footing, and have an equal interest in securing good results from the rates paid under the contract. The payment is based on the piece-work rates specified in the contract. Printed copies of the contract rates payable for

Earl of Derby—continued.

the various kinds of wood goods so handled are supplied by the company; and are publicly exhibited in the foremen's offices in the several yards, so that every man who is engaged may know the current rate of pay for each class of work. This system was adopted immediately after the strike of 1889, to meet the wishes of the men. In carrying out their contracts, the contractors and their mates employ numbers of other men, according to their requirements. These men are called "strappers," and they are paid by the contractors at the rate of 10d. to 1s. per hour, but they do not share in the profits of the contract. Payment on account of work done is made to the contractors weekly, and also at intervals during the week if so required, out of which they pay the strappers engaged by them at daily wages. When a cargo is finally piled away, the work done is measured up by the company's officers, checked by the contractors, the amount due to the contractors computed, and payment made to them, less any amount that they may have received on account during the progress of the work. The contractors then divide amongst themselves the balance due to them under the contract.

6079. What is the average amount received by the men who share in the contract?—It is equal to a wage of 3l. per week during the busy season. During the slack season it amounts to from 30s. to 2l. per week, and instances have occurred in which these men have earned by contract rates as much as 4l. to 5l. per week.

6080. Now what is the system with regard to the grain business?—That is as follows:—by the custom of the port of London it falls upon the merchant to discharge the cargo consigned to him when the cargo is in bulk. When the cargo is in bags, it is the duty of the ship owner still to discharge, but as by far the greater part of the grain which comes into my docks is in bulk, I will confine my statement to the mode in which the work is carried on in this case. The company act as agent for the merchant in discharging, whether the grain is delivered over side into barges to be taken elsewhere, or is landed for warehousing into the company's granaries. For that service charges are made by the company to the merchant. In the case of grain landed in the company's granaries there is an additional charge to the merchant for warehousing and manipulating the grain in the granary. For the purpose of discharging the grain the company employ men who are known as corn porters, and it is the practice to employ in discharging a number of gangs consisting of seven men in each gang, the number of gangs varying according to the size of the vessel. For instance, on a vessel of 1,200 to 1,400 tons register as many as 14 gangs may be working at once. This applies in cases where the work is performed by manual labour; but where the vessel can be put alongside one of the company's granaries, fitted with machinery, the

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Earl of Derby—continued.

service of these gangs is not required. In that case a self-filling bucket, worked by hydraulic power, is lowered from the granary into the hold of the ship, and in this case men called trimmers are employed to trim the grain to the bucket which automatically fills itself. This bucket is controlled by the crane man, who from his position in the crane box can see when the bucket is full. It is then lifted, emptied into hoppers which discharge the grain into weighing machines, and then passes on to the travelling bands, and so conveyed to the particular floor of the warehouse where it is required to be deposited. I have an illustration of the mode in which that work is done which I should be very pleased to hand in for the information of the Committee if they so like (*handing in a sketch*). That gives it at fuller length than I have stated. Then, for the purpose of dealing with the grain in the granary, the company engage a number of men who are permanently employed at fixed wages of 30s. per week; and when these men have to be supplemented the work is done by day labour, which is paid for at the rate of 6d. per hour. The men who are employed to discharge the grain over side are paid on piece-work rates at per hundred quarters. The day's work having been completed, the quantity of grain handled is computed, and the amount due to each man of the gang is handed to him at the company's pay office at the close of the day's work, at whatever time that may be.

6081. What do these over side corn porters earn on an average?—On an average they earn during the busy season 36s. per week, working four days in the week only.

6082. You say working four days in the week only; is that by their own choice or how is it done?—The way in which that is arrived at is this: You will see that of course there must be some difficulty. The amount of work done during a fixed time is taken, the time that it has occupied is taken, the amount of money which has been paid is taken, and that gives an average of four days in the week and of the wages. In the slack season they earn about 22s. per week, taking three days a week. This is their wage on the average, but they not unfrequently earn 2l. to 3l. in one week, and cases are on record of their having taken as much as 3l. 15s. for a week's work. You might have observed that the rate of pay of nearly all those employed at my docks in both the wood and grain departments is considerably higher than that of the ordinary dock labourer, who receives 6d. per hour and is commonly called the docker.

6083. I presume that for this work of portering you require men of exceptional physical capacity?—That is so; and it would be impossible for the ordinary dock labourer to perform this heavy work which falls to the lot of our men, and though the wages of the labourers appear to be high, yet I may say that they are thoroughly earned by them, for they work hard and are therefore justly entitled to good pay.

Earl of Derby—continued.

6084. Then in addition to the wood and grain trade you have a good deal of coal, have you not?—We have a large quantity of coal which comes by steamers which discharge at a jetty fitted with hydraulic machinery. These coals are intended for the use of the South Metropolitan Gas Company who have premises at the side of the dock company's canal, and the coal so discharged is taken by barge into the company's works. The work of discharging these coals is done by a contractor at piece-work prices and he employs his own men.

6085. And you have nothing to do with that?—Nothing.

6086. Now for the deal porters, what are their hours of work?—From 6 a.m. to 5 p.m. in the summer, and from 8 a.m. to 4 p.m. in the winter, with intervals for refreshments. For corn porters the hours are rather different; they are from 7 to 5 in the summer, and from 8 to 4 in the winter.

6087. Is there any overtime in the case of the deal porters?—They very rarely work overtime.

6088. In the case of the corn porters?—If they work overtime they are paid for work done before and after the hours I have named at the rate of a halfpenny per quarter for what they work if working on board ship, and a farthing per quarter if working on the quay.

6089. And the permanent labourers in the grain department, at what rate are they paid?—They are paid at the customary rate of 8d. per hour.

6090. Has there been any difference made since the strike of 1889 with regard to overtime?—Yes. Before the strike of 1889 it was necessary to work overtime to a very large extent in order to keep pace with the demands made by the ship owners for the despatch of their vessels, but since the strike there has been an evident indisposition on the part of the men to work overtime, and I am of opinion that they are perfectly entitled to limit their hours of labour.

6091. The work is exceptionally hard, you have told us?—It is, and the men that we employ are physically incapable of doing justice to their employers if the ordinary hours of working are very much exceeded. I have therefore been glad to observe the tendency to diminish overtime, because I am convinced that if a man works at his best during the normal hours of business he cannot continuously prolong the strain upon himself either with advantage to himself or to his employers. So far as the company is concerned there is no desire to call upon the men to work overtime except in cases of absolute necessity.

6092. In point of fact it does not pay you. You have to pay a larger price for overtime?—That is so.

6093. And I presume, therefore, it is not your interest to work men overtime if you can help it?—That is so.

6094. Is the employment regular or irregular?—It is necessarily of a seasonal character with

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Earl of Derby—continued.

us inasmuch as timber and wood goods come from ports in the Baltic, in the north of Europe, and Canada, and these ports are closed in winter by ice. The trade generally commences with importations from Norway in the month of March, followed in May or June, according to the nature of the season, by the Swedish, Russian, and Canadian supplies of goods, which continue to arrive until the several ports are again closed in the winter. The northern ports are sometimes closed as early as November, but there are times when they are open to the end of December. Many years ago wood goods were imported exclusively in sailing vessels, and that being so their movements were dependent upon the prevailing winds, and it resulted, of course, that at different periods of the year there would be gluts of arrivals, while at other times there would be no arrivals at all.

6095. I presume that has been altered by the introduction of steamers?—I was going to say that the introduction of steamers has to some extent modified the state of things, and wood cargoes now arrive with greater regularity.

6096. How about grain cargoes?—They are more equally distributed over the year, because during the winter months the arrivals come in from the Black Sea, and the American and other ports, and in the summer when the Baltic ports are opened of course we have the grain from those ports as well. But though the work is I may say more regular than in former years, yet there is considerable fluctuation, and the number of persons employed varies as I think I have said from 2,500 men down to 500 or 600.

6097. That irregularity is, I presume, inevitable, or rather that fluctuation in the amount of work?—I do not see that that can be prevented.

6098. Now we wish to know as to the safety of the employment, and as to the accidents which occur. The work, I suppose, is of a rather hazardous character?—It is, and it would be impossible even with the most stringent precautions to conduct a business like ours in such a way as altogether to prevent accidents, but every effort is made to reduce the accidents to a minimum.

6099. I presume you are now speaking of the wood department?—I am speaking of both.

6100. Can you give us a return of the accidents which have occurred in the last two or three years?—For the years 1889, 1890, and the first six months of the present year I have had returns made, which I have classified under two heads, first, those of a serious nature resulting in broken limbs, &c., and, secondly, those of a trivial character, or rather I should say slight accidents such as cuts and bruises. In 1889 of the first named accidents there were 44, and of the second named 41, making 85 during the year. In the year 1890 there were 31 accidents of the first character and 41 of the second, making 72. In the first six months of the present year there have been seven accidents of the first class and 24 of the second, making 31.

Earl of Derby—continued.

6101. That shows a decrease, does it not?—Not necessarily so, because the timber business commenced rather late in the present year.

6102. Is the fixed plant regularly inspected?—Daily inspection of all the fixed plant is made by the engineers department, and with respect to movable plant and working gear it is the duty of the storekeeper and his assistants to carefully overhaul every article that is sent out; and in addition there is a standing instruction to the workpeople to examine the gear when they receive it in order to satisfy themselves that it is in perfect order, and on no account to make use of it unless they are so satisfied. But despite these precautions I am sorry to say very many accidents occur through the negligence of the workmen themselves.

6103. Now you have been in the habit of paying compensation for accidents, I believe?—We have paid compensation for accidents. I have a return which shows that during the past two and a half years we have paid about 500*l*.

6104. Is there not a scheme by which the workmen form a fund to provide against accidents?—There is a scheme which was initiated some years ago by which the workmen employed at the docks, by the contribution of a penny per week, get some allowance during the time they are disabled by accident, or in case of failing health. It is known as the Surrey Commercial Docks' Mutual Aid Fund. A number of cases are annually relieved, and it has been of very great service to the men. My only regret is that all the workmen did not avail themselves of it, but perhaps that is explained in some degree by some of the workmen belonging to workmen's provident societies or benefit societies and not choosing to belong to more than one. I may say that my company make an annual contribution to this fund, and that the fund is controlled and worked by the officers of the company free of any cost.

6105. Have you anything to tell us as to the introduction of labour-saving machinery?—We have introduced a good deal of labour-saving machinery in the grain department. There is no doubt that, to some extent, the use of this machinery and labour-saving appliances tends in the first instance to lessen the demand for labour in that particular branch of business in which that machinery is employed. But with respect to the introduction of labour-saving machinery in our grain department, I should like to point out that the introduction of this machinery has enabled us to greatly expedite the discharge of grain-laden steamers, and thus it has indirectly contributed among other causes to increase the aggregate import of grain into the docks, with the result that a larger number of men are employed now in this department than formerly was the case when the whole of the work was done by manual labour.

6106. In short, if labour-saving machinery displaces a certain amount of labour in one department, it compensates for that by causing a general increase of business, and therefore the

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Earl of Derby—continued.

employment of a larger number of men; is that the way you put it?—Yes; but I should put it also in another way, that the importation of machinery into the department itself causes, in the first place, of course, a displacement of labour, but in the long run the employment of machinery in that same department tends to increase the amount of business that can be done, and consequently the number of men that are so employed.

6107. You have told us that the machinery and the plant is carefully inspected. As a matter of fact, has it often happened that any accidents have occurred which can be attributed to defective gear or material?—It very rarely happens that any accident occurs which can be attributed to defective gear or material. I think that tends to show that the inspection of the machinery and the movable plant is faithfully carried out.

6108. You have already told us that the work-people are instructed by printed notices not to take any article into use unless they are satisfied that it is in good condition?—That is so.

6109. Now, as to the relations between them and the labour Unions, what position do you hold with regard to any of those Unions?—The position that my company takes to the men employed by them is one of absolute neutrality. We only concern ourselves to know whether or not a man is an efficient workman. We do not discriminate between members of the Union and those who are not members of the Union, but we have resisted any attempts to interfere with any labourers on the premises whilst they are at their work for the purpose of making any examination as to whether they hold union tickets or not. I may say that the relations between the executive officers and the men employed are generally of an amicable and satisfactory character, and since the strike of 1889 no interruption of this satisfactory relationship has occurred.

6110. Have you made any difficulty about receiving representatives of the men whom you employ when they come with grievances?—Not at all. All the executive officers are always willing to receive representatives of the men who have grievances which they seek to redress, and if any section of the men prefer to be represented by an official of their Union we receive him as readily as we receive the men themselves who are not members of the Union. I have found, by experience, that it has been possible to discuss and to reconcile differences that have arisen in an amicable manner, and points in dispute have been settled generally in a way that is satisfactory both to the employers and the employed.

6111. Can you tell us how many strikes or locks out there have been in connexion with your docks within the last 10 years?—The only strike which has occurred was the great strike in 1889. I may say here that our men did not leave their work until some days after the beginning of the strike at the north side of the river, because the strike was initiated on the north side of the river on the 15th of August, and it was not until the 21st of August that our

Earl of Derby—continued.

men ceased work, and then according to their own statement they went out not that they had any actual grievances of their own, but they joined the strike out of sympathy with their fellow labourers on the north side of the river.

6112. Have disputes on labour questions been more frequent in the last few years than formerly?—I should say from my own experience that disputes are not more frequent. There may since the strike of 1889 have been a greater disposition to ventilate what I should call trifling grievances, but so far as I have been concerned any questions that have arisen have been settled in conference with the men without any friction whatever.

6113. We understand from you that there has been no serious dispute except this one which you have mentioned, and that in this case your men left their work not so much on account of any grievance of their own as in order to support the strikers in the other docks?—That was so.

6114. We need hardly ask you how that strike ended, because we have had that from other witnesses: the end of the strike was brought about, as we understand, by the intervention of the Mansion House Committee?—Yes.

6115. You and the chairman met a deputation of the men and settled the remaining points in dispute?—Yes. The condition precedent was that the men should return to work on the Monday morning, the strike having been settled by the intervention of what is called the Mansion House Committee on the Saturday. It was arranged that the chairman and myself should meet Mr. Burns, Mr. Buxton, and some representatives of the men on the Monday, and that if there were any differences at all of opinion between us as to any disputes, or anything of that sort, we should settle them. We met, and in about half an hour we settled them, and those disputes having been settled the men continued at their work and have continued since.

6116. And the result was that there was an advance of wages in the wood and grain departments?—To some extent.

6117. I think you have told us in a memorandum which I have before me that you cannot attempt to estimate the loss caused by that strike?—I cannot precisely give it. I know that in one particular instance we had to pay over 5,000*l.*, but that was a direct payment. The indirect loss it is perfectly impossible to put into figures.

6118. Can you suggest any means of avoiding strikes or diminishing their number, and promoting improved relations between capital and labour?—The suggestion I should like to make is this, that if the workmen would only interview their employers immediately any difference of opinion arose either as to the rate of payment or as to the mode of working, in a very large number of cases, if not in all, it would result in mutual understanding, and would remove the difficulties and so prevent the necessity for resorting to the costly and unsatisfactory mode

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Earl of Derby—continued.

of settling difficulties by striking. I cannot help thinking that what I may perhaps be allowed to call the barbarous system of strikes may be prevented by definite understanding in the first instance of the points in dispute, and by attempts at conciliation previously made, instead of, as is too frequently the case, striking first and then discussing the points afterwards.

6119. You wish the men to come direct to you when they have any grievance, and not to begin by striking?—Certainly, and I believe that that will be found to be very advantageous.

6120. Now we have had some questions asked and some evidence given as to the municipalisation of the docks. I think you have something to tell us upon that point?—I, of course, have read the evidence which has been given upon that point very carefully, and I should venture to point out one point which I think has not been brought to the attention of the Commission, and that is, that the dock companies not only receive and discharge vessels, but they also act as wharfingers and warehouse-keepers, and that it would be necessary to include in any scheme of municipalisation the wharves and warehouses of the port as well as the docks. From that point of view it makes the question of cost a far larger one than I understand was anticipated by the advocates of municipalisation.

6121. Is there anything else that you think important on this subject?—I think also that I would like to mention that I saw some note was made to the effect that under the municipalisation it would be easy to divert men from one branch to another. Now, I should like to point out for the information of the Commission that some years ago, before the strike of 1889, when work was slack in one department at our docks, and it was busy in another, the men who were employed in one department went readily and took a turn in the other department. To make it quite clear, I would say that the wood porters being slack and the grain business being in full swing, the wood porters would go and work in the grain department, and *vice versa*, but as I understand the action of the rules of the various Unions which have been promulgated since that strike, that would be against their regulations: a man who is a deal porter must work as a deal porter; a man who is a corn porter must work as a corn porter; a man who is a stevedore must work as a stevedore, and he is not allowed to interchange his labour. The consequence is that it often happens that when we are particularly busy, for instance, in the grain department, there are a great quantity of wood porters who are standing idle, and who, under the old system which prevailed, would have been glad to have availed themselves of the opportunity of work, and so earn some wages.

6122. Then, in point of fact, it is now less easy than it used to be to transfer men from one department to another?—It is not at all possible now.

6123. In the event of the docks being municipalised, you have no reason to suppose that

Earl of Derby—continued.

the objection of the Union to such transfer would diminish?—I think not.

6124. Is there anything you wish to add to what you have said?—I think you have asked me all the questions.

Sir Michael Hicks-Beach.

6125. When you said that in your opinion it would be necessary to include in any scheme of municipalisation of the docks the wharves and warehouses of the port, did you refer to all the wharves and warehouses that line the Thames?—Certainly.

6126. Why would it be necessary to include them?—Because they are acting as competitors one with another.

6127. One with another, and also with the dock companies, so far as the latter act as wharfingers and warehouse-keepers?—Yes; therefore it would be no use having control of the docks and warehouses of the dock companies unless the trust or municipal power had control of the wharves and warehouses on the side of the river.

6128. Are you aware that in other places where the municipal body on a trust has control over the docks, it also has control over all the wharves and warehouses?—No, I am not aware of any case.

6129. You are not aware of any case where they have such control?—No.

6130. Would you tell us whether they have or not?—I can tell you with regard to Liverpool they have not.

6131. Then supposing the London Docks to be municipalised, and the municipality to give up the warehouse and wharfinger business, your objection would not apply?—Yes; because the docks to be carried on as receptacles for ships to discharge would yield no return whatever. It is only by acting as wharfingers and warehouse-keepers in conjunction with the reception of ships that dock companies are able to make any return upon their capital.

Professor Marshall.

6132. Was that last answer governed to any extent by the fact that the docks are technically part of the river?—The docks are part of the river Thames, yes.

6133. Do you know whether that applies to the docks at Liverpool?—I cannot speak positively, but I should think that the same would apply, inasmuch as it is usual to put into all Acts of Parliament that the river upon which the docks are made should be construed as being part of the river.

6134. Have you any statistics of the average ages of those at work at the Surrey Docks?—No, I have not.

6135. Would there be many of 40 years of age?—Speaking entirely from my own observation, and not from statistics, I should say that the average age of the men employed at my docks would range from 30 to 40. I know among my own men who are at work at the docks

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Professor *Marshall*—continued.

some have been at work there for the last 20 years.

6136. With reference to the timber trade, are there many engaged in that trade over 40?—The majority would be, I should think, below 40.

6137. I suppose it would not be possible for them to continue at the timber trade much after 40, would it?—Certainly not after 45.

6138. Then what do they do afterwards?—They drift into various other occupations of a lighter character. I cannot furnish you with that information, because I really do not know what becomes of them.

6139. Do you think it might be possible to lengthen the average life, so to speak, of timber porters by some further diminution of their hours work?—No, I think not. I think that where a deal porter works eight or nine hours it would not have any appreciable effect upon him.

6140. Has it been considered whether, in times when trade is slack, it might be possible to distribute the work over a larger number of men with shorter hours?—Unfortunately, when the work is slack there is really very little to do, and it is considered better to give the regular men, that is to say, the men who work year after year, the preference of the work in the slack season, than to spread it over a larger number of men. It holds the men together better.

6141. The amount of timber in the Surrey Docks this summer is rather below the average, is it not?—Up to the present time it has been rather slack.

6142. Have there been many men standing about idle while others were working long hours?—Yes.

6143. Do you not think that might be remedied?—Certainly, if, as I have stated before, they had been allowed to go and work in the corn department.

6144. But, independently of that, might not the timber work this summer have been spread over a larger number of men, with advantage to the men?—I think not.

6145. Might I ask why?—There has not been sufficient quantity to justify spreading it out over a large number of men. For instance, only a certain number of men can do a certain job, and if that job would take five men to do it properly, it is no use putting 10 men on it, because the other five would only be in the way of the first five, and therefore no beneficial result would follow.

6146. Take such work as stacking timbers, would it not be possible to increase the number of men?—No, the stacking is a speciality. It is not every man who is capable of telling one deal from another as to quality, and considering that the wood is to be carried up on men's shoulders before it is sorted, you would not increase the number of sorters. You are governed in the number of sorters by the men who carry it, while as only one man can go up the plank at a time with the deal upon his shoulder—taking that case for instance—you could not put two men where one man carries up, because

Professor *Marshall*—continued.

the second man would be in the way of the first man. You will understand that the man carrying a plank up to a pile has to walk up a gangway of 9 to 11 inches wide. That admits of only one man going up at a time.

6147. But is it quite impossible to increase the number of gangways?—Well, it would be no use having gangways at two different places in the pile, because when the deals get to the top of the pile they have to be laid down, and it would not do to commence laying down the piles here and at the same time be laying them down there. In fact it would be impracticable.

6148. The average wages of those who are in good work are very high, I understand from what you have stated, 1s. an hour being a common wage?—Yes, that is for an occasional man.

6149. Do you think that the men at the Surrey Docks turn their wages to as good an account as other men who get equally high wages, engineers, for instance, and others? I should be afraid they do not.

6150. Do you think that may be partly due to the conditions of their work, involving excessive strain?—No, I do not see why those men should spend their money foolishly, any more than men who work equally hard in other industries, and who are saving men. I may say this, that I think the condition of those deal porters has very materially improved during the last 10 years, and I attribute a great deal of that to the beneficial operation of an Act of Parliament which was passed some time ago prohibiting payment of wages at public-houses. The men used to go to the public-houses to receive their wages, and unfortunately they used not only to go and receive their wages, but spend a good deal of their time there, and of their wages when they received them. Now the wages are paid on the dock premises, and I think that tends to improve the social position of the men. There is no temptation for them to spend their wages in improper ways.

Mr. *Jesse Collings*.

6151. You employ between 3000 and 4,000 men. Can you tell us what proportion are union men and free labour men?—I have no means of ascertaining.

6152. You have formed no idea?—If you will take it quite as a rough idea I should think that 80 per cent. of the men belong to some Union or another.

6153. Eighty per cent.?—I should think so. It is quite a rough estimate.

6154. Can you give us any idea as to the wages since the strike as compared with the wages before the strike?—That is the average amount of wages?

6155. Yes. Are the wages higher, and to what extent, since the strike, than they were before?—The men receive more money since the strike, because, as I think I explained a little while ago, we had some differences at the time of the strike with regard to the rate of pay for

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. Jesse Collings—continued.

certain operations. This formed the basis of inquiry and settlement at the time of the strike, and those settlements were in favour of the workmen.

6156. You said that you prefer the men should go direct to the employers. We had evidence placed before us that the men were reluctant to do this, because they have an idea they would be marked men, and would have to suffer for it afterwards. What is your opinion about it?—I do not think that would apply for one moment in the case of any men that are employed by us. There certainly would be no disposition on the part of the employers to mark those men, and I do not think that that feeling is prevalent amongst our men to any degree.

6157. You stated that the union men were required to follow a sort of caste in labour. That is, the stevedores were not allowed to do anything but stevedores' work, and wood porters were compelled to act only as wood porters. Are these the rules of the Union?—I can only answer that question by my knowledge of what takes place. Whether it is an absolute rule of the Union I do not know, but that is the practical effect.

6158. Is it within your knowledge that such a custom is enforced by the Union?—That is so.

6159. And is it within your knowledge that if a wood porter has no work as a wood porter, he is forbidden by the Union to act as a coal porter or in any other employment?—That I cannot say, but he is not allowed to work as a corn porter.

6160. And if he has no work as a stevedore, is it within your knowledge he is prevented from working at other employment?—A stevedore is not allowed to work as a deal porter, nor is he allowed to work as a corn porter.

6161. And you know of instances where he has been forbidden?—No, I do not know of instances where he has been forbidden, but I know that is the practical result.

Mr. Plimsoll.

6162. You said the disposition of workmen to approach the employers on matters of dispute would be very much modified by the character of the employer himself. For example, I can quite imagine that men working at your docks would be willing enough to come to you to lay their rules before you; but I have a strong impression that in the majority of cases the men would fare very badly if they went direct to their employer?—I have sufficient faith in human nature to think the contrary to that. I think that when the men employed know that they are carefully looked after, that they would have as much confidence in going to their employers (and I think that this must be a general observation) as their employers would have in consulting them upon different points of labour.

6163. I speak of the rank and file of the workpeople. Do not you think their own immediate superiors, the gangers and foremen, would resent the ordinary labourer going over their head straight to the principal?—He would

Mr. Plimsoll—continued.

make his report through his immediate superior. But the instance you take of an ordinary labourer going direct to the head would be a little out of place. There are means by which he can approach the head through his superior officers, and that is very easily done.

6164. Suppose the workmen are members of a Union, would you see any objection to the officers of the Union representing the men like that before a strike takes place?—If it is the wish of the men that they should come, I should be very happy to see them.

6165. You, of course, only speak for yourself in the matter. I am afraid there is a good deal of difficulty practically in getting matters candidly and fairly discussed before a strike takes place. I should be very glad to see the state of things that you indicate?—I am afraid a great deal of that is owing to difficulties that the men imagine exist, which do not really exist, and that if they would more readily go to their employers those imaginary difficulties that they feel would be removed.

6166. At any rate I agree entirely it would be very desirable to discuss these points amicably before resorting to a strike?—That is a point that I wish to impress rather strongly.

Mr. Tait.

6167. You stated that some of your men were paid from 2*l.* to 3*l.* per week under the contract system. Can you give us the number of hours those men were working to receive that amount?—They would work the ordinary hours, nine hours.

6168. Does that include any overtime work?—In the case of the corn men it would include overtime work; the deal porters, not. When I say they are paid those wages I mean that the result of the payment to them would average that amount.

6169. I was wishing to get at whether it included overtime or not?—With the corn porters, yes; with the deal porters, no.

6170. And those men receive those amounts under the contract system?—Under the contract system based upon piece-work.

6171. Have you ever in the Surrey Commercial tried what is known as the co-operative system?—As far as I understand the co-operative system, I think ours is a co-operative system; that is to say, that the men receive all the payment under the contract.

6172. But, notwithstanding that, your system of contract is different from the system which is ordinarily understood as co-operative in the docks?—Oh, certainly.

6173. And you think your system of contract is as good as the co-operative system?—I think it is better.

6174. Will you explain why you think it is better than the co-operative system?—It is hard to understand quite exactly what the co-operative system is. If it is co-operative between the masters and the men by which the masters receive a portion of the rate and the men receive the other portion, then I say there is no doubt

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. Tait—continued.

at all that our system of piece-work is far better than that, because in our case the men receive the whole amount without any deduction whatever; and practically, I should say, ours is a co-operative system; that is to say, the whole of the men employed in the labour take the whole of the amount coming to them in wages for that labour.

6175. You mentioned that from 1889 to 1891 there were a number of accidents, some serious and others not so serious, which were to the number altogether of 188; can you tell us how many of those accidents resulted fatally?—I have not those particulars.

6176. Would you favour any Government inspection of machinery for the purpose of diminishing those accidents?—I should have no objection at all to a Government inspector of machinery coming in to inspect our machinery; but I do not think that a Government inspection of machinery could be so minute, so constant, or so efficacious as the system that we have of our own.

6177. I do not wish to take the responsibility from you of inspection, only to have the experience of a thoroughly practical man: it would not take at all from your responsibility?—Then if you do not propose to take from us the responsibility of inspection of machinery I should say by all means let us be as we are without Government supervision.

6178. I gathered from what you said that your storekeepers inspect your machinery?—The storekeeper is generally the man. I am glad to say that the man that we have now has been with us for a great number of years; formerly he occupied a position of the same nature upon a railway, and previous to that he had been at sea, and, inasmuch as the bulk of our gear is ropes and pulleys and gins, and that kind of things, they would be perfectly within the knowledge of this man who has been so long at sea.

6179. He is not a mechanical engineer, qualified to examine machinery?—For examining fixed machinery there we have a proper engineer and engineer's staff. We keep an engineer's staff for the purpose of dealing with the machinery, oiling it and seeing to it, and giving constant attention to it. Those are composed of engineers.

6180. In dealing with the relations of your company and that of the Unions of the men, you said that you are perfectly satisfied to meet the representatives of the Union when it was the desire of the men that those men should meet you?—Yes.

6181. Have you found, when that has been the case and they have met you, that you have been able to reconcile any difficulty that may have prompted that meeting?—Such has been my experience.

6182. You stated, what I think was very right, that an Act of Parliament passed a few years ago, whereby the payment of wages in public-houses was prohibited, had acted very beneficially to

Mr. Tait—continued.

workmen; are there any licensed premises in the Surrey Dock?—None in the dock.

6183. Are you aware that in one of the docks there is a license held by the joint committee of the docks?—Yes.

6184. The Albert Dock?—Yes.

6185. And in so far that you disapprove of wages being paid in public-houses, you would, I presume also, approve of all public-houses or licensed premises being taken off the dock where the men are working?—If I mistake not, those premises to which you refer, although nominally inside the dock premises, are actually outside. They are not in the working part of the premises. They are just outside. You refer I suppose, to Galleons Reach?

6186. Yes?—That is really outside the working premises, although it is inside the dock fence.

6187. But they are the first licensed premises which a workman would be likely to arrive at coming to the dock?—Yes.

6188. And that licensed premises belongs to the dock company?—Yes.

6189. What I wish to know is, whether you with your lengthened and varied experience as manager and secretary do not think it would be much better if that license were removed?—Not as a place where refreshment could be had. But I should strongly oppose any payment of wages in the house. In fact, I suppose, by the law they could not be allowed to make any payment of wages there; but owing to the nature of the premises, so far removed from any place where they could get proper refreshment, I think it is a benefit to the men to have a place where they can go in and get refreshments.

6190. A statement was made here yesterday by Mr. Earnsby, that his experience as foreman in the docks was that when a squad of men had finished the disloading of a ship, the next morning a third of them would not turn up for any kind of work. Has that been your experience as a manager?—No, it has not.

6191. And you have been a manager for 30 years?—Yes.

6192. Do you think that such a wide and far-reaching statement as that is based upon any lengthened experience?—I should think it must have been based upon a very exceptional case.

6193. But it was made as a general statement?—I should say if it is given as a general statement that men working on the discharge of a ship one day do not turn up the next day, the statement is based upon the opposite to truth.

6194. You answered Sir Michael Hicks-Beach with regard to the municipalisation of the docks. Have you made any calculation as to what you think would be the cost of the purchase of the docks?—No, I have not.

6195. But you are prepared to say it would be enormous?—Oh, very large indeed.

Mr. Tom Mann.

6196. In your docks you have stevedores at work?—Yes.

30 July 1891.]

Mr. J. GRIFFIN.

{Continued.

Mr. Tom Mann—continued.

6197. But the stevedores' duties in Surrey Commercial Docks are not the duties of the stevedores in the joint committee docks?—The stevedores in my docks are confined to discharging vessels. In the joint docks they are almost confined to loading vessels.

6198. Do you know the rate of wage per hour received by the stevedores in your docks?—I do not.

6199. Is it 8*d.*, do you know?—I should think far more than that. I should think 1*s.* an hour.

6200. The deal porters are another class of men?—Yes.

6201. Who, I believe, carry the deals from the stevedores when the stevedores have thrown them from the ship on to the quay; do you know their rate of pay per hour?—I think I have stated these men earn from 10*d.* to 1*s.* an hour.

6202. Then the corn porters are quite a different set of men, are they not?—They are. That is to say, they work at a different business; they are not a different kind of men at all; they are the same class of men.

6203. But all three occupations are very heavy?—Yes.

6204. And the pay received by them, the 8*d.* per hour of the stevedores, and the 10*d.* per hour of the deal porters, and the varying rate of the corn porters, you consider well earned, as you have said?—I do, inasmuch as their work is of a very exceptionally heavy character.

6205. Have you any knowledge as to whether what you might term cheaper men would be able to do that work?—Do you mean by that men taking less per hour?

6206. Yes, I do!—They would be of no use whatever.

6207. They would really be dearer men?—The ordinary docker, for instance, would be no use whatever in either the deal work or the corn work.

6208. The fluctuations, you have stated, are very serious, running from 2,400 at one time to 600 at a slack time?—Yes.

6209. Have you any knowledge as to what becomes of these men during the slack time?—They get out into various other branches, I believe, of work. A great many of them do. They do not all go seeking for work. I believe in the summer a great many of the men will go out into the hop gardens picking hops.

6210. It is in the summer time that your trade is busy, is it not?—In the middle of the summer it is, but towards September we get a little slack previous to getting busy again in October and November.

6211. That fluctuation is very considerable, running from 600 to 2,400, or four times the number?—Yes.

6212. I was wondering whether you had any intimate knowledge as to what becomes of that number of men who do not get any work, so far as your docks are concerned, apart from the general statement you have just made that some men go hop-picking?—I cannot say I have.

Mr. Tom Mann—continued.

6213. Have you any proposal to make concerning some method whereby that terrible fluctuation could be rectified, or if that were not practicable, then that some steady employment could in some way or another be found for these men?—I am afraid that so long as the shipments are made in the way that they are there is no providing for that fluctuation.

6214. Is it not a very serious evil?—I do not think that it is a very serious evil.

6215. When does your deal trade fall off?—About the end of November.

6216. Then do you have a spurt after that?—No; then the deal trade remains pretty quiet until March in the following year.

6217. So that during December, January, February, and March the majority of those who have worked as deal porters and stevedoring the deals are not at work in the Surrey Docks at any rate?—The majority are not at work.

6218. Does not that seem to you to be a very serious state of affairs for the men?—Inasmuch as the arrivals are governed, as I stated in the first instance, by the ports being closed by physical obstacles, such as ice, I do not see how that state of things is to be remedied.

6219. I would like to see whether or not the evil is a serious one. It commends itself to me as a very serious one, knowing the men, as I do, that for these months you have mentioned when your trade is very slack there is such a falling off of work that the men have, many of them, to try to find other employment?—Yes.

6220. That gives rise to much dissatisfaction in various ways, resulting in a number of negotiations taking place, not all of them very satisfactory?—I should say the way to cure that evil would be for them to put by some of the large wages which they make in the busy time to provide for what is proverbially known as a rainy day.

6221. This 8*d.* an hour by the stevedores, and 10*d.* by the deal porter per hour, you have stated is a reasonable wage?—Yes.

6222. The men who get less than that, such as the ordinary dockers at 6*d.* an hour, are no good for the work at all?—Not at all.

6223. Should I be wrong in concluding that this extra wage is required by these men because they are big strong heavy fellows expending a great deal of physical energy, and therefore requiring a great deal of food, and good food too, to keep up that strength?—Yes.

6224. Consequently that relatively high wage is consumed?—No, not entirely. He consumes to a very much larger extent than in the case of the ordinary "docker," to use that expression, but it does not take all the extra pay that he receives to supply that want; and there is plenty of room for him to put by from the large wage that he receives, if he is a prudent and thrifty man, sufficient, certainly, to help him over the bad times; and it is within my knowledge that there are men of that class who act in the way that I have expressed.

6225. But you said you did not know, exactly, what the stevedores receive; the men

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. Tom Mann—continued.

who actually do the discharging; but take it at 8*d.* do you consider that is a very high wage, and sufficient to enable him, not only to get proper food to fit him for that heavy work that he is performing, but also to save for the four or five months when he may be without work?—There, of course, you come to the question of supply and demand. If I employ the stevedores, and I find that I can get any number of men at 8*d.*, I, as a business man, should be very foolish to pay 9*d.*

6226. 8*d.* may probably be looked upon as a fair wage, but what I am trying to get at, is this: do you think that is such a high wage that a man is able to keep himself and family in a proper condition, remembering the heavy work he is called upon to perform, and then be able to save sufficient during the months he is in work to cover the expenses of the family during the five months when he is not in work?—If you put it in that way, I think it is.

6227. Concerning the various sections, and the unwillingness of the Unions to have, say, a deal porter going to do corn porter's work, are not the corn porters sufficient in number to always do any work that you have?—No.

6228. Will you tell us how serious the deficiency is?—I have known cases where we could have employed from 200 to 300 more than we had at our command.

6229. Corn porters?—Yes, corn porters.

6230. Will you tell us when?—So recently as March last.

6231. Could you tell us how you got over the difficulty; did you have to wait?—We had to do the best thing we could. If we could not find the men we had to impede the discharging of the vessels.

6232. Did you make application to Millwall Docks?—No, but the corn porters at Millwall are perfectly cognisant of the state of labour at the Surrey Commercial, and it so happened at that particular time that the men were fully employed at the Millwall as well as at our docks. I dare say the same state of things would apply at the Millwall equally with ourselves, that they would have been able to employ a great many more men at that particular time than they did.

6233. There is a working understanding between the Surrey Commercial and the Millwall Docks?—With regard to charges made to the public there is.

6234. Those two groups of docks deal especially with timber and grain?—Yes.

6235. Are you aware that there are what are termed 26 regular gangs of corn porters at the Millwall?—I am not aware of their mode of conducting business, and I prefer not to answer.

6236. You are not aware that there is also an additional 26 gangs that work occasionally when there is work for them to do?—I am not aware of it.

6237. Therefore you would not be aware that those additional 26 gangs only get an odd day's work or two during the year?—No.

6238. But if by chance they are absorbed, which is a most rare occurrence, though it happens

Mr. Tom Mann—continued.

occasionally at the Surrey Commercial undoubtedly, you would not wish us to understand that there is an insufficiency of men either as deal porters or as corn porters?—No. My point is, that there is a sufficiency of men, but if we are extraordinarily busy in the corn department, the men who work in the wood department are not available to work in the corn.

6239. You do not put that forward as a grievance?—No, one must take it as one finds it.

6240. But if it occurred often that you could not get sufficient men it would be a serious grievance, and one you would certainly endeavour to remove?—It would be an impediment to business, no doubt.

6241. Are you ever short of stevedores?—I think I have explained we do not employ them at all.

6242. Of course it would come to your knowledge immediately, as manager at the docks, if there was an insufficiency of men to discharge the deals on to the quay?—I should not concern myself at all, because it is not my business.

6243. Because you entrust it to the master stevedore?—No, it is the work of the ship owner.

6244. Concerning the municipalisation proposal, could you tell us whether, in your opinion, to municipalise the docks, wharves, warehouses, and granaries would admit of a better system of employment of the men, so that apart from any objection that they may now have to the proper controlling of the work of the port, they might be more regularly employed, and the work more evenly distributed over the port under one control?—My own opinion, take it for what it is worth, is, that it would not have that effect.

6245. Would it have an opposite effect, do you think?—No, I do not think it would.

6246. It would be neither better nor worse?—Neither better nor worse, certainly not better.

6247. You stated that you never objected to meet the men if they have a grievance?—No.

6248. And if the men said they would like an official to meet you, you would not object to that?—I should be very pleased to see them.

6249. You have always met them, and as a matter of fact the discussion has prevented any difficulty cropping up for the last few years?—For the last two years.

6250. When you said that you thought that one of the best ways to prevent difficulties developing was that the men should state their grievances properly, in order that they might be discussed, you were pre-supposing that, of course, the employer would be ready to meet the men?—Certainly.

6251. Implying that you would think it unreasonable if the employer would not meet the men?—I should think it would be very unreasonable for a master not to meet the men upon the conduct of business in which he is interested.

Mr. Bolton.

6252. May I ask, in reference to meeting the union officials, whether you met and consulted with them before the great strike of two years

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. Bolton—continued.

ago?—I had no opportunity. As I stated, the men in my company's employ left their work four or five days after the strike had commenced on the north side; and the only reason they gave for it was that although at that time they had no grievances of their own, they went out in sympathy with their fellow labourers on the north side of the river.

6253. Consequently, so far as you were concerned, I imagine the strike was determined on without reference to your interests in any way?—Quite so.

6254. And a meeting of the union officials would have been a useless waste of time?—Under those circumstances.

6255. Can you suggest any possible or probable advantage which would follow from the municipalisation of the docks, wharves, and jetties, and so on, on the Thames?—I cannot conceive of any beneficial results that would ensue.

6256. Are the dividends paid by your company very high?—5 per cent., if you call that high.

6257. Has that been paid many years?—For the last two years.

6258. That, of course, is in addition to any preference shares that you have?—Yes, that is 5 per cent. upon the ordinary stock.

6259. Then you have debentures, I presume, as well?—Debentures and preference stock. It is not a high rate of interest or dividend, I think, for a commercial concern which is liable to fluctuations.

6260. And I presume the land on which the dock stands, having been purchased many years ago, was purchased at a much lower price than similar land could be obtained for to-day?—Certainly. It was purchased in the early part of the century.

6261. I understand that you employ a number of permanent men?—Yes.

6262. How many of those?—I think I said about 250.

6263. Will you say why the number is limited to 250, seeing that you appear to have permanent employment for about 600 to 650?—These permanent men are chiefly employed in granaries. The number of granaries of course is limited, and only a certain number of men can be profitably employed in each granary upon permanent labour.

6264. You have no permanent men in the wood trade?—No.

6265. Is there any special reason for that?—No. Well, there are a few permanent men employed in the wood department, but they are employed chiefly upon deliveries of certain goods and other things which do not interfere with the piece-work rates.

6266. If those men were allowed to work at the discretion of the officials, either at the grain or wood, then it would be to your interest to employ a larger number of permanent men, I suppose?—No. I do not think it would. The system of piece-work commends itself to my mind more than the system of permanent labour.

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Mr. Bolton—continued.

6267. But although these men are not permanent in the sense of being engaged with the company to work continuously, I presume their labour is pretty permanent at your dock?—I have stated that within my own knowledge there are many men who have been at this particular work—deal porter's work—for years past; and I have no doubt that the generality of the men who work in that department do work from year to year.

6268. How do you obtain these men? You have about 600 usually employed, I think, and occasionally as many as 2,400?—Yes.

6269. Of the 600 some 250 are permanent?—Those are in addition to the 250.

6270. Are those 600 men the same men from day to day?—No, not necessarily so. I should say that they vary.

6271. They vary from day to day?—I should not say that they vary a great deal, but they do vary to some extent.

6272. How is the choice exercised: I presume by your officers?—No, not by our officers.

6273. Who exercises it?—The contractors and their mates. As I told you, the contractors and their mates number 226 men, and they are in the habit of taking extra labour if they want it.

6274. But the contractors are not permanent men?—Oh, yes.

6275. They are amongst the permanent employees?—Yes.

6276. Then they make the selection of assistants or of their coadjutors?—Yes. They know pretty well from day to day how many men they will want on the next day, and they employ them accordingly.

6277. You do not know, of course, how they make their selection?—No, I do not.

6278. There was a suggestion made to you by Professor Marshall, which he termed "spreading out the work." That would mean a reduction of the weekly earnings or the daily earnings of the men, would it not?—If there is only the same amount of work to do, if you spread it over, you must give the men less.

6279. That, I understand, was the meaning of the question; given a certain amount of work, it would be spread over a certain number of men?—Therefore they must earn less money.

6280. Under these circumstances, these men doing this very heavy work would probably seek other employment, or they would be dissatisfied with earning less wages than they are earning now?—They would be dissatisfied with earning less wages, certainly.

6281. And you, in consequence, might lose these strong men which you now require for that particular work?—I think there is no doubt about that, because if they did not earn those wages, they would not do as they do.

6282. In regard to the term casuals, do you find the same men coming day after day, and week after week, seeking work?—We have no casuals in the sense in which you use the expression.

6283. They do not gravitate towards your docks?—They do not come to our dock gates,

Q q

30 July 1891.]

Mr. J. GRIFFIN.

[Continued.]

Mr. Bolton—continued.

painters, tailors, fiddlers, and all the rest of them seeking after work. They do not gravitate in that way.

Mr. Ismay.

6284. What is the capital of the Surrey Docks Company?—About a million and a half—1,600,000*l.*

6285. Is it all ordinary shares?—No.

6286. How is it divided?—964,000*l.* is ordinary stock. The rest is composed of preference and debenture stocks.

6287. What interest do you pay upon the preference and debentures?—We pay 5 per cent. upon all the preference stocks and 4½ per cent. upon the debenture stock.

6288. We may take it you are one of the most successful dock companies on the banks of the Thames?—I am afraid I must say that we are, most certainly on the Thames.

6289. As regards your permanent men are they paid weekly?—The permanent men are paid weekly.

6290. And the daily men, how are they paid?—Daily.

6291. Is it not rather demoralising to the men to be paid daily?—They will not take it in any other way. You see the man who is doing work to-day likes his day's pay for what he has done, because to-morrow he may be somewhere else, or he may not be employed.

Mr. Ismay—continued.

6292. Would there be no means of giving more permanency of employment to these men, and paying them at the end of the week?—No, I am afraid not; because, as I say, the work is fluctuating. For instance, in the corn department you require 1,000 men to-day and only 500 to-morrow.

6293. But could not you make those 500 weekly?—It would not be a profitable thing to do so.

6294. Not for the company?—No. It would be pure philanthropy if we did anything of that kind, and as we are not established for philanthropic purposes it would not commend itself to my mind as a manager.

6295. What is the system at the Surrey Docks as regards the discharge of ships; do you do it or the owner?—With regard to wood cargoes that is done by the ship owner; with regard to grain cargoes it is done by the dock company.

6296. When the timber is put upon the quay, have you anything to do with it as a dock company?—We take it into our charge when it is once on the quay, and pile it away on to the yards where it is to be stored.

6297. And you think it is necessary for the dock company to have the control of the quays and warehouses?—Certainly.

6298. They form part of the whole?—They form part of the whole.

The witness withdrew.

Sir Michael Hicks-Beach here took the Chair.

Mr. HUGH COLIN SMITH called and examined.

Sir M. Hicks-Beach.

6299. I believe you are one of the proprietors of Hay's Wharf and Dock?—Yes.

6300. Your business is that of wharfinger, lighterman, and carman?—Yes.

6301. What number of men, on an average, do you employ?—On the wharf about 500, and sometimes that increases up to 800.

6302. What are your busy seasons?—The tea season is from the beginning of July to January.

6303. Eight hundred men would be employed during those months?—No, I do not say that as an average; but sometimes when we are very busy it reaches up to 800. I take it the average would be about 500 men.

6304. What is the average in the busy season and what is the average in the dull season?—In the dull season, I should think that we have not above 150.

6305. These numbers are increased up to 800 in the busy season?—Yes, when we are very busy.

6306. You wish, I think, to put in some statements with regard to wages earned by labourers in your employment?—Yes. I wish to put in some statements which show what the men in my employment on the tea floor earn; this is actual money that has been paid. The average for the year comes out at 65*l.* 17*s.* 6*d.* per man = 1*l.* 5*s.* 4*d.* per week.

Sir M. Hicks-Beach—continued.

6307. Perhaps you will explain what class of men they are that earn that?—They are the men working in the tea warehouse that weigh the tea and are employed actually in the warehouse.

6308. You call them preference men, I think, do you not?—Yes, because they are taken on first. What we do is this: We have a certain number of men's names down and the foreman calls them. There are a certain number of first preference and second preference and so they get taken on every day as we want them. Practically speaking, the first and second preference men are on all the year. Then, in addition to that, we have weekly men in the tea floor, and their wages come out at about 1*l.* 6*s.* 11*d.* per week per man.

6309. They are not kept on all the year?—The weekly men are kept on all the year subject to a week's notice. We never give them notice, however.

6310. Are the first preference men kept on all the year too?—Practically speaking they are taken on every day, and it is very seldom that they are not required.

6311. There cannot be very many weekly men or preference men if you only have 150 men in your employ in the dull season?—That is so. This number of first preference men is 158, and of the second preference men is 169,

30 July 1891.]

Mr. H. C. SMITH.

[Continued.]

Sir M. Hicks-Beach—continued.

that is, at this moment. The weekly men vary from 60 to 74.

6312. Then all these first and second preference men are not kept on throughout the year?—No. In our slack season we generally employ the men alternate days so as to keep them together. But owing to the tea trade now being carried on in steamers instead of sailing ships, the slack time is very much shorter than it used to be.

6313. On what are the averages of wages you have given us based; you said that the average of the preference men was 1*l.* 5*s.* 4*d.* per week?—Yes.

6314. But he would not earn that if he was employed only three days, would he?—No, the time during which he is employed only three days is very short. Those are the actual figures taken out of the books of the payments to the men. I think if you will allow me to hand it in it will explain itself. You see the outside is the number of men employed each week.

6315. You give here (*see Appendix 35*) for each week from the 30th June 1890 to the 30th June 1891, the average number of men employed each day for each week, and then I see against that you would put the average earnings of each man in that week?—Yes.

6316. Calculated in that way the earnings seem to vary from 1*l.* 9*s.* 11*d.* for each man employed in the week ending 27th September in which 315 men were employed to 15*s.* 3*d.* for each man in the week ending 27th December in which 242 men were employed?—On the 27th September we were working long hours. The week ending 27th December would include Christmas Day and bank holiday.

6317. That table applies to the casual labourers?—Yes.

6318. I see you say that the average number of casual men varied from 108 on the 23rd December to 388 on the 24th January?—Yes.

6319. Then you give another table of the average weekly earnings of weekly men employed at Hay's Wharf from 21st July 1890 to 27th June 1891, in which the weekly payments seem to be more steady?—They are subject to a week's notice, and they are paid the same wage every week, and they get overtime when we are busy.

6320. 1*l.* 11*s.* 4*d.* appears to be the highest average for each man per week, 27th November, and 1*l.* 2*s.* 10*d.* the lowest on the 9th May 1891?—I think that must have been Whitsuntide week. Whit Monday came in there.

6321. These are your tables from which the average of 1*l.* 5*s.* 4*d.* for the casual labourers and 1*l.* 6*s.* 11*d.* for the weekly men are drawn?—Yes. That is in the tea floor. Now here is a table of the men employed on the wharf. (*See Appendix 36.*)

6322. What average does that table show?—The weekly men on the wharf earn 26*s.*, 28*s.*, and 29*s.* a week.

6323. How many of them are there?—There are 27 altogether. The first preference men earn 1*l.* 6*s.* 1*d.*, and the second preference men

Sir M. Hicks-Beach—continued.

earn 17*s.* 2*d.* Of course they are not taken on so very often.

6324. And the third 12*s.* a week?—Yes. There are certain steamers discharging at our wharf, and those men are only taken on when the steamer is alongside. I have also been asked to bring the wages paid at Willson and Symons' Wharf, and they come out an average of 1*l.* 6*s.* 3*d.* (*See Appendix 37.*)

6325. How many men does that refer to?—About 40. These are the actual wages paid each day for six months. Then I have also brought the wages paid at St. Olave's and Sharp's wharves. There the average comes out at about 17*l.* 11*s.* per month.

6326. How many men does that apply to?—It is not very easy to answer the question, but that is the first 10. The first 10 earn 17*l.* 11*s.*, the second 10 earn 17*l.* 6*s.* 9*d.*, the third 10 16*l.* 16*s.*, the fourth 10 16*l.* 2*s.*, the fifth 10 12*l.* 1*s.*, and so on down to the eighth lot which only earn 1*l.* 15*s.* 3*d.* a month. Therefore these last must have been taken on very seldom.

6327. Do you mean that those men that you have told us of earn 17*l.* odd a month all the year round?—Ten men earn that sum. It is not the earning of one man. This is the letter that the firm of Messrs. Beresford and Company have sent me: "On the other side we give you the particulars of wages paid by us for 'extra' labour at this wharf, and also at Sharp's Wharf, Wapping, during the last quarter for the information of the Labour Commission."

6328. I understand you to say the 17*l.* 11*s.* per month is earned by the whole of the 10 men?—Yes, that is how I understand it. I think you will find it comes to just about 6*d.* an hour, if you divide the sum earned by the number of hours worked.

Mr. Ismay.

6329. What class of labour is this?—Casual labour.

Sir M. Hicks-Beach.

6330. How are your own men paid?—The weekly men are paid weekly, and the daily men are paid every evening.

6331. Have you any piece-work?—The only piece-work we have is the delivery of tea. We pay the delivery men so much a ton.

6332. They are outside the classes?—Yes, it is quite outside this, altogether.

6333. You pay the men directly without any deductions?—Yes. The men all have a ticket when they are taken on in the morning, and they come with their tickets and are paid at the pay office.

6334. What is your practice with regard to accidents?—We have had very few; we resist fraudulent claims, and pay them when we think they are reasonable, but we have had very very few.

6335. What do you pay?—If a man has a slight accident we generally allow him 8*s.* a week; but if it is a bad accident we give him his money till he gets well again.

30 July 1891.]

Mr. H. C. SMITH.

[Continued.]

Sir M. Hicks-Beach—continued.

6336. You do not have many serious accidents?—No, I have never known one, I think I may say, during all the time I have been there.

6337. What are the hours?—The hours in the tea warehouse are from 8 to 5 in the summer—I think I might say 8 to 5 all the year round.

6338. And on the wharf?—From 6 to 6, and from 8 to 6.

6339. At 6*d.* per hour, less payment for meal times?—Yes.

6340. And overtime?—8*d.*

6341. That is after the 12 hours?—Yes.

6342. Have you any night shifts or Sunday work?—No. The lightermen sometimes work on Sunday; but very little.

6343. Are there any holidays given to the men in your employment?—Yes, the weekly men get bank holidays, and we give them each three days in the year besides.

6344. Does that apply to the preference men who have regular employment?—No, only to weekly men.

6345. Has there been any change in regard to the regularity of employment, owing to the substitution of steam for sail?—We used to have a very much longer slack time than we have now. In the old days there were very few sailing vessels came in after about March, and they did not begin to come in again until the end of September. The tea comes down to Foo Chow at the beginning of June, and it did not reach here till the end of September or the beginning of October. Now it is here about 20th July. And you see the merchants feed the market much more regularly. In the old days they used to send the tea off all at once, and store it here. Now they keep a supply. The Ceylon tea they pluck the bushes all the year round.

6346. So that there is an increasing regularity?—Yes. It is very much better in that respect.

6347. What is your custom with respect to the employment of union or non-union men?—The men never ask any questions about it.

6348. Have you had any refusal of unionists to work with non-unionists?—Not since our strike.

6349. Have you ever published the names of any strikers?—No. We have never published them, but during the last strike we were asked by the members of the Tea Clearing House to let them have the names of the men that struck, and we furnished them. All the tea warehouses are in a combination which is called the Tea Clearing House.

6350. Then you did furnish a list to other members of your Union?—It is not a Union to other members of the trade.

6351. Can you tell us anything about the strikes that you have had?—We had the great strike of August 1889. The men told us they went out in sympathy with the dock labourers, and then we had a special strike of our own which began on the 17th January 1890.

6352. What was the reason of that strike?—The men claimed to be paid for meal hours,

Sir M. Hicks-Beach—continued.

which was a direct violation of the Mansion House agreement.

6353. How many men struck at that time?—All the men went out. I cannot tell you how many there were, but I think altogether it was something like 500. When I say all the men went out, they did not, but about 500 went out in the tea warehouses and on the quay.

6354. Have any of them returned to your employment since?—A few returned a day or two after they went out, and we have taken on a few since; but very few. We gave them a week to come in, and they did not choose to do so, and then we took on other men. We have taken a few back who came in.

6355. Then practically that strike was settled by the employment of other labour?—Yes.

6356. Do you wish to express any opinions to us with regard to any mode of avoiding strikes?—I have very little faith in any mode of avoiding strikes.

6357. Have you anything to say with regard to the system of picketing?—I think that the system of picketing is really nothing else but a system of legalised intimidation. It is extremely difficult for the men who wish to work to come in, and there is a howling mob round one's gate, hooting and shrieking at the men coming in and abusing them in every possible way. It requires a man of very strong nerves to face it.

6358. Have you any suggestions to make?—I think the picketing, if it is allowed at all, should be confined to one or two men, and that the pavement should be kept clear, and that the people should be allowed to come in and out of one's place without interference on the part of the strikers.

6359. What do you mean by interference?—There is a dense crowd of men round your gate, and men who want to work cannot get in.

6360. You would not object to a certain number of persons endeavouring to persuade men not to go in?—It entirely depends on the form the persuasion takes.

6361. I want to find out what your wishes are?—I think in a free country that a man who wants to work should be allowed to come and go as he pleases, and that such men should not be interfered with by threats of personal violence, and by personal violence even.

6362. Does not the law protect them if they are so interfered with?—Well, nearly always if you get a case the Union gets hold of the prosecutor and prevents his prosecuting, and it is impossible for the police authorities to have such a number of police as will keep the place open some distance from the gate, so that the men will get in and out.

6363. Are you able to give any instances where the Union have got hold of the prosecutor and prevented him prosecuting?—Yes.

6364. Will you state them?—I have a case here. I will put in the evidence of a man of the name of Haynes. He consented to summon Mr. Mann for intimidation, and here is the evidence that he gave to our solicitor.

30 July 1891.]

Mr. H. C. SMITH.

[Continued.]

Sir M. Hicks-Beach—continued.

6365. What did you mean when you said, "He consented to summon Mr. Mann." Was he asked to summon Mr. Mann?—I asked the man whether, if I paid the expenses, he would be willing to give evidence.

6366. But the charge was, I suppose, of intimidating himself, was it not?—Yes.

6367. Generally a man does not wait to be asked to prosecute another for intimidating himself, does he?—I say that the intimidation is so great that these men are afraid to prosecute. At the time of our strike some of the men asked for it, and we promised all the men that came in that we would give them all the protection in our power, and that we would bear the expense of prosecuting anybody who assaulted them or intimidated them. And in consequence of this I had an interview with our solicitor, and he consented to summon Mr. Mann; but when it came to the point he would not go on with it.

6368. The persuasion against it was stronger than the persuasion in favour of it?—Yes, that is nearly always the case.

6369. Can you suggest any legal means by which that could be prevented?—If there was no intimidation I think they would be only too delighted.

6370. Do you wish to say anything further on that subject?—I have got the evidence of what took place. I have also got the declarations of two Custom House officers who were present at the time and heard and saw what took place.

6371. What do you mean by the evidence of what took place?—With regard to the intimidation and the threats of Haynes by Mr. Mann.

6372. Did this case occur in the strike of 1890?—Yes, on the 3rd February 1890.

6373. You have told us the grounds of difference between you and your men which caused that strike; have you anything further to say as to the circumstances?—No further than this. Almost immediately after the Mansion House agreement came into force the Union commenced agitating for the men to be paid for their meal times, and they took the men out of various wharves below us till they reached us. Then we had a pitched battle. It is distinctly laid down in the Mansion House agreement that the men were to be paid 6d. an hour, and no payment for meal times, and the Union did not adhere to that agreement, certainly for a fortnight after. It came in force I think on the 14th November, and by the beginning of December the Union were taking the men out to obtain payment of meal times.

6374. At any rate you complain of intimidation at that time; but whatever intimidation there was you succeeded in overcoming it because you obtained free labour in the place of those who struck?—Yes, we did; but we had a good many cases of assaults, five or six men were prosecuted.

Sir M. Hicks-Beach—continued.

6375. Were prosecuted and convicted?—Yes.

6376. Then the law was effectual?—Yes.

Mr. Livesey.

6377. I should like to ask whether all the men went out on strike; whether there was any difficulty with the carmen?—Yes, all my carmen struck.

6378. How did you manage about your carmen?—I advertised for fresh carmen, and they came in.

6379. Were there great groups of men in the street to prevent your men getting to work?—Certainly.

6380. Did they interfere with your carmen?—Certainly.

6381. Had you many police?—Yes, we had very good police protection.

6382. But they could not protect every man, I suppose?—No.

6383. Then your opinion is that the picketing was simply intimidation?—Yes.

Mr. Tom Mann.

6384. I should like to ask whether you have any direct proof of the Union having done anything to prevent the law from taking its course?—The men were very anxious to prosecute, and they subsequently declined, and said they were afraid.

6385. Did the Union interfere in any way to prevent them?—The men said they were intimidated; they did not say by whom. They generally do lay these accusations at the Union. That is what the men generally say, that the Union prevents their doing this, that, or the other.

6386. You are not prepared to state that any official of the Union did anything to prevent the law having its course, or to prevent you from prosecuting when you desired to prosecute. Could you say that anyone in connexion with the Union, in any shape or form, did anything to interfere with the proper course of the law?—I know nothing except what the men told me.

6387. Did the men tell you that the Union had done anything?—They told me that they were afraid to prosecute.

6388. But did that carry any conviction to your mind; was that sufficient to justify you in the statement that the Union got hold of the prosecutor?—The Union were the only people who have any interest in preventing the prosecution.

6389. You are supposing?—I can only say what I think.

6390. You are not prepared to state in any case that any official of the Union did interfere?—I have no precise knowledge.

Mr. Ismay.

6391. Will you explain what that return means?—I understand it to mean that the 10

30 July 1891.]

Mr. H. C. SMITH.

[Continued.]

Mr. Ismay—continued.

men who were employed most constantly earned so much, 27s. a week, and so on.

6392. It shows that 10 men earned from 27s. 2d. a week, and others down to 2s. 9d. a week?—Yes.

6393. And practically it is of no value as a return, those men being employed only about seven hours. What do you think the return is intended to show the Commission?—It is to show what the weekly earnings of the men are at the various wharves. We were asked to do

Mr. Ismay—continued.

it by the dock company. This shows that these men earned 27s. a week.

6394. The top ones?—Yes.

6395. But it goes down to 2s. 9d.?—Quite so, because those men were taken on very seldom.

Mr. Tom Mann.

6396. Twenty-seven shillings amongst 10 men?—No, each man averages 27s.

(For Circular Letter, dated May 21st, 1890, from Dockers' Union to members, re the strike at Hay's Wharf, see Appendix 38)

Adjourned to to-morrow at 11 o'clock.

31 July 1891.]

MR. WILLIAM BECKET HILL.

TWELFTH DAY.

Commission Room, Westminster Hall, Friday, 31st July 1891.

PRESENT:

The Right Hon. The EARL OF DERBY (CHAIRMAN).

The Right Hon. SIR MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.

Professor MARSHALL.

Mr. S. PLIMSOLL.

Mr. H. TAIT.

The Right Hon. Sir J. E. GORST, Q.C. M.P.,
Mr. M. AUSTIN, Mr. J. MAWDSLEY, and Mr.
G. LIVESEY (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. WILLIAM BECKET HILL called and examined.

Earl of Derby.

6397. You are a partner in the firm of Allan Brothers and Company of Liverpool and London, is it not so?—I am.

6398. And you are also, I believe, the managing owner of the Hill Twin Screw Steamers and of the Liverpool Screw Towing and Lighterage Company?—That is so.

6399. Have you had personal experience of the loading and discharging of steamers and other vessels?—Yes, for something like a quarter of a century.

6400. Partly in London, I understand, and partly in Liverpool?—Yes, about 17 years in Liverpool, and the last eight years in London.

6401. What are the steamers under your management in London?—The twin screw steamers called the Hill Line, and several steamers belonging to Mr. Wilson, of Hull, so that the line together is called the Wilson-Hill Line. The ships run weekly from London to New York. Then we have the Allan Line, which runs every ten days from London to Canada.

6402. Where do those steamers load and discharge?—They used to load in the Millwall Dock, but about 12 months ago we went to the Royal Albert Dock.

6403. How is the loading and coaling done?—For the loading and coaling we employ a master stevedore, to whom we pay a tonnage rate.

6404. And he contracts with the men whom he employs?—He pays them by day labour.

6405. How is the discharging done?—The discharging is done by ourselves—by men whom we employ directly.

Earl of Derby—continued.

6406. How many men are employed by the stevedore in loading and coaling?—About 150. Occasionally the number in the slack season may be reduced to one third of that amount.

6407. The discharging and handling on the quay is done, as I understand, without the intervention of a stevedore?—By men employed by ourselves.

6408. And you call the men who are working on board discharging the cargo "ship workers." That is the name, is it not?—Yes, ship workers.

6409. How do you call the men who are receiving goods on the quay and putting them into lighters or waggons?—We call them quay labourers; they are not quite so strong and handy a set of men as the men who do the work on board the ship.

6410. But they are both included under the general term of "dockers"?—Yes; they are not stevedores.

6411. They are quite distinct from the stevedores?—That is so.

6412. How many dockers do you employ in one day?—When we have two or three steamers in, discharging at the same time, about 380.

6413. That is not the average number?—No, the average number would be about 160, because, although steamers are not always discharging, there is always work on the quay.

6414. So that in busy times how many men do you employ altogether?—In busy times over 500 men per day.

6415. That is the maximum; what is the minimum?—About one-third of that.

6416. Now, will you tell us what the ship workers earn on an average?—They earn 7s. 6d.

31 July 1891.]

MR. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

per day—that is the men who are working for us regularly.

6417. For how many hours work?—The net working time is 9½ hours.

6418. Are there any extra earnings?—Yes, the best men also form the corn gangs, which is a very highly paid employment; and also they get extra pay when they are handling beef, which comes in the refrigerators.

6419. What are the largest sums which men have earned to your knowledge?—Very frequently 50s. have been earned in four or five days' work. One man has earned 50s. 11d. in three days, working till 10 o'clock at night.

Mr. Ismay.

6420. What kind of work?—Simply on general cargo, without any extras for corn or beef. The 50s. 11d. was earned in 45 hours.

Mr. Bolton.

6421. That would be with overtime?—Yes, he worked until 10 o'clock at night; but as I say, the total number of hours in which the 50s. 11d. was earned was 45.

Earl of Derby.

6422. On grain how much has been earned by one gang in 12 hours?—10l. 8s. 4d. That would give for each of the seven men in the gang 1l. 9s. 9d. for the day's work.

Mr. Bolton.

6423. For the day's work?—Yes.

6424. Each man 1l. 9s. 9d. per day?—1l. 9s. 9d. each man.

6425. Each man of the seven?—Yes. In another case 32s., and in another case 31s. 6d. were paid for a day's work which ran into very little overtime.

Earl of Derby.

6426. All these men are ship workers?—Ship workers.

6427. And every job on one ship is usually continuous for four or five days, is that not so?—Yes; they ought to be able to finish the discharging of a ship in four or five days if they work well.

6428. After that can they get employment elsewhere?—Yes, if they wish for employment; all along the quay, where our ships are discharging, there are ships in the similar trades, and they go from one to the other.

6429. Now in the case of the quay workers, what are their average earnings?—The men who work regularly will earn about 6s. a day.

6430. Are they constantly employed?—Almost; because, although the ship may have finished discharging, there is always cargo lying on the quay which has to be loaded off into waggons and into lighters.

Earl of Derby—continued.

6431. What do the best men earn weekly?—They make from 35s. to 40s. per week.

6432. Have you anything to say as to the comparison between their mode of working and that in other ports?—They would earn considerably more if they worked as hard as the men of their class work in other English ports—in Liverpool, in Glasgow, or in Bristol.

6433. What is the largest day's pay that has been earned on the quay?—16s. 6d. per man.

6434. In how many net working hours?—This was in 13½ net working hours.

6435. You have used that phrase before. How do you arrive at the net working hours? What deductions do you make from the gross hours of labour?—There is at least 10 minutes lost in the morning before the men get from the stand to their work, and another 10 minutes lost in the evening getting to the pay table, because they expect to be at the pay table by the time the hour is up. Then at 11 o'clock the beer carts come round, and I have put down 15 minutes for that, but I am very much of opinion that nearly half an hour is lost before the work is resumed as it was left off. Then again at 12 o'clock they get 40 minutes for dinner—that is to say, strictly speaking, it is 30 minutes they ought to have, but it runs from 40 minutes to an hour. For one reason, the lightermen always take an hour for their dinner, so that our men hardly do much useful work in less than an hour's interval. Then the beer comes round again at 2 o'clock, and another 15 minutes are lost. Then if they are going to work in the evening they get 60 minutes for tea at 5 o'clock.

6436. 2½ hours off altogether?—If you include the tea hour, but a man only gets his tea hour if he is going to work overtime.

6437. Now do you find any great excess of labour over the demand for labour?—No. We have a difficulty in getting industrious men in sufficient numbers to do the work.

6438. I suppose we may take it that the class who come for employment at the docks are not all good workmen?—They are what may be called the residuum, in a great measure—what the Salvation Army captain calls the "submerged tenth." They are generally men who have failed in other occupations, or who cannot get employment from want of character, or through their insobriety. Those are the men who are mainly unemployed. The better men—the steadier men—get as regular work there as in any other avocation in life.

6439. Should you say that a man who is recognised as steady and industrious, and physically capable, has a reasonable certainty of getting permanent employment?—Yes; I think that he will earn quite as much as in the ordinary trades to which a man has served his apprenticeship, and that he very soon gets made a foreman. We cannot get a decent foreman under 3l. a week, permanent employment.

6440. Does it often happen that you clear all the men on the stand and would be able to take on more?—Yes. Just when I was making up

31 July 1891.]

MR. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

this memorandum on the subject—it happened to be the 20th of last month—on that day we cleared the stand four times, and each time came away short of men. At 7 o'clock in the morning we wanted 100 men and only got 80. At 8 o'clock 30 men were wanted but only 20 obtainable. At 9 o'clock 12 were wanted but there were none on the stand, and so on. We have been similarly short about half a dozen times since we took the work over in February.

6441. Now are the unemployed always so because they are unable to obtain employment, or is it their own choice?—Some men are unemployed because they are bad or troublesome or dishonest workmen, and they do not get such regular employment. They are only taken on when there is a press of work. Others are unemployed because they do not want to be employed. They are paid off every night, and the temptation is to spend their money in the evening, and to come to work late the next morning, or not at all. This is shown by the fact that many men whom we paid 6s. or 7s. the night before have the next day to borrow from our cashier 1s. for their dinner.

6442. Does it often happen that men in the midst of a day's work will apply for payment of what they have earned?—Yes, we have had a great deal of trouble on that matter. A certain number of men are required in each gang; and it is clear that if these men leave their work in the middle of it, and an interruption takes place, it is very expensive to the shipowner. There is nothing to prevent them discharging themselves when they think proper; and in addition to that they used to have the effrontery to demand that our cashier should come to them at once and pay them off, or else they would charge us for the time waiting; if it was only half an hour they were waiting to be paid. I could only alter that by putting up a notice to the effect that any man discharging himself without leave should only be paid off at the time that the regular men, who were working with him, were paid in the evening. I was obliged to put up that notice because I believe, as regards custom, they were entitled to be paid, and they actually threatened us with legal proceedings for not paying them on the spot.

6443. Since the great strike the men have made it a condition, have they not, that they are always to have a half-day's employment?—That was one of the grievances they put forward, that a man might be employed for an hour or two in the morning and then discharged; but I do not think with some of them it was altogether a grievance, because our stevedore told me one day, when pressed to know why he had not made greater progress with the work, that he really could not get sufficient men, that some of the men objected to work half a day. They did not mind working an hour or two in the morning so as to get out of the way of household troubles, but when they had earned sufficient money to enable them to spend the rest of the day at the public-house they did not trouble themselves to do any more.

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Earl of Derby—continued.

6444. Do you employ men of that class?—We are so short of men that we are sometimes obliged to employ men of every class.

6445. Then in the department of labour with which you have to do, you do not at all confirm the common opinion that there is always a surplus of labour available?—There is a surplus of labour of a certain kind, but of such labour as would get employment nowhere but at the docks. Even of that there is not always a surplus.

6446. But you repeat it that a steady industrious and sober man may count upon getting regular employment at the docks?—Yes, certainly.

6447. Now I will put one or two questions to you about strikes. You have had several, I understand?—The strikes are almost weekly.

6448. There was one on the 6th of February?—The list I have drawn up of strikes, beginning the 6th of February, only refers to strikes since we again took the work into our hands in February this year, but last year, as the correspondence in the newspapers would show, we were continually in hot water. This is a list of the strikes after we took the work into our own hands and arranged with the leaders of the men the terms of the employment.

6449. There were a very large number of these strikes on a small scale, and I do not know that I need take you through all of them?—If I may be allowed I would like to say that a strike not merely delays a steamer for one day, postpones her sailing date, inconveniences all the passengers and the shippers, and in the case of a line running at regular weekly intervals, it puts the whole of the boats on that line behind. If we sail every Wednesday, and our boat does not go till Thursday, the following steamer can hardly go till Thursday, and the one after that till the following Thursday; so that it upsets all the regularity of sailing which is so essential to make the trade prosperous. As an illustration of the strikes, perhaps your Lordship will allow me to point out, the very first one in February, the agreement I made with Tom McCarthy distinctly stated—I have it here in my hand—that the men, after being put on the first time, were to return to their work at the ship the next day, a very natural thing, because it gave those men regular employment, and it saved the loss of time and crush at the gates. But the very first day the men were discharging in the "Sorrento," and were ordered to go back to commence at 7 o'clock the next morning in accordance of the agreement with Mr. McCarthy, but without giving any notice they refused to go back unless they were put on at the outside gate.

6450. What does that mean "to be put on at the outside gate"?—It means that the Union favours the men being put on at the outside of the dock, because in that case they can scrutinise their tickets and see that they are all unionists. However, I arranged with the Union that they should be put on in the first instance outside, and that afterwards, to save time, they should

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31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

go alongside the ship the next morning. Well, they refused to do it, and not only refused to do it, but, without any conference with their officials or with me, they struck and delayed the steamer. Then the very next day the quay men struck for the payment of what are called "cons." Cons are contingency money for a little extra duty, and it was arranged that those cons should be paid out of the surplus. The men did not care to wait for the surplus for the cons. They insisted on being paid every day, although their agreement provides for it being paid at the end out of the surplus. There is no reason why the men should have higher wages unless they earned them. They struck for that, so that we lost about two days then. On that point we gave way too. In both those points you see the men struck and got their own way. Then again, only about ten days later, the trimmers and day workers struck for payment for the dinner-time. We put the men on according to the Mansion House agreement, and this was not to be paid for; but still they took the law into their own hands, and insisted upon being paid for the meal hour. We paid it, and the work was resumed. Another loss of time. Then, again, these men had beef to discharge two or three days afterwards. They get extra payment for working the beef at 1s. an hour if it is at night.

Mr. Bolton.

6451. What do they do with the beef?—They take the beef out of the ship. We had arranged that the beef as it comes down from the crane should be put direct into the railway trucks. The men objected to that because they get extra for backing it, and so what they wanted to do was to put it on the quay and then for the men to back it on the trucks, which was just a process for no other purpose than to obtain more money. We objected to that and they struck again. We lost that night's work, and the beef did not get to market. Then the corn men struck a month afterwards; 17s. 4d. per 100 qrs. was the tariff price—the old price used to be 16s. 8d. but it was increased to 17s. 4d.—and at that the men can earn about 13s. 4d. per man per day, but they struck in order to get an advance; they asked for a penny advance all round, that is really an advance of 50 per cent., so that if they could earn 13s. 4d. on the old rate it would mean that they could earn about 1l. per day at the extra rate. We offered to divide that, I think, but they declined, and we had to give way again after a day and a half had been lost, and so on through the list. Then we agreed to pay the men the extra to save these continual disputes about the corn; we agreed to pay the men not 17s. 4d. according to the agreement at the Mansion House after the strike, and according to the rate prevalent in other docks, a rate which gives them handsome wages, but we agreed for the sake of preventing this continual delay to pay them 25s. Even on that the men struck, and struck only this very month because they would not agree amongst themselves which gang's turn came next.

Mr. Bolton—continued.

Our wharfinger, after allowing them to argue it out for some time, ordered another gang to do the work as the ship was standing, and then they all struck.

Earl of Derby.

6452. How did that strike end?—It ended in our losing one day and putting on a gang the next day.

6453. Another gang?—Yes, we got another gang the next morning.

Mr. Ismay.

6454. Free men?—No, not in that case; we had not got to free men. This very month, just two or three days ago, we found some cases of tinned meats coming out of the hold with the contents robbed. We sent the timekeeper to see who were the men employed in the hold and to see whether he could find anything out as to who were the culprits. As soon as he asked the men for their names, without saying anything, the men put on their coats and left the vessel and demanded to be paid off. We have now decided that we will employ men indifferently, whether they are unionists or whether they are free labour men; and in order to prevent any coercion of the men by the unionist officials, we intend to put them on alongside the ship; when a ship arrives the men will come to the shed and be selected for the work.

Earl of Derby.

6455. In the case of the stevedores you do not come directly in contact with them, but I think you have to tell us of one strike among that class?—We employ a stevedore at the tonnage rate, and he pays the men the regular wages. He may occasionally have trouble with them, but we do not know much of that. Our great trouble was in the spring of this year—it was a very serious strike—all over the Albert Docks. Some of the vessels there had been in the habit of signing their crew on board the ship. This is almost universally done by the great lines in Liverpool. A Government officer comes on board the ship and reads the articles to the men and scrutinises the transaction to see that the men are properly treated. The great advantage of that is that the places (the Government offices) for shipment, are, especially in London, some miles from the work, from where the ships are lying; and when you are getting ready for sea if your stewards and officers and engineers and firemen go all the way to the shipping offices and ship and come back again, you will get no work out of them that day; in fact, they perhaps are sometimes unfit for work the next day, so that it is found desirable that the men should be shipped under proper Government inspection on board the vessel. Well, the Seamen's Union found that by this operation they were not able to see that the men who were shipped were members of their Union, and that they had paid up all their arrears. At the

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

Government shipping offices they provided pickets, who saw that no men were shipped in the vessel unless they were all union men and had the union tickets. So for no other reason than that they issued a notice that in future no ship's articles would be allowed to be completed on board the ship. Several shipowners decided not to submit to this intimidation, and they asked us to follow their example and ship our men on board the vessel. We thought that, out of *esprit de corps*, we ought to do the same thing, and we did so, in order that in the strike which had lasted against them for two or three weeks they should not be boycotted alone, but should have assistance from their neighbours. So we ordered that our crews should be shipped on board the vessel. Immediately we did so the coal-heavers struck and the stevedores all struck. We had to get free labour to do the work. That strike lasted for about a month or six weeks. We had to load and coal three or four steamers with the help of unskilled labour. But the labourers managed not so badly. Many of them never had the least experience; but it is not a difficult work; and when the stevedores began to see that the men were getting trained to the work, and that we were put to less inconvenience than at the beginning, they gave way, and resumed their work. But at the first we could not get a man to do anything: the shipwrights struck; our shore gangs—men who had been getting regularly from 30s. to 2l. a week—struck; our sailors all struck; our stevedores and coal-heavers all struck, and a very serious case had to be faced.

6456. But in this case you employed free labour, and with some delay you despatched the vessel?—We despatched three steamers with free labour; all the work was done entirely without unionists. The sailors, too, were free men. We had to get sailors who were not connected with the Seamen's Union.

6457. Now, have you any opportunity of comparing the discharging and loading from the Victoria and Albert Docks with the way in which the same work is done in Liverpool or in other docks?—Yes. Having been engaged for so long and directly in contact with this kind of work in Liverpool, I may say that a steamer the size of one of my boats with the same cargo is usually discharged in Liverpool in four days. Our own steamers in Liverpool, not carrying perhaps quite as much cargo as these London boats, have often come in on Tuesday and taken the mails on Thursday, having been discharged and loaded in two days. In the same way we have always found that even in London there is a great difference in the docks. In the Surrey Commercial Dock, and in Millwall Dock too, work is done with greater despatch. I think for one reason that middlemen are more employed there. There is a contractor and a sub-contractor, and all the men nearly are employed in that fashion, and in addition to that, the men are of a better class. Their stevedores are mostly sailors who have

Earl of Derby—continued.

married and want to work at home and not to go to sea; when work is slack they go to sea, otherwise they work in the docks. So in the Millwall Docks we have always got better work done than in the Albert or in the Victoria Docks in London.

6458. When you left the Millwall Docks for the Albert, did you arrange with the Dock Company that you should do the discharging and passing over the quay for yourselves?—Yes. The Dock Company had always maintained that they were entitled to do that work, and that they made a considerable profit out of it. We had found our previous discharging in the Albert Dock was very slack when the work was done by the Dock Company, so I arranged that we should do the discharging and passing over the quays ourselves. The men through the great strike had always asserted that it was the tyranny of the Dock Companies that they were striking against, and that if they could only deal directly with the shipowners their position would be much improved, and they would work well. So I made arrangements that that should be the case. I paid the Dock Company in lieu of their profits on the discharging of the work 3½d. per ton. I did not quarrel with the Trades Unions at all, but worked very harmoniously with them. I employed, I thought, the best men, the best foremen I could get, and tried to work satisfactorily with the union officials.

6459. What was your experience of the result of that system?—I found that the first steamer we put there the men worked with a little enthusiasm, and put out of that vessel 1,000 tons on the first day. I thought well, now we have found the way to get the work done properly. But as time went on their enthusiasm flagged very much, and instead of doing 1,000 tons a day, they did 200 or 300 tons a day, so that about the middle of August our steamers had got altogether out of their dates. The steamers that they showed themselves they could have discharged in four days, were 14 days discharging, and I did not know how to remedy the matter. We had an agreement with the Dock Company which prevented us from throwing the discharge into their hands again, and the men were making the conditions of a steamship line quite intolerable. The fact is, that the men appointed representatives, one on the quay and one on the ship, and these men used to draw from us about 12s. a day, and their object seemed to be to get their own friends put on I think, without any consideration as to whether they were good men, but simply they had a list always of the men they wanted employed—men that they very likely had some reason for employing. Then again, it is quite clear that the men's representatives' pay of 10s. or 12s. a day ceased when the ship was discharged, consequently it was decidedly their interest that they should continue to discharge as long as possible, and we had no control over the men at all. Their principal object used to be to prevent the men from over exerting themselves; they have been heard shouting

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

down the hold to tell the men that they were putting too many bags of flour into a sling. I see in one of the statements made before your Commission, one of the witnesses says, that a small gang could put out 300 tons of flour in a day; with a large gang with great difficulty we could get 100 tons put out in a day.

6460. Then you had to complain that the gangs were made unnecessarily large and that energetic work was discouraged?—Yes. They had got a settled conviction that they were injuring each other in working too hard. The great object was to have as many men as possible employed, and for as long a time. Under that arrangement our ships took from 10 to 14 days to be discharged, and the cost of discharging was increased from 1s. a ton, which we used to pay to the master stevedores in the Millwall Dock, to 2s. and 2s. 6d. per ton.

6461. As I understand perishable goods suffered in consequence and there were complaints on the part of the consignees?—We had continual complaints. The consignees could not get their goods. They wrote to say they were longer in getting the goods after the ship arrived than the whole passage, and any goods that were wanted on a particular day had to be sent via Liverpool and brought by rail to London.

6462. You adopted a new system of payment?—I thought, surely if the union officials' attention was drawn to this that they would see it was a state of things that could not be carried on; and I wrote about the middle of August to Mr. Tom Mann a long letter laying these facts before him. Then I wrote another one I think a day afterwards showing how under the system robberies were continually occurring on board the vessels. I drew his attention to a case in which the Hudson's Bay foreman complained that one of the men loading his carts had demanded from him some allowance. The Hudson's Bay Company complained to me and said that this man had said to their foreman, "Very well, if you will not give me an allowance you deserve to have your sealskins stolen." It was a remarkable fact that there had been several sealskins stolen in that ship and in a previous ship, and as I gave orders that the man who had made use of this threat should not be employed as he seemed to know too much about the sealskins, and he had certainly no right to demand beer money. All the men immediately said unless he was re-instated they would not work. I wrote first on the 19th August to Mr. Mann complaining about these delays: "Dear sir,—Referring to the long conversation that we had together on the subject of the delays and expense in discharging steamers in London, this matter becomes still more serious and pressing, as, owing to the depressed state of the freight market (grain to London is quoted 'free'), I am obliged to make arrangements to lay up some of my New York steamers. Unless some system of piece-work can be originated the expense and delay in discharging by the dockers will make London a prohibited port in the North

Earl of Derby—continued.

American trade. I would suggest that without the intervention of any middleman, and merely with a deduction of an amount to be agreed upon for the hire of cranes and gear, that the rates per ton paid in the Millwall Dock (where the stevedores get 8d. per hour) on similar cargoes should go direct every day to the men doing the discharge, and I shall be willing to add 1d. per ton bonus every day that the men discharge 1,000 tons or over. This is less than is regularly done in ordinary working hours in Liverpool and Glasgow, and I can show you that it has been repeatedly done in London in ordinary working hours when the labourers are prepared to give a fair day's work for a fair day's wage. Unless I can make some arrangement of this kind, I must at the earliest possible date leave the docks of the Joint Committee." That was on the 19th August. On the next day I wrote: "Dear Sir, —Since writing you yesterday a matter has been brought to my notice which illustrated the disadvantage of the present mode of work. On Monday the Hudson Bay Company complained to us that one of the quay porters had demanded drink from their representative, and on being refused had used bad language and told him that he 'deserved to have the sealskins stolen.' Singularly enough in our previous steamer six of these valuable sealskins had been stolen apparently by the discharging gang, as four of them were found concealed on board. Our wharfinger, Mr. Cleary, therefore gave instructions that the man who made use of this offensive language and threat should not be employed for the present, and he was not put on next morning but came with the other men, and they demanded that unless he worked they would strike. We sent for your representative and the matter is still under his consideration, but considerable loss of time was incurred, by which we are the sufferers. Our object in bringing this matter before you is to show that even in flagrant cases we have no control over the employment of the men. The foreman who puts them on is really the representative of the men appointed by them, who employs just such men as it suits him to employ, and on several occasions, when for loitering or for negligence, or for such a case as the one just quoted, our desire to suspend a labourer as a warning has been overruled. You can easily see therefore, how it is that the work is done in a dilatory and expensive manner. Our quay foreman, Mr. Cleary, should be allowed to employ the men that he controls for the discharge, and we should be quite willing that they should join the Union so as to carry out its rules. Will you kindly consider this matter and let me know if there is any objection to it coming into force at once, pending our arrangements on the piece-work basis, about which I have already written, and seen you, which will be the only plan for securing economy of expedition by making the men the censors of each other. The Monarch boats have now all returned to the Millwall Docks, finding the conditions of labour in the

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Earl of Derby—continued.

"Albert Dock quite unbearable." They had joined us after the dock agreement and were working on the same terms in the Albert Dock; but Mr. Wilson very soon got disgusted, and his boats, that is the Monarch boats, returned to the Millwall Docks. These two letters were written on the 19th and 20th August; but up to the 17th October I had received no reply. ..

6463. I understand you endeavoured to remedy the state of things you have described by adopting a different system of paying your men?—Yes. I produced the stevedore's bills that we had been paying at Millwall, and I said "I will give your men exactly the same rates; there will be no middlemen; it will be every man's interest to do a good day's work." An arrangement was drawn up, and it was signed for the D.W.R.G.L. Union—that is the Dock, Wharf, Riverside, and General Labourers' Union—by Tom McCarthy. The arrangement was that the amount of work done each day should be estimated at 4 o'clock, and that the men should be paid the tonnage rate on the work they had done. That was done on the first day, and it came to about 8s. 6d. a man up to ordinary knocking-off time. The next day it came to about 7s. On the third day, when the cargo was naturally getting to the bottom of the hold, and away from the hatches, the men's pay only came to about 5s. 6d., and the men all struck, and refused to work any more, although the agreement was made by their own representative.

6464. What you wished to do, as I understand, was to pay the labourer something on account as subsistence money, and to pay the balance when the job was finished?—That is the only reasonable plan of co-operation, because if the labourer gets his full wages and his full overtime pay, if he works hard he gets a bonus; if he is dilatory the shipowner loses the difference. In employing a master stevedore we pay him the same tonnage rate, and if he makes a loss on the ship he pays it out of his own pocket or out of the profits he makes on the other ships. But in this unfortunate arrangement, if there is a loss we pay it, if there is a profit the docker gets it, while the making of the profit or loss is entirely in his hands. I have always urged that he should either be paid, as at Liverpool, at the end of the job (which usually does not take a week, generally about five days) or else at the end of the week. If he received something on account, say 2s. or 3s. a day instead of 5s. 6d., then he would have some interest in working hard, because he would have a tolerable sum dependent upon his work. I have some illustrations here, and I will refer to recent instances. On the "Ludgate Hill" there was a surplus divided among the men of 34*l.* 7*s.* 1*d.* On the "Richmond Hill," the last steamer that we have made up, the men had overdrawn 11*l.* 15*s.* 9*d.* In the "Tower Hill" the surplus was 34*l.* 11*s.* 11*d.* divided among the men. The "Egyptian Monarch" 20*l.* 13*s.* 7*d.*, the "Lydian Monarch" 26*l.* 0*s.* 4*d.* In the "Egyptian Monarch" there was also a loss of

Earl of Derby—continued.

30*l.* 17*s.* 2*d.* In the case of one ship, the "Congo," we actually divided 79*l.* 11*s.* 5*d.* That came to 6½*d.* per hour.

Mr. Ismay.

6465. Bonus?—Bonus. This is the largest surplus we have paid, and it shows what the men can earn if they only will.

6466. You have not found that your new arrangement has worked altogether in a satisfactory manner?—It has not been satisfactory for the reason that the men really draw their full wages, and that it suits them better to go along easily with their work, and being fully paid up as it were the temptation is not sufficient for them to exert themselves.

6467. I think you have said before that a man exerting himself to the utmost is not popular amongst other men?—He is not. They used to talk about the "dignity of labour" and about the "nobility of labour," but I am afraid nowadays the thing is changed completely.

6468. In your judgment the only method of getting rid of strikes and securing a fair amount of work is by employing free labour?—By employing free labour we have a certain competition with the union labour.

6469. That is to say, as I understand, you take unionists as well as non-unionists, but you object to the non-unionists being excluded?—Yes; we do not discriminate. Then of course we have more control of the men, because if the men do not attend to their orders or are negligent, we can discharge the unionist and put on a free labourer; and formerly we could not do that, because all the unionists struck, and we were left without a man. Then again my experience has always been that we can always get more work done by employing a stevedore—by employing what is called a middleman. Both in Liverpool and here I have always found, when we have tried to do the work ourselves that sooner or later we got back to the employment of the middleman. The men will work better for the middleman; he has more control over them than we have. They fancy the shipowner's pocket is bottomless.

6470. I suppose also the middleman, whoever he may be, is in a position to exercise more direct and personal supervision?—Yes, he belongs to their class, and they also feel probably if they do not work well that he would be losing money. He belongs to their class, and they do not like to see him lose money, but they do not mind our losing money.

6471. We have heard a good deal of men being injured by defective machinery or defective appliances. Do you know any cases of that kind?—I do not know any cases in which men have been injured by defective gear. We have some cases of injuries, but I have always found them to have arisen from men's own carelessness, and it seems to me a very hard case that the employer should have to pay. For instance, we were sued yesterday for 30*l.* A bargeman received a contusion from one of the shore

31 July 1891.]

MR. WILLIAM BECKET HILL.

[Continued.]

Mr. Ismay—continued.

labourers, one of the quay labourers, who handed him carelessly a box containing stove polish. This struck the bargeman in the face. He immediately gave up his work, and has sent in a claim for 30*l.* Now that seems a very great hardship to the employer, because it is quite evident that the labourer and bargeman might very easily enter into collusion, and it seems hard that the man who did the injury should not be made to pay, but that the innocent employer should be made to pay. I may mention also a case in which a man in a barge was injured by a bag of grain falling upon him. The shipworker did not take the precaution to take a hitch with the rope in the usual manner, but lowered it carelessly. Yet in that case the bargeman will expect that the shipowner shall pay. It seems to me that the employer should only be responsible for injuries resulting from orders given by himself or his representatives, or from defective gear.

6472. You have told us also in your memorandum that you suffer a good deal in the docks from robbery and pilfering of various kinds?—Yes. I used to pass the accounts in Liverpool for our shortages, and I do not think they came to over 100*l.* a year, certainly not more than 200*l.*

6473. Will you define the word "shortage": is it losses by robbery?—Yes, losses by robbery or theft. In London they come to as much as 2,000*l.* a year.

6474. Can you give any recent instances?—I might refer to that very case in which the man alluded to the fact that if beer money was not provided sealskins might be stolen. The very next ship a bale of the Hudson's Bay beaver skins was stolen; we had to pay 200*l.* for that bale. One man was found by the foreman with one of these skins underneath his waistcoat, and no doubt the whole of the skins went ashore in that way, because the detective found some of the skins in various furriers' shops in the East End. Yet that man, although he was stopped by our foreman, was not given into custody; the foreman objected even to give up his name. In another ship the other day a great many clocks have been missing, and an officer going down to the ship and looking round saw on the stringer plate a lot of clocks evidently arranged to be taken away. The moment he saw them one of the men in the gang said, "Hullo, the beggar has caught us this time." Patent medicines, tinned meats, and cheeses are stolen, and the thefts are frequently of a deliberate character. Sometimes we get from America packages of clothing, fine goods that were intended to go to the Colonies. A great deal of our cargo consists, of course, of oil cake, flour, and so on, but there are some of these special articles come. Now we have continually found these articles broken up and robbed in the shed, after they have been landed. That shows that the men are deliberate thieves, and know where to find some of the articles they want.

6475. Do you think that the abuse is increasing or diminishing?—It has diminished considerably

Mr. Ismay—continued.

since we made it a rule to stop from the men under this co-operative plan any pilferages of that kind. It makes it the interest of the men to prevent these pilferages. But a man was detected by one of the union representatives only the other day with some tinned meats in his possession, and they were merely taken from him; he was not made an example of. When I spoke to the union representative about it, he said it was no part of his business to have the man punished. "But," I said, "you are a foreman, and not only that, but as the men have to pay for these shortages out of their surplus, it was your business in both cases to see the man was punished." He said he would have nothing to do with the police.

6476. Then I gather from what you said that you object to the custom of paying wages daily?—I think that that is one reason why the men do not work so steadily here, and that there is so much distress in the East End. A man gets his money every evening, and spends it at night at the music hall or the public-house, and the next morning he has not got a penny. Now if he received his wages at the end of the week, as he does in Liverpool, he would not have the conscience to deprive his wife of the whole of the wages. It would then amount to a considerable sum.

6477. In Liverpool the payment is once a week?—Once a week. They are the same class of men exactly employed in the same way, but here is a custom that we could not break without legislative authority.

6478. I think it follows from what you have said that the work done at the London dock is inferior in quality to that which is generally done in other places?—One of our men from Glasgow came to the docks the other day, and he came to the office and said, "I do not wonder that your work is done so slowly here. The men do not seem to work at all, compared to what they do at Glasgow. They knock off at the slightest shower of rain, or on any pretext, if it is too hot or if it is too wet; and as in Glasgow it nearly always rains, they never would get the ship discharged if they went on in that fashion there." Then, again, he said: "Why are you trucking your flour on to the quay: we do not do it in Glasgow. You have got so many men to put it on the trucks; then the men to truck it, and then the man to lift it on the pile; while we put a bag on the back of the man, to put it on to the pile, and one man does it." I said they would not do it here.

6479. Do you ascribe that in part to the great facilities for getting charitable assistance?—There is no doubt that that is a great reason. London is a very rich place, and a great many people think they cannot do better than give a portion of their riches to the distress, as it is called, in the East End. The distress arises greatly from the men's own unthriftiness, and from the way in which the men's wages are paid to them. There is so much charity that a man

31 July 1891.]

MR. WILLIAM BECKETT (FILE)

[Continued.]

Mr. Ismay—continued.

can almost rely upon his wife and children being supported by what they can earn themselves at match-making and so on, or from the various institutions that are competing with each other to take care of them.

6480. Are you favourable to arbitration as a mode of settling labour disputes?—We have had experience of that. In this agreement that we made with Mr. McCarthy, in order to prevent the continual delays caused by the corn men striking for extra allowances, it was stipulated: "Grain to be paid at the rate of 17s. 4d. per hundred quarters. If the grain is more than ordinarily dusty, $\frac{1}{2}$ d. extra to be allowed for that." I may mention that $\frac{1}{2}$ d. is really 25 per cent. increase, because the 17s. 4d. per 100 qrs. is about 2d. a quarter; 2d. a quarter would be 16s. 8d. Then, there was a little increase on that, making it 17s. 4d.; so that a $\frac{1}{2}$ d. extra is really just a fourth of the original 2d. "If the grain is more than ordinarily hot, $\frac{1}{2}$ d. extra to be allowed for that. If the hold be of some special disadvantageous construction, $\frac{1}{2}$ d. to be allowed for awkward money. Should a question arise as to whether the men are entitled to this hot, dusty, or awkward money, they are to proceed with the work, and the decision is to be left entirely in the hands of an expert chosen from one of the four following firms: Borrowman, Phillips, & Co., George Roffey and Sons, John Aste and Sons, Bovill and Sons,"—those are four of the principal firms in the grain trade in London—"who will attend promptly and his decision be final. His fee is to be 1l. 1s., to be paid by the party he thinks in fault. If that party be the men, one half to be paid by the men and half by the Union." This was a deliberately entered into agreement for arbitration. Now, in the case of the "Brazilian," the very first ship, the men claimed a halfpenny on every hold, and an extra halfpenny on one or two of the holds for what they called hot, dusty, and awkward money. Now, the "Brazilian" is a new steamer of a character or type in which none of the holds are awkward. I suppose the hatch is very nearly as big as the inside of this circle—a shallow ship, and one which has every convenience for discharging, and the grain was not the least hot or dusty. We refused to pay it, and the men struck. Then we said, "In that case you must refer it to arbitration under the agreement," and Mr. Phillips of the firm of Borrowman, Phillips, & Co., an eminent London grain merchant who has been previously in Canada and in America in the grain trade, and in Chicago, was good enough to agree to be the arbitrator for the men. He went down to the ship. I left him alone to see the men. He went round to all the holds and personally inspected the grain, and conversed with the men, without any interference on my part. I did not even go with him. Then I did not even press upon him our view of the matter, but left it entirely with himself. He drew up an award and issued it, and he reluctantly said there was one hold in which the grain was a little dusty; it was very trifling

Mr. Ismay—continued.

he thought, but he gave the men an extra halfpenny on that hold, and that award was put up, and all the men struck and refused to work. So evidently, arbitration is no use unless there is some way of compelling the men to carry out the award. I appealed to the Union, and Mr. McCarthy, the organising secretary who made the agreement, went down there and harangued the men, and begged them to go to work. They only gave him insolence, and told him to go and do it himself. So that if arbitration is to be adopted, it must be something like our commercial arbitration, in which we have a clause that the decision of the arbitrator shall be made a rule of court, and if the rule of court is not carried out, there is always the penalty for contempt of court for the party which will not carry it out. If both sides agree to arbitration, there should be some punishment for those who do not carry out the award when it is made.

6481. In that case the award of the arbitrator should only be for a definite term, and not bind either party permanently?—No, that would be dangerous. There are some things which a workman would not submit to arbitration, some things that the employer would not submit to an arbitrator, but if submitted even then I think it would be decidedly a desirable thing, especially if the award is to be enforced, that it should only be binding for a short period.

Sir Michael Hicks-Beach.

6482. I did not quite understand what you meant when you said that the system of daily payment could not be altered except by legislative authority; is there any law compelling you to pay daily now?—It is such an old and universal custom about the docks, that if we did not pay at the end of the day there would be a general strike.

6483. But what is the law to do?—I think if the law said that no employer should be bound to pay, except at the end of the week, that would be taken by the men as being an authority for our paying at the end of the week.

6484. But no employer is bound by law to pay daily?—It is such a custom in London that the men would come and demand their wages, and if they did not get them there would very likely be a riot.

6485. You have not explained to me what good any alteration in the law could do to you in the matter?—The law would be a precedent and authority for paying weekly, because when a custom is fixed, it can hardly be altered except by legislation.

6486. Do you ask for a law that should make it penal to pay wages at shorter intervals than the end of the week?—I do not ask for that.

6487. Then I do not understand what you do ask?—I think if a law were passed that wages, any custom notwithstanding, might be paid at the end of the week, that would be a precedent, and most employers would immediately begin to pay at the end of the week. At present we do not like to begin it.

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Sir Michael Hicks-Beach—continued.

6488. Is it not the fact, so far as the law is concerned, any custom notwithstanding, that wages can be paid at the end of the week?—Certainly; but the men will object to waiting till the end of the week, because it is an old custom in London.

6489. Again I ask what has the law to do with it; is it not purely a matter of custom?—It is a custom that I should suggest should be destroyed by legislative enactment.

6490. No, you do not, because you do not want it made penal?—No, I should not go so far as to make it penal.

Professor Marshall.

6491. When you said that the award of the arbitrator should be made compulsory, what compulsion had you in your mind with regard to the workman?—I say that it should be enforceable in the same way as any other arbitration award is enforceable, that is, by the person refusing to carry it out being sent to prison for contempt of court.

6492. How would you define refusing to carry it out; would it be a refusal to carry it out if they simply did not go on working?—That would be a refusal to carry it out. I do not suggest that arbitration is at all a feasible thing. But arbitration, which merely leaves either party free to carry it out or not at his own instance, is certainly waste of time.

6493. Do you think that a law which provided that when an award has been given by an arbitrator, and the men refuse to go to work, they should be sent to prison, would be workable?—I do not say it would be workable; but it is certainly the only way in which arbitration could be effective. If these men could have been sent to prison because they refused to abide by the arbitrator's award they probably would have gone to work. That is the only way in which you can make an award of any use.

6494. Do you think you can make it of any use?—I would not like to give an opinion upon that point.

Mr. Jesse Collings.

6495. You spoke of contracts made by Mr. McCarthy and others with you?—Yes.

6496. Do you suppose, or do you know, that Mr. McCarthy made this contract with the knowledge and consent of the men?—He did; because there has been considerable correspondence and personal conference on these matters, and it had been a matter that had occupied the officials of the union for some weeks, and this was the deliberate outcome of the arrangement that was made by the union officials.

6497. In dealing with Mr. McCarthy, did he understand, and did you understand, that he was fully representing the men?—Yes.

6498. And he had authority from them to make this arrangement?—Certainly, because the matter had been brought before Mr. Mann, who deputed Mr. McCarthy to act for him in the

Mr. Jesse Collings—continued.

matter, and the agreement is signed, you notice, by Mr. McCarthy for the D.W.R.G.L.U., which are the initials for the full title of their union.

6499. As I understood your evidence, so far as the leaders, Mr. McCarthy and others, were concerned, their influence was exercised in the direction of carrying out the contract?—Certainly; it was simply that they were unable to make the men carry out the contract.

6500. Then your evidence amounts to this: that, after making contracts on the part of the men, they have no power, whether they wish to do so or not, to make the men observe those contracts?—Precisely so. In fact, the men are not at all subordinate. I have heard them say that their officials are merely their servants. When I have mentioned to them arrangements I have made with their secretaries, they have said, "They are only our servants; we pay them."

Mr. Plimsoll.

6501. The class of men who do your work are occasionally without employment?—I have no doubt that they are at times without employment.

6502. And when they are taken on at the close of a period of non-employment, supposing that they earn a couple of days' wages in the early part of the week, do not you think it would be an intolerable interference with justice that they should be kept out of their money till Saturday, supposing that the employer were willing to pay them earlier in the week?—I only state that is the custom in Liverpool, without any complaint on the part of the labourers. They are all paid at the end of the week—generally on Saturday afternoon. Some firms are now paying them on Friday night.

6503. That system has apparently grown up without the aid of the law. What hinders you initiating a system like that without the aid of the law?—Because London is an older place, and the custom is of much longer continuance.

Mr. Livesey.

6504. I want to ask you whether you can tell us that you have really tried to work on amicable terms with the Union?—Yes; I have been condemned by fellow shipowners for my patience and for my endeavours to arrange matters *suaviter in modo*. I should think I have had a hundred interviews with officials, and, not merely with the officials of the Union, but actually with the men who work on our quay. They have never been prevented from seeing me when they have had any complaint or suggestion to make.

6505. You have always been accessible?—Always.

6506. You said, I think, that after prolonged and patient negotiations you had been obliged to go to "free" labour?—Yes. I have found it utterly impossible, even on what is called the co-operative principle, to get work done without having the competition of outside labour—free labour.

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Livesey—continued.

6507. Were they exclusively union men before?—Always, yea.

6508. And they would not allow free men to work with them?—No.

6509. Now, then, as to this question of payment of wages: Mr. Plimsoll put a question about a man who had been at work two days: you, I understand, never contemplated that; after a job was finished, the man should wait till the end of the week before being paid for that time?—I would prefer to pay the ship workers when they finish the discharge of the ship. That is usually a matter of four or five days. But I think that all the dock labourers of London—the river side labour—should be paid at the end of the week, on Saturday afternoon. I think that they should knock off an hour earlier on Saturday afternoon, and be paid their wages for the week, as we pay them in Liverpool.

6510. And do you put that on the ground that it would be to the advantage of the labourer?—Yes, decidedly.

6511. I think you told the Chairman you found it very much to the disadvantage of the men their being paid daily, because they took so much of their money to the public-house?—It is so, and because it makes them unfit or disinclined perhaps for work the next day, so long as they have the money in their pockets.

6512. Is it more in the interest of the labourer than in the interest of the employer that they should be paid weekly?—It is the interest of the employer that they should labour steadily and regularly, and I think that is prevented by the present system of paying them sums of money every night instead of once a week, when their wives and families would get a share of it.

6513. Could you not make the alteration by arrangement with your permanent men; surely you pay them weekly?—Our foremen we pay weekly. Those are the only permanent men that we have.

6514. We were told that in the docks they paid their men weekly?—Yes.

Mr. Tait.

6515. You gave us a number of instances, such as the "Ludgate Hill," the "Richmond Hill," and the "Congo," and other ships where you had paid a surplus?—Yes.

6516. Can you tell us over what period of time those ships were disloaded?—The only way you can find out is by dividing the surplus, which in the case of the "Ludgate Hill" was 34*l.* 7*s.* 1*d.* by 2½*d.* It came to 2¼*d.* an hour. That would, therefore, give you the number of hours.

6517. I wanted to know what the dates were?—The "Ludgate Hill" was on the 30th of April this year.

6518. What I want to get at is what period of time is covered by the first instance you gave us to the last?—The "Ludgate Hill" is on the

1 70830.

Mr. Tait—continued.

30th October, and the last instance quoted here is on the 5th June.

6519. Could you give us the number of ships that have been disloaded during that period where no surplus at all was paid, as you have given us the ships when a surplus was paid?—They all had a surplus. All the shipworkers had a surplus.

Mr. Bolton.

6520. I thought you said on one there was a loss of 30*l.*?—That was the "Richmond Hill" after this.

Mr. Tait

6521. Am I to understand that on all the ships that were disloaded belonging to your company between April and June the men received this bonus money besides their ordinary money?—The shipworkers did in all cases.

6522. May I ask whether you keep a separate account for all the different ships of your own firm?—We do, yes.

6523. Now that we have got your side as to what the men receive, would you object to give us the profits of your company for the ships that you have mentioned?—I regret to say that the profits are nil. These ships have been run to New York without paying their actual out-of-pocket expenses.

6524. Can you explain why they are not making any profit?—There are two reasons. First of all freights universally are not good at present, and, secondly, we have to compete with Liverpool. Now, in Liverpool, a steamer is "turned round"—that is to say discharged, and loaded again within a week. In London here it takes a fortnight. Now, this means 100*l.* a day loss to us, and therefore there is on those seven extra days a loss of 700*l.* to begin with. That would represent a handsome profit in the course of the year.

6525. But you have not advanced any action on the part of the men which has been a cause of loss to the company?—Another reason for the want of profit is that, owing to the time they take to discharge here, those goods which pay the best rates of freight—such as bacon and cheese and refrigerator meat, come into Liverpool and are sent by railway to London instead of coming in the London steamers. Now, the extra time that the boats take in being turned round in London is clearly due to the fault of the men. Under no system that we have devised yet have the men worked as they do in Glasgow and Liverpool.

6526. Can you tell us what wages you pay to your dockers in Liverpool?—We pay labourers 5*s.* a day.

6527. Of how many hours?—From 7 till 5.

6528. Time off for meals?—Yes, they have time for meals. Practically it is the same as we pay here—6*d.* an hour.

6529. Now, if they have time off for meals, and only work from 7 to 5, you must pay a

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31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tait—continued.

higher wage in Liverpool than in London?—I do not think so. We begin at 7 o'clock and finish at 6.

6530. Now, I will ask you what you pay your dock labourers in Glasgow where you say you get work better done?—I cannot say from personal knowledge about that. I think it is about the same—perhaps less, certainly not more.

6531. Are you sure it is not more than 6*d.* an hour?—I am sure it is not more than they are paid in London and Liverpool.

6532. You did pay them at one time in Glasgow 8*d.* an hour, did not you?—I cannot say from my own personal knowledge.

6533. You do not know what your firm has paid in Glasgow, but you are not prepared to say it is less than what is paid in London?—My impression is it is less. On that point I might be allowed to read a statement here. It is a comparative statement of time occupied in discharging and loading steamers in London during 1889 before the strike, and 1890 after the great strike. The "Grecian," in May 1889, was 6 days in discharging and loading; in May 1890, she was 9 days. The "Richmond," in June 1889, was 8 days; in June 1890, 14 days. The "Egyptian Monarch," in June 1889, was 6 days; in July 1890, 10 days. The "Persian Monarch," in June 1889, was 7 days; in June 1890, 13 days. The "Ludgate Hill," in July 1889, 7 days; in the same month in 1890, 15 days. The "Assyrian," in July 1889, 6 days; in July 1890, 10 days.

6534. May I ask you if the difference of cargo would have anything to do with the time of disloading the ship?—I have got the average time in 1889; it was 6 days, and the average time in 1890 was 11 days. I have a memorandum at the foot: "The cargoes handled in 1889 were larger than those worked in 1890." 1889 was a good year for freight, and the ships brought very large and full cargoes. In 1890 the cargoes were not so large.

6535. You told us in answer to one of my questions that certain classes of goods had been taken round to Liverpool which paid better?—Yes.

6536. Do you think that the class of goods would be more easily disloaded than the class of goods that you were disloading at the London Docks?—No; we bring a certain proportion of the same goods to London. Our cargoes to London are almost identical with those to Liverpool. We do not bring as large a proportion as we should like of the cheese and the bacon and the tinned meats and other articles, which pay a good rate of freight, for the simple reason, that it is so long before they can be got on the market.

6537. But that is scarcely an answer to my question, which was, is there a larger proportion of that class of goods which are more easily disloaded which go to Liverpool as against London?—I should say not.

6538. Then that being so, the goods would be more quickly disloaded?—I do not say they

Mr. Tait—continued.

are more easily disloaded. It is quite clear for instance, that cheese is a much more tedious cargo to unload than flour or oilcake, which we bring here in such large quantities. One of the witnesses before the Commission said that flour was a very easy thing to unload, and, therefore, he preferred that it should be brought in the shape of wheat.

6539. Can you tell if in Liverpool and Glasgow you put more men on the gangs than you do in London?—I cannot tell you exactly the number of gangs at either port. But the fact that the stevedore does the discharging for less in Liverpool than we pay in London shows that he cannot employ a larger number of men to do it.

6540. You could not say if he does or not?—I would not say exactly the number of men in a gang. I have not inquired. My own personal belief is there are not so many men in a gang.

6541. Referring to accidents, you said that in your experience you have not known of any accidents from defective gear?—None whatever.

6542. Does your firm keep an experienced man for supervising the gear of your ships?—We have, like most of the steamship lines, a superintendent engineer and his assistants. We have also men responsible for keeping the gear in order.

6543. That man will report to you or to your foreman any defect in the gear?—Certainly, it is immediately remedied.

6544. You made another complaint which suggested an alteration in the Employer's Liability Act. You stated that you and your firm were responsible for the injury to one man by the carelessness of his fellow-workman?—So I was advised. I confess I was surprised to find it was so.

6545. And you used the expression that the innocent employer was called upon to pay compensation?—Yes.

6546. Do not you think it is right that the employer should pay that compensation?—I confess I do not think it is. I think it is a very dangerous principle. Two men, especially as they claim for such trivial injuries, might very easily act in collusion.

6547. Who do you think should be responsible for the reckless conduct of one man to his fellow-workman?—I think they ought to be responsible to each other, and they can be easily punished physically or pecuniarily, and then they will be more careful.

6548. Neither the one nor the other of the men have any say in the engagement of each other; you engage the men?—They are all of the same class.

6549. Does that alter the question one bit. You engage the man who receives the injury, and he has no say in the engagement of the man who gives him the injury?—They are all of the same class, and employed in the same class of work. It may happen at one time they are both working in common employment, but the next day they may be working in different employment.

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tait—continued.

6550. If you wish to be released from that particular clause of the Employers' Liability Act, would you at the same time put it into the hands of the workman to say who he should work with?—No, that would be the very Trade Union principle that we object to—the principle of a trade unionist not to work with other men. Of course, if we give them that position, they at once have the control of the work, and would work with none but unionists, with the consequences I have illustrated.

6551. If you will not give the workman that privilege, then are you still prepared to say that the workman should be responsible who has no say in the engagement of his fellow-workmen, and relieve the employer from liability?—I think certainly that for any fault of himself or his foremen, he should be responsible, or for any defect in the gear or machinery, but I should say he should certainly not be responsible for the negligence of one workman towards another doing the same kind of work.

6552. Supposing that one of your workmen were to injure his fellow-workman through reckless conduct, do you say that you should not be responsible?—I say the workman should be made to pay for it.

6553. But suppose he has no money to pay?—Then the man unfortunately must go without compensation.

6554. But you still deny him the right of saying that he will not work alongside a man who cannot compensate him?—Certainly; men in that class of life are probably not able to compensate each other, but they might be compensated out of their unions or societies. Why should not they form themselves into associations, as we often do for mutual protection.

6555. But assuming it is one of the federation men, who has no society to fall back upon?—The Federation is making arrangements by which every man belonging to the Federation will be compensated for disablement, and his relatives compensated in case of his loss of life. That is an arrangement which the Unions should turn their attention to, I think.

6556. You have given us an idea of what you would like the legislature to do with regard to wages in answer to Sir Michael Hicks-Beach. Would you have any objection to the legislature fixing a limit to the working day?—Certainly I would, especially in works where the capital is so great and the machinery so expensive that the work should go on almost continuously, such as in coal works, and in ships and steamers. We would have no objection at all to the men who work overtime being a fresh gang of men, but in practice that is impossible; for the men themselves object to be discharged at 6 o'clock and to have fresh men put on to the ships, and it would cause the greatest dissatisfaction if they were not employed at all events for part of the night. We always take care for our own sake not to employ men who are worn out with work, consequently we generally work them for what is called half a night, and then do not put the same men on the next morning if we can help it.

Mr. Tait—continued.

6557. You comply with the men's behests to a certain extent?—Their advantage and ours run together. We do not want to employ tired men. We would prefer at 6 o'clock to put on a fresh shift altogether. But the men object; they like the overtime. They do not object to work until 7 or 8 o'clock at night, but they object to work after 6 o'clock for the same pay.

6558. If you see it is for the general good to reduce the hours of work, could you not, seeing that you deny the man the right of saying who shall work alongside him, deny him also the right to work overtime?—We never interfere with the men if we can possibly help it, unless we are obliged to do it. Therefore, we do not wish to make any theoretical objections to their employment. We should not ourselves employ the men night and day, because it would not be good commercial business.

6559. Can you give us an instance or two where, as you have stated, the philanthropic contributions of the people of London have been placed in the hands of people who have misused it?—I can give you an instance which I wrote to the papers about. Last Christmas at the Victoria Docks the "Richmond Hill" was over 13 days discharging at the time the papers were full of appeals for charity. I went down there myself, and not only could we not get enough men to do the work, but those that were working were continually striking on various pretexts for increased wages at the time that the press was deluged with appeals for charity.

6560. Can you give us a case in point where any docker, or anyone living in the East End, who has received any part of this philanthropy, has misused it in any sense such as you suggest?—I am not personally acquainted with the dockers. I judge from the experience that at Christmas-time, when all these free breakfasts and things were being given, we could not get our work done.

6561. You could not give us any facts in support of the statements you have made?—Not more than that.

6562. You have no data to go upon?—That is my data.

6563. And you may be wrong. As you have not any facts to give us the statement might be an inaccurate one?—This is the letter I wrote at the time. I was down at the dock myself, and I wrote to the "Times": "Sir, your readers will, no doubt, have noticed in the newspapers the harrowing accounts of the distress in the East End—'Dock labourers are unable to get employment,' 'Ships kept out of the docks by fog,' and so forth. What are the real facts of the case? Speaking from my own knowledge, the Victoria and Royal Albert Docks were seldom fuller of ships, and there never has been a time during the last fortnight that we have been able to get sufficient labour either for loading or discharging, to say nothing of getting a fair day's work from the labourer when he does choose to work. The 'Richmond Hill' arrived on December 21, and is not yet discharged. Thirteen days

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tait—continued.

“ have not yet completed an operation which
 “ in Liverpool, Glasgow, New York, or Mon-
 “ treal would take three days. The steamer is
 “ being discharged by the Dock Company, I
 “ having resigned this troublesome business at
 “ the earliest moment that my agreement per-
 “ mitted. And, although they are employing
 “ both free and union labourers, and have a
 “ staff of permanent men engaged, their work
 “ progresses as I have described. Every day
 “ there are strikes and stoppages on some ridi-
 “ culous pretext. On Thursday they struck all
 “ day because the Dock Company would not
 “ pay them for meal hours, a stipulation which
 “ was made by the Dock Company and actually
 “ agreed to by the men’s representatives after
 “ the long, successful, last year’s strike, and
 “ now, in this period of so-called distress, it
 “ forms an excuse for not working. Yesterday
 “ and to-day the corn men, who can easily make
 “ 12s. 6d. per day on the discharge of grain at
 “ the ordinary rates, have struck for an advance
 “ of 50 per cent., which would bring their
 “ earnings up to nearly 1l. per day, the evident
 “ aim of the labourer being to get enormous wages
 “ on one day, that he may dispense with work
 “ during the rest of the week, having enough
 “ for his own public-house enjoyments, and
 “ leaving his family to be supported by charity.
 “ In such a state of affairs it is not surprising
 “ that discipline and subordination are com-
 “ pletely absent. The foremen have lost all
 “ control over the labourers. Only this week
 “ I pointed out to the warehouseman that the
 “ labourers were leaving the steamer 10 minutes
 “ before their noon dinner-time commenced.
 “ Another day my superintendent pointed out a
 “ discharging gang stopped at 2 o’clock com-
 “ placently waiting and looking on while one of
 “ the gang was regaling himself with bread and
 “ jam. The sooner a general lock-out and a
 “ stoppage of the demoraizing charitable supplies
 “ takes place, the sooner London shipping busi-
 “ ness will be put more on a level with other
 “ ports in economy and despatch.” I went down
 “ to the docks myself, and I was horrified at
 “ the way the work was going on.

6564. Are you still unable to give us any particular instance where this philanthropy has been misused?—I attribute this difficulty in getting work done at Christmas-time to the Christmas philanthropy.

6565. Can you give us a case in point?—Not more than that.

Mr. Tom Mann.

6566. First with regard to the regularity of the employment, you have stated that there is regular work for those who want it, do you adhere to that statement?—I have stated that the number of men varies from about 530 to about one-third on slack days.

6567. You did state that there was regular employment for those who wished for it, and that good men could earn as much as they could in other trades to which they had served an

Mr. Tom Mann—continued.

apprenticeship?—Yes, there are a great many of our ‘men—of course all the best of them—get regular employment either on board the ship or on the quay.

6568. You are engaged in the American and Canadian trade, are you not?—That is so.

6569. Is the Canadian trade constant?—The Canadian trade is only during the St. Lawrence season, beginning about April and ending in October.

6570. And it falls off between these months, between October and April?—Yes. The first steamer generally goes in March, I think, and the last one in the beginning of October.

6571. How many ships have you running into the port, as a rule, between April and October, say, per week or per month?—From April to October!

6572. Yes, the busy season when the New York and Canadian trade is on?—We have one steamer arriving and one steamer departing every week in the New York trade, and one steamer arriving and one steamer departing every ten days in the Canadian trade.

6573. A little less than two a week?—A little less than two a week.

6574. And between October and April the Canadian trade entirely falls off?—It does.

6575. Consequently the number of persons that could receive regular employment in your employ between April and October would be very seriously diminished between October and April?—In so far as the Canadian trade is concerned.

6576. In that time the Canadian trade falls off, does it not?—It does; but those months are the busiest time for the New York trade, and our steamers from New York are generally increased between October and March by what are called outside boats; those are boats that are chartered for the great increase of trade that comes from New York after the harvest.

6577. Would it be fair to say that between October and April there is only room for about 60 per cent. of the men that are employed between April and October?—No, I think that the diminution is very small.

6578. What would you fix it at?—The Canadian steamers are not so large as the New York steamers and do not carry anything like the cargo. I should think there would be a falling off in our business in winter of perhaps 20 per cent.

6579. At least 20 per cent.?—Well, not more; I think it is 20 per cent.

6580. Does the number of your New York boats increase during the winter over what have been running into the port during the summer?—Last year they did not increase because the American harvest was very bad, and it was with difficulty that cargo was found for the regular steamers; grain was being brought across for nothing as ballast; but in the previous year we had a great many outside steamers.

6581. Then between April and October, when the Canadian trade is at its height as well as the New York trade you have a number of

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

casual men, have you not—I mean casual in the sense of not having regular employment?—There are men who do not work all the week with us, but we have no means of knowing that they do not get employment at other ships.

6582. I am confining my attention to your lines?—Yes.

6583. They do not get regular employment even in the busy season, do they?—The inferior workmen do not, but the steady workmen as a rule get employment.

6584. If every man who works for you at any time was as steady as it is possible for a man to be could he have constant employment with you?—No.

6585. Then between October and April 20 per cent. of those who get employment at all with you can have none; is not that so?—That is so.

6586. Consequently your statement that every man could have work who wished for it is not a fair statement, is it?—Because you see we only do part of the trade in the docks. These men come one day to us and another day they go to our neighbours, and it does not follow because we have no employment for him that a man does not go to our neighbours. Take for instance the National Line. We generally alternate our sailings, so that when our boats finish they have got a boat just beginning.

6587. But the National Line are not engaged in the Canadian trade?—No.

6588. The National Line are engaged in the New York trade?—Yes.

6589. The National Line have their regular staff of men, and work very harmoniously with them so far as you know?—Like ourselves they take casual labour.

6590. You have had your own staff of men for a considerable period. You have had them for the New York trade and you have had them for the Canadian trade at the best of the season, but you do not employ them permanently or weekly. You only require some of them three days a week, others two days a week; others even less than that, and then 20 per cent. of that falls off entirely between October and April?—I think that is a mistake.

6591. In what way?—I have got a list of the men here and you will see. I take out a man here, Hines, on March the 7th; he had been working five days and he earned 2*l.* 9*s.* 2*d.*; Levy who was working 37 hours earned 2*l.* 10*s.* 11*d.*; Weston of the same gang earned 2*l.* 13*s.* 3*d.*

6592. Are you giving us the corn gangs?—No, the ordinary general cargo labourer.

6593. Ship or quay—corn gangs were they not?—My dock cashier says that one or two days may be included in this, because some of the men work the corn and the general cargo indifferently.

6594. Then is it fair to make the statement when although you cannot employ the men all the week round during the busy season and in addition to that irregularity, for a considerable portion of the men there is also the irregularity between October and April when at least 20 per

Mr. Tom Mann—continued.

cent. falls off entirely because the Canadian trade in which you are engaged falls off entirely?

—Well, I think that my statement, which was that between February and July there were six times when we could not get sufficient men to do our work, shows that there is not a plethora of labour. We do not find it so.

6595. If you will kindly answer my question I should be much obliged. The particular question I asked was whether or not it is not the fact that the amount of trade falls off?—It falls off with us in the Canadian trade, but there are other trades.

6596. And also that even when you are busy you do not employ the whole of your men regularly, and the irregularity is not due to the bad behaviour of the men but to the irregular nature of the employment?—I may say that I think all the good men get regular employment—that is my contention.

6597. Supposing every man was good that works for you could he have regular employment?—No; there would be occasions on which for one or two days of the week he could not be employed, but his earnings during the other days would be quite ample to provide him with a decent week's wage.

6598. Being so ample that he would get 6*d.* per hour, would he not?—I have given you an illustration of what a man gets. One man 2*l.* 9*s.*; another 2*l.* 10*s.* 11*d.*; another 2*l.* 13*s.*; another 1*l.* 16*s.* 2*d.*; another 2*l.* 15*s.* 3*d.*; another 2*l.* 1*s.* 7*d.*; and another 2*l.* 14*s.* 11*d.*, and those are on days when there was very little overtime.

6599. You pay 6*d.* per hour, do you not?—Yes, and we pay a bonus.

6600. And you have also told us this, that on some of the ships there is a loss, and consequently if there is 6*d.* per hour paid and a loss ensues it means that there is certainly nothing more than 6*d.* per hour paid, and if a man does two days' work at 6*d.* per hour and works eight hours a day that would be something like 8*s.* per week, would it not?—I do not see how a man could get only two day with us—not one of our regular men.

6601. Your regular men; I am speaking of your ordinary men?—Not any of our men. Taking our work, we have nearly two steamers in a week, and consequently it is not till the end of that week that the work begins to tail off at all.

6602. The irregularity of the employment is admitted?—It is not very irregular. No, I do not admit at all that it is very irregular.

6603. Are you prepared to employ your men at the full rate and to take on permanently the whole of those men you call upon to work for you at the docks?—We should not be prepared to call upon the whole of the men who present themselves and take them on permanently, certainly.

6604. Not those who present themselves. I mean those men you speak about as getting over 2*l.* a week, are you prepared to offer them the full rate and employ them permanently for the week, providing they behave as men ought to behave?

31 July 1891.]

Mr. WILLIAM BECKET HILL

[Continued.]

Mr. Tom Mann—continued.

—I think we would be prepared to employ a very considerable number of them regularly per week.

6605. But you would want also a very considerable number as casual men?—Certainly.

6606. To suit your convenience on one or two days a week?—Yes, and those we should take from the less successful and less sober.

6607. If every man was very skilful?—They are not all very skilful.

6608. If they were all skilful what would you do with them?—If they were all equally good and equally skilful they would only be able to work on an average five days a week. That is my impression.

6609. Would they be able to work five days a week?—I think so.

6610. If the trade falls off to the extent you say it does fall off you could not give them five days a week?—Our trade might fall off, but other trades would be increasing in the dock.

6611. Is it not the fact that other trades fall off when your trade falls off?—I have pointed out that there are other trades which increase. The Canadian trade which cannot come by the St. Lawrence, because the St. Lawrence is frozen up, does not remain in Canada, it comes *via* Boston; it comes *via* Portland; it comes *via* New York here. The Canadian harvest has got to be sent off just the same as the American harvest.

6612. Taking that into account throughout, still you tell us, what we know is the fact, that at least 20 per cent. fall off working in consequence of the falling off in the Canadian trade?—I have pointed out that when our Canadian ships do not come into port then there are more ships from Boston coming forward in the winter, there are more ships from Baltimore coming forward in the winter, and there are more ships from New York coming forward in the winter.

6613. Now we will deal with the nature of the work, say at the Albert Dock, where most of your work is done, I believe, with that at the Millwall. You stated that the Monarch Line of boats, which were under your control, found it necessary to leave the Albert to go to the Millwall?—Decidedly.

6614. Do they still go to Millwall?—No.

6615. How long did they run to Millwall?—They ran to Millwall as long as the Millwall Dock Company would take them.

6616. How many boats went?—Three or four. The reason that we left the Millwall Docks to go to the Albert Docks was that the Joint Committee of the Albert Docks had subsidised the Millwall Dock paying them so many thousands a year that they should not take our boats; they made it a condition that the Wilson boats and our own should go to the Albert Dock; otherwise at the Millwall Dock we had very little complaint to make, but we were obliged to go to the Albert Dock because blackmail was paid to the Millwall Dock for our business by the Joint Committee.

6617. You have dwelt upon the high rates of wages earned by the corn porters, and you have

Mr. Tom Mann—continued.

said that they were 17s. 4d. per 100 quarters; that is, for a gang of seven, I believe, is it not?—That is so.

6618. And you stated that you found it necessary to raise the wages, or, in any case, you did raise your price from 17s. 4d. to 25s.?—Yes, that is so.

6619. Implying that that was a very considerable advance?—It is a very great advance.

6620. When the 17s. 4d. per 100 quarters was in vogue, dusty money, hot money, and awkward money, were allowed under conditions, was it not?—Yes, that is so.

6621. And as you have stated that $\frac{1}{2}$ d. per quarter amounts, of course, to 4s. 2d. per 100 quarters, and, therefore, 4s. 2d. would have to be added to the 17s. 4d.?—That is so.

6622. So that if there is $\frac{1}{2}$ d. per quarter for dusty money, in consequence of the corn in bulk being dusty, and $\frac{1}{2}$ d. per quarter for hot money, in consequence of its being especially hot in the holds, that means an addition of 8s. 4d.?—Yes.

6623. And if there is $\frac{1}{2}$ d. per ton awkward money in consequence of the bunker-holds being very awkward, and thus preventing the men doing the usual amount of work which they can do in the main-holds, that means another $\frac{1}{2}$ d. per quarter which would be an additional 4s. 2d. to be added to the 17s. 4d.?—Exactly; that comes to nearly double.

6624. Making a total of 12s. 6d. to be added on to the 17s. 4d.?—Yes.

6625. That 12s. 6d. added to the 17s. 4d. would make 29s. 10d.?—That is so.

6626. In consequence of the disagreement, which we will deal with after, was there not an understanding arrived at, that instead of having these constant negotiations with each ship concerning hot money, dusty money, and awkward money, running the price up to 29s. 10d., or even higher, that we should come to terms on what was termed an over-all rate, and fix it at 25s., and then there would practically be nothing in the name of hot, dusty, or awkward money; was that not so?—We never made any objection to pay hot money if the grain was hot, or dusty money if the grain was dusty, or awkward money if the grain was awkward; but all these claims were made without any foundation in fact. We were always willing to refer to an expert; but the men took advantage of their position. The moment they began a hold and had got a few bushels out of that hold, they came on shore and demanded an advance of from 25 per cent. to 50 per cent. on the handsome earnings they were then making, and we were unable to get any other men to do the work; because it appears to be a rule amongst them that no man shall enter upon a job that another man has commenced. So that it became a settled thing that in every ship the men began their work, and when they had got a few quarters out, they all came on shore, and struck—generally for an extra penny—which meant an advance of 50 per cent. Then we tried arbitration, and if you will look at that arbitration agreement, you will notice

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

that it distinctly states what is the basis for hot, awkward, or dusty money. It is that it is to be more than ordinarily dusty, more than usually hot, or more than usually awkward. There is no doubt that that was the original arrangement. It is desirable that in cases where grain should be very hot, and where men could only work for two or three hours without going on shore, that an extra allowance should be made, otherwise they would not earn so much as men on the ordinary good grain. The same way if the hold is very much confined, it is very natural the men there would like to see their earnings brought up to the figure of those who were working at a big hold. Those were very natural allowances, and those we never objected to make; but they became the foundation of mere impositions.

6627. We will deal then with the arbitration case. In consequence of the numerous difficulties which arose in the demands made for hot, dusty, and awkward money, it was decided to refer the matter to an expert, was it not?—It was so.

6628. In case it could not be decided satisfactorily without him?—Yes.

6629. With the first ship that came after that arrangement was decided upon, I believe application was made to you for $\frac{1}{4}$ d. per quarter extra for dusty money?—I think the application was for $\frac{1}{4}$ d. in some holds and for 1d. in other holds.

6630. That is so, and you disputed it in the first instance?—Yes.

6631. Did you afterwards concede the points?—We sent for the arbitrator.

6632. Did you concede before you sent for the arbitrator?—No, certainly not.

6633. Are you not aware that $\frac{1}{4}$ d. per quarter was granted in one of the holds before the arbitrator was called in?—Yes, now you remind me. I went down to see the men, and I said the grain is in excellent condition; the consignees tell me they never had better grain; there is nothing awkward in this ship, because she is a new cargo ship with great hatches, but I said, on this one hold here, which is sometimes used as a coal bunker, you may not do as much work as you will do in the big hold, and I will allow you $\frac{1}{4}$ d. on that, but I said if you will not agree to that I will send for the arbitrator according to the agreement.

6634. The men agreed to that, and went to work, did they not?—No.

6635. Was not the work resumed?—Perhaps by the men in that hold.

6636. The men in that hold?—Very likely.

6637. And then the arbitrator came and decided to uphold your decision, I believe, to continue the $\frac{1}{4}$ d. at the hold where you had already granted it, but refused it at the other holds where you had not granted it?—No, the arbitrator did not, the arbitrator said that there was nothing in the hold, either in the nature of the grain, or in the awkwardness of it to entitle the men to anything extra, and that the hatch was much bigger than a sailing ship hatch, but he went to the after-hatch of the ship, and

Mr. Tom Mann—continued.

it was getting near the bottom, naturally the dust falls to the bottom, and he said, "Well, it is a little bit dusty here, and we will give the men the benefit of the doubt." In his award he said, In the after-hold of the ship it is slightly dusty, and we will give the men $\frac{1}{4}$ d. extra on that.

6638. Do you remember that the point raised by the men who refused to work was that the matter was not allowed to remain in abeyance until the arbitrator arrived and that they objected to your having granted that $\frac{1}{4}$ d. per quarter?—No.

6639. You do not remember that?—No, I addressed the men myself. I said, now look here, there is only one hold for which there is the slightest pretext for extra pay, and that I will give $\frac{1}{4}$ d. on, and I said, go on with your work instead of wasting your time on the quay. If you send for the arbitrator you will have half-a-day wasted, and you will have to pay your share of the fee. I will send for him if you wish, or else to compromise the matter, I will give you $\frac{1}{4}$ d. on that hold, the only hold there can be any kind of claim about.

6640. In any case you will remember it was in consequence of what the men termed the bungling over the arbitrator that caused them to express their dissatisfaction?—I do not know why they call it bungling, my statement does not show any bungling except that I favoured the men as much as I could.

6641. Do you remember immediately after, that it was decided to try and fix the over-all rate so that there should be no claim for hot, dusty or awkward money unless the grain was exceptionally hot, dusty, or awkward?—That is so.

6642. And you agreed to the 25s. then?—No, I beg your pardon, you asked me to come to you, to attend a meeting at your rooms in Mile End Hall, and there to have an interview with the leaders of our corn gangs, not with the representatives of the Union, and we discussed as to whether we should give the men 22s. 6d. I think you suggested that as the over-all rate, so as to avoid these continual discussions. I said that I could not agree to that, as at the meeting at the dock-house of all the people interested in the corn trade it was held to be not desirable to increase the rate as that was a rate which already gave the men very handsome earnings something like 12s. 6d. to 15s. per day, according to the way they worked, and therefore it was quite too high compared with other ports to think of increasing that. I said to you if we were to fix the rate at 22s. 6d. the next time that there is any grain, awkward or hot, the men will say, "Oh, I am not going to do this awkward or hot hatch for 22s. 6d. I shall want something extra because my comrades are getting very much more at the next hatch." I said the proper arrangement is to leave it according to the Mansion House agreement, that when it is hot the men shall be paid extra, and therefore the men who are working the hot grain shall have their wages brought up to the

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

wages of those who are working the good grain, I would therefore not agree at all to any increase of the total rate as provided for in the Mansion House agreement and in the other docks in London. You urged upon me that these continual disputes with the corn porters were very disadvantageous to us and to the Union, and that they were a class of men that you had not much control over, and that it would be better therefore to settle the matter amicably.

6643. In consequence of that what resulted?—In consequence we went on with continual strikes and continual compromises; they generally demanded 1d. and we gave them $\frac{1}{2}$ d.; sometimes we let them stand for a few days to see whether they would come to a more reasonable frame of mind; sometimes they called in your Union, and you went down and examined the grain, and said the men's demand was unfair, and that our offer was quite right. You sent a telegram to that effect; still the men would not work either for us or for your Union. We gave notice to the Dock Company to terminate our agreement, so that the trouble of managing the men might rest with the Dock Company who had command of a much greater area of work and would probably be better able to deal with them.

6644. Did you ultimately agree to do the discharging yourselves and to pay 25s. per 100 quarters?—We did not agree to do the discharging ourselves until we were made to do it by a regulation enacted by the Dock Company in February of this year. They altered their terms; they issued new regulations, and said all shipowners must do the discharging, otherwise we should not be doing the discharging now.

6645. What is the price you pay per 100 quarters?—We commenced in the same way. We began by paying the 17s. 4d., and continued discussions took place, until at last, until we can find some means of discharging the grain by mechanical appliances for the sake of peace and to get our work done, I have agreed to pay them 25s. Then you see the very next thing that happened was what I predicted, that the gangs amongst themselves began to grumble because one had a worse job than the other and got nothing extra for it.

6646. Have you had any strikes since the 25s. was paid?—Yes.

6647. In connexion with the corn porters?—Just a few days ago.

6648. What was the nature of that strike?—The men who were discharging the grain refused to go on to the next job. I had said to them, "How will you manage, you will object very much to see your neighbour at a good hold getting 25s. and you at a bad hold only getting the same; you are sure to object to it." They said, "No, we will arrange it all right; we have a rule amongst us that the first gang that finishes takes the next job that turns up." I said, "It is only in human nature that there will be difficulties." And so it turned out, because after this new arrangement had been working a month or two, only this very month, there was

Mr. Tom Mann—continued.

a job just completed and the men were required to go to the next. It was not a very good hold and it had not a very large quantity to discharge, and they preferred to go to another ship that had just arrived where there was a large quantity to be discharged in a very handy hold. Then they objected altogether to work, and the result was that we lost a day or two because we could not get them to work, and we could get no other gang to work.

6649. Since the 25s. has been paid has there been any strike for an increase of pay, for dusty pay, hot money, or awkward money?—No.

6650. That is right. Are you aware that the National Line, a competing line with you, have regularly paid this 25s.?—I am aware that they have paid it under protest. Mr Roberts, the manager of the National Line, was the most prominent in asserting the necessity of cutting down the discharging rate to the regular figure, and it was he, I think, that got up the meeting at the Dock House.

6651. Are you aware that at the National Line there has been no dispute ever since the work was taken over, some 10 or 11 months ago, and that there has been no dispute whatsoever; that the men have always met the manager, and by negotiation have settled any difficulty and have worked regularly without any strike or cessation of work from any cause in connexion with the corn gangs, and that they receive regularly the 25s. per 100 quarters?—The National Line—

6652. Is that so, do you know?—The National Line have been in the Albert Dock for very many years, and they have got around them a good class of men—old servants of the line—and they have less difficulties with them, but their practice has always been in all these matters to give way to the men. Their business is always urgent, and to them it has been of eminent importance that the ships must go, whatever terms were made, and their course has been to agree to them, and to leave other people to do the fighting.

6653. They were upon what is called the co-operative arrangement, were they not?—They followed my example in the co-operative arrangement.

6654. They followed your example by working on the co-operative arrangement?—They followed my example. They found, as I did, that the system of paying daily wages was being abused, and when I started the co-operative plan they followed suit.

6655. Of course making a contract with the men they allowed the men to make up the gangs?—I do not know about that. I do not know what they did.

6656. You do not know anything to the contrary. Did you allow the men to make up the gangs?—We allowed the men to make up the gangs until we found that there were so many men in the gang that their wages were running over the tonnage rate. Then I pointed this out to them. I said: You have 11 men in the gang here when formerly there used to be only 10; now it is quite clear, therefore that 10

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

per cent. of the whole wages is lost to you; there will be 10 per cent. of the whole wages lost which would have gone to the surplus. For instance, if we pay 200*l.* in wages in discharging this ship and you have 11 men instead of 10 you lose 20*l.* of your surplus. It would be very much better for you to do the work with the 10 men you used formerly to have, as every additional man you put on takes 20*l.* out of your pockets.

6657. Did the men make a plus on most of the jobs?—On all the ships' jobs until recently they made a surplus; but on the last ship we made up, the "Richmond Hill," there was 11*l.* came out of our pockets.

6658. On all the ships up to the last they made a surplus?—Yes.

6659. Showing that the men must have worked pretty well?—No, I do not think so, because you must remember that at the rate we paid the men—we pay them 1*s.* per ton—even for flour, which one witness says can be discharged at the rate of 300 tons in a day.

6660. That was dealing with the wharves?—We paid them 1*s.* per ton. Now that is the same rate exactly that we paid to the master stevedore in the Millwall Dock, a man who used to drive his carriage. Then he paid his men 8*d.* per hour. We only paid our men 6*d.* an hour, so that it was quite clear that if the men worked the same as they did in the Millwall Dock they would make an extra 2*d.* an hour on the whole of the work, and that they would make the master stevedore's profit as well.

6661. If the men earned a plus upon the agreed upon rate it must at least show that the men worked well or otherwise there would have been a loss instead of a plus?—I think the rate was so high that they were able to make handsome wages—they were sure of making the 8*d.* per hour instead of 6*d.*

6662. They were sure of making 8*d.* per hour instead of 6*d.*?—They would have to work very badly at the least if they did make a loss.

6663. Are you aware that the National Line, the Furness Line, and the Johnston Line, all engaged in the New York trade, have worked amicably with their men?—They have had very many difficulties; the Johnston Line only have about one boat a month, and they are quite new comers to London. For some reasons no doubt they gave way to the men on all points. But it is very much more important to us than it is to the boats of that company, as we have perhaps the largest tonnage in and out of the Albert Dock.

6664. You know nothing to the contrary, but that each of these Albert Dock Lines engaged in the same trade have worked amicably and satisfactorily on this co-operative plan, and yours are the only lines which have had these difficulties?—As far as the Johnston Line is concerned their marine superintendent tells me that they have great difficulties with the men.

6665. Do you know of any disputes that have taken place—any cessation of work?—

Mr. Tom Mann—continued:

I do not know of any disputes that have found their way into the newspapers.

6666. Nor yet with the National?—I have given you my reasons for their not having them.

6667. And you have insisted (although you have allowed the contract to be taken) upon regulating the gangs, have you not?—Recently we have because we found that the extra men were employed at our expense.

6668. And yet made a plus?—No, when they did not make a plus.

6669. When they could not make a plus?—When they used these extra gangs the plusses were falling off, in fact they were falling off to an extent that there was a debit balance which came upon our pockets, so we took upon ourselves to regulate the gangs.

6670. Do you consider it is a fair method of procedure to give a contract out, and then insist upon making up the gangs?—Certainly, when it is considered that we pay full wages every day, therefore the men run no risk whatever. If the men choose to take half pay, as I have suggested to you before, if they will join us in the venture, they may put as many men in the gang as they like.

6671. You are insisting upon that, although the other lines competing with you have not insisted upon it. They have worked harmoniously with the men and have expressed their satisfaction to us over and over again; you have refused to work on the same lines that they do, and have insisted upon regulating the gangs, and would still insist upon it?—Recently finding, as I say, that the men were not earning the money, I began to look into the way in which the money was being squandered, and I found there were more men put into the gangs than used to be put into the gangs, and that accounted for the absence of surplus.

6672. I understood you to say that the last ship only had a deficit?—The last ship that was made up.

6673. Had you introduced free labour men?—None whatever.

6674. Had you not?—No.

6675. Did no free labour men work on the last ship?—In the case of the last ship that was made up, the accounts were made up only recently, the ship herself sailed in June, so that it was before we put on any free labour.

6676. Did you not have free labour on the quay?—At that time I had free labour on the quay.

6677. Have you what you term free labour now?—We work both unionists and free labourers.

6678. And the deficit—that which was a surplus has been changed into a deficit in consequence?—There was a deficit on the "Richmond Hill" certainly.

6679. When you had the free labour, after that, there was not a deficit?—The deficit upon the "Richmond Hill" was on the ship workers, who were all unionists.

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

6680. Now, respecting your comparison of the work of the Port of London with that of Liverpool, you have shown that the work is done much more quickly in Liverpool?—Yes.

6681. The larger part of your cargoes is grain in bulk, is it not?—All last winter there was very little grain came at all, it was nearly all general cargo, flour and oilcake; recently, within the last two months, we have had about one-third of the cargo grain.

6682. Every ship that comes over for you brings grain, does not it?—Well, not during the winter; we did not bring any grain scarcely then.

6683. When these complaints were made that you have recited this morning concerning the corn gangs, there could not have been complaints of the corn gangs unless there had been grain in bulk in your ships?—There was some, but not perhaps a large quantity in those ships—perhaps 400 or 500 tons.

6684. Perhaps 400 or 500?—Yes, in those ships.

6685. Would that fairly represent the total grain in bulk?—About that time—about February—we had some grain come in.

6686. Take the whole of the period you have spoken and complained of this morning, would 400 or 500 tons properly represent the amount that came?—There were no large quantities of grain coming during the winter and spring of this year, because the grain rates were almost nil.

6687. Now concerning the method of discharging in Liverpool and London, is the Liverpool port situated like the London port?—We have got a great many more appliances in London than we have in Liverpool. We have not a crane in Liverpool to discharge the cargo, but here there are hydraulic cranes all round.

6688. How do you discharge grain in Liverpool?—In Liverpool?

6689. Yes?—We discharge the grain by means of an elevator—a portable elevator—which scoops the grain up, and takes it into the lighters each side or on to the quay.

6690. Usually into the warehouse, is it not, on to the quay?—No, the elevator puts it into a lighter alongside the ship or puts it on to the quay, which is an open quay; from there the lighter goes to the warehouse, or the grain on the quay is carted to the warehouse. The regular lines of steamers do not go alongside of the grain warehouses.

6691. Consequently there is no waiting in that port like there is in the port of London; with regard to barges, the elevator is applied; it is a leather strap with buckets on?—Yes.

6692. The machine is applied until the whole of the cargo is discharged, but as regards grain in bulk in London, that is not so, is it?—It is much the same way. In Liverpool now a great deal of the grain goes into the lighter, and the lighter takes it to the grain warehouse, just the same as it does in London. It used formerly to be put on the quay in a great measure, but now there is a grain warehousing company there which takes the grain away almost entirely by

Mr. Tom Mann—continued.

lighters from the ship's side, just the same as we have it in London.

6693. Do the corn gangs who discharge in Liverpool perform the same operations that are performed by them in London; do they not here sack, and weigh, and tie, and warehouse the grain?—In Liverpool the grain that is wanted for immediate consumption in the neighbourhood goes on the quay and is there weighed and sacked by the quay labourers, but the greater part of the grain goes away in lighters unweighed.

6694. But that which is put on the quay—?—Is weighed.

6695. It is weighed on the quay—it is a subsequent operation?—Yes.

6696. And the ships can turn round?—Certainly.

6697. That is not so in London?—It is not so.

6698. Do you have it weighed into barges here?—We do not have it weighed in barges, but we have to weigh it here on the ship's deck, which is not done in Liverpool.

6699. Is it fair to compare the number of days it takes to discharge a ship in London with a cargo of grain in bulk with the time it takes to discharge a similar cargo in Liverpool?—We have never complained about the time the corn men take in doing their work when they will work. What we complain of is the loss of time in their disputes. The corn men can do a great deal of work, and can put out the corn in London I think very nearly as expeditiously as in Liverpool. I do not suppose that the difference of time would be more than half a day.

6700. And therefore these figures that you have given us for the six days before the dispute in 1889 (and there were a number of instances—ten or more—between 1889 and 1890) include the times when the disputes were on?—I do not think they do; I am not quite clear, but I will just look at it. I think that was the time when the Dock Company were doing the work, not when we were doing it.

6701. It included the time when the disputes were on?—There were no disputes then. The disputes began when we began to do the work ourselves.

6702. Would you say it does not include the time when the disputes were on?—Yes, I will say so. I remember now quite distinctly we began our work in July, and the dates I quoted to you I think ran over April, May, and June.

6703. Concerning the ullages, have you not been asked to place a watchman there with a view to checking any misconduct on the part of the men?—We have our officers on board the ship during the time she is in dock, and an officer has to go down the hold to watch the discharge of the cargo. We also have got our quay foreman and warehousingman on the quay to watch the goods in the warehouse.

6704. If they performed their duty would not they be able to detect any mischievous conduct?—They do detect it, as I have pointed out, sometimes. Of course the thieves are undetected.

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

6705. Have you not refused to have a proper man appointed there to do the watching in the same way that the Dock Company do?—No, certainly not.

6706. Do you know that the Dock Company, when they discharged, had a watchman?—We have a watchman; we have a man specially to watch the quay, and I say the officers of the ship are made responsible for the cargo on board the ship until it goes on to the quay.

6707. Have you a man devoting his time to it the same way as the Dock Company had?—I think we have several men devoting their attention to it.

6708. Have you distinguished between damages and theft?—Yes.

6709. Have you charged the men; have you deducted the damage or the loss from the wages that are due to the men?—Our terms of engagement set forth that damages done by the men are to be deducted from the surplus—not from the wages, but from the surplus, also any pilferage done by the men is to be deducted from the surplus. In one or two cases where they did damage by careless handling we deducted the damage, or a portion of it—generally only a portion—from the surplus.

6710. What method have you adopted to distinguish between pilferings done here and pilferage done at the port of embarkation?—Well, many of the pilferages happen in this way: that the goods come on to the quay in excellent order, are received without any mark of their being tampered with, and they are then found in the shed broken open, and some of the contents gone.

6711. Many of them are totally missing, are they not, you never see them; none of your officers have been able to record that they were there?—We have never charged the men with any missing packages at all.

6712. You have charged for total loss?—No, not for total loss; only for pilferages—ullages we call them, ullages being the milder term.

6713. Is it not the fact that ullages do include damaged goods, and goods down on the list but which cannot be traced, and you have deducted them from the men's surplus?—No.

6714. Would you distinctly say "No" to that?—I do. The ullages have been packages which have been landed on the quay in good order, and afterwards found broken open and robbed on the quay. Ullages have also been cases where, as I have already stated, packages have been found close to the men who were discharging in the holds, secreted apparently for convenient carrying away. No whole packages have ever been charged to them.

6715. Now, a question concerning the number of days' work that these corn porters get with you—those who devote themselves to corn work only—how many days' work a week would they get in the course of the year do you think?—I think I may say that we do not find that our men do devote themselves to corn work only—that the men who do our corn work are the men who do the discharge of the general cargo; one

Mr. Tom Mann—continued.

day they are working corn, the next day they are working beef, the next day they are working flour or oil cake. There are very few men who devote themselves entirely to the corn trade in the Albert Dock.

6716. Very few?—Very few.

6717. Was it not one of your complaints a little time ago that they would not do the discharging of a general cargo?—No.

6718. Was not that one of your complaints to myself?—No.

6719. Not?—No.

6720. Did you not have to lodge complaints because the men did a certain amount of grain work, which you consider the best paid, and then wanted to take up more of the good paying work, and would not take on a general cargo, and did you not lodge complaints to the Union in consequence?—I do not remember it. I think the probability is that the corn men who have earned 30s. a day for three or four days consecutively do not care to do general cargo work, where they can only earn 5s. or 6s.; but as a rule the men who do the corn trade are engaged in doing the general discharging of the ship.

6721. How many days a week do these corn porters get at these high rates?—We have a boat every week, and we will say it takes a week to discharge her. The first two or three days will be general cargo, the last three days will be grain work, and for each of those last three days the men ought to be able to earn nearly a guinea a day each.

6722. And do they?—They do.

6723. Do you pay a guinea a day now?—I will give you a few details; I have taken a lot here promiscuously, and I will just read some of them off.

6724. Promiscuously?—Yes; I will just read them out as they come:—On the 3rd June, 16s. per man; on the 4th June, 18s. 4½d. per man; on the 11th June, 19s. 7d. per man; on the 18th June, 18s. 6d. per man; on the 17th June—you see these run consecutively—16s. per man.

Mr. Ismay.

6725. Per day?—Yes, per day; on the 9th June, 17. 6s. 3d. per man; on the 9th June 17. 9s. 9d. per man; on the 17th, 18s. 9d. per man, and so on.

Mr. Mann.

6726. Is it within your knowledge that these men with these admittedly high rates of wages for these days do not earn more than 25s. a week the year round?—I do not believe that; not if they are willing to work. I do not believe there is any man about our docks—a steady industrious man—who will not earn, between general cargo, corn, and the extra he gets on beef, from 2l. to 2l. 10s. a week.

6727. The year round?—The year round.

6728. In spite of these failings off?—The best proof of that is this, that when I try to get foremen I cannot get them for less than

31 July 1891.]

MR. WILLIAM BECKET HILL.

[Continued.]

Mr. Tom Mann—continued.

2*l.* 10*s.* a week, or 3*l.* a week permanent wages, because they say they can earn as much as that on casual work.

6729. Will you make a statement of that nature in face of the fact that you pay 6*d.* an hour, and you have complained here this morning that there are losses, which means that there is nothing more than 6*d.* per hour paid?—I have pointed out that the ship workers usually make a profit on that 6*d.* an hour.

6730. Deal with the quay men as well as with the ship workers?—We will go to the quay men afterwards if you like. The quay men are a different class of workmen generally. As to the ship men here are their wages. I have just taken them down for one ship. I have here a man's earnings for the week ending the 6th June. This is taken out quite promiscuously.

6731. I do not want a special man picked out?—Here is a whole list of them.

6732. I am asking whether you will adhere to the statement you have just made that men can earn 2*l.* 5*s.* a week the year round, in face of the fact that when you are at your busiest you cannot employ some of the men for more than two days a week, and you admit your Canadian trade falls off entirely between the months of October and April, when at least 20 per cent. of the total men employed by you must cease work altogether?—We have always enough employment for competent men. A bad workman in any branch of trade will not get steady employment.

6733. But if every man whom you employ in your busy time were a competent man, would you employ him permanently?—Certainly not.

6734. Some would have to go?—Certainly, if they were all competent. The question is not what might be the state of things. The question is, what is the state of things.

6735. What knowledge have you of the habits of these men who, you have said, go to the public houses, &c. and generally waste their wages and allow their homes to be kept up by charity. Upon what grounds do you base such a statement as that?—I base it upon the fact that men who have been drawing the previous night 5*s.*, 6*s.*, 7*s.*, or 10*s.* have actually had to borrow money next day at one o'clock for their dinner.

6736. What do you know about the men's homes, and about their general behaviour at their homes?—I can only infer that from the facts that come to my knowledge.

6737. Does that not strike you as unjustifiable upon reflection?—No, it does not. I think the facts point to this that the men drawing money over night disburse that money in an unsatisfactory way, as they have not got a 6*d.* to bless themselves with the next morning.

Mr. Ismay.

6738. You told us that you have tried working with the Union and you have failed, will you tell us why you failed?—Because we found that, however reasonable some of the officials of

Mr. Ismay—continued.

the Union were, and I do not say that they are not reasonable men, they had not sufficient authority over the men to make them carry out the arrangements they made, their agreements were thrown to the winds by the men the moment that those agreements did not seem to give the men all that they could get by compulsion, by striking.

6739. Then with reference to the agreement you entered into with Mr. McCarthy and to which you have referred, was he unable to give effect to it?—He was on two points instantly. The first point was that the men were to return to their work after being put on first at the outside; that they were to return to their work the next morning and without any loss of time. They refused to do that and struck without any notice to us; then on the next point, that these continually recurring disputes with the corn men should be arbitrated, the arbitrator was called in and the men refused to obey his award and in fact flouted Mr. McCarthy in his face and told him to go and do the work himself if he wanted it done.

6740. Do you think any of the trouble arose from the exceptional terms that were introduced into that agreement about making the men pay for ullages and breakages; do you think that had anything to do with the difficulty?—No, because the agreements were made after discussion with the heads of the Union and there was no exception taken to those terms. I have never altered the tonnage rates paid in any iota since I made the first agreement with the Union. I have never attempted to take the slightest advantage of the men in any way. In fact the only modification that took place in the terms was that they were increased after an interview I had with Mr. Mann or Mr. McCarthy a few months ago. He pointed out to me that the extra pay for the overtime did not seem to him in a proper ratio with the pay for day time, and I altered it at once. I gave them in the beginning the full rates that were paid to a master stevedore at a time when the men were getting 8*d.* an hour instead of 6*d.* an hour.

6741. Still, from your present experience, do you not think the men would naturally object to have these stoppages; do you think it was wise to introduce them into your agreement?—The stoppages merely come out of the surplus, and the man gets his full wages without this surplus or bonus, I think that it is a very politic arrangement that any damages the men do, or any ullages, should be paid by them. You see the principle I go upon is this, to dispense with the middleman, and to give to the workman himself the middleman's position, and the middleman's profits, consequently he must take the responsibilities of the middleman. If I find any goods ullaged by the stevedore or by his labourers I debit him with it, and he has to pay it; if I find he does any damage in the discharge of the goods to the goods or to the ship, he has to pay for it out of the tariff rate. The men ought therefore to be put in the same position. If there are such ullages and such damages as

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Ismay—continued.

we could charge to the stevedore they should be charged to the body of men.

6742. In dealing with one man he can appreciate that, but in dealing with 200 or 300 workmen perhaps they cannot?—As a matter of fact, that is the principle I went on. They always cried out against the middleman, and I put them exactly in the same position as the middleman, so that they might get the middleman's profit.

6743. Will this not explain the greater difficulties you have had than some of your neighbours?—I do not think so. The National Company also deduct the ullages. Indeed, I think I got the first idea of it from the National Company. We find them very much less since the men had to pay for them out of the surplus.

6744. Then one of the difficulties that you experienced was the want of control on the part of the officials over the men?—Yes. After I had spent my time negotiating with union officials and in showing that I wanted to see the men fairly paid, and making a fair agreement with them, they were unable to enforce the keeping on the men's side of the agreement, in fact, as Mr. Mann admitted, he said the men are very difficult to deal with.

6745. Why were you so anxious to work with the Union at first?—At that time there were no free labourers in London at all; they were all unionists. After that great strike in London the unionist success had been so triumphant that there was not a man employed about the docks in any way who was not a unionist; no man could get employment unless he was admitted to the Union, the Union, in fact, had closed its ranks, and become a monopoly, and no man could be admitted to be a unionist. They considered they had got enough labourers for the port of London.

6746. Then it was not a choice, but compulsion?—In a great measure. I thought that I could get the work better done by arranging fair terms with the unionists so as to have their support with the men.

6747. Did you think the Union had the first call of the best men, had that anything to do with it?—No. The fact was, I thought their professions were good, and I believe many of their leaders are conscientious, I therefore took every pains to try and work with the men in a harmonious way through their recognised leaders. The men themselves had always asserted in the strike that they would work well for the ship-owners. It was the Dock Company who had ground them down, and if they could come into direct contact with us they would do their work as they do it in other ports.

6748. And you have tried as a shipowner and failed?—Failed entirely. I find that no good can be done except by taking the best men, whether unionists or free labour men.

6749. Have you less trouble now since the strike or more trouble?—Since the great strike?

6750. Yes?—Before the great strike really things in London were going on almost as well as in Liverpool. We got our ships turned round in a decent time, and there were no troubles; but

Mr. Ismay—continued.

after the strike, the demoralisation, I call it, in the men's minds by the assistance they received and the praise they got, was so great that they would not do a good day's work, and the list that I read out just now showed the difference between the working of the same men before the strike and the working of the same men after the strike, and before I had anything to do with the direct employment of the men.

6751. But the men themselves have earned more money since the strike, have they not?—They get a penny per hour more.

6752. With reference to the list from which you read just now, will you please turn to it and tell us what the men earn?—Before and after the strike?

6753. No, what they are earning now; take it from the list?—Hines worked every day in the week.

6754. What did he earn?—He made 2*l.* 10*s.*; Watts worked every day in the week, he made 2*l.* 9*s.*

6755. Give us the lowest now?—At the end of the week there were some men on only for half a day when the work of discharging the ship had almost finished, just to finish up. On the sixth day there are several new men, about 20 new men who had not been employed previously in the ship. They earned 5*s.* 6*d.*, 4*s.* 6*d.*, and 2*s.* 6*d.* Two men were only on for half a day, but those men probably had been working on other ships. This also shows that the original men did not continue the work on the sixth day. They had evidently many of them earned quite enough up to the fifth day, so that we had to put on fresh men on the sixth day.

6756. Is that the reason why you want the wages paid weekly, so that the men may continue working?—Yes. The two things to improve the labour market in London both for the men and the employers would be this, that the wages should be paid at the end of the week (that saves the temptation a man has when he has loose money in his pocket), and also that on the co-operative system he should draw only half of the wage for subsistence money. But the one really includes the other, because if the man is only paid at the end of the week he would not get anything for subsistence money, until the job was finished, as the job would be finished within a week.

6757. You have told us about the Millwall and Surrey Docks, and about the work being done better there than in the other docks; what is your explanation of that?—The work there was nearly always done by middlemen. One man contracted with us at 1*s.* per ton; then he contracted with another workman to do a part of the flour business at perhaps 6*d.* per ton, and with another man to do a certain part of it at, say 2*d.* per ton, thus leaving him a profit out of the 1*s.* per ton. These contracts and sub-contracts were what is called the sweating system, but they allowed the work to be done very much quicker there than it is done under the arrangement where the employer deals directly with the men. In addition to that the men in

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Ismay—continued.

the Millwall Dock are a better class of men, they get 8*d.* per hour instead of the 6*d.* which dockers get.

6758. Yet it costs the shipowners less you say?—It costs less, because for the 8*d.* an hour men work harder and better.

6759. Do you think it is owing to the more regular employment at those docks that the men are attracted there?—I do not think there is more regular employment in any dock than in the Albert Dock. All the great lines of shipping are in the Albert Dock. The Surrey Commercial and the Millwall Docks may be said to have the casual vessels, what have been called the "tramps."

6760. Still they may be more numerous than the regular liners?—The liners are so numerous in the Albert Dock that it is pretty well occupied.

6761. Are there better homes in the localities? Is there any explanation of it in that way?—They are the older docks, and the men are all gathered round those docks, the houses are all close to and around the docks, but the Albert is a new dock. The men are more settled and are an hereditary class of workmen I fancy about the Millwall Docks, but it is principally owing to the fact that a man cannot be got to work except by a middleman of his own class, I think that is the reason.

6762. Now do the delays which you complain of act prejudicially to you as a shipowner?—They are perfectly ruinous. As I pointed out it costs us about 100*l.* a day for a ship in port. The wages we pay perhaps in discharging a ship would be 250*l.*, so it is about 50 per cent. advance at once, if we are only kept a day waiting. Then again, that is not all, but with a regular line of ships that follow at seven days' intervals, if the first ship is delayed a day the next ship is delayed a day, and the next right to the end of the sixth, so that they all lose a day.

6763. Have you laid up any of your ships because they could not earn sufficient to pay their expenses?—Yes; last year at the time I wrote those letters we laid up two ships, and this year we have also laid up two ships.

6764. For how long were those ships laid up?—Last year I think they were laid up for two months; this year the "Richmond Hill" and the "Tower Hill" have been laid up for a month or six weeks each.

6765. Because you cannot earn sufficient to meet the expenses?—Because we could not make a voyage without facing a positive loss.

6766. Are your neighbours any better off than you are, do you think?—I do not think so. I think what I have described is the position of the whole North American trade in London.

Mr. Bolton.

6767. I think you do not employ any men permanently; that is you do not engage them by the week, and keep them in full employment?—Only our dock staff—our foreman, and our wharfingers, and our clerks there.

6768. Have you any particular reason for not doing so?—We have never tried the employment

Mr. Bolton—continued.

of permanent men. I think perhaps a certain number of permanent men might be useful. The men themselves do not like it—they do not like to have permanent men put on.

6769. Do you mean the men who are permanent men, or the men who are not permanent?—The general body of men would not like our selecting permanent men out of their body.

6770. Are you afraid that that would tend rather to prevent your getting labour?—We would not get as good men you see, because the permanent men would always get the first chance—now we give all the good men the first chance.

6771. But they cannot all take it?—There is generally enough for all the good men we can find.

6772. Apart from the delay which you are experiencing in London now in the handling of cargo, does the cost exceed the sum which you had to pay prior to the great strike?—Yes; we used to get the work done for about 10*d.* before the great strike, now it costs 1*s.* The handling of the cargo on the quay used to cost 10½*d.*; now we pay the men 1*s.* 3*d.*

6773. Then it is an additional cost of about 25 per cent.?—I think so at least.

6774. In addition to the delays and loss arising therefrom?—That is so.

6775. There has not been a similar addition in Liverpool and on the Clyde, has there?—No.

6776. How is the competition kept up?—I beg your pardon?

6777. How is it that you can keep up the competition, the freights are very low, and the addition of the cost of handling is very great, and you are suffering great loss owing to the delay of the ships in ports in London?—Yes, the cost of a voyage is increased by about 500%.

6778. Has it led to a reduction of tonnage coming into London?—Yes, the tonnage of London is falling off, and we have had to lay up steamers which under the old circumstances we should have been running.

6779. But you have not run them from Glasgow and from Liverpool instead of running them from London?—No, they have been laid up in the London Docks.

6780. There has been no falling off in the cargo coming from foreign parts—from America and Canada, as a rule, for the whole of the United Kingdom?—That is so.

6781. How does the cargo get here if your ships are laid up, and they run fewer voyages?—There would be more ships going to Liverpool and Glasgow.

6782. Would you say there is an increased tonnage to Liverpool and Glasgow?—Yes, I think so.

6783. Of which you have not yourself attempted to take part?—When a firm has opened up a business in London one cannot easily commence competition in Liverpool against the old-established lines. One does not give up easily businesses which have taken some years to establish.

6784. We will put it generally that the increase in the cost of London, as compared with

31 July 1891.]

Mr. WILLIAM BECKET HILL.

[Continued.]

Mr. Bolton—continued.

the Clyde and Liverpool, is 25 per cent, which is an additional cost since the great strike?—Yes.

6785. And then there is a further loss, the delay which, I think, you have put at very nearly double?—Yes, quite that.

6786. As 6 is to 11?—Yes. We were before the strike getting into a habit of turning our ships round in a week; it now takes us a fortnight; we have to make an allowance for a fortnight at port. That is equal to about 600*l.* or 700*l.* a steamer.

6787. You have given us an average of 6 days in the one case and of 11 days in the other?—Yes. Another disadvantage of course is to the men themselves. Not only are these ships laid up that would be running and bringing work for them to do, but if a ship only makes seven voyages in the year instead of eight it is quite evident that there is a seventh of the work less for them.

6788. Unless there is an extra ship?—If we cannot make it pay no outsiders can make it pay.

6789. It has been suggested that the delay at present in London is due to the system of working by barges; is that system a new system, or was it in existence before the strike as well as being in existence now?—It was in existence before the strike as well as now. I may add that the conditions for quick working in London have been very much improved during the last two years by what is called the landing clause, a clause that I was instrumental in introducing into the bills of lading. Formerly our ships had to wait until the barges came alongside, and we could find their cargo on board the ship, and put it into the special barge it was intended for. Now by this new clause in the bill of lading, the conditions of London are the same as Liverpool; we are entitled to

Mr. Bolton—continued.

put our cargo on the quay at once and get it out of the ship. So that the discharge in London ought to have very materially improved during the last two years. The barges do not interfere with it, we put the cargo on the quay.

6790. But, at all events, whatever it is, whatever part the barges play in it, they played the same part before the great strike as they play now?—Precisely except for the fact that we had to deliver direct to the barges then, and now we deliver on the quay.

The Earl of Derby.

6791. Is there anything else you wish to add?—There were some items in the evidence that I thought of calling attention to especially one; I think we ought to put ourselves right about that. Mr. Ben Tillet stated that we had defrauded the men or tried to defraud them by not including in the surplus some tonnage that should have been included.

6792. That was understood, and it was explained in this room that there had been an exceptional error and that it had been set right?—I should like to say that it was discovered before the men were paid, and that it is the only error in all the large sums of money that we had to go into. I may say that the men's representative is not only allowed, but always does criticise the accounts of the surplus before they are made up, and before they are paid to the men. When I made the arrangement with Mr. McCarthy I arranged with him that the tonnage should be the exact tonnage on which we get freight, so that the manifest of the ship should be open to his inspection, so that it should not be a matter of doubt as to what cargo the ship had, but that the cargo on which we got paid freight the men would get paid their tonnage on.

The witness withdrew.

Mr. WILLIAM GROVES called and examined.

The Earl of Derby.

6793. You are a member of the firm of Thomas Groves and Sons, granary-keepers, Platform and Cumberland wharves; is that not so?—Yes.

6794. What number of men do you employ?—We keep 27 men on the staff, and our casuals are from 12 to 50, as occasion may require.

6795. What wages do you pay?—In the summer time our men work from 5 to 6, and the constant men then get 30*s.* and overtime at 8*d.* per hour. The casual men get 5*s.* 10*d.* per day and overtime at 8*d.* per hour. In the winter time they only work 8 to 6. Constant men then get 28*s.* per week, casual men 5*s.* per day with this same overtime.

6796. Do you employ boys?—Very few boys. Our boys get 2*s.* per day wages.

6797. What is the amount for six months paid to the casuals, as per wages book?—I must remark that this six months is the slackest time

The Earl of Derby—continued.

of the year, and I must also remark that the men constantly take holidays, so that they would earn more if they did not do so. The first man, Evans, in the six months earned 30*l.* 15*s.* 10*d.*; the second man, Sullivan, earned 22*l.* 14*s.* 6*d.*, but then I must tell you that he got married during that time, and he took a month's holiday; the third man, Conway, earned 29*l.* 6*s.*; the fourth man 31*l.* 3*s.* 6*d.*; the next man 25*l.* 18*s.* 8*d.*; the next man 27*l.* 13*s.* 6*d.*; the next man 27*l.* 13*s.* 4*d.*; the next man 27*l.* 18*s.*

6798. We need not go through the list; but are those fair samples?—Those are fair samples, but it would be more in the other six months of the year.

6799. Now are your men who are constantly employed paid for overtime?—Yes, they are paid for overtime the same as casuals, and the moment 6 o'clock strikes their overtime begins.

31 July 1891.]

Mr. WILLIAM GROVES.

[Continued.]

The Earl of Derby—continued.

6800. So that they never work overtime without payment?—They never work overtime one minute without being paid for it.

6801. Is there any work done at night?—We never work at night in the corn trade. I may qualify that by saying that overtime is sometimes worked as late as 9 o'clock, but that very rarely.

6802. Is the work dangerous?—I only recollect in an experience of 50 years four accidents in our own place.

6803. Now we have heard a good deal of old men being employed and working at reduced wages, is that the case in your firm?—We have several old men in our employment, and we have none working at reduced wages. After the strike of 1889 I asked the Union leaders what was to become of the old men. We had then what we called turners in our business, and their pay was 24s. a week. I asked what was to become of the old men who were turners, and I was told with a shrug of the shoulders that they must go to the workhouse. However, we refused to let our old men go to the workhouse, and we rather gave them the increase of wages.

6804. Is the work healthy? do the men live to a considerable age?—Many old men have died in our employ, and within the last year or two there have been three men who have died between 70 and 80 years of age.

6805. Who had been working on to the end?—Who had been working with us for many years.

6806. In regard to the boys whom you take on, do they as a rule continue working?—Many of our men have been working with us from boyhood.

6807. Is the work hard?—It is not now, because the men never hardly take a sack on their shoulders, but years ago before the introduction of machinery it was really very hard work, for every sack of corn was then carried into the granaries.

6808. Labour-saving machinery is now employed, and has accomplished its purpose of lessening the hardness of the work?—Yes, it was extremely hard work in former days.

Mr. Mann.

6809. What is the proportion of your casuals?—They vary a good deal. We seldom have less than 15 to 20 working with us, but sometimes less.

6810. Running up to what number?—Running up to 50 or 60.

6811. About what proportion of those would get three days a week?—I should say 20 of them would get three days a week. I should say that since the strike of 1889, we have seldom had less than 20 casuals at work.

6812. Employing sometimes about 50?—Sometimes as much as 50.

6813. What would the remaining 30 get a week?—That I cannot tell, because we know

Mr. Mann—continued.

they get employment elsewhere inasmuch as they do not even apply to us when we are slack; they know when we are slack and we never see them then, yet the same men will come to us when they know we are at work.

6814. Do you take on casuals every week?—Every day.

6815. As far as your granary goes, of the 50, 20 would get pretty regular employment?—About 20, but I cannot pledge myself to one or two.

6816. But the majority would get intermittent employment only?—Yes.

6817. Running from one day to five or six?—Yes, it would be so.

6818. Does that commend itself to you as a serious difficulty for that portion of the men; or do you think that is a satisfactory state of affairs for the men?—I think it would be much better if I could give men constant work, no doubt.

6819. The nature of your work will not admit of it?—The nature of our work will not admit of it.

6820. Therefore it means that there must be a great deal of poverty going on?—There is a great deal of poverty no doubt; no one can pretend to say there is not, not only in London, but I suppose in all the large cities of Europe.

6821. Have you any suggestion whereby the work could be made more regular?—No, I do not think it is possible. You know ours is partly a season trade—not so much though as it used to be; it is a more regular trade now than it used to be 30 years ago.

6822. If there was a joint contract of the wharves of the port, or of the wharves and docks of the port, would that help, do you think?—I do not see how it would, because corn would come from foreign ports just in the same way that it does now.

6823. You do not think it would lend itself to improve the state of things?—I cannot say that it would in any way.

6824. By the changing of the men from one department to another?—I cannot say that it would.

6825. You think the same difficulties would remain?—I cannot say that any more men would be employed. If we had shorter hours I certainly could not employ more men, because, as I think you know, they work at a loophole and not more than a certain number of men can work at a time, so that if we were working for eight hours a day, I could not employ more men than I could at 12 hours.

6826. Not with your wharf at its present size?—No.

6827. Of course if you had more loopholes you could have more men?—No; you can only work out of one loophole; if you are landing a barge, you can only land a barge into one loophole.

The witness withdrew.

31 July 1891.]

Mr. STEPHEN SIMS.

[Continued.]

Mr. STEPHEN SIMS called and examined.

The Earl of Derby.

6828. I think you represent a union; what union is it?—The Amalgamated Stevedores.

6829. Is that the same body that goes by the name of the Labour Protection League?—Yes, it is called the Amalgamated Stevedores' Labour Protection League.

6830. I understand that there are one or two points that you wish to bring before us?—Yes.

6831. First as to the average rate of wages?—The impression is conveyed of an average, say of 17s. or 18s. per week, but that does not convey the impression that we should wish. I should like to state, by going into figures and from personal experience, our opinion, numbering something under 4,000—slightly under 4,000—that the average wages would be as follows: 2 per cent. of our members would be earning from 2l. 2s. to 3l. 3s. per week; 10 per cent. would be earning from 1l. 10s. to 1l. 16s.; 50 per cent. from 10s. to 30s.; 38 per cent. would be earning less than 10s. per week; some of them only averaging as much as 3s. per week.

6832. That is taking the year through?—No, that would be in the summer time. In the winter time we might reverse the two latter averages, and take 38 per cent. earning from 10s. to 30s., and 50 per cent. less than that.

6833. Then the work is necessarily irregular?—Yes, very irregular.

6834. Is it also dangerous?—Yes, it is very dangerous. The number of accidents amongst our people you may take as about a half per cent. fatal during the year; 10 per cent. would be serious accidents, and 5 per cent. you might call slight accidents.

6835. Do you think that these accidents are in any degree preventable?—Yes, to a great extent.

6836. What do they arise from?—In some cases improper gear, gear not being properly supervised and looked after. In other cases the hurry-scurry of the work. For instance, at the finish of a ship which has been laying perhaps two or three weeks doing scarcely anything, the last few days all the cargo comes at a rush, and we are expected to cram as much work into one day at the last as we do in three ordinary days at the beginning.

6837. Do you object to that on the ground of its causing increased danger?—Yes.

6838. How, in what manner?—Because of the hurry-scurry of the work at the latter end of the vessel.

6839. But the work is not made dangerous by being done rapidly, is it?—Yes. It does not give time for men that are working underneath to get out of the way.

6840. In the paper which I have before me you make a complaint of the Shipping Federation, on the ground that it is trying to crush the existing unions and to reduce the rate of wages?—Yes, it is trying to crush the existing unions by introducing non-practical men among them. Of course the men for their own safety refuse to work with these non-practical men, and when

The Earl of Derby—continued.

they are introduced into the men's places that has a tendency to crush the present unions.

6841. You have heard or read the evidence which has been given on behalf of the Federation, that they are willing to employ union men or non-union men indifferently, and that they only object to the unions claiming a monopoly of labour, is that your view of it or not?—We do not claim a monopoly altogether. We are willing to accept men in our Union with us who are practical men, and who we know understand the work as well as ourselves, but, for instance, to take a man who has never seen a ship, to work down below, would be—well, extremely dangerous.

6842. Then you are also aware, I suppose, that the Shipping Federation declare that they did not interfere with the rate of wages?—Yes, I am aware of that, but I can give you instances where they do.

6843. Is that usually the case or not?—It is not the case. With regard to one firm at present that are employing the federation men—I speak of the British India Steam Navigation Company—the men themselves have complained to me that they are getting less wages than the union men get. Another thing, they compel the men to take a federation ticket. One clause in the ticket entitles the holder to the current wages of the port, but I think the shipowners themselves are the makers of the current wages. I can give you a case in point. A friend of mine, a boatswain of a vessel, sailed under one firm out of London, and was getting his wages as boatswain 5l. 10s. per month; after the introduction of the federation ticket, he applied, and they said yes, they would take him as boatswain, but they were not going to pay the rate of wages they had been paying. They would ship one able seaman extra, and pick him out when they got to sea, and give him 5s. per month more.

6844. Then you think the indirect effect of the shipping federation has been to lower wages?—Just so.

6845. But you do not propose to ask us to put down the Federation, I suppose?—No, I have no objection to the Federation, as long as it conducts its business in a proper manner, and does not rush in and supply men, where there is a dispute between employer and employes, without knowing which is in the right at first.

6846. Now, we understand you come here to urge the appointment of a State board of arbitration?—Yes.

6847. What do you mean by a State board of arbitration?—A board appointed by the State with power to arbitrate in disputes, and settle them, and give their opinion.

6848. With power to compel the acceptance of its decision?—It would be for the benefit of both parties to accept the decision of a State board of arbitration.

6849. I want to know which of the two things you contemplate; a board of arbitration which should simply give advice which might or might

31 July 1891.]

Mr. STEPHEN SIMS.

[Continued.]

The Earl of Derby—continued.

not be taken, or a board of arbitration which should have the power of enforcing its awards by law?—I should be in favour of a board of arbitration which has power to enforce its awards. It is no use without.

6850. Would you extend that to the question of wages?—To the question of wages.

6851. That is to say, would you have a State board of arbitration, which in the last resort should fix the rate of wages?—If the employes thought they were entitled to a rise of wages from the employer, and they went to the State board of arbitration and proved their case, the State board should be empowered to grant it to them.

6852. And do you think that an employer should be compelled to pay men at a rate which he did not consider compatible with carrying on his business?—He must prove to the State board of arbitration that he is not in a position to pay these wages.

6853. Now, you have something to tell us about the Employers' Liability Act. What is it that you object to in the present working of the Act?—I have to speak first of section 1, subsection 2, where it says, "By reason of the negligence of any person in the service of an employer, who has any superintendence entrusted to him, while in the exercise of such superintendence." The definition clause to that states that the expression "person who has any superintendence entrusted to him means a person whose sole or principal duty is that of superintendence, and who is not ordinarily engaged in manual labour." In our case we have scarcely 1 per cent. of men who are not ordinarily engaged in manual labour, for the simple reason that an employer—a master stevedore—has at times seven or eight vessels, and he requires seven or eight superintendents. In the course of two or three days half of these vessels are finished and gone away, and half of those superintendents have to go to work on the other vessels. Therefore they are men ordinarily engaged in manual labour. We have had cases in point. The first case tried was the case of *Watson v. West*, where the foreman gave a negligent order, and the man got his leg broke, but we were unable to obtain compensation, because it was a case of common employment.

6854. Then you think generally that the Act ought to be amended in the interest of the workmen to make it efficient?—I would suggest that it be amended in this way: that section 1, subsection 2, should read, "By reason of the negligence of any person in the service of an employer, who has any superintendence entrusted to him," and insert the words "for the time being."

6855. Is there anything else that you wish to add?—Yes, the amount of compensation recoverable under this Act. We should like there to be no limit to the amount. Another is the question of appeals, after a decision is given in the county court in favour of a man or against him, there should not be leave given for so many appeals from court to court; that effectually

The Earl of Derby—continued.

puts a working man out of court entirely, because he has not got the means to defend the appeals.

6856. He may not have, but has not the Union the means of defending the appeals?—The Union do not provide the money for individual law expenses. There is another suggestion that we have to make, and that is, that where the damages obtained are under 50*l.* no appeal should be allowed.

6857. Is there anything else that you wish to add?—There is one case with regard to the Shipping Federation's evidence I should like to speak of, where they said that their men did not carry firearms. It is within my knowledge that they have done so. I was present when the case was tried. It was a dispute in the dock, and it was a case of the federation men against our men. They were the aggressors, and they followed our men on board the vessel. A witness stated at the police court that one of the federation men fired three shots from a revolver down the forehold, and that he was prepared to go and identify the man who did it. Also some time afterwards, down the dock, a crowd of the federation men were coming along, and they fired at some of our men.

6858. Do you know this of your own knowledge?—It is sworn evidence, given at the police court. I have also in my possession rather a formidable bludgeon about two feet and a half long, with a leather thong to go round the wrist. It was picked up after the affray, and it belonged to some of these federation men.

6859. The federation men have been attacked according to the evidence we received?—Not in this case; they were the aggressors in this case, as they have been in others.

Mr. Mann.

6860. Just one point respecting your difficulty with the P. and O.; your members are not working for them now are they?—We are locked out from the P. and O. firm.

6861. What led up to that?—They tried to lead up to that in various ways. There was the question of wages, the disputed wages; but we have smoothed that over, and in one case they objected to pay a man his wages where they had paid a man previously by mistake—their own mistake. We glossed that over, and paid the man ourselves. The latest was in consequence of our annual holiday. We gave them notice on the 3rd of June that our annual holiday would take place as usual, and asked them to grant the usual facilities for us to have that holiday. We heard nothing of that till the night before the holiday, and then they posted a notice to say that they required the men to work the next day. We had no objection to the men going to work, but it is found to be necessary to place some restriction so that the men shall have their annual holiday, therefore it is customary to pay double rate; when an employer requires them he pays double rate for that holiday. On this same day there was a matter of five or six different employers had men and paid them the usual rate of pay, but

31 July 1891.]

Mr. STEPHEN SIMS.

[Continued.]

Mr. Mann—continued.

the P. and O. firm refused to do that, and in consequence our men have been locked out ever since. We have asked them to give us a conference, and they have refused. We have also asked the Conciliation Board of the London Chamber of Commerce to interfere, and we are trying to arrange a conference, but they have refused their advances.

6862. How many years have you been in the habit of having the annual holiday?—Eighteen years.

6863. And your members have always worked for the P. and O. while the P. and O. have been running there?—For about six years we had our holiday while we worked for them, and the day was fixed in deference to the P. and O. Company simply because at that time their vessels used to sail on a Sunday morning, and we fixed it, on a Wednesday to suit their convenience, and they have never raised any objection since.

6864. Until this time?—Until this time.

6865. And you gave them proper notice on the 3rd of June that you wanted it when?—On July 1st.

6866. Then federation men were introduced?—Federation men were then introduced.

Mr. Tait.

6867. When you made the reference to the Federation reducing wages, had you in view the statements made by witnesses from the Federation of their desire of amalgamating the work of the docker, and the coalies, and the stevedore into one?—I only base my statement on what the men have said who worked in that, men who have seceded from our Union.

6868. Supposing those three particular branches of the dock industry were each other to do one another's work, it would mean at the rate of wages that the docker is paid just now, a reduction of 2d. per hour to the stevedore would it not?—We have no objection to the docker doing the stevedore's work provided he gets the same rate of pay.

6869. But if he only gets the docker's wage it would be a reduction, would it not?—It would be a reduction decidedly.

6870. You talk of a State board of arbitration—where will you draw it from, what class of people would you take it from?—It might be composed of equal parts of capital and labour.

6871. Would you take it from members of Parliament or from what?—It might be a mixed board, of members of Parliament and others.

6872. Do you not think that a State board of arbitration would operate against the best interests of the working men?—No, I do not think so, because we have no means at present of compelling an employer to listen to our grievances. All he says is, "I do not want you" and you can go." We want some party to intervene to bring about a better state of feeling.

6873. But supposing that the masters of this country—as many think they ought to do—were to give way on that point and to confer

Mr. Tait—continued.

with their workmen, do you not think it would be a much better means of settling disputes of the kind than by going to people who do not understand the technicalities of your work?—Decidedly so, if all employers would, but they will not do so, that is the difficulty.

6874. Do you think that the refusal of the employer to meet certain sections of the workmen has led up to these sympathetic strikes which they complain of so much?—Yes, I believe it has.

6875. Would you be inclined to blame the employer for these sympathetic strikes rather than the men?—Rather than the men.

6876. Owing to the way in which they have refused to meet their workmen?—Just so.

Professor Marshall.

6877. Did you intend to give us to understand that the Federation had supplied these men with firearms?—The federation men carried firearms, that is what I implied.

6878. Do you mean that they carried firearms systematically?—Yes.

6879. Is there any evidence of that?—The evidence as I stated I heard given on oath at the police court.

6880. That is, evidence that a firearm, or perhaps two firearms, were carried on a certain particular occasion?—On a certain particular occasion.

6881. Is there any evidence that they were carried systematically?—Yes, there is another case where a man was charged with carrying firearms, one of the federation men was charged with carrying firearms and punished at the police court.

6882. Three cases; but is there any evidence that it was arranged in any way by the Shipping Federation?—It is difficult to get that evidence.

6883. I rather gathered that you desired to give evidence in opposition to the evidence given by Mr. Laws on this subject?—Just so, on some points.

6884. What I gather is, that you have simply confirmed the evidence that he gave. Are you aware that he admitted that revolvers had been carried in certain cases?—No, I was not aware of that.

6885. He did so. Are you aware that he expressed a very strong disapproval of that?—No, I was not aware of that.

6886. He did so. With regard to the arbitration, I do not quite understand what you mean. If the arbitration should decide that the wages of the stevedores should be reduced, how would they compel the stevedores to go on working upon reduced wages?—The men would have the satisfaction of knowing if they did not abide by the decision of the arbitrators they would lose their work and other men would be started in their place.

6887. But that would not be compelling them to work at those wages?—I think as a rule you will find that the men will be willing to abide by the decision of the arbitrators.

31 July 1891.]

Mr. STEPHEN SIMS.

[Continued.]

Professor *Marshall*—continued.

6888. Is that not abandoning the description of the arbitration as compulsory and saying that it is after all to be voluntary?—In the case of the employer and *employés* not being able to agree on the question of wages it should be referred to this board of arbitration. Suppose the employers say to the men, "Well, after such-and-such a date I cannot afford to pay you more than a certain price." Well, we must refer it to the board of arbitration. If the board of arbitration finds out really, through no fault of the employer's own, that he is unable to pay this rate of wages, decidedly the men would have to abide by the decision.

6889. Supposing they declined to?—They would be means of introducing other labour in their places.

Professor *Marshall*—continued.

6890. But he could do that without the court of arbitration?—Yes, decidedly; but that would not be giving the men justice; it would not be proving to the men that they were in the wrong.

6891. That may be, but I am asking you to point out in what way your so-called compulsory decision of the court of arbitration differed from a mere recommendation without any attempt to compel?—We have no means of getting a recommendation; we are unable to arbitrate at present.

6892. Then I understand you do not really mean a court of arbitration with compulsory powers, but a court of arbitration with powers of recommending?—A court of arbitration with powers to recommend.

The witness withdrew.

Adjourned to Tuesday the 3rd November 1891, at 11 o'clock.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

THIRTEENTH DAY.

Commission Room, Westminster Hall, Tuesday, 3rd November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. SIR MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. JESSE COLLINGS, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.

Professor MARSHALL
Mr. H. TAIT.
Sir JOHN GORST, Q.C., M.P., Mr. G. LIVESKY,
and Mr. M. AUSTIN (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Colonel GEORGE RAYMOND BIRT called and examined.

Earl of Derby.

6893. We understand that you are the general manager of the Millwall Docks?—Yes.

6894. And that you have had a long experience of dock work in London?—Yes.

6895. How many years?—36 years.

6896. Will you tell us to what class the persons belong by whom the work of the docks is done?—To two classes of persons, one class consisting of those who have made dock working the business of their lives, and the other class consisting of those who turn to docks having failed in some other occupation.

6897. The latter you distinguish as the casual labourers?—Yes, as the casual labourers.

6898. And the former you propose to call the dockers?—Yes.

6899. Will you tell us first as to the position of the dockers; are they better or worse off than they were?—They are much better off than they were.

6900. And with regard to the other class, the casual labourers, how are they off?—They are worse off.

6901. How and why are the dockers better off than they were?—Wages have been very largely increased. In my early days the rate of pay for dock labourer was 4d. an hour, and now it is 6d. an hour. In those days the overtime rates were the same as the day rates, and they are now advanced from 6d. to 8d. Then, again, they have certain other advantages that in those days were not thought of.

6902. What kind of advantages are those?—They have certain little privileges. In olden times a man might be taken on at 8 o'clock, and

Earl of Derby—continued.

at 9 o'clock paid off, receiving 4d.; but now if he is taken on at 8 o'clock he must be kept on four hours at least, or paid for the four hours.

6903. That secures greater regularity of employment?—Certainly.

6904. Why are the casual labourers worse off than they were?—They have been elbowed out. With the higher pay it answers the purpose of persons of a better class with greater physical strength to enter upon dock work.

* 6905. Then their labour is superseded by a more effective kind of labour?—Yes.

6906. Will you explain why the demand for casual labour is less than it was?—The casual labourer in olden times was a man of very inferior physique; the casual labourers consisted largely of old men who were worked out, or young fellows who never had much strength. Their labour of course was not of any great value, but the rate of pay of 5d. per hour was not sufficient to attract a better class of men. The 6d. per hour has brought that class of men in, and there is a very great improvement in the casual labourers now. Most of them are decently clad, and they have decent physique, altogether an improvement on the old casual labourer.

6907. As I understand it, it comes to this: that the employers have found it answer better to pay rather higher wages for a superior class of men?—The payment was rather forced upon us.

6908. But whether forced upon you or not, that is what was done?—One result is clearly that we get a better class of men.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Earl of Derby—continued.

6909. And as a consequence the casual labourer is displaced?—The old casual labourer is displaced.

6910. I suppose you would hardly admit that the casual labourer was properly to be called a dock labourer?—Certainly not. He was the waif and stray from all other businesses; and when he failed elsewhere he came to the dock gates because there was a chance of getting work there, and no inquiries were made. The men were taken on, and you had to stand the chance of whether they were the right men or not. They were utterly unknown in many cases.

6911. In point of fact their unsatisfactory condition was rather alleviated by their finding occupation at the docks than caused by the nature of their work?—Clearly.

6912. Will you tell us what the character of the dock work is?—There are two classes of dock work: there is, first, the heavy work, which requires men of good physique above the average strength; and on the other hand, there is much work which men even below average physique can do. The powerful men almost always work by the piece; the other men work by time.

6913. If a man has more than average physical strength, I presume it is better for him to work by the piece than to be paid at a rate at which much inferior workmen are also paid?—Clearly; he earns by the piece quite double what he would earn otherwise.

6914. What are the average earnings by the piece?—1s. per hour. In some very exceptional cases, where everything is good for the man, he may earn as much as 3s. per hour. That happens with us; but it does not happen very frequently. Then at other times, from bad weather or something of that sort, the pay may be brought down to 6d., but it is a good 1s. per hour on the average. In one branch of our business, the corn business, the average earnings are 1s. 3d. per hour; they are very superior men; that is, they are fine powerful fellows.

6915. What is the average length of the day with piece-work?—About eight hours; and practically we find eight hours is about the limit that a man ought to be called upon to work. When he is working piece-work he really works.

6916. When he is working for himself he is doing the best he can?—Clearly. There is a marked difference between the two classes of work—when a man is working for his employer's benefit, and when he is working for his own pay. In the former case he does not do so much work as he does when he is exerting himself for his own advantage. It is the same with the docker as with the rest of the world; he does not exert himself so much when working for some one else.

6917. Now, as to the piece-work of the dockers. Do they as a rule remain at work on some particular dock or go from one place to another?—Some confine themselves to a particular dock; others, on the contrary, change about and are here to-day and away to-morrow; they follow work in fact.

Earl of Derby—continued.

6918. Take it all round, how many days work do you think that they do in the week?—About five, four or five days in the week. Our grain men are all piece-work men. In the last six months ending the 30th June, which generally are the slack six months with us, they put in just four days a week and earned an average of 37s. every week in the 26 weeks.

6919. They have had work, high wages, and plenty of leisure?—Yes, and plenty of leisure.

6920. Now, as to the men who work time work, how would you distinguish them?—There are three classes of those: there are the permanent dockers, that is the men paid by the week, and who are always employed, work or no work. Then there are what are called the preference men, that is the men who are not permanent men, but who have the preference always, and according to their standing on the list they come on. If times are slack those of them who are at the bottom of the list would not come on, and those at the top would; those are preference men. And then we have the casual labourer, he is the worst off, because he comes after everybody else.

6921. The permanent dockers are employed, you say, all the year round; does that mean five days a week?—No, six days a week; they are paid wages for the full six days per week.

6922. And they earn from 26s. to 28s. all the year round; their average wages then are 26s. to 28s. per week?—Yes. Preference dockers are not so constantly employed, but they may make up to 29s. per week; 18s. to 20s. may be taken to be the average earnings of that class.

6923. As to the casual labourers you are not able to ascertain what the average is?—They are so shifting a body of men that it is impossible to strike any average.

6924. Since the strike of two years ago has overtime been greatly reduced?—Yes, very greatly diminished. At Millwall, for example, it is a rare thing now to have overtime; the men do not make an average of an hour per week.

6925. As I understand you, it is chiefly on the mail and passenger steamers?—Yes, which require despatch; they must go on appointed days, and if daywork will not make them ready they must work at night.

6926. Is the overtime work done by the same men who are employed during the day?—The same men go through with it.

6927. You do not adopt the shift system?—No, the men themselves prefer going through with the work; and secondly, there would be some difficulty in adopting the shift system. The work is uncertain; it is not like a colliery where the work can be done day or night, but here you might go on for a day or two and no overtime work be required. Something might be done in that direction if it was desired by the men, but at present the men prefer going on, as they have begun with the shift; they would rather run through with it.

6928. I think you have something to tell us as to the possibility or impossibility of adopting

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Earl of Derby—continued.

an actual co-operative system, that is a division of profit between master and man in the docks?—Yes, that would not be possible in docks. In the first place it commonly takes us some time to find out whether we have made a profit or loss; and secondly, the same work which might leave a profit to-day might leave a loss to-morrow. For instance, the weather influences it. Where work is out of doors the rain stops it entirely, and if you get a wet day, the cost is much more than on a fine day.

6929. Where co-operation is introduced, that is to say, where men are paid according to the results that they produce, that is really only another form of piece-work?—It is piece-work entirely.

6930. I suppose it is inevitable that there should be considerable fluctuations in the demand for dock labour?—Yes. First of all there are certain trades which are done at particular seasons only, and that exercises an influence. But probably the thing which exercises the most influence is the weather. I mean a very wet day will make a difference to the number of men employed of probably one third of what would have been employed if it had been fine.

6931. I suppose since steam has superseded sailing ships there are less fluctuations than there were?—Very much. In my early days the fluctuations were much worse, and for weeks together the docks would be idle, and a shift of wind then would bring an enormous fleet in. That of course is remedied largely by the introduction of steam.

6932. Now, we have had the question put as to how men are able to verify the quantity of piece-work that they have done, and therefore the amount of pay that they are entitled to?—In my experience there has been no trouble of that kind. The men know pretty well the amount of work that they have done, but a great deal was made of that at the time of the strike, and therefore my directors caused to be placarded all over the docks the following notice:—

NOTICE.

The authorised rates of payment for piece-work at this department are as detailed below:—

The rate of payment for extra men is 6d. an hour, and no man engaged before noon is to receive less than four hours' payment, viz.: 2s. provided he does not discharge himself before the expiration of the four hours. Overtime begins at 6 p.m. and ends at 6 a.m., and the rate of pay between those hours is 8d. per hour.

No pay for time occupied by meals during day or night.

Any man working piece-work has the right to demand from the head of the department information as to the quantity of the work done and the amount earned by the gang in which he may be working, and should he not receive satisfaction in this respect, or have reason to complain in regard to any other work, he, as well as any other man working in the docks, is invited to at once appeal to the Superintendents, Mr. Campbell or Mr. Wood, at the general office.

RATES OF PIECE-WORK.—PAYMENTS FOR GRAIN.

Worked by Hand.

Light.—15s. 1½d. per 100 qrs. per gang. Day time.
Dark money ½d. per qr. per gang.

Earl of Derby—continued.

Heavy.—17s. 2½d. per 100 qrs. per gang. Day time.
Dark money ½d. per qr. per gang.

Worked by Steam.

Light.—15s. 1½d. per 100 qrs. per gang. Day time.
Dark money ½d. per qr. per gang of 6 men.
Heavy.—16s. 1d. per 100 qrs. per gang. Day time.
Dark money ½d. per qr. per gang of 7 men.

Hopper Work, gang of 6 men.

Light.—10½d. per 100 qrs., loose - Per man.
11d. per 100 qrs., sack work - "
Heavy.—1s. 1½d. per 100 qrs., loose - "
1s. 2d. per 100 qrs., sack work - "
Craneman.—Day's pay and 1d. per 100 qrs. up to 1,000 qrs.
Day's pay and 2d. per 100 qrs. over 1,000 qrs.

Skip Work.

Loose.—An allowance at the rate of 3s. 6d. per man per day, and in addition 2½d. per 100 qrs. per man.
Overtime allowed after 6 p.m.
Sack work.—Light, 1s. per 100 qrs. per man.
Heavy, 1s. 1d. per 100 qrs. per man.
Cranemen.—Day's pay and 2d. per 100 quarters.

Jigger Work.

Light.—Five-sixths of the pay given for hand work.
Heavy.—Five-sevenths of the pay given for hand work.
Jigger boy.—Day's pay and 1d. per 100 qrs.

G. R. BIRT,
General Manager.

Grain Overseer Department,
4th November 1889.

6933. Have you heard any complaint upon that point?—We never had but one; that was the case of a gang working piece-work, and the ganger appointed by his fellows came up and took the money. Shortly afterwards the men themselves came up and said that they fancied they had done more work than the ganger had represented to them, and they asked our clerk to say how much he had been paid. Of course the clerk told them what the ganger had been paid, and then it turned out that he had been paid 7s. more than he had represented, and he had put the money into his pocket instead of dividing it with the men.

6934. Then they had been defrauded by one of themselves?—Yes, by the man selected by themselves.

6935. Is machinery largely used in the docks which you represent?—Yes, it is very largely used.

6936. Have you formed any estimate as to the effect which is produced by machinery in the way of diminishing on the one hand and increasing on the other the demand for labour?—No doubt it leads to a transfer of labour. One witness stated that a particular form of machinery had been introduced which reduced the number of men employed from 100 to 2. There was very great exaggeration there. As a fact, however, it has reduced the labour in that particular branch in the proportion of 18 to 6, but on the other hand of course the machinery requires coals, and that is employment for colliers, and machinery requires production, and that is engineers' work, and moreover this very machinery which saved us 3,000l. a year in one direction, enabled us to create an entirely new

2 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Earl of Derby—continued.

trade which leads to the expenditure of 9,000*l.* a year in wages. Without the machinery that 9,000*l.* would not be expended, and instead of that we should have spent 3,000*l.* more in another direction.

6937. We have had a suggestion that all machinery employed in the docks ought to be inspected by Government inspectors; What do say to that?—We certainly would have no objection to it; but I think it would be a mistake. At present we have a large and competent staff whose duty it is to look after this machinery, and in case of any accident happening we always know whom to hold responsible, but if a Government inspector were appointed then our men would say were an accident to happen. "It is passed by the Government inspector; that proves that it is no fault of ours." That would be the answer there would be a division of responsibility. Moreover, if the inspection were to be effective the Government would have to employ the same number of people and the same stamp of people as we do ourselves. That being the case the work would be done twice over, and we should naturally ask whether it was not waste to have the work done twice, when one could save the money.

6938. You would be inclined to rely upon the Government inspector?—Yes; and so save our own money. If the Government inspectors were good for anything, it would be unnecessary to do the work twice over.

6939. It would be sufficient defence for you if the machinery proved defective and any accident happened, that it had been inspected by a Government inspector?—No doubt it would exercise an influence upon judge and jury.

6940. Now, I think you have some suggestion to offer as to the Employers' Liability Act?—Yes; I think it would be a good thing if all cases under the Employers' Liability Act, at any rate extending to 500*l.*, were triable only in the county court. I do not know why the superior courts should be troubled with those cases. On our side I should be equally satisfied with the county court, and I fancy the men would be the same. Moreover, it is undesirable to allow these constant appeals. They are a denial of justice all round. They are costly, and, as I say, so uncertain that they practically amount to a denial of justice.

6941. Then you would propose to do away with the right of appeal?—Yes, on either side.

6942. What have you to say as to the suggestion that the men should have the right of applying to a Government officer to take up their case?—I think that would be bad for the men, for supposing a man did apply to a Government officer and he were to say, "Well, my friend, this is a case which I do not think we can take up, for your case is not good." Were that to be so, and the man subsequently went to the court, it would tell so much against him if it came out in evidence that the Government officer appointed specially to inquire had decided against him.

Earl of Derby—continued.

6943. Do you consider that the number of accidents in dock work is unusual as compared with other kinds of labour?—Ship work is no doubt dangerous, but the work on the quay is not more so than many other occupations. During the period from the 1st of January to the 16th June—that was the date at which your Lordship began the inquiry—we had 38 accidents in the docks. Fortunately no lives were lost, but five of the accidents were sufficiently serious to involve an absence from work of from four to eight weeks, and eight accidents were less serious and involved an absence from work of from two to three weeks.

6944. Thirty-eight accidents among how many men?—Say 1,500 constantly employed.

6945. When the Employers' Liability Act came into operation was there a scheme of mutual insurance proposed to cover accidents in the docks?—Yes, there was a good deal of alarm as to the effect of the Employers' Liability Act. It was impossible to measure it, and my directors therefore suggested to our men that they should try a scheme of mutual insurance and that this insurance should cover not only accidents whilst working in the docks but also accidents in private life, that is, everywhere. With some difficulty I induced the men to try this for three months. It was on a very liberal scale. For instance, a man earning 30*s.* per week would be entitled to 30*s.* sick pay for 26 weeks, and in the event of death his family would get 225*l.*, which was the three years allowed by the Act. The payment for this was to be 6*d.* per week, of which the Company were to pay 3½*d.* and the men 2½*d.* Well, the scheme went on for three months, and as promised, we had a meeting of all concerned at the end of the three months, and the men then preferred not to continue it. The fact is, just then there were very exaggerated notions as to the effect of the Act, and secondly there was a strong indisposition on the part of the men to contract themselves out of it, and therefore the men decided to stand by the Act itself. Of course the directors agreed to that, and since then the Act has been in operation. I should say that the Company's contribution to this scheme of mutual insurance turned out to be three or four times per annum more than the cost brought upon them through accidents.

6946. In fact you found that you were losing by it and that it was better to leave matters to the operation of the Act?—On the contrary we desired to continue it and it was the men who said no. There were very exaggerated notions on all sides as to the effect of the Act. One great reason for my directors wishing to continue it, although it cost some money, was that it is a very disagreeable task when an accident happens, probably a serious accident, to have to decide whether the man is blameable himself or not. The poor man is killed and it is not much satisfaction to know that it was through his own carelessness. It was a very disagreeable duty falling upon me and the directors, and we thought we should be able by the payment of

8 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Earl of Derby—continued.

300*l.* or 400*l.* a year to avoid that. The men declined it and therefore the Act came into operation.

6947. It was the personal ground then?—It was the exaggerated notion. Everybody thought it was much more serious and there was a deal of talk about men contracting themselves out of the Act. I should say that under this scheme the management was confined to a committee formed by the men themselves. All that the company did was to contribute their share of the money and to guarantee that the man should have the benefits accruing to him. These are certain papers connected with the scheme. (See Appendix 39.)

6948. We have heard something from some of the witnesses, as to what is called the black list?—I never saw such a thing or heard of it. It has not been prepared at the Millwall Docks nor do I believe at any other dock.

6949. You would not refuse a man employment because he had made a claim that you thought was not reasonable?—Certainly not.

6950. A question has been raised as to the payment for meal-times after the end of the great strike; we understand that the demand was made in some quarters for payment during meal-hours?—That did spring up very shortly after, but that was expressly provided for in the Mansion House agreement. There was the definite increase of pay, but a cessation of payment during meal-time. Up to that time the dockers were always paid for meal-time, and since then they have not been paid. A remarkable thing with regard to it at Millwall, for example, was this: directly after the strike, when the men ceased to be paid for meal-time, the men of their own motion took an hour instead of the half-hour previously allowed.

6951. The usual time allowed in docks for dinner is 30 minutes, is not that so?—It used to be 30 minutes. In our branch of our business, where two classes of men are employed and who work together—that is, the casual labourer and the piece-work men—an hour is necessarily taken for dinner, and in that case the men working there are allowed for the half-hour during which they are compulsorily idle. We granted that as reasonable.

6952. Inasmuch as their idleness was not of their own action?—Inasmuch as their idleness was not of their own motion.

6953. Now I think you have something to tell us as to the strike?—Well, the strike broke out very suddenly. It began in one dock, and in all the other docks there was not a word before the strike. The blow preceded the strike. At Millwall our men told us that they went on strike in sympathy with their fellows, and I believe they did. However, when the strike was over, as everyone got an increase of pay, our men thought that they were entitled to it, and very naturally, and they had it, and we gave them that. We have since had no reason to complain, and the work has gone on smoothly, and I am bound to say that subsequent events have shown that there were certain things

Earl of Derby—continued.

which did require remedying. I do not say that the strike was necessary to bring about that remedy, but there were things which probably but for the excitement arising from the strike would not have come out, and which did require remedying, and they have been remedied now.

6954. There were cases of excessive overtime. I believe?—Yes. In my own particular case I see where I was to blame. At one time we did a great deal of overtime, and it was piece-work overtime, and men after working all day were pressed—I do not say compelled—they were pressed to work all night, and when men who are working all day at piece-work, when they really do work, I say it is asking too much of them to put them on very long hours. Eight hours piece-work is pretty much for one man. On emergency he might work a few hours more, but generally speaking eight hours piece-work is a good day's work for any man.

6955. At the beginning of the strike was there any violence or intimidation?—There was a good deal at the start at Millwall where the strike was from sympathy. It was displayed in this way: we have a good many foreign ships coming to Millwall, and these foreigners carry their crews with them and their own crews discharge the ships. Well, at the starting of course the foreigners employed their crews in discharging; a lot of men forced their way into the docks and tried to intimidate the foreigners. To such an extent was it carried on that the Ambassadors had to make representations to the Foreign Office, and after a few days that passed off, and we had no complaint of violence to make.

6956. And you have not had any complaint to make since then?—No, we have gone on very well. At times a few small difficulties spring up, and when that is the case, we at once make a representation to the executive of the Union, and the executive have always interfered, and interfered successfully.

6957. Did the strike extend to lightermen and stevedores?—Yes, and that eased matters very much with us. For example, the greater part of our work could not be carried on without lightermen and stevedores, and therefore even if our men had not struck, but had continued, we should have been in the position of paying wages and have been able to find very little work in return. There was certainly work required to be done during the strike, and we managed to get through that with some difficulty.

6958. I think you have something to tell us as to the effects of the strike on trade as far as it comes within your knowledge?—There is no doubt that whilst it lasted it did injure considerably the trade of London, and probably the entire effects have not passed away yet; but there is not much mischief left now. The trade probably which has suffered most is the trans-shipment trade, but that was a trade which was for some time passing away, and therefore the strike has probably hastened it a little, but has

8 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Earl of Derby—continued.

not created that loss altogether. Most of the other ports have had a touch of it, and I do not think that London is much worse now than it was before.

6959. The difficulty created by the increased cost of labour has been got over?—Yes. Of course as we had to pay more and the public said the men should have more, we charged the public more, and the public have paid it without any difficulty. All those questions of wages are really public questions.

6960. There is a somewhat additional burden imposed upon trade, but the loss does not fall upon the docks?—It does not fall upon the docks, not the present loss. Of course there was a serious loss at the time of the strike.

6961. You have something to tell us as to the working of the unions in regard to these disputes?—Yes, I am altogether in favour of labour unions. I think a labour union conducted upon reasonable principles is an advantage both to the masters and to the men. It is very much better to have to deal with a responsible body rather than an irresponsible mass of men. If you try to do business with a mass of men it is an utter failure. One or two of them talk nonsense, and others are afraid to say anything, and therefore you meet and do nothing, whereas the controllers of the Union are generally reasonable men that you can talk to, and from whom you may expect to get, and you commonly do get, a fair answer. Therefore I say unions are good.

6962. Do you find that unions are always able to enforce their decisions on the men?—No. I should like the power of the unions to be stronger. All the little difficulties we have are from men who break the rules of the Union, and to get them put right we have to appeal to the executive of the Union. I should like to see the powers of the executive stronger even than they are at present.

6963. You consider that there is no danger of unions, which have no quarrel of their own with the employers, making common cause out of mere sympathy with others?—There is a danger. If the Dockers' Union, for instance, would confine itself to protecting the interests of the dockers I think it would be doing good, but I am afraid it is trying to do a little too much; it is trying to put everybody right, and it has issued notices enjoining federation, the result of which is that if lightermen have a quarrel with their masters, the dockers who may have no quarrel with their masters are to refuse to work. That is going a little too far. That is a thing we cannot stand. If the Dockers' Union will control its own men's interests it is the right thing, but it is not the right thing because other people quarrel to make the docks to suffer.

6964. You are in favour of unions but not of federation of unions?—Not when they say an innocent person shall suffer. I have here a circular which says that the Union docker is to refuse to work with lighterman in certain

Earl of Derby—continued.

circumstances. We have no interest in or control over the lighterman, and to say that because he and his master quarrel we are to suffer is wrong. We cannot stand that. Therefore, if it comes to that, we must fight, but I hope it will not.

6965. Are you in favour of the establishment of boards of conciliation?—Yes; I think if we were to introduce those in the South more than we do—it is much more used in the North—many of our difficulties would be got over. I think that if—I am speaking of dockers now—if we had conciliation boards, consisting of half-a-dozen masters and half-a-dozen men, and we were to have a standing umpire, a retired judge, or some other man of the highest standing, we should have very few or no strikes at all and very few difficulties.

6966. But you do not propose that the umpire's decision should be enforced by any tribunal?—It is impossible to enforce it. Who is to say that 12,000 men should go to work if they will not; but if the umpire were a retired judge—a man capable of sifting evidence—if he were to say that the docks are right or the men are right, I think that the other side would have very considerable difficulty in standing out.

6967. But you would rely entirely upon the force of public opinion?—Yes, to give effect to the decision.

6968. And you would not attempt coercive measures?—No, because it is impossible to coerce thousands of men.

6969. I gather that you are not in favour of a Government board of conciliation?—No, I think that a Government board would be less effective, that is to say, I think the party whom the decision might be given against would not receive it with the same sympathy that he would if given by this ex-judge, or some man who was notoriously a fair man. I think not. Moreover, it seems to me that it is always undesirable to let Government give decisions unless it has power to compel observance of them which it clearly could not have.

6970. We have heard a good deal of proposals for establishing municipal docks or municipal workshops; have you anything to say upon that subject?—Excepting that there is nothing in it. I do not see how you are going to benefit the community by it. You may benefit A, but I think that B is going to be injured to the same extent; therefore the result to the community is the same.

Mr. Ismay.

6971. What is the capital of the Millwall Docks?—About 1,700,000*l*.

6972. How is it divided?—Into debentures, preference capital, and ordinary stock.

6973. What dividend do you pay upon the ordinary capital?—Last year it was 2*½*.

6974. Upon the preference?—Five per cent. is the fixed price.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Ismay—continued.

6975. And upon the debentures?—Five; it varies from $4\frac{1}{2}$ to 5.

6976. Do you undertake the loading and discharging of ships in your own hands?—No, the loading of ships is never undertaken by any dock. It never has been. There is an obvious reason for that.

6977. Perhaps you will tell the Committee what the reason is?—The reason was this: In discharging a ship when you have finished your work your responsibility ends, but in loading a ship, say that she is going to Australia, probably she is 60 or 80 days on her voyage; when she arrives there there may be damage to cargo, and then comes the question: Does that arise from bad stowage or not. That was so serious a responsibility and so distant a one, and one so difficult to contest, that the dock companies never undertake loading. With the discharging you know, and you can fix the responsibility.

6978. Would you not be able to move the men with advantage if the loading and discharging were in your hands?—I think not. It always has been done by a different class of men. Stevedores are men who load ships. They are a different class of men; they are men who earn much more money, and they are physically better men. The Dock Company used to discharge ships.

6979. But in other ports they both load and discharge?—In London there has always been the distinction, but in other ports they do discharge and load.

6980-1. Then you discharged at so much a ton?—Yes. At Millwall we gave up the discharging some years ago; it did not pay. As a fact, anything within the compass of a man's self is better done by the man than by a company, and therefore a master stevedore would make money out of the discharging of a ship where a dock company, with all its necessary staff, would not make money.

6982. The point is, why you do not discharge?—Well, we several years ago gave it up except in regard to one class of ships, and that is vessels with bulk grain. In London, in regard to that, there is a peculiar rule,—the importer pays for discharging grain, and in discharging he requires certain other work to be done, and as we had always performed the other work we continued with this bulk grain to do the discharging. Those are the only ships we discharge now, and it is a peculiarity of the port of London. The shipowner in London does not discharge his ship providing he brings loose grain, and the merchant pays for discharging. That arose in this way: the Corporation of London at one time had a monopoly of the measuring of grain. Until the last, probably, 30 years now, all grain brought into London was measured, and as the measuring was done by city meters, the city meters would only have skilled men to work with them, and that accounted for the merchant taking the whole obligation upon himself; and up to this

Mr. Ismay—continued.

time the corn importer pays for discharging the owner's ship. The owner has a small part to do, namely, the trimming, that is bringing the grain from the ends of the compartment up to the square of the hatch. He pays for that.

6983. Do you not think that if you did both the loading and discharging you would be able to have a larger number of permanent men employed?—Now-a-days we are giving it up and leaving both alone. We have given it up for some years, and the Commercial Dock Company have given it up, and the Joint Committee have given it up as to certain of their docks. I think we are better out of it.

6984. Have you not had to increase the rates upon the ship's tonnage?—No; that does not follow. There is no connexion between the two.

6985. Did you not make any profit out of it?—No; my contention was that we lost at it. I know that I was in a minority to some extent, but that is now generally understood.

6986. You told the Chairman that through the introduction of some machinery you paid some 3,000*l.* less in wages, but that in other directions there was an increased expenditure of 9,000*l.*?—Yes; it was a new work. It is rather a long story to tell. Some 20 or 25 years ago this grain machinery was not introduced. The grain came to London from the Baltic and the Black Sea in vessels carrying from 600 quarters to 3,000 quarters, and this was considered a very decent cargo. These vessels were all sailing ships. With sailing ships the merchant has first of all three days in which to commence work. If he took out 300 quarters of grain a day that was regarded as a fair day's work. Therefore, with a vessel containing 3,000 quarters, the merchant would have pretty nearly a fortnight in which to sell the stuff; that is, five or six market days. Therefore there was plenty of time to get rid of a cargo. But as steam came in the cargoes, instead of being 600, 1,200, and 3,000 quarters, rose to from 12,000 to even 18,000 quarters, and the shipowner contracted himself by bill of lading out of the Act of Parliament obligation to give three days. He gives only 24 hours, and not only does he do that, but in his bill of lading he inserts a condition that the merchant shall take the grain away as fast as the ship can deliver. The ship can deliver from 2,000 to 3,000 quarters a day, and it is not considered that it has done a particularly heavy day's work at that; and therefore, when there are from 10,000 to 12,000 quarters, there will be less than a week for the merchant's discharging. As steam became more and more general, this became a very serious thing with the corn merchant. To get out of the difficulty he had three courses open to him: first, he must force the sale; if he did not like to force the sale, then there was the demurrage, which was a very large item, and if he did not like one or the other he had to land the cargo, and that was an expensive operation, three times as expensive as it is now. It happened

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Ismay—continued.

that when this difficulty had reached a high point, this new machine (a "Priestman's bucket" as it was called) came into operation. It is a very ingenious machine indeed; you hang it on a crane, and you drop it down the ship's hold, and as you drop it, it gradually opens until it reaches the grain—

6987. It is a steam navvy, is it not?—It is called a "Priestman's bucket." It was Priestman of Hull who introduced it. The principle is the same as with the steam navvy. When the machine reaches the grain they pull a trigger. That machine saved us 3,000*l.* a year in the discharging of ships with cargoes of grain; and not only so, but it rendered possible a new trade to us. The speed and the economy resulting from this machine were such that we were able to reduce our landing expenses upon the grain pretty nearly to one third of what it was before. This met the corn merchant's difficulty, and without that bucket we could not do it. Of course certain men suffered for it, but other men got money and were benefited by it. I suppose that is the effect of all machinery.

6988. But do you not land by piecework?—Oh, yes, by piece-work still. Where you have machines, if you have to get value out of them, the men who work them must be interested in them.

6989. If the men work overtime, is it not entirely at their own discretion?—No, I will not say that. The understanding between ourselves and the Union is that, except in cases of great emergency or an accident or something of that sort, the men are not required to work except between 6 o'clock in the morning and 6 o'clock at night, unless an addition of an hour or two will complete the discharging of a ship, and so save 24 hours or a tide. In that case they are bound to work. I should mention that one of the little difficulties arose out of that very thing. Of course, they get the higher rate of pay for doing so. One of our gangs a few days ago broke this rule between ourselves and the Union, and we reported them to the Union, and the Union, as they always have done, took the matter up, and said that the men were wrong, and that the men would be fined, and I believe they were fined.

6990. In that case the Union condemned the men?—Yes, they condemned the men, and compelled them to observe their own rules, and as far as our own experience goes, the Union always has done that.

Mr. Mann.

6991. I would like to ask you what your total tonnage per annum is?—Entering the dock?

6992. Entering the dock?—About 1,400,000 tons gross. Mind there is a great distinction between net and gross—the world does not understand it—about 1,400,000 tons gross per annum.

Mr. Mann—continued.

6993. I suppose the difference comes in between registered and net?—Net register and gross register.

6994. One would be considerably higher than the other, would it?—The gross is about half as much again.

6995. Half as much again?—Yes.

6996. Because of what?—There is a certain space allowed for the engines and bunkers and so on, and that space is not really all occupied by them.

6997. What proportion of your total tonnage is grain?—A little more than one third, I should think.

6998. About one third?—I should think a little more than one third.

6999. And how much timber?—Probably a tenth

7000. The remainder being general cargo?—Yes, general cargo.

7001. Would you mind telling us what the excess of income over working expenses is; what it was, say, last year?—About 80,000*l.*

7002. Could you tell us what the fluctuations are, whether they are serious or not, with regard to the total tonnage coming in one month compared with another?—There is a considerable fluctuation, but nothing so very serious. There is a considerable fluctuation, for example, in the second half of the year when we expect to be busier than we are in the first half. Probably there is a difference of 20 per cent. in favour of the second half of the year.

7003. I find from the Customs House returns that in July Millwall received 48,000 tons?—That is net register, please.

7004. Yes; and then in September received 75,000 tons?—Yes.

7005. In October 80,000 tons?—Yes.

7006. The difference between July and October being nearly double, between 48,000 and 80,000?—Yes; there are those variations.

7007. What becomes of the men then, do you know—the men who were working when they had the 80,000 tons, what becomes of them when there are only 48,000?—Well, some or a good many of them necessarily are off, but you must not forget this, that 48,000 tons of one class of business may mean more work than 80,000 tons of another class. Now, I will illustrate it. At the present moment there is the dry fruit trade on. That consists of figs from Smyrna, and raisins, and all that sort of thing. That requires a very great deal of labour; a ton of that will probably require as much labour, you may say, as seven, eight, or ten tons of other stuff; so that although the tonnage is small, it by no means follows that the work is equally small. Then again, in times when the arrivals are short the deliveries generally are active, so that there is a good deal of compensation. As I mentioned, I think it was before you came into the room, that at Millwall the greatest enemy the men have to contend with is the weather. For example, one or two days last week there was scarcely a soul at work; they could not work.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Mann—continued.

Much of the work is open-air work. At any rate the wet weather made such a difference that it knocked off a thousand men. That is a thing that they suffer from more than anything else in the winter, when, of course, we have more of that kind of weather. Then again in the winter the hours are shorter. Men see, for instance, when it is light up to 6 o'clock in the evening, but when it is dark we are obliged to close at 4; we cannot go on any longer.

7008. What would the fluctuation be; what is about the minimum and the maximum number of men employed?—Probably the maximum might be about 500 or 600 men. I should think it would be rare, leaving out the weather, mind you, for the variation to be greater than 500 or 600.

7009. Of the total tonnage that comes into your docks how much do you warehouse?—Just about one third.

7010. Where do the other two-thirds go?—The greater bulk of it goes into consumption direct or to the importer's own warehouses, almost all of it. Some little of it goes for transshipment to other vessels going to other parts of the world; and some part of it, a very small thing again, goes up the river to either the rival docks or the rival warehouses near London Bridge.

7011. About what proportion would go away by lighter or by van either to the other docks or wharves or warehouses?—None goes by van. Perhaps we might have a cartload now and then, not a thousandth part of the whole—not sufficient to be worth talking of. It all goes by lighter. It is a novelty to send a vanload to a rival dock or a rival wharf.

7012. About what proportion would you think would go from your docks to other docks or wharves?—Out of the whole lot?

7013. Yes?—Perhaps about 5 per cent.

7014. Not more than 5 per cent.?—Not more, or very little.

7015. Have Millwall ample warehouse accommodation for the cargoes they receive?—We have very large warehouse accommodation, and I am glad to say it is pretty nearly always full. We have very little spare space, very little. The warehousing is a business we lay ourselves out for.

7016. That is a profitable business, I think?—Yes. In London no dock can live on ships only; they cannot live on them, it would be ruin; they must look to the cargoes.

7017. I would like to understand your relationship towards permanent employment?—We have very few permanent men, so few that it is scarcely worth talking of. I am speaking of dock labourers. I do not mean police and sailors and carpenters and men of that class. Speaking of dock labourers, I do not suppose we have got 50 in the whole concern now, because the great bulk of our work is done by piece.

7018. Do you find that they go on all right?—Yes; we have nothing to complain of at present.

Mr. Mann—continued.

7019. Now, might I address this question to you respecting the position of the docks collectively. As a gentleman who has spent the whole of your time, I believe, in connexion with dock work, do you consider that the position of the docks in the port of London is such as to admit of the work of the port being done with efficiency and despatch?—Yes, I do not see much the matter with it. I think we are very like Liverpool. Liverpool has docks on the two sides of the river, Birkenhead on the one side, and Liverpool on the other. The docks have a frontage to the Mersey of pretty nearly six miles. Then leaving out in London the Tilbury Dock, which was built about 15 years before its time, all the docks in London would, I think, be covered by about six miles—very much the same. I do not think we could improve the locality very much.

7020. If goods are sent to a dock and afterwards put into lighters, and then sent to wharves or other docks, is that not a hindrance, is that not a serious delay, and an increased cost which ought not to be incurred?—Ah, but the question is whether it can be avoided. With certain goods it is better to be as near London Bridge as you can get them. But if we were to centralise the docks, let us say at the Tower, to centralise them there first of all, you would have to take 1,200 acres at least out of the streets of London and houses of London. That would make a big hole in it, and in the very heart of London too. Secondly, having done that, the big ships could not come there, because they cannot go so far up the river; therefore it is impossible to centralise them near London Bridge. Then, again, if you centralise them at a point as near London Bridge as you can, and at the same time having such a point accessible to the large ships, then it would be a very decided disadvantage, because the moderate sized ships which now come up beyond that point, and they are three-fifths of the whole that come to London, would be in a decided disadvantage in respect to their cargo.

7021. Do you consider it no disadvantage to have the number of lighters going up and down the river which are now going, and the consequent handling of the cargo, putting it from the dock quay into the lighter, and then lightering it, and then putting it out of the lighter on to the wharf quay?—Of course if you could obviate that it would be better; but what I want you to see is, that if you concentrated the docks, you would have precisely the same thing to do; there would be only this difference, that instead of lightering it from here to there along the river, you would have to lighter it in the docks themselves. You cannot put your ship which has 50 descriptions of cargo, alongside a warehouse suitable for each of those articles; you must lighter them, put your ship where you will. In our docks, for example, goods are stored in the dock; we lighter a very large proportion of them; we cannot put the ship where the room is. But even if we had one central dock, you must still lighter them. Say the ship is from Calcutta, she has jute.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Mann—continued.

silk, sugar, tea, all sorts of stuff, on board. The jute must be stored in one place, the fire office people will not let you put jute anywhere near any valuable article. Tea must be stored in another place. So it is with much of the stuff. So put your ship wherever you will, there must be lighterage. If you put it at the tea warehouse, you must lighter the hemp and the other stuff. The only difference would be, as I say, that you would be doing the lightering inside the docks instead of on the river, and probably the cost of that lighterage would not be quite so much by a few pence a ton, because for that lighterage you would be able to do away with the licensed watermen, as in the docks any man can move a barge about, but in the river you can only do it with a freeman.

7022. But if a grain ship comes into the Millwall Docks, and in close proximity to the discharging berth there is sufficient grain warehousing accommodation, is there anything to prevent the grain being discharged direct from the ship into the grain warehouse?—No; but it unhappily is the case that very rarely happens.

7023. Because of the insufficient accommodation?—No, because it may be that the warehouse alongside that ship is full, but another one a little way off is empty.

7024. If the warehouse was full would that show that there was insufficient accommodation?—No, because you have an empty warehouse next door, which is not available for the ship.

7025. I am assuming that we had the discharging berth and ample warehousing accommodation in close proximity to the discharging berth, and then without any second handling in the shape of lighterage, there would be nothing at all to prevent cargo being discharged direct from the ship into the warehouse?—Yes. Now just allow me to explain that to you—

7026. Is that not a desirable condition of affairs?—Yes; but I want you to see how utterly impossible that is. There is a very fine warehouse at this very berth, and there is a discharging berth alongside of it: certain ships come alongside and discharge their grain into the warehouse. That grain may remain a week, it may remain months, what are you to do? The warehouse is full, and you had better lighter the other grain than move that grain from the warehouse.

7027. But in lightering that other grain, you move it to some other centre which shall serve the purpose of a centre of distribution?—Equally well with that particular warehouse, yes, with the other one alongside the ships.

7028. But all these inconveniences are created because of the lack of sufficient accommodation?—No, pardon me.

7029. Then why are they?—I cannot agree with you there. I mean to say that if we had warehouses equal to the storage of 300,000 tons we will say, and 100,000 tons of those are engaged, but there is a particular warehouse alongside the ship full, I cannot say that we

Mr. Mann—continued.

suffer from inadequate accommodation. Take this tea; that does not happen to be in the right spot, and you cannot always have it in the right spot—

7030. According to the present arrangements I understand that to be impossible; but I want to get a clear expression of opinion as to whether it would be a desirable state of affairs, if you had an ideal system of docks, to have ample warehouse accommodation in the immediate proximity to the discharging berths, so that every ship, no matter whether she shall have a grain or timber or general cargo, should be able to discharge direct into the warehouse, and whether it is possible to have adequate warehouse accommodation to admit of that?—Well, I say that at present all the docks have adequate accommodation. Your theoretical dock—

7031. You say they have adequate warehouse accommodation?—Yes, ample.

7032. Of course you know the docks of the Joint Committee?—Unhappily some are, I think, much too far off.

7033. Do you know what warehouse accommodation there is at the Albert Dock?—Enormous, and not used largely.

7034. Is it warehouse accommodation, or are they transit sheds?—Suitable, fine warehouses; you can put tea into them or anything you like.

7035. Are they used?—They are not greatly used for storage, because unhappily the docks are so far off the people will not store their goods there.

7036. Why?—They want them stored near London, else they are admirably suitable. They are splendid sheds.

7037. Transit sheds?—They are used as transit sheds, because, as I say, there are no goods coming to them for permanent storage.

7038. Simply one ground floor?—Admirably suited.

7039. They never warehouse tea there?—No.

7040. Because they are unsuited?—No, pardon me, that is not so; it is not because the buildings are unsuited, but it is because tea must be in the heart of the city of London. It is a very odd thing that land worth 200,000*l.* an acre, if bought within the last year or so, has been devoted to the storage of tea. That is a most remarkable thing. The most valuable land in the world probably is used for putting chests of tea on.

7041. Has the Tilbury Dock any warehouse accommodation?—Grand warehouse accommodation, but unfortunately they never have anything to store.

7042. Or have they transit sheds?—You may call them one or the other, but you may put anything in them you please. You may store silk in them. They are watertight, grand sheds. I would not wish to have better sheds or warehouses, call them whichever you please.

7043. Of course you are aware that the Tilbury Docks are about half full with regard to vessels; do you know what proportion of the cargo discharged there is warehoused there?—None.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Mann—continued.

7044. None?—None.

7045. Would you tell us the reason why?—Because it is 21 miles away from London; the nearer you can get to London the better.

7046. And therefore inconveniently situated?—Yes, for the cargo.

7047. Incurring the costs of discharging and carrying again, and discharging a second time; is that so?—Well, that would apply just as much in the Victoria; it is not much greater in cost probably to lighter 20 miles instead of seven or eight; you might have to pay 6*d.* a ton more for lightering. It is a most convenient place for ships, but inconvenient for cargo.

7048. Would you say that it is desirable that docks should be concentrated?—Well, it depends upon the spot on which you put your docks. If you could concentrate them about London Bridge, and you could get the ships there, it would be a very good thing; but if you are going to concentrate them where big ships can come to, I think that it would be a decided disadvantage then.

7049. Where does the great disadvantage come in?—I say some of the ships now come further up the river, and to them it would be a disadvantage.

7050. If they were kept below?—If they were kept below.

7051. Because they would not be so near the centre of distribution?—Yes, that is it. We want to get as near as we can to the City itself.

7052. And recognising that it is very desirable that the docks should be concentrated?—If you could concentrate them near the City, do so; if you cannot, do not concentrate; if you do not concentrate them near the City, it is an inconvenience for the reasons, I say, that if you concentrated them at a distance suitable for the big ships, and put the small ships in there, that would inconvenience the small ships, because they can now come up to London Bridge or much nearer London Bridge than the suggested docks would be.

7053. Your method of discharging grain is unique in the port, is it not?—Yes, I think we may say so. We and the Commercial Docks are much the same.

7054. Would you consider that the import of grain into London is likely to increase?—I should say so, with the population.

7055. Do you consider that you have the best machinery that could be devised?—No, we are trying to improve it. We have something now preparing which I think is going to revolutionize it. I think so.

7056. What do you think will be the result of that upon labour?—At first I have no doubt it will interfere with the dock labourer, but then this machinery will cost us many thousands of pounds which will go to the engineers.

7057. I mean of course the dock labourer?—He will suffer at first; but as I pointed out with regard to the other machinery—

7058. It has a good effect in other directions?—Yes.

Mr. Mann—continued.

7059. I want to understand the effect it will have upon the dock labourers. The present method, I understand you to say, enables you to do a certain amount of work with one man instead of three?—That is right; yes.

7060. And when this next change takes place will it have a similar effect, do you anticipate?—It is in the clouds at present; we have not finished it; we do not know what the effect will be, but we hope it will make a very considerable difference. It will not reduce the rate of wages. We do not desire to do that.

7061. Not per man, you mean?—It will not reduce the rate of wages. We certainly shall not think of doing that.

7062. In saying that it made it possible for you to employ a larger number of persons by spending 9,000*l.* in another direction, you meant that you took a larger proportion of the trade that already came to the port, did you not?—No, I meant that whereas before this we landed only 10 per cent. of the grain, now we land 60 per cent.

7063. Ten per cent. of the total that came to the port?—No, into our own dock. I am speaking of our dock.

7064. What did you do with it before you landed it?—It went away. Perhaps they forced the sale of it, or perhaps it went away to the merchant's own granary, or into consumption probably.

7065. So that the work was done in the port?—No, some part of it might have been done there—but the great bulk of this—50 per cent.—was created, was not done at all.

7066. Would that not serve to show that the accommodation was better prior to the introduction of this machinery than afterwards. I understand it to be desirable as you stated that the work should be done as efficiently as possible, and therefore for you to introduce machinery?—Yes.

7067. But if, by introducing machinery, you make it more difficult to get at the centre of distribution and so increase the cost, so that where you save 3,000*l.* you spend 9,000*l.*, that cannot be a gain to the community?—I think you must misunderstand me. What I mean is this: in olden times a ship came in with 10,000 quarters on board, we will say, and we landed only 1,000—one tenth of it. Now she comes in and we land 6,000. Formerly those 5,000 quarters were not landed at all. Now they are, and all the labour expended in landing them and in subsequently delivering them is new labour.

7068. It reached its destination, but without landing previously?—Yes.

7069. The present method necessitates landing, and therefore necessitates the cost of landing to the community?—But it is landed simply because the cost of landing is less than the previous cost.

7070. Then you did not tell us the whole cost when you stated that you saved 3,000*l.* in wages in one direction, but created a wage-paying arrangement to the extent of 9,000*l.* in another direction?—Pardon me, I did. This machine

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Mann—continued.

saved us 3,000*l.* in discharging the ship. This machine is used for discharging the ship, and then when that machine came into operation we were enabled to reduce our charge for landing practically to one third, we will say to one third. The effect of that was that whereas people formerly could not pay 3*s.* or 4*s.* per ton for landing, they very gladly paid the 1*s.* to 2*s.* a ton, and that work was created. Formerly the stuff went away, and was not landed at all, so that the men discharging the ships lost the 3,000*l.*, and the men on the quays got the 9,000*l.*

7071. You stated that as regards the men complying with instructions, you usually make overtures to the Union executive, and that they behave in a satisfactory manner?—Entirely; we have every reason to be satisfied with the Union; not a word to say against it.

7072. Have you a considerable proportion of your men in the Union?—I fancy pretty nearly all of them are. We never ask any questions.

7073. And raise no objections to that?—Not a bit. We do not ask any questions. We leave it to the men themselves, as I say. As a matter of fact I should say practically all are, I fancy practically all are.

7074. You are decidedly of opinion that it facilitates rapidity of despatch in the general working arrangements?—It facilitates the working altogether to have someone to appeal to when some trumpery difficulty arises.

Sir Michael Hicks-Beach.

7075. I do not quite understand about that grain that Mr. Mann was questioning you about. Do you mean that it was warehoused practically in the ship instead of being warehoused in your warehouses?—Yes, partly in the ship; kept in the ship under demurrage, or probably taken up to the merchant's own warehouse, or probably sold at a loss. I would say the importer would say, "Well, it will cost me 6*d.* a quarter " if I keep this in the ship's hold, or if I take " it up to my own warehouse, and I had better " sell it to A.B. and take 6*d.* less."

7076. Can you tell us what the increase of pay was that you gave to your men after the strike?—It was mostly piece-work, and varied according to particular jobs. I could not tell you what it is; it is a very complicated affair; I mean each class of men made its own bargain with us.

7077. It was a material increase?—Yes, a very important increase, probably it was about 20 per cent., I should say the same as the docker got in the 6*d.* instead of the 5*d.*; probably about the same.

7078. I understood you to say that the hours were shortened as well after the strike?—The overtime hours. There is much less overtime now than formerly, none practically now.

7079. Did the men gain any other advantage besides those two?—Yes, they got the four hours. Formerly a man might be taken on at 8 o'clock in the morning, and paid off at half-past 8, and got 3*d.* given to him, but under the Mansion House agreement if a man

Sir Michael Hicks-Beach—continued.

is taken on in the morning he must be continued four hours or paid.

7080. Are all those advantages still continued?—Yes, entirely. I believe the Mansion House agreement has been faithfully observed.

7081. Can you tell us what sum annually you have paid as compensation for accidents since you gave up the insurance system?—Yes, we insure ourselves; and we not only insure for personal injury, but we also insure for goods. Therefore the two things are mixed up. We pay 525*l.* a year for both, and probably if you put half of it to the personal injury that would be about right.

7082. Do you mean that you pay that to an insurance company?—Yes, we pay that as a premium, and they stand in our shoes.

7083. Have there been any cases of accident in which you have disputed a claim?—I do not think we ever went into court about one. We have a decided objection to going into court. We find that if you win you lose.

7084. You objected to the system of appeals?—Yes. I do not think it is fair that when a very ordinary case has been disposed of, anyone should have the right to carry it to two or three other courts.

7085. Does that objection arise from your personal experience?—No; if we never go into court we certainly should never appeal.

7086. Then the present system does not hurt you?—No; but I am speaking generally when I say that I think appeals ought to be done away with. The principles are not very big generally, and one would think a county court judge was equal to dispose of them. You might fix a limit as to money. You might say, "Well, if " you claim for over 500*l.*, then it may be " carried to a higher court, but for the small " claims, as these employers' liability claims " generally are, I think they might be left to " the county court judge entirely."

7087. But as you insure yourselves against these claims it does not matter much to you, does it?—No.

Lord Hartington.

7088. I believe you said that you had a very small number of permanent men?—Very small.

7089. But I understand you to say that a great proportion of your work is done by men who are in nearly permanent employment?—Piece-work men.

7090. Dockers?—Piece-work men who practically stand by us. They do not get work every day, but practically they stand by us, and they work their four or five days a week.

7091. Are those men who work exclusively for you, or do they also work for others?—Some work exclusively with us; others, on the contrary, divide themselves according to the work.

7092. Could you state, if you have not already stated, what sort of proportion of your work is done by dockers, and what is done by casual labourers?—Yes; we employ casual labourers to a very limited extent. It rarely happens that we have as many as a hundred at work, but it does happen at this particular moment that we

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Lord Hartington—continued.

are extremely busy with one branch of trade, which branch of trade has always been done by dockers, and probably we have got as many as three or four hundred on to-day, but it is a rare occurrence.

7093. Dockers?—Yes, dockers.

7094. Not casuals?—Well, casual labourers taken on at the gate.

7095. You have made a distinction between dockers and casual labourers?—Yes, observing that these would be casual labourers.

7096. When you require to employ a considerable number of casual labourers, how are they selected?—We look out the best men—the men who look the most fit for the work.

7097. They are at the dock gates?—Yes.

7098. Are they selected by an official?—Yes, each foreman would go down. One wants 20 men, say, and if there are casuals who commonly work for us, he takes those first. Then having exhausted his list he will take the most likely men according to his eye.

7099. Is there always a considerable number of men waiting at your docks for the chance of employment?—Not always, because it is known that we do not employ many of them. Sometimes there are not enough for us, but generally we get as many as we require. I may mention that I think there is a very mistaken idea as to the number of men employed in the docks. At the present moment we are all fairly busy, all of us, and I have no hesitation in saying that there are not 14,000 (labourers) men employed in the whole of the docks in London at the present moment, which is more than an average time.

7100. Can you form any opinion as to the number who are hanging about looking for work at the docks?—I daresay you might count them by thousands. I daresay there were five or six thousand men this morning probably at the dock gates who are not employed. I am speaking all round of course, and of casuals.

7101. I think you said in your evidence that the docks do not create the misery of the casual labourers, that they tend to alleviate it?—Yes.

7102. But is it not your opinion that a system which does offer to a large number of men the chance of occasional employment is one which tends to attract this miserable class to the locality?—No. On the contrary, I think no men would give up regularity for uncertainty. It is only when they have lost their regularity that they turn to the docks.

7103. Have you been able to make any personal observation as to the character of these men, the casual labourers; what class are they?—Well, there are of course good men amongst them, and there are bad men. When I say "good," I use that word in a twofold sense, that is men good for work and also men good as to character. There are some of all sorts amongst them, some extremely bad, others, on the contrary, as good as any other men.

7104. I am referring rather to the class of men; what do they come from, are they agricultural labourers?—Rarely, I should say there are very few agricultural labourers who are casuals, very few of them.

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Lord Hartington—continued.

7105. Are they skilled labourers who cannot find employment at their own trade?—Some of them. I find gentlemen amongst them, officers of the army, clergymen; every man who has utterly failed in anything else turns to the dock gates. We have had in our employ as a casual labourer a man who was captain in the army, his father commanded the regiment, and his brother also had a company in the regiment.

7106. But those would be rather exceptional cases?—Yes.

7107. Where would you say the great bulk of them were recruited from?—Failures in every other walk of life; old men whose strength has gone, and who have lost their employment in their ordinary trade; young fellows who are immature youths, who have also lost their character for some reason or other. At times there is the bricklayer's labourer, a very good man; in the winter, frost prevents his working, and he turns to it; the painter does the same gentlemen's servants, grooms, all sorts of men—clerks who have lost their character; there are representatives of every class amongst them.

7108. You have stated, I think, that so long as the strike lasted, the effect on trade was most disastrous?—Yes.

7109. In what way?—Anyone who could turn a ship away from London did so, and very large numbers of ships were sent to provincial ports because of the strike in London.

7110. Has that diminution of business shown any return?—It was only for the time. Last year the tonnage of vessels entering the docks of London was greater than at any previous time.

7111. Which was the year of the strike?—1889. Then there was a diminution, not a very serious diminution; but there was one, as might be expected. As I say, during that month many ships were turned from London elsewhere. In 1890, last year, the dock tonnage in London was higher than in any previous year. The dock tonnage of London constantly increases, not with regularity, sometimes it is a little down, but then again next year it more than compensates for that.

7112. But you stated that the injury to the port of London has not yet entirely passed away?—No; there is an alarm with regard to the transshipment; that is, people sending goods from Calcutta to Antwerp formerly, probably send them *via* London, now probably they wait for a ship to go to Antwerp, but that is simply hastening that loss, that loss was taking place.

Mr. Jesse Collings.

7113. You said that you had to drop the mutual insurance scheme?—Yes.

7114. Was that at the instance of the men or at your own?—Entirely the men. I pressed them very hard to continue it. I had extreme difficulty in getting them to adopt it for three months on trial, and at the end of the three months I used all my influence to induce them to continue it, but they absolutely declined.

7115. Did you find responsible leaders of Trades Unions favourable or not favourable to any mutual insurance?—I do not think that the

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3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued]

Mr. Jesse Collings—continued.

Trades Unions care much one way or the other. I have never heard that they made that a point. At any rate this difficulty, the discontinuance of our system, took place long before Trades Unions were thought of in the docks—10 years ago.

7116. Are you aware that the Government measure for employers' liability a session or two ago was defeated on that question by the representatives of the Trades Unions refusing to recognise mutual insurance, and, if so, do you think they represented the Trades Unions outside?—I think they made a mistake if they did oppose it. As I mentioned in my evidence, our scheme covered not only insurance from accident whilst at work, but always, that is if a man were run over by a railway train or knocked down by a cart in the street, he would have had his compensation.

7117. The point I wanted to get at was this: the leaders, or at least those who assumed to speak for the Trades Unions in the House of Commons, were the cause of defeating the Government Employers' Liability Bill, on the ground that there should be no mutual insurance as between employer and employed, and I wanted to know, if I could, whether you have any opinion as to whether they really represented the Trades Unions as a body in taking that course?—I cannot say whether they represented the Trades Unions, but I am bound to say I think they made a mistake in the interests of the men.

Sir John Gorst.

7118. You gave us an account of the number of accidents which had happened in your dock for six months?—Yes.

7119. Could you say what proportion of those accidents were accidents for which the company was liable, and what proportion were accidents for which the company, according to you, had no liability whatever?—I have a list of them here and I will read out a few representative cases if you like. I think that scarcely one of them imposed any responsibility upon us.

7120. In cases where no responsibility according to the law is imposed on you, are you in the habit of making any sort of compensation for accident, or giving any compassionate allowance, or does the man bear the consequence of accident himself?—No, when we discontinued the system we issued this notice:—

"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."

7121. Is it the fact that there are very few of the accidents which happen in your dock for which the Employers' Liability Bill makes the Company liable?—Very few indeed.

Sir John Gorst—continued.

7122. And all the other accidents that happen fall upon?—The men.

7123. Or upon the ratepayers, if the men are destitute?—Yes.

7124. May I take that as being the result in all docks?—No doubt where there is one accident resulting from failure on the part of the master there are half-a-dozen resulting from pure accident.

7125. So that practically the Employers' Liability Bill throws very small liability indeed upon the employers of labour as far as the docks are concerned?—Yes, very little; nothing like to so alarming an extent as was anticipated when it was started.

7126. You said that the greater part of your work was done by piece-work?—Yes.

7127. Can you give any rough estimate of the proportion of the piece-work men to the day-work men?—Yes, I should say that five-sixths or six-sevenths of our work must be done by the piece.

7128. Six-sevenths is done by the piece?—Yes, more than that probably.

7129. Then as to the seventh which is done by day-work, a very small proportion of the men employed on it are permanent?—Very few.

7130. Of the six-sevenths who do the piece-work would you tell us what proportion are permanent men—that is, men who are always working for you?—Practically all of them work for us more or less permanently. Some of them do not seek for work elsewhere; others do work with us to-day and to-morrow in the Commercial Docks, or wherever there may be work for them; practically they are all men whom we know.

7131. And who are practically getting permanent employment from you?—From us and from other docks.

7132. So that six-sevenths of the piece-workmen are men who are practically in the permanent employ of somebody or other?—I do not know. No, because piece-work men do not work more than four or five days in the week all through the year.

7133. Could they make more if they chose?—No; there is not the opportunity; there is the weather—wet days—slackness of work or something of that sort. No, it is no fault of their own.

7134. May I then take it that all the piece-work men are in employment upon an average four days a week throughout the year?—Yes, you can take that from me.

7135. But not necessarily in the employment of your Company?—No.

7136. But either in the employment of your Company or some other dock company?—You may take it that the piece-work men all the year round earn at least 35s. a week all the year round, work or not work, a good 35s. a week; some of them earn 2l. a week; but you may take it at 35s. a week all round.

7137. As to the number of accidents which you are liable for; it appears practically that you are liable for very few?—This list that I have is generally a list of cases of men slipping up.

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Sir John Gorst—continued.

There is a case of a man who, whilst assisting one of his mates overside into a craft, got jammed.

Mr. Livesey.

7138. You were speaking about accidents. Of course there are three classes of accidents, one due to defective plant, another class due to carelessness and recklessness on the part of the men; then there is another class of what we may call pure accidents. Does your Company do anything in those cases?—Yes, we do it; we do not hold ourselves bound to do it, but we do it. There is a little something done.

7139. It is not a legal liability?—That is so.

7140. But do not you recognize a moral liability?—Well, I think, if you put it like that, the answer would be no, that we stand upon the Act of Parliament. I think we should say that. Still, we do not shut our eyes altogether to it.

7141. Is that not rather hard, standing on the Act of Parliament, do you not think there is some moral liability?—I think that when we said to the men, "Here, we will pay 3½d. out of 6d. and you shall be insured and have all the privileges of the Act of Parliament, not only for accidents in the docks but elsewhere," we were going a good deal beyond the Act of Parliament.

7142. Yes, but those payments, I think were too high. If you had paid 2d. and the men 1d., it would probably have been nearer the mark?—And have given them the reduced privilege, you mean.

7143. According to what you have stated, the amount contributed by the dock in the form of those subscriptions was a great deal more than the amount you were ever called upon to pay for accidents?—Yes, very much more. It is an extremely difficult and unpleasant thing if a man is hurt for me to have to say, "My friend, I am sorry, but it is your own fault"; that is an extremely disagreeable duty to be imposed on anyone, and we sought to get over it by making our terms so extremely liberal that the men should take them. I have no doubt in the world that if we were to suggest this scheme now, it would be readily accepted. Everybody, after the talk and nonsense about the men contracting themselves out of it had passed away, was very sorry; the men then saw that this was an immense advantage.

7144. Then you make no provision if a man is killed from a pure accident, such as being crushed between the craft—between the lighter and the ship?—We do not undertake to do it.

7145. You do nothing?—I will not say that. We do not undertake to do it.

7146. What have you done in some cases?—I am happy to say that those cases are extremely rare with us; but I do not think we should take up quite the position of doing nothing.

7147. You would not give a widow anything, would you?—We certainly would not give the 200l. I should say here that I think the Employers' Liability Act has been a bad thing for men working under good masters, but it has

Mr. Livesey—continued.

been a very good thing for men working under bad masters. Originally, a decent master, if a man met with an accident in his service, did not ask questions about fault, but did provide for the man. I know we always did. We have now in our service nine or ten men who before this Act came into operation met with some sort of accident in the dock, and are now old and crippled and can perhaps handle a broom, but that is all. We have always found them employment.

7148. You thought you were morally bound to do it?—We certainly were under an obligation; we did not ask any questions; it was enough for us that they met with an accident in our service. But directly the Act came in it altered the condition of things entirely; it imposed a legal responsibility, and therefore diminished the moral responsibility.

7149. You really say then that since the Act came into force, you have acted differently?—I do not think we are so liberal as we were before. As I say, we have these men now with us, and probably they will be for many years—till their death. They earn little, but we give them their wages, as we consider that they have been injured in our service, and that they are deserving of consideration.

7150. Then they have become permanent men?—Yes.

7151. You rather astonished me by your statement that you had very few permanent men. Is it not practical to make piece-workers permanent men?—I do not quite see how. I mean to say if you appoint a man to do something for 1s. a ton, how can you say to him that he shall be a week doing that job instead of five days.

7152. Take the coal porters for instance, theirs is piece-work?—Yes.

7153. They may be engaged in unloading one or two ships a week; they may be two or three days doing nothing, but still they may be in the permanent employment of the firm?—In that sense they are in our permanent employment; but what I call permanent employment is work from day to day. I do not call a man who is working four days out of six in permanent employment.

7154. No, in one sense he is not; but your permanent men do not go anywhere else for work?—Many of them do not; they confine themselves to the Millwall Docks.

7155. Have you any sick fund or pension fund provided or assisted by the Company?—No, nothing of the kind.

7156. Do you think you could do that if you had what you call permanent men?—It has always been the rule with the Dock Companies to do something for the permanent men when they have become past work. Millwall is a modern dock, and therefore the question has not arisen yet.

7157. Do you not think it is an advantage for the company or the employer to do something in the shape of assisting the men to form sick and superannuation funds?—In the sense

3 November 1891.]

Colonel GEORGE RAYMOND BIRT.

[Continued.]

Mr. Livesey—continued.

that anything that is good for a servant is good for a master it is, but not in any other way, I think.

7158. Would it not have the effect of creating or tending to create a bond of union between employer and employed, which would be of advantage?—I am afraid that bond would be very easily broken if it were exposed to much strain.

7159. Then you do not make any attempt in that direction?—You are speaking now about these permanent men and the piece-work. Eighteen years ago we had a disturbance with our corn-men; it was not a question of pay at all; it was a question of discipline. Every man was master, and there was no such thing as getting on with the work comfortably. We had warned them time after time, but we saw that things were coming to an issue, and we therefore got up from the agricultural counties—Dorsetshire, Wiltshire, Hampshire, Gloucestershire, all about there—a lot of countrymen, as we call them—agricultural labourers—fine powerful fellows, and we agreed to give them a guinea a week, which was of course a very large increase upon what they were getting at home. Soon after we had got them there we had a difficulty with these corn-men.

7160. The new ones?—No, the old ones; we had not put the new ones to work. We only had them up in readiness. We had a difficulty with the old corn-men, and it was necessary to fight. Therefore one Monday morning we notified the old men that we did not require their services any more, and we put the countrymen on. There was a great fuss about it; the neighbourhood was paraded by brass bands; Mark Lane was paraded by brass bands, and there was a great deal of noise and there was a great deal of fighting; but it happened that the countrymen were able to hold their own, and the countrymen won; and oddly enough many of them are in our service to the present day, and they were

Mr. Livesey—continued.

the men who struck from sympathy the other day. Now, up to that time, the time of the strike, we always guaranteed those men a guinea a week. We said a guinea a week you shall always have, work or no work; it is our misfortune if there is no work, but you shall have a guinea a week, and when the opportunity arises you shall go in for piece-work. Therefore they always got a guinea, and they commonly supplemented it with, perhaps, 15s., the difference between day-work and piece-work. But when the strike was over they would not renew that; they preferred piece-work entirely.

7161. And now you have no direct relation with your men, it is all through the Union?—I cannot say that. I mean to say that we expect to be masters and we are masters; but if any difficulty arises we send off to the Union, and the Union always put it right. We do not want to take severe notice of small things; but if it were a big thing we should fight if necessary, but we do not wish to. As I say, we have got on very well with the Union, and I do not object to the men belonging to the Union. On the contrary, when sometimes men ask me whether they shall join the Union I say it is a matter entirely for themselves, but I think if I were they I should do the same as my mates did; but we ask no questions.

7162. You do not object to the Union, but you object to a union of unions?—I object to being punished for somebody else's quarrel; that will not do. We must fight when it comes to that.

7163. That is the sticking point?—That will not do. I mean to say if there is any dispute between dock masters and dock men, all right, have it out; but if because lightermen are quarrelling with their masters the docks are to be shut up, that is a different thing and it will not do. We shall always win on that fight. I am not at all afraid of fighting there; we are strong enough there.

The witness withdrew.

Mr. WILLIAM LANGRIDGE called and examined.

Earl of Derby.

7164. We understand you are the head of the Shipping Department of Messrs. Gray, Dawes, & Co.?—Yes.

7165. Now what business is your firm engaged in?—We are London representatives of lines of steamers running to India, Australia, East Africa, and the Persian Gulf.

7166. What number of workpeople are engaged by you at the London Docks?—They vary sometimes from 20 to 600.

7167. Is your firm connected with any organisation dealing with labour questions?—They are members of the Shipping Federation.

7168. Perhaps you will tell us the nature of the evidence which you wish to lay before us?—We are anxious to lay before you the details of the troubles that we encountered, say, from the 1st July 1890 which led to the steamers in

which we were interested being harassed and inconvenienced for some months afterwards. On the 1st of July 1890 the stevedores were particularly active in asserting their unionism. Up to that date we had our permanent foremen taking these men on as required day by day. From that date the Union said, "We will not be taken on by any man unless he is a Union man." That, after some trouble with the men, we had to concede. That continued really up to the time the stevedores went out in February but in between then we had a steamer which had been 18 months away from England and needed some repairs and on her arrival the engine workers whom we employed to do the repairs received an intimation from the Seamen and Firemen's Union that unless the Seamen and Firemen's Union did the work which was required in dock they would not allow us to

3 November 1891.]

MR. WILLIAM LANGRIDGE.

[Continued.]

Earl of Derby—continued.

ship a crew in that vessel. The Union which had hitherto done the work—it is called by rather a long name—the Amalgamated Protection Union of Hammermen, Engineers' Helpers, and General Labourers—were faced with an intimation from the Seamen and Firemen's Union that they would not be allowed to do the work. They interviewed us and we put the position before them that if they were allowed to do the work we should be placed in a difficulty in not getting a crew. To that they replied they would see us through; that they would supply a crew for the vessel when she went away, and under these conditions the Hammermen, Engineers' Helpers, and General Labourers' Union were permitted to do the repairs which were required. We found that the stevedores and the coal workers approved of our dealings with the Hammermen's Union, whom they thought the Seamen and Firemen's Union were unduly pressing, and they consented to work our vessels notwithstanding the Unions had fallen out between themselves. We found in consequence of the Seamen and Firemen's Union's action in that instance that it was necessary to sign on the crew on board the steamer instead of going to the shipping office at the Tidal Basin where our vessels signed their crews on before the shipping master, and notwithstanding that we experienced considerable difficulty in getting men—they were intimidated and assaulted. Our subsequent vessels in October and November had to follow a similar plan by signing on their crews in the dock on board the steamers instead of at the shipping office, under great difficulties, provocation, and assault. That led us up to December, when the Seamen and Firemen's Union, finding that we were persistent and not to be beaten, succeeded in calling out the coal workers who coaled our steamers. That was on the 5th of December with other Unions. They intimidated the men who still continued to work for us until it reached the climax on the 10th of February, when the stevedores were called out and we were left stranded so far as unionism was concerned, and we had to obtain the labour that we could through the Shipping Federation, and since then we have gone on working with free labour.

7169. Have you found any difficulty in obtaining free labour to any extent that you require?—No.

7170. And do you now employ free labour exclusively?—Exclusively. We have issued 500 cards, which we give to what we term preference men. The holders of the cards undertake to work for us on board ship or at any place where asked, notwithstanding that they may or may not be members of the Union. That is a copy of the card. (*See Appendix 40.*)

7171. Since you have adopted this system have you had any labour difficulties?—None whatever.

7172. How long has it been in operation?—Since April. The Federation worked for us from December up to the end of April. Since

Earl of Derby—continued.

then we have worked our own labour as we had previously.

7173. And you have found no want of labour?—And we have found no want of labour.

7174. Have you had any reason to complain of its quality?—The men were somewhat strange to the work and man for man probably they did not do quite as much as the old hands, but they are improving day by day and the last week certainly has shown good results quite equal to those of a twelvemonth ago.

7175. What wages are you paying?—Our stevedores have 8d. per hour daytime, 1s. per hour overtime, and during the overtime they are paid their meal-hours.

7176. Is there much overtime?—I have prepared this statement, which shows an average of eight or nine hours a week. (*See Appendix 41.*)

7177. What do you give the coal-workers?—The coal-workers are paid 7s. 6d. for every 50 tons put on board.

7178. What does that mean translated into days worked?—To run it into days worked it means that last year the coal-workers averaged 111 days of one man working coal, not being continuous work, and that the average wage was 9s. 9½d. a day.

7179. Now take dockers discharging at piece-work, what do they get?—We have only had a few months' experience of that since the alteration of the Dock Company's regulations from February up to now. From February up to the end of April we were in the hands of the Federation; they were doing our work, and our experience has not been sufficient to enable us to come to the same conclusion as to the stevedores, but they will average the 7½d. and 8d. an hour.

7180. Now, we have had various opinions given us here about overtime; do you find that the men consider it as a grievance or as an advantage?—Certainly not as a grievance.

7181. I presume that you do not desire to work overtime where it can be helped?—No, we prefer to do without it; but in the case of ships, if a ship were on the berth for two months still she would only get the cargo after the sailing of the previous ship. Take the P. and O. and ourselves, where we sail alternately for different ports; the P. and O. has the cargo for the week in which their steamer is going, after that week the cargo which is packed and prepared comes to our steamer, and the greater part of it always comes within the last two or three days.

7182. In point of fact you find overtime to a certain extent a necessity?—An absolute necessity.

7183. And a necessity not in consequence of any conditions imposed by you, but in consequence of the manner in which the work comes before you to be done?—Yes.

7184. What is the manner and place of payment?—We pay at a box on our own premises

3 November 1891.]

Mr. WILLIAM LANGRIDGE.

[Continued.]

Earl of Derby—continued.

within three minutes' walk of where the work is done.

7185. How often do you pay?—We pay daily.

7186. In all cases?—In all cases, coal-workers, stevedores, and so on.

7187. But do you give them the whole pay or only subsistence money?—We give them the whole pay.

7188. There is something about subsistence money in your proof?—In regard to the coal-workers they are paid at the rate of 7s. 6d. for every 50 tons, and it is made up when worked out. This statement will show you exactly how the coal-workers are paid. (*See Appendix 42.*)

7189. Are there any deductions or fines?—None.

7190. What are the hours of labour, first of all, for the stevedores?—They commence at 7 in the morning, 12 to 1 is the dinner hour, and then work from 1 to 5.

7191. That is nine hours?—Yes.

7192. And in discharging?—In discharging they are nine hours also—from 8 in the morning to 6 from March to October, and from 8 to 5 from November to February.

7193. That would be nine hours in summer and eight hours in winter?—Yes.

7194. What do you pay for overtime?—Is an hour to stevedores; and discharging 3d. per ton weight over and above the rate per ton piece-work.

7195. Are meal times paid for?—Meal times are paid for in the case of the stevedores.

7196. Have you night shifts?—No.

7197. Is that by your own choice or because you cannot obtain the labour?—We cannot obtain the labour.

7198. The men do not like it?—They do not turn up at the taking-on place; they do not come to us. Unfortunately, as sometimes happens, the man who has been idle all day would not be fit for much at 6 o'clock when he was wanted to work.

7199. Is there any Sunday work?—No.

7200. I suppose the employment is more or less irregular, and must be?—It is irregular, but if the men will only follow up the work where there are different lines loading they will get continuous employment. If you will refer to that memorandum of stevedores' wages which I have handed in you will see it gives a list of 11 gangs; it may be taken that the first five gangs do not go elsewhere for employment, and the average of the fifth gang comes out to 37s. 3d.

Mr. Ismay.

7201. Is that per week?—Yes; per week.

Earl of Derby.

7202. And is it possible for them when you have no work to give to get employment from other lines?—Yes, I may mention that the P. and O. will give our men preference when we are not working them.

Earl of Derby—continued.

7203. Now as to the question of accidents, what precautions do you take to provide against accidents?—We have all our gear and chains carefully inspected and overhauled and tested by people who are specially appointed, by experts in the trade.

7204. Have you any foreigners in your employ?—I cannot say in the miscellaneous character of our employment but what there may be one or two, but we make every effort to give the Britishers employment to the exclusion of foreigners; there may be one or two, but on the whole question I would say "No."

7205. Do you supply all gear necessary for loading and discharging?—Yes.

7206. Are the men charged with the cost of that?—No.

7207. What rule do you lay down as to employing free labour or union labour?—Our rule is to employ suitable men without regard to whether they belong to a union or not.

7208. That is to say you have no objection to a unionist workman if he came to you, but as a rule they do not come?—We have no objection. They do not come to us now. There are old hands who have returned to us, who I believe have ceased to belong to the Union by reason of their having come to us.

7209. You have shown us the card which you issue; to whom is that card given?—That is given to men who have shown themselves qualified by good conduct and ability.

7210. Do you use a black list?—I cannot say we make a black list, but where a man misbehaves himself he is omitted and we reserve the right, as you will observe on the card I think, to withdraw it for a breach of regulations or neglect of duty.

7211. Have you any suggestions to make as to the means of avoiding strikes or of settling them when they have arisen?—Where wages or hours are in dispute possibly a meeting of the representative of the actual workmen and their employers would probably result in a settlement, but in cases of dispute through which we have passed, where there was no question of pay and no question of hours involved, but where the action was taken by the trade wholly in sympathy with the demands of a particular union insisting that none but its own members should be employed to the exclusion of men belonging to other unions, there is no alternative but to resist it at all costs.

7212. And you have done so, and you have done so successfully I gather?—I must leave that for others to say—we have endeavoured to control our own business.

7213. Is there anything else you wish to put before us?—There is one point that I would like to mention in regard to coaling.

7214. How are your steamers coaled?—They are coaled from barges and from truck. The truck is put alongside the steamer and a stage is made on to the deck with planks for the men to walk on. When coaled from the barge the ordinary hand winch is used.

7215. We have heard something of men who are working cargo being endangered by the

3 November 1891.]

Mr. WILLIAM LANGRIDGE.

[Continued.]

Earl of Derby—continued.

action of those who are working coal; is that possible in your ships?—No; impossible from the relative position of the hatches down which the cargo goes and of the bunkers for the coal.

7216. Supposing the coal-workers to be inexperienced would there be danger to any other workers?—No.

7217. Would there be danger to themselves?—No.

7218. You have told us already, I think, that your work had been done by men supplied by the Federation?—Yes.

7219. Did the stevedores continue to work cargo without making any complaint as to the working of the new men?—We had no complaint of any danger being incurred through the coal being worked by the Federation men.

7220. And you have had up to this time no such complaint?—No such complaint.

7221. Have you seen the evidence of a witness, Mr. Donovan, who speaks rather differently upon that point?—Yes.

7222. Do you dispute the accuracy of what he says?—We had trouble long before the Federation was formed. The Federation have been the means of alleviating the trouble, at least at present.

7223. In what way did you have trouble, you have not told us yet?—I have here rather a long list to show how the stevedores have been giving trouble. I have collected a few facts, which are from my own experience. On the 16th of September 1889, we re-started work after the strike; on that day there were some Dock Company's men who were working close by who were not unionists; our men refused to go on working whilst these Dock Company's men were there. That was the first day on the re-commencement of the work. On the 17th the same complaint; on the 19th some stevedores who had been left out for bad conduct (drink being the chief complaint against them) took the opportunity now of intimidating others, and urging them not to come to work unless they were taken on also. On November 6th, these men who were omitted caused disturbance, and some were very abusive. Coming to March 15th, 1890, a man was insolent to a foreman; he was dismissed; the other men expressed themselves very strongly in favour of his being re-instated. On this date we had considerable difficulty with regard to our list of employees. You will see on the memorandum of stevedores' wages various gangs numbered. These gangs are constituted always of the same men, and the men who were outside that were very anxious that the list should be destroyed, because by it they did not get a chance of employment. The men who were working for us, although unionists, were afraid to express their opinions openly on account of the intimidation from their brother workmen, and so to put the question to a real test we balloted; we put the question to a ballot as to whether that list should be put on one side, and the men be taken on just as they come. The result of the ballot was a majority of about five to one

Earl of Derby—continued.

for the retention of that list. That was in March 1890.

Lord Hartington.

7224. That was the gang arrangement?—Yes. We went to May, when twelve gangs were wanted on one day, and we could only obtain six; the others would not come on unless the preference list was abolished. This was acceded to on that date. Then again, upon the 23rd May, our men refused to discharge a barge containing Government cargo, because it was loaded by a non-unionist. In June, on the occasion of the opening of the Seamen's Hospital in the Royal Albert Dock, the ships were dressed, and the work suspended, and the next day some of the men said they had had a holiday for somebody else's benefit, and they would have one for their own that day. I have here a large number of similar complaints which show how the men knocked off work—I should trouble you if I gave all these details—on the slightest provocation, and without provocation.

Earl of Derby.

7225. And that led to your action in the matter?—The men themselves left their work ultimately, voluntarily left their work.

7226. Is there anything you wish to add?—No, beyond this. The men themselves, the eleven gangs whose wages are recorded there, have started a benefit club for their own benefit, and we contribute something towards their funds. The first four gangs pay 6d. a week, the fifth, sixth, seventh, and eighth pay 4d., the firm making up the difference, and the ninth, tenth, and eleventh, whose wages are gradually falling, pay 3d., the firm making up the difference between that and the 6d. The men themselves control this fund. This is a card giving the rules. (See Appendix 43.)

Sir Michael Hicks-Beach.

7227. Could you tell us anything more definite about the intimidation and assaults which you speak of, to which the men were subjected?—The unfortunate part of it is that we have had to prosecute in many cases; we are determined to prosecute to get as much protection for our employees as the law will allow; we have prosecuted in several cases, and succeeded in obtaining convictions, some have only been fined, others have been imprisoned. The men have been knocked down and fearfully ill-used, but they only select the men when they are alone, they will not attack them in a body.

7228. Did that continue when you engaged the men on board the ships?—Yes.

7229. Therefore the change from the shipping office to the ship did not stop it?—Not until, at a great cost to ourselves, we had obtained police protection. We have had to apply to the Home Office for police protection, and for months we have had metropolitan police living on board.

3 November 1891.]

Mr. WILLIAM LANGRIDGE.

[Continued.]

Sir Michael Hicks-Beach—continued.

In addition the Federation have also supplied police in numbers which I am not personally acquainted with, but the police were there. We have had to retain police on board our own property to protect our employees from being intimidated and assaulted.

Professor Marshall.

7230. There is a good deal of overtime, you say, on your ships?—I have taken out various periods. From January to June 1889 it averaged from eight to nine hours a week, from July to December 1889 seven hours, from January to April 1890 nine and a half hours, and from April to June 1891 nine hours.

7231. I do not quite understand what the average of eight hours means. How much long continued work would be included in that?—The increased length of time worked is represented by the hours given.

7232. "By the hours given," is that reckoning overtime after 6 o'clock?—That is reckoning overtime after 5.

7233. But how many men would there be working for long periods without interruption, working, for instance, a day and a night consecutively?—That varies according to the demand that there is for their labour. Assuming a steamer is sailing to-morrow, one-third of her cargo comes in within the last 24 hours, therefore it may happen that there may be 50, possibly 60 men, who came on this morning at 7 o'clock, and who would be working through until to-morrow morning at 6 o'clock, after taking one hour between 12 and 1 in the middle of the day, one hour between 5 and 6 for tea, and one hour between 10 and 11 for supper.

7234. This overtime is the result of the cargo arriving, or of a part of the cargo arriving, only a short time before?—It is the result of circumstances over which we have no control.

7235. That is the point upon which I want to ask you. How far is it true that you have no control; would it not be possible to make a higher charge for cargo that arrived, say, shortly before the time?—Things are cut so fine now that if that were brought about we should go without the cargo.

7236. Would it not be for the general benefit that customers should have a little pressure put upon them not to send in their cargo at such times as to cause you to work overtime?—I am afraid customers would be independent. If the cargo is not there we cannot take it, but if the cargo comes we have to take it otherwise we should lose it.

7237. If there were a general rule that cargo sent in only just before the steamer starts should be charged extra, would not that work?—No, it would not work.

7238. Not if applied to all lines?—No.

7239. I do not quite see why it would not work?—In the first instance you have a stated rate of freight, or whatever it may be; you have a rate and you cannot charge one man 30s. for coming at 5 o'clock and another one 35s. for coming at 6.

Professor Marshall—continued.

7240. I do not quite see why not?—The merchant himself sends his goods when convenient to himself; we have no control over that.

7241. The Post Office charges a halfpenny extra for a letter posted after a certain time?—The Post Office is a monopoly.

7242. But if all steamships did it, would there be any difficulty?—You would not get steamship owners to do it.

7243. If pressure were put upon the steamship owners which caused overtime to be much more expensive to them than it now is, might they not agree to it?—No, I do not think so. The merchant is quite satisfied at present, it does not cost him any more for sending his goods late.

7244. I know, but would it not be a good thing to make a rule that it should cost him something more?—I do not quite see how you can bring it home to him, because he is perfectly independent of the shipowners; if one shipowner will not take the goods, another will.

7245. Yes, but if that hurt one shipowner at one time it would benefit him at another, so I do not see how the shipowners in a body would be damaged?—I think it would prevent a shipowner getting the goods which were intended for his ships if those stipulations such as you suggest were made, namely, charging an increased cost for goods coming late. We give up to a certain date for a ship's sailing, and we receive cargo up to that date.

7246. I cannot see how if the rule were general it should divert the traffic from one line to another; it seems to me that the cargo which a line lost on one occasion it would gain on another?—The merchant would feel that if the shipowner would not take his goods without an extra charge on one occasion, he should have the opportunity of taking them on another.

7247. If all shipowners did it?—If all shipowners did it, the first one who caused the block would be the sufferer.

7248. I am looking to possible action by legislation, or in other ways which would have the effect of making overtime much more costly to the shipowner than it now is; would not that be on the whole a benefit, because is it not true that the overtime arises to a great extent from perfectly preventable causes, only the people who are the ultimate cause of overtime do not suffer anything by causing the overtime?—Hardly, a merchant in Leadenhall Street can hardly control his goods, and the hour of their arrival in the Royal Albert Dock, for instance; he is influenced, or rather the goods are influenced, by causes over which he has no control, such as fog and storm.

7249. Some of the causes he would have no control over, others he would have control over, is not that so?—I cannot say that. He orders the goods to be down by a certain time, probably they may have to come from Antwerp, probably they may have to come from the North of England, they may have to come from various channels and be delayed by railway accidents, by a hundred and one causes.

3 November 1891.]

Mr. WILLIAM LANGRIDGE.

[Continued.]

Professor Marshall—continued.

7250. Do you not think that if the merchant knew he would be charged more for things which arrived late he would practically contrive that a great many things which now arrive late did not arrive late?—I do not think so.

Mr. Jesse Collings.

7251. It has been stated to us and repeated that the people you represent pay considerably less wages than the Union men get; is that so?—In the steamers which we represent the Union wages are paid or rather the tariff wages of the port.

7252. Then it has been also stated that they do not get the allowance as to meal times?—Our steamers to Australia have their meal hours provided; they are just the same as on any other ocean steamer; and as to the food, all that is surveyed by the Board of Trade before the steamers leave.

7253. Their conditions as to pay and treatment, you consider, are equal to those given to the men belonging to the Union?—I should say superior.

Mr. Tait.

7254. Will you tell us when your firm joined the Shipping Federation?—At its inauguration.

7255. You made a complaint of the Seamen and Firemen's Union to the effect that you could not get your men engaged at the shipping offices and had to take the advantage which the law allows you of engaging your men on board ship?—I hardly put it in that way. I put it rather that our men were assaulted and intimidated when going to the shipping office at the Tidal Basin.

7256. Was this done in daylight?—In broad daylight.

7257. With the officials of the City—the police authorities—round about?—You know what the Tidal Basin is; it is quite a rat-trap.

7258. You made another remark about the stevedores being the only men who were paid for their meal hours when working overtime?—Yes, I said they were paid.

7259. And no other class of *employés* were paid?—I did not say that.

7260. Are there any other classes paid?—Are you referring to coalies or to dock workers?

7261. To any class of dock work?—The discharging men are paid by piece-work.

7262. What I want to get at is, are there any other classes of labour that are engaged by your firm and are paid for their meal hours while working overtime, with the exception of the stevedores?—Not to my knowledge.

7263. Are the stevedores that you have all free labour men?—Several are old hands who have returned.

7264. You said that your work was now being entirely done by free labour men?—In the terms of that card which I have handed in.

7265. Might I ask you whether you are aware whether the majority of your stevedores are members of the Stevedores' Union or not mem-

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Mr. Tait—continued.

bers of any union?—We make no inquiries of the men.

7266. Referring to the question of accidents, can you tell us how much your firm has paid for compensation to any employees in your employ since the introduction of the Employers' Liability Act; can you give us any idea?—No, I cannot.

7267. Can you give us an idea of the number of accidents?—No, I cannot.

7268. Who are the special men you have; you said you had experts who were examining the gear?—Morgan and Medhurst, the well-known agents for Woods, the Government contractors, test all our chains and gear.

7269. Have you any arrangement for them to do so periodically?—Yes, they come down on an average once a month.

7270. In answer to Lord Derby, in regard to the settlement of strikes, you said you thought the best way of settling strikes, or of preventing them rather, would be to meet the actual workmen?—Where hours of labour or questions of pay are in dispute.

7271. Those are the two principal factors, I think, that strikes generally turn upon, as a rule?—In our case neither one nor the other; it was simply a union of unions who, because we would not employ a particular union to do a specific work, said if you do not do that we will not do this, that, or the other.

7272. We will confine ourselves to the questions of hours and wages; what do you mean by the term "actual worker"?—Those who actually come and do the work.

7273. That is, that you deny the men the privilege of having a representative, let him be who he may?—The men themselves are the best advocates of their own cause.

7274. My question is this; you said that you would meet with the actual workmen; what I want to get at is, would you deny, for instance, Sir John Gorst if the dockers were to appoint him to negotiate with you?—You must excuse me expressing an opinion upon that.

7275. I want to get at your meaning when you said just now in evidence that you thought the best way of settling disputes is by meeting the actual workmen; do I gather from that that you mean the men who are in your employ?—Yes.

7276. Drawing wages from you?—Yes.

7277. And that you would deny the men the privileges of appointing the representative whom they think fit?—No, I did not say that. What I said was that where there are hours of labour in dispute a meeting would, in my opinion, be desirable. The question of the denial of the men having their own representative is one which would have to be decided when the case cropped up; if the men themselves put their case into the hands of one of their own workmen he would be treated just as well as any outside person would be, no matter who he may be.

7278. Yes, but you have already said that what you meant by actual workman was the

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3 November 1891.]

Mr. WILLIAM LANGRIDGE.

[Continued.]

Mr. Tait—continued.

man who was in receipt of pay from you?—Yes.

7279. What I want now to get from you is, would you or would you not give the workmen the same privilege of appointing a man to speak on their own behalf, as your firm do in appointing you to speak for them as you are in the pay of your firm?—Yes.

7280. This man is in the pay of the men; what is the difference between the two individuals?—It means that the man himself, the representative who is appointed by the men, cannot know the real point of the dispute as the actual workman does; he has not the interest in the work that the actual man has, and therefore his coming upon the scene is the introduction of a purely foreign element.

7281. If you will just say that you will deny them the same rights as what you claim for yourselves I think we would understand each other; you claim for the masters to appoint whom they think fit to adjudicate for them?—No, the masters would do it themselves.

7282. Or they may appoint someone?—No, they would not do it; they control their own business; they would do it themselves; they would meet their workmen.

7283. You are members of the Shipping Federation just now?—Yes.

7284. You have appointed Mr. Laws to be the general manager?—To the Shipping Federation, yes.

7285. You are part and parcel of it?—Yes, we are members.

7286. If there was a strike in London tomorrow, and it was necessary to bring in the free labour element for the purpose of defeating the objects of the men, naturally Mr. Laws would be the man who would carry out this work as he has carried it out otherwheres—assuming that he has done so—himself?—Or the committee of the district in which the matter was situated.

7287. He is just simply the agent for the time being?—He is the medium through whom the labour may be employed, but he does not do the work.

7288. Notwithstanding that he at the same time is the representative of the Shipping Federation?—He is a paid servant of the Shipping Federation.

7289. And you desire him to be recognised?—I am here independently of the Shipping Federation.

7290. I could limit my case and confine it to yourself. What I wish to get at is whether you will just say yes or no, whether you will allow the men to be represented by whom the men may appoint, or whether you will allow them to be the judges?—The men themselves are the best judges. We in our view consider the men themselves the best judges.

7291. Just so, and if they were to appoint a man who was not in your employ you would be perfectly willing to treat with that man in the interest of others?—No.

7292. Then they are not the best judges, you are to be the judge?—We would treat with the

Mr. Tait—continued.

men who are actually in our employ in the event of any dispute.

7293. But with no representative?—With no one else.

7294. With regard to this benefit club, can you tell us anything further about it than what is simply on the card?—No, just simply that.

7295. Might I ask you whether your firm had anything at all to do with the constitution of it; did they make the approachment to the men or the men to you to pay this contribution?—It was the result of a talk with the men; the men were anxious to start something of the kind, and something was drawn up by them, and a discussion held, and that was what was arrived at.

7296. Did the initial stages begin with the men or with the firm?—With the men.

Mr. Ismay.

7297. Do you not think it would be possible that if the P. and O. and you were to agree not to receive cargo within a certain time of the ship's sailing you would do away with overtime?—It has been tried, but has not been found to answer.

7298. You sail alternately to certain ports?—Yes, to Calcutta.

7299. What day do you sail upon?—Thursdays.

7300. Why not receive cargo up to noon on Tuesday; would not that give time to put it in; if the two of you have got the trade to yourselves why could you not do that?—Unfortunately we have not; the Germans are sending steamers to London now to take the cargo.

7301. Do the Germans come up to the port of London?—Yes. The Hansa Line comes to the port of London.

7302. To Tilbury?—To Tilbury at present.

7303. Then they are not so advantageously placed as you are?—The docks being all one property now they would come to which would suit them in their individual case the best.

7304. As shipowners, would you not prefer that you should cease to receive cargo after a given time?—We would much prefer to cease overtime, but it has been found to be impossible; after the big strike it was tried.

7305. Still does it not rest with the shipowners themselves a good deal?—In London it is different to most places in that there is no shipping note which states that the cargo should be alongside at a given time, so that we have no control over it until it actually comes alongside the ship.

7306. You could decline to receive cargo if it was not there by a certain time. You could give notice to the shippers, could you not? What is wanted is to try and improve the existing state of affairs and ease away that overtime?—Yes, but the result would be that by doing away with that we should so deprive ourselves of support that we had better retire from the trade.

7307. As Professor Marshall said, what one steamer would miss the other would get. It comes to the same thing in the long run, except that it is done under less pressure?—After the

3 November 1891.]

MR. WILLIAM LANGRIDGE.

[Continued.]

Mr. Ismay—continued.

strike we tried to stop overtime, and reduced it to a minimum, but for all that it was found to be impossible.

7308. Do you work all night on your ships?—We do work all night occasionally.

7309. With the same men?—They work on from 7 in the morning through with 3 hours' rest.

7310. They cannot render you such good work as if there were fresh men put on?—It is found, to take the average of the gangs, the men will work through better than new men who are coming on at 6 o'clock at night.

7311. In answer to Sir Michael Hicks-Beach you told us the men were taken on at the ship; did you refer to the crew only?—Yes; to the crew only.

7312. You referred to the crew?—I referred to the crew on board ship purely.

7313. Do you find any difficulty now in shipping your crews?—No, but I think I shall be within the mark in saying it is only within the last month that we have dispensed with the aid of the sergeants and constables of the Metropolitan Police.

7314. And the men can get to the ship without any interruption?—The men can get to the ship without any molestation at present.

7315. And you find that better than shipping at the offices?—We do it for the protection of the men themselves; opposite the shipping office is the National Seamen and Firemen's Union Office, and everybody is under scrutiny.

7316. It is to do away with intimidation and that sort of thing?—It is to do away with intimidation.

Lord Hartington.

7317. Does this practice of working overtime generally occur on particular days of the week?—It occurs more often on the eve of the ship's departure than at any other time.

7318. Then the ships sail on stated days?—Yes.

7319. And you know beforehand on what days of the week there probably will be overtime?—Generally.

7320. Could you not make arrangements on those particular days to have work done in shifts?—No, I am afraid not; the men themselves are difficult to get at 6 o'clock at night, and if they have been idle all day unfortunately they are not worth much at 6 o'clock at night.

7321. But I understand you to say that a considerable number of the men whom you employ are tolerably permanently employed by you?—If you will kindly refer to the gang-list you will find the hours per week given, and you will see that the eleventh gang worked 27 hours practically.

7322. Including overtime?—Including overtime, 22½ and 4½; that would mean three whole days.

Lord Hartington—continued.

7323. The other gangs appear to work much more regularly?—Yes, the higher the gang the more permanent is the employment. The first five practically work nowhere else; the remaining six will dovetail our work with others.

7324. What number of men would these gangs consist of?—16 in each gang.

7325. Would it be impossible for you to make arrangements for these regularly employed gangs so that a second gang should come on in the evening when night-work was required?—Do you see that these men themselves earn 14s. in working through the night, and in addition to their 8d. an hour for the nine hours, they make a pound in 24 hours practically.

7326. And they would themselves object to it?—They would themselves object.

7327. Do I understand that a gang which was deprived of its overtime would consider it a grievance?—They would consider it a grievance.

7328. I was not sure that I understood that any alteration in the system of conducting your business has taken place since the strike, the troubles to which you referred?—The only alteration has been that whilst prior to the strike we took on our stevedores and our coal workers at the Custom House, the station in the Victoria Dock; since then we insist on the men coming to our own office and they are taken on there. It is a place not in the open street as the other one is, and it is free from intimidation.

7329. Are the men in your employ, generally speaking, the same men as were formerly employed?—I think you may take it half and half. Of course there were the free labourers who came in to do the work when the other men refused, and they could not be displaced. Some of the old hands wished to come back, and it might now be taken as half and half.

7330. About half are the men whom you formerly employed?—Yes.

7331. Are they union men?—We have no means of telling. We do not ask whether they are union or non-union men, but we have been informed that from the fact that they are working with recognised free labourers they have ceased to be members of the society.

Mr. Livesey.

7332. Was the origin of the strike in December something in consequence of the Seamen and Firemen's Union?—Yes.

7333. In what way?—The Seamen and Firemen's Union insisted on our signing our crews on at the shipping office where they could have a full scrutiny of the men who were going and secure that only union men went. We insisted on taking the men that were selected by the officers and engineers, but to do that we had to have the shipping-master or representative from the shipping office on board the steamer and sign the men on there; they could not go to the shipping office. That was the origin of the disturbance in December.

The witness withdrew.

3 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Mr. GEORGE BARHAM called and examined.

Earl of Derby.

7334. We understand that you represent the Association of Foremen and Clerks of the Docks of London?—That is so.

7335. How are those foremen and clerks and assistants employed?—They are engaged in the superintending of the discharge of vessels, in the superintending of work in the warehouses, and in the manipulation of goods, that is to say, in assorting goods for merchants.

7336. In the port and in the public warehouses of London?—That is so.

7337. How many members does your Union contain?—At the present time between 600 and 700. We had about 2,000 at the formation of the Union, but since the strike they have considerably diminished in numbers from various causes.

7338. There are about 9,000 persons employed in this business?—As clerks and foremen, and others engaged in sampling and working goods in the port of London.

7339. Are there many extra labourers temporarily employed?—Yes; but the Joint Committee, and I believe the Millwall Dock Company, have recently formulated a scheme whereby they employ a large amount of permanent labour as compared with previously. They also have four or five classes of preferable labourers, who are taken on as necessity requires, and there is very little casual labour employed now at all.

7340. We may take it that the amount of casual labour is very much diminished?—Undoubtedly.

7341. What is the average rate of wages of those who do the work of foremen?—It varies a great deal. I should say the average wage of about 40 per cent. would be about 1*l.* 7*s.* 6*d.* weekly, of about 40 per cent. 1*l.* 11*s.* 6*d.*, of 4 per cent. 1*l.* 17*s.* 6*d.*, and 1 per cent. from 2*l.* to 2*l.* 2*s.* 6*d.* There is a difference between the dock and the wharf hours. At the wharves they get much better pay but longer hours. There is no payment for overtime whatever.

7342. Is there much overtime work?—It varies a great deal. In some departments there is no necessity for overtime, as they are greatly under the control of the Customs. At the town warehouses, where tea and that kind of thing is, there is very little overtime; but at the docks, where the large steamboats are discharged, there is often a great amount of overtime, and no remuneration whatever, and there is often Sunday work and no remuneration.

7343. I presume, from the nature of the work to be done, there is not much piece-work?—No piece-work at all, so far as the foremen are concerned.

7344. Is there any payment by sub-contract?—No; we are all paid direct by the employers.

7345. We understand you have something to tell us about fines?—Yes; although we work many of us an excessive amount of overtime, if we happen to be late in the morning—only a minute behind—we get fined for that, and for other trivial matters we get fined. I believe that applies more to the wharves than it does to the

Earl of Derby—continued.

Joint Committee. The Joint Committee as a rule are pretty lenient in that matter.

7346. Have you any reason to suppose that the system of imposing fines in the case of your industry is different from that which prevails elsewhere?—We do not consider it is a justice. We consider it a great injustice that we should be called upon to work excessive hours of overtime, and yet if we happen to be a minute or two late in the morning we should get fined. We do not think it is quite just.

7347. Fined to what extent?—The fines vary; sometimes 6*d.*, sometimes 1*s.*; 6*d.* out of our wages means a great deal.

7348. What do you mean when you say in your proof, "Clerical errors, and errors of judgment are very severely dealt with"?—If we make a serious error we either have to pay a sum out of our own pockets or stand a chance of being dismissed from the service entirely, and after many years of service very frequently.

7349. Are there any deductions for superannuation?—Yes, 2½ per cent. is deducted from our wages for the superannuation fund. We have no control whatever over this fund; that applies to the Joint Committee only. The wharves have no scheme of this kind. We have 2½ per cent. of our wages deducted, and we receive the benefit if we happen to remain in the service until we are 65 years of age. If from any cause whatever the Joint Committee dispenses with our services, they have the option of not granting us any compensation whatever, and we are not allowed to continue contributions to this fund as we should like to do, but simply lose all that we have paid in; it simply amounts to a deduction of 2½ per cent. from our wages. The Joint Committee contribute nothing whatever towards this fund.

7350. What are the hours worked?—The ordinary hours of labour are from 8 till 4 in the summer time, that is to say, from March to November, and from 9 till 4 for the remainder of the year. In some departments, as I have already pointed out, the hours of labour are not excessive, but as in a great many departments of the docks the foremen are called upon to work all hours that may be required, our executive have worked it out very carefully and we find our average wage is about 6¾*d.* per hour.

7351. And the average length of work?—The ordinary hours of 20 per cent. of us are about 8 hours a day, of 60 per cent. 10 hours, and of 20 per cent. 12 hours a day. That is exclusive of overtime. It is an impossibility for us to get at any just estimate of the average amount of overtime worked, as I say in some departments they are called upon sometimes twice a week even to work all night, and they get no compensation whatever. They get no tea or anything provided them, and the means of refreshment at the docks and wharves is very bad indeed. During the daytime we can get no warm food. In the winter time we are exposed very much to the cold very often, but there are no fires in the warehouses or anything of that kind; they are excessively draughty and no means are provided

8 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Earl of Derby—continued.

for our getting anything cooked, so that when we commence duty in the morning we remain until we cease duty altogether without being able to get anything reasonable in the way of refreshment at a cheap rate. If we want to send out for it some of us are stationed at a position in the docks so remote from any place where warm refreshment can be obtained that by the time we get it it would be completely cold.

7352. You represent the foremen, clerks, and assistants?—Yes.

7353. Who are the assistants?—They are the young men who come as messengers. They are under the supervision of foremen, but are often employed to do foremen's work at boys' rate of pay. They are something like apprentices. They are not competent to take absolute charge of the discharge of a ship or working a cargo, that is assorting it as to quality and so on. They work under the superintendence generally of a foreman. Those are assistants. The clerks we refer to are not the salaried clerks of the docks and wharves, they are merely employed in weighing goods and out-of-door work generally. Since we applied to be heard they have been distinguished as "writers" to distinguish them from the monthly service clerks.

7354. This is one of your complaints, as I understand, that you are obliged to be out all day at your work, and that there is no provision for cooking, and therefore no opportunity of getting warm food?—That is one of our complaints.

7355. You have something to say, I believe, as to the attitude of the employers towards your Union?—The attitude of the employers in the first instance towards us was that they gave their full concurrence and consent to its formation. I might tell you that we came into existence in a rather peculiar manner. The dock labourers after the strike when they returned to work refused to work with foremen unless they joined the Labourers' Union. We stood by the employers during the strike and many of us were called upon to do manual work, and we did not quite see the force of being compelled to join an organisation which consisted entirely of a class of men who were under our supervision. We thought that they would be controlling us instead of we controlling them, although throughout the strike we did not take an antagonistic attitude towards the labourers; in fact, I think in the main that the foremen were heartily in sympathy with what they desired to obtain, but we resolved to form ourselves into a union not inimical to the interests of the employers, and we thought we should strengthen our position with reference to the labour movement, and also should be able by organisation to make our grievances known to the employers in a better way than by being in a disorganised state. That was the origin of the association. We desired to bring about a settlement of grievances by arbitration rather than by resort to strikes. Although the strikes have worked a certain amount of good for a certain number, so far as the labour is concerned, in the long run we

Earl of Derby—continued.

think all those benefits could have been obtained if there had been some system of arbitration.

7356. I understand you now say that the employers under whom you act are very hostile to your Union?—They are not hostile to our Union, but those who are put immediately over us are certainly hostile to us and impede us as much as they can, and they have discouraged as many as they can possibly influence, so that they discontinue their membership, and no doubt they influence a lot in seceding from us. I may say that we have a very great grievance in this respect, that all the higher positions in the employment are filled by clerks from the offices. The experienced men who have worked, as I have myself, for about 20 years outside have to instruct these people when they first come into the employment, and often when they are placed over us we have to give them instruction in the way to carry out their duties. They are paid large salaries, and under the system which the Joint Committee particularly have enforced it is impossible for us to rise to any position beyond that of foremen, and one of our chief objects in the formation of this Union was to see if we could not break down this barrier. We have been unsuccessful at present. I suppose it is because we are not sufficiently well organised, but we hope to succeed by and by.

7357. That is not a matter, I suppose, in which you expect that Parliament or the State can help you?—No.

7358. Do you speak as representing your Union when you say that the only effectual way to avoid strikes is to establish boards of conciliation?—I quite agree with that, and I think that every foreman in our Union at any rate would be an advocate of that, and we heartily hail the Conciliation Board of the London Chamber of Commerce. It does not seem to be doing very much yet, but I have not the slightest doubt that if anything was submitted to a board constituted as that is we should often have got grievances redressed that we could not by any individual action.

7359. But you go on to say in the paper which I have before me that a board of conciliation would be useless, unless under State control and possessing judicial functions?—That is to say, when an arbitration has been held and a decision come to, the arbitrary authority should have judicial functions—that the State ought to give them power to enforce the result of their decision.

7360. You mean if the employers and employed have come before a board of conciliation such as you propose the board should be entitled to fix the rate at which the employer should be obliged to pay and the rate at which the men should be obliged to work?—That should be so if the case was submitted by both parties to an arbitrator.

7361. Do you not think the effect would be that both parties would not agree to submit to an arbitration under those conditions?—So far as our employers are concerned they have expressed a desire that everything should be

8 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Earl of Derby—continued.

settled by arbitration, and on our side there is a desire to. But it is of very little use arbitrating if the decisions of an arbitrator are not enforced in some way, and we think it would be possible for the State to interfere so far as to enforce the decision of the board of arbitration.

7362. You also complain, I think, that boys are employed at the wharves, I suppose you mean in competition with the labour of adults; is that your complaint?—There are a large number of lads from 16 to 21 who are employed as labourers. They are designated boy labourers, and they are often put to do the duties of foremen at a much lower rate of wages than a foreman would be content to perform them for.

7363. But how do you propose to remedy that. Do you say I should be forbidden to employ boys?—No, I do not say it should be forbidden to employ boys; but boys should be employed at boys' work, and that a boy at about 16s. or 17s. a week should not be employed to supersede a man whose wages are 30s. We do not suppose for a moment that the State would interfere in a matter of that kind, but we look upon that as an injustice.

7364. It is a thing that you complain of?—Yes.

7365. But not as a thing which you suppose the law can remedy?—Quite so.

7366. Is there anything else you wish to put before us?—Only a suggestion that as we have some knowledge of the working of the dock system of London, I should like to offer a suggestion coming from a body which I take it is of some importance—because it is an experienced body of men, and a comparatively educated class of men—a suggestion that it would be desirable, in the interests of the public generally, of the employees and of the employers, that the docks and wharves in London should be under municipal control, and we are also of opinion that something should be done in the direction of defining the legal hours of labour. We think that at the present time there is a large body of men, unfortunately the more selfish portion of the working men, who are working excessive hours and getting a high rate of wage, which they do not make the very best use of, while other deserving men are standing idle and their wives and children starving. We think one of the solutions of this labour difficulty—this large number of people out of employment—would be to lessen the hours of labour, that is to say, to stipulate that no more than a certain number of hours per week should be worked by anyone employed at the docks and wharves. As has been said by witnesses before the Commission to-day, there are many reasons why men should only be employed eight hours. A great deal of the work is piece-work, and if a man works his very best for eight hours he is not fit for much after, and to continue his labour perhaps for 16 or 20 hours continuously is neither profitable to him nor to his employer.

7367. But as I understand you do not merely object to him being compelled to work for eight hours, you object to his being allowed to work over eight hours?—I think he should have some restraint put upon him in that way. I

Earl of Derby—continued.

think he should not be allowed to go on continuously working and keeping his brothers out of employment. He is really absorbing that which belongs to his brother labourer.

7368. Do you see the justice of sending a man to jail for having been more industrious than his neighbour?—No, but I do not see the force of that. I think it partakes of the nature of selfishness, not exactly industriousness. If a man works for eight hours and does his best for the eight hours he is pretty well pumped out, and he should give his neighbour a chance.

7369. You would not let him be the judge of that?—I would put some restraint upon him in that respect.

7370. When you say you wish the docks and wharves put under municipal control, do you mean there should be no such a thing as a private dock or wharf?—I think that the excessive competition there is now is not beneficial to either the employer or the employed; that there are plenty of ways of investing capital rather than by getting a dividend out of the employees. At the same time whatever dividend now is made by the docks and wharves is simply made by reduction of staff and extending the hours of labour of those employed. There seems to be a very small margin of profit made out of the mere working of the wharves. We have heard it said by Colonel Birt that the working of ships is not profitable. Well, if it was not for the excessive hours and the excessive working of the piece-work system, I do not think there would be very much profit got out of the working of the goods in the warehouses.

7371. Then you think that the docks and wharves under municipal control should be worked without profit?—I think that the merchants would work their own goods. The docks would not work the goods as they are imported. The merchants would work them themselves; that is to say, they would assort them, and the warehouses could be let out to the merchants, and the merchants work their own goods in the warehouses. It would make no difference to the cost of discharging or loading vessels whatever. But there would not be three people getting a profit instead of two.

7372. But in any case you contemplate that the docks and wharves would not pay to the municipal authorities what they are paying to private owners?—There would be the same tonnage dues in existence for goods entering and leaving the docks as now, and that would remunerate the municipality for any outlay they might incur in relation to the docks, but the warehouses would be let to private persons, that is to say, to the merchants, and they would work the goods in these warehouses; the warehouses as now would be used for warehousing.

7373. There would be more men employed I suppose?—I do not think it would make the slightest difference to the number of men employed, because they would require exactly as many men to work a ship then as now.

7374. If there were not more men employed, you think they would be employed at better wages and more regularly?—I think so.

3 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Earl of Derby—continued.

7375. And whatever loss were incurred by the change would fall upon the employer?—Upon the general public.

7376. The employer would be the municipal authority?—That is so.

Mr. Ismay.

7377. I do not quite follow you in reference to this warehouse. Do you say that the merchants ought to handle their own goods?—I do not say they ought to do so, but I think it would be to the advantage of the merchants themselves, and it would be to the advantage of the men employed in the warehouses if the merchants did work their own goods. You see now they have to pay over and above the actual cost of working a certain profit to the dock owners; that is to say, the owners of the warehouses charge enough to create a dividend for the shareholders of the company.

7378. They must find capital to build these warehouses?—Yes; but if they are let to the merchant, the merchant would have to pay rent for them. That would reimburse the outlay of capital.

7379. You speak of your experience, which is no doubt considerable, but could the merchants send down for their goods and deal with their goods down there in the warehouse?—I do not know that they could not. They deal with goods even now. They send down their own people, as to certain classes of goods, to assort them. A great deal of the assortment of goods now at the docks is done under the supervision of the agents of the owners of goods.

7380. But the loading and unloading of them is done by the Dock Company, is it not?—To a large extent now it is done by the owners of the ships. The shipowners do a great deal of the discharging.

7381. But I am speaking of the time after the merchandise has been got into the warehouse. The shipowner has nothing to do with it then?—The shipowner has nothing to do with it, but there is a large amount of the goods that are taken right away from the docks entirely and are taken to up-town warehouses and worked there, some of it in the merchants' own warehouses, and some of it in the warehouses of competitors with the Dock Company for the working of goods.

7382. You have been 20 years working you say?—Yes, at the docks and wharves.

7383. And have you experienced the same difficulty about getting food all those 20 years?—It has greatly depended upon where I have been engaged. I have not been engaged in one department the whole of the time; but the same difficulty is incurred certainly.

7384. How do you manage then?—We have to put up with cold food. Certainly we cannot get warm food at most of the departments. It is a matter of impossibility. There is no place provided for cooking food, and it is a long distance to send to get it, and it would be cold before we got it. I think that the proprietors of the respective wharves and docks might

Mr. Ismay—continued.

easily make some such provision as is often made in city warehouses for the cooking of food.

7385. Have you ever made any representation to the dock people about it?—Yes, we have done. We have made several representations to the Dock Company, and of course it is like everything else, if they cannot see it they will not grant it. There have been representations recently made in reference to that, and also as to sanitary arrangements.

Mr. Tom Mann.

7386. Of the 9,000 men you mentioned, what proportion would be employed in the docks as distinguished from the wharves and warehouses?—I should say about 2,000. I cannot say positively, but I think about that number. That includes all the four classifications of foremen and the assistants and the boy labourers who do foremen's duties.

7387. And the remaining 7,000 would be?—Would be employed at the wharves and other docks—I am speaking of the Joint Committee now.

7388. The Joint Committee would be 2,000?—Yes; the others would be distributed over the Millwall Docks, the Surrey Commercial Docks, the wharves and warehouses, the up-town warehouses, the wool warehouses and tea warehouses of the city.

7389. About 9,000 all told?—Yes.

7390. A proportion of those are working 12 hours a day, you say, exclusive of overtime?—Yes.

7391. You are not prepared to average the overtime?—No; it is almost an impossibility to ascertain that, because it varies so. At the Victoria and Albert Docks, and the Tilbury Docks, there is a great amount of overtime work, where the large steamers are.

7392. Is it a common thing to work for three or four, or five evenings right off?—As soon as a boat comes in and commences to discharge they commence, and they continue till it is done, and the same foreman who commenced the discharging sees it through.

7393. Would it be common to have one hour to two hours' overtime?—Quite so. The foreman who has charge of the job would be in charge from the commencement of the discharging of the vessel until it ceased, that is to say, until the boat would be out.

7394. How many hours' overtime a day would be likely to be worked under the usual conditions of a ship in the Albert?—Well, you can hardly estimate that.

7395. Up to 8, or 9, or 10 o'clock?—Sometimes it is 10 o'clock, sometimes 12 o'clock, sometimes all night, sometimes all day on Sunday. It all depends on the requirements of the shipowner.

7396. What do they get for Sunday work?—Nothing at all for overtime.

7397. And if they work all night they get nothing?—Nothing at all.

7398. If they work in that way for several days in the week?—It does not come quite so

8 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Mr. Tom Mann—continued.

stiff as that. It sometimes happens two or three nights a week.

7399. And if they are a few minutes behind-hand the next day they get fined?—Yes.

7400. What is the attitude of the directors towards the Union?—I can scarcely say what their attitude at the present moment is. I think it is a matter of indifference to them whether the Union exists or not; but at commencement of matters, I think, they were rather anxious that we should have a union. At any rate they not only gave us full powers to constitute ourselves into a union, but if necessity required to federate with other unions, but asking us to impose upon ourselves one condition, and that was that we should arbitrate in all cases of dispute.

7401. You have said, those for whom you can speak and yourself are distinctly favourable to municipal control of the docks?—Yes.

7402. For any other reason than that given?—We think it would be in the public interest, as well as in our own interest. You see if it was under municipal control the public would be able to get their goods worked at a cheaper rate than they are now. As I said before, there is a certain amount of profit which must be made out of the working of the goods in order to reimburse the capitalist for his investment in the dock companies' shares. That would go to the use of the public; the public would get their goods worked cheaper, and the consequence would be that the public would get the articles cheaper.

7403. Have you thought over the position of the docks with regard to greater efficiency of arrangement?—Do you mean by their being consolidated in some way?

7404. Yes?—I do not think it is practicable. You see the depth of the river would not allow that. It is not like a seaside place, where you can get an entrance in of a uniform depth. At the upper docks of course the river is considerably shallower than it is at Tilbury, and that was in fact the reason for the construction of Tilbury Docks, that it would take large ocean-going steamers.

Mr. Tait.

7405. When you speak of municipal control of the docks, do you confine yourself strictly to London?—I cannot speak for other places. I do not know very much about Liverpool, but I am given to understand that the docks of Liverpool are worked under some trust, or something of that kind; but I have had no experience beyond the docks and wharves of London.

7406. If it is good in principle to municipalise the docks in London certainly it would be good in principle to municipalise the docks elsewhere?—I quite follow you there.

7407. Supposing that you were to municipalise the docks, have you considered where you would raise the money from?—You would raise it from the rates. If the County Council can take over tramways it can take over docks.

7408. You understand that it would take an enormous amount of money to purchase the docks?—Yes, it would certainly; but still as to other great undertakings which the municipi-

Mr. Tait—continued.

palities have had to undertake before now, they have been enabled to capitalise the rates and to borrow money to make the purchase. If it came to a question of supplying London with water it would involve an enormous expenditure, but I do not suppose it would be in the first instance imposed upon the rates, it would be spread over a large number of years; but they would borrow the capital for the purchase. The same thing would apply to the docks.

7409. In any Act of Parliament which would be required in order to get such powers as those, would you make it optional or compulsory upon localities to purchase the docks?—I should give the power to a local authority, it might be the corporation, or, as in London, the London County Council, to exercise similar powers to those exercised by them when they purchased the London tramways, and they might purchase them out and out or purchase them in the same way as they are buying the tramways when the leases run out.

7410. By giving them that optional power you at the same time say that the capital should be raised locally?—Yes.

7411. By the local authority?—Yes.

7412. And not by the Government for instance?—No. I do not propose to put them under Government control at all, but I should give the municipality power to purchase if they thought fit.

7413. You spoke of a legal hours' day?—Yes.

7414. You did not mention what number of hours you should like?—I think that eight hours is as long as a man can work and do justice to himself and his employers. I think if a man is engaged for eight hours and works well he does not want much more of it, especially when it is continuous labour. Of course I would not say that a man could not go on very well for a couple or three days at arduous employment for 12 or 14 hours a day, but if it is to be the same thing all the year round, continuous labour, he can do justice to himself and his employers in eight hours.

7415. And you would prevent any man, I suppose, working more than eight hours?—I think it is wrong.

7416. Of course, while in principle you say they should not work more there would be exceptional cases where it would be necessary for a man to work more?—Yes, for instance, if you have got a job that would last 10 hours you can scarcely knock a man off at eight hours, but at any rate you can limit the number of hours in an aggregate week.

7417. Do you believe in what is known as an optional legal eight hours' day, or what is known as a universal eight hours' day?—If you left it to a matter of option I think selfishness will prevail and you will never get eight hours. I am most anxious to get eight hours and to see it enforced. How it is to be brought about, by local effort, that is to say, among the unions themselves or in conjunction with employers, or by State interference, matters little to me. I consider eight hours is quite sufficient for any man to work if he does justice to himself and

3 November 1891.]

Mr. GEORGE BARHAM.

[Continued.]

Mr. Tait—continued.

his employers. But I should like to see it brought about by some method, preferably that of State interference, because it would take you a long time to educate the people to do the matter for themselves, that is to say, the unions or the employers in conference with the unions.

7418. What I wish to get from you is whether you are favourable to what is known as the optional legal day, that is to say, to leave it to the special trades to decide if they require it, or if on the other hand you want it to be universal?—I should like to see it universal. I do not see that it would be just to apply it to one trade rather than to another. I think that legislation upon the subject is necessary, and that it should be an enforced eight hours.

7419. Do not you think it is an injustice to the miners of this country, for instance, who as to a large majority of them just now are favourable to a legal eight hour day, that they should be prevented from getting that simply because other trades in the kingdom are not?—I do not wish to prevent them. I wish to assist them to have it.

7420. Not if you say it is to be universal, and if you will not give to the miners a legal eight hour day when they require it; a large majority of them are in favour of it?—Yes.

7421. And yet you say to the miner, "You cannot have it, notwithstanding you have a dangerous and unhealthy employment"?—Do you imagine that I am opposed to an eight hours?

7422. I do not say you are; but it is a question as to an optional eight hour day for a trade, or whether we are to wait till we can get a universal eight hours' day?—I do not say we should. I would say if you can do it through your own combination do it by all means, but I do not think it would be universal unless it is done through the Legislature.

7423. You mentioned a board of arbitration; would you wish that to be a State board of arbitration?—I think it might be done something on the lines of the Chamber of Commerce. The London Chamber of Commerce have suggested a board of arbitration for trade disputes consisting of a proportion of employees and a proportion of employers; and that, if they

The witness withdrew.

Mr. ROBERT HENRY ARMIT called and examined.

Earl of Derby.

7430. I understand that you come here as a representative of the free labourers?—I have come here to give the Royal Commission evidence that I can give of my own experience with regard to free labour, and labour generally since 1876.

7431. Do you represent any body of men, any society?—We have a body of men in formation, called the National Labour Union. It has been in formation for some time, and we have a great many men abiding by the rules of that Union, of which I beg to hand you a copy. (See Appendix 44.)

7432. Is it as yet constituted?—It is not as yet constituted, so far as being registered is

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Mr. Tait—continued.

cannot come to a decision among themselves it should be ultimately submitted to some competent arbitrator; and I think that if the arbitrator was a man of good social standing, a man who was looked upon as a fair man in judgment, and a man that both sides could thoroughly trust, his decision should be enforced by the State.

Mr. Livesey.

7424. I should like to ask what is your main object for advocating an eight hours' day?—Because I believe it would relieve the claims upon the poor rates. I believe it would relieve the public in that way, because there would be more people employed, and wages would be better distributed, and as wages would be better distributed it must be better for the public generally.

7425. Your object then is to give employment to the unemployed?—I think it would tend to do so. I think if you reduced the hours of labour and made it compulsory you would have less men out of employment, and I think if the wages were better distributed it would have a tendency to improve the social condition of the working classes generally.

7426. Then, when we had got a universal eight hour day and the population increased, what would you do if there was another crowd of unemployed?—If I were to give a complete answer to that—the answer I should like—I should go into a subject which is outside the scope of this Commission entirely—I should deal with the land question.

7427. You said that if the wharves and docks were municipalised it would be better for the public; but in answer to Mr. Tait you told us that the public would have to purchase these docks and wharves?—Yes.

7428. If the public had to purchase them out of the rates they would still have to pay interest on the purchase, and pay off the principal by a sinking fund?—But that would not be in proportion to the amount that is now required to meet the interest upon the capital invested.

7429. You mean that the shareholder gets a higher rate of interest than the public would get?—Yes.

Earl of Derby—continued.

concerned. I understood it was registered, but our solicitor informs us that it has not been registered yet on account of the pension fund. The papers were submitted for registration by our solicitor, and he thought it was registered, and that is why "Registered" was put on. (See Appendix 45.)

7433. What is your own occupation?—Since I have retired from the Navy I have been a hydrographer and land surveyor. I was in the Hydrographic Department of the Admiralty before I retired.

7434. You have not been yourself an employer of labour?—I have employed labour in developing my patents, which have been

3 November 1891.]

Mr. ROBERT HENRY ARMIT.

[Continued.]

Earl of Derby—continued.

exhibited, and I got the honourable mention at the Paris Exhibition for one of them, the cycloidal screw propeller. That brought me into relations with workmen in 1876, beginning with the Blackwall Iron Works and various other iron works down the East End of London; at Hull, with Messrs. Amos and Smith, and other iron works; and also at Havre in France, where I had screw propellers on my principle designed.

7435. You have been an inventor?—I have.

7436. You say, in the summary that you put before us, that you wished to give your experience of Trade Union delegates since 1876?—In 1876 I was down the East End of London, and I was working between there and Hull and Havre, having screw propellers designed. In 1878 your Lordship may remember that public opinion was much exercised in this country, and that a meeting was convened in Hyde Park by Mr. Bradlaugh, which was opposed by the very men who support the principles that we have enunciated in these rules of our Union. After that your Lordship will remember that in 1881 we had a meeting of Trade Union delegates at the Westminster Palace Hotel, presided over by Mr. Smallman Smith, who was subsequently made judge of the colony of Lagos (*see Appendix 46*), and since then I have also had to do with labour down at the docks, and was appointed by the Shipping Federation to travel through Ireland for them and report on the question there with regard to strikes. Then I had experience with regard to the organisation of labour on board the "Arawa" and several vessels belonging to the British India Company, the "Ghoorka" and others, until the "Scotland" was handed over to me for the housing of the free labour that we had down at the docks in January 1890. This has given me some experience of the employment of free labour as opposed to Trade Union labour, and I have thought that perhaps my experience might be of use to members of this Commission.

7437. I gather from what you have said and from the summary of your evidence which is before me, that you consider that Trade Unions have been applied to purposes for which they were not primarily intended?—They have, and in that manner they have demoralised the men by giving them money to do work which is not their natural work—taking them away from their lathes and benches to attend public meetings, and so forth, and the end of it has been that it has done our workmen, I believe, a great deal of harm.

7438. That is so general a statement that we should like to have some of the grounds on which it is based?—In the beginning of 1878 a meeting was convened of Trade Union Delegates at the Farringdon Memorial Hall to vote against the foreign policy of Mr. Disraeli in bringing Indian troops to Egypt. Mr. Albright, of Birmingham, supplied the late Mr. Andrew Dunn with a cheque for 1,000*l.* to convene that meeting, and the Trade Union delegates were convened from all parts of the country, the average cost per man being about 3*l.* This was

Earl of Derby—continued.

said to be for the purpose of educating public opinion, but I hold that educating public opinion in that way does harm to our working classes.

7439. Do I understand you to say that those persons who were so employed acted as Trade Union delegates?—They were so convened, if you will refer to the papers.

7440. You do not suggest that a Trade Union delegate may not attend a political meeting as well as anybody else?—Quite so, but if you refer to the papers at the time you will find that these men were sent to represent so many hundreds and thousands of British workmen.

7441. What you say is that at that time, which is now 13 years ago, Trade Union delegates were employed as political agents?—What I say is that the Trade Unions were not consulted, but that the delegates were convened to London by the London Parliamentary Committee of the Trade Unions Congress or the London Trade Council, whichever it was that really acted, and they were brought to London without a vote of their unions having been obtained. Then it was passed off on the public that so many hundreds and thousands of British workmen had voted against a certain line of policy, the very policy which Mr. Gladstone adopted in Egypt afterwards. I state this to show that both sides, nevertheless, adopted the same policy.

7442. We can hardly go into questions that arose 13 years ago, but do you say that at present you consider that delegates of Trade Unions are using the power of their unions for merely political purposes?—I have no evidence that they are using it at the present moment, but personally, as far as I can hear, I believe the same thing is going on now as used to go on before, but I have no evidence of that nearer than 1886.

7443. You have told us that you have some experience as regards the origin of strikes, of which I suppose you have some personal knowledge; what can you tell us?—In the case, for instance, of the dock strike; on the 5th November a manifesto was issued, and the Seamen and Firemen's Union blocked the British India, Shaw Savill, and other lines. This was a case in which really there was no grievance that any seaman (I am speaking now as an old seaman) could complain of. I consider it is the duty, as I told the men when I went down to the docks for the Shipping Federation and addressed them, of every seaman to go on board the ship that he is going to make his home, and inspect that ship for himself, and see if the quarters are such that he would like to have, to see if the ship is a seaworthy ship and not a floating coffin, to see the officers and ascertain whether the food that he is going to get is good food. Now I am sure, from what I saw of the British India—and I had 200 hundred men working there—that there is no line in this world to compare with the British India for food, except perhaps the P. and O. The organisation of everything on board the British India was so perfect that when the men were taken away from the British India ships and put on board the "Scotland," they complained tremendously; everything was in such a perfect state, the organisation was so good on board, and everything

3 November 1891.]

Mr. ROBERT HENRY ARMIT.

[Continued.]

Earl of Derby—continued.

conducted to the comfort of the free labour we had on board. Now to prevent seamen from going on board such ships, or any ships, to find out whether that ship is a fit ship, would of course be greatly to the detriment of the seaman himself, and, in my opinion, from what I knew of Trades Unions, I felt convinced that the order to block those ships was given by the Seamen and Firemen's Union to make the men sign on at the shipping office, where he would get his advance note, and the moment he got out of the shipping office there would be the officer of the Seamen and Firemen's Union on the one side of the door and the boarding-master on the other, and his advance note would be taken away from him. He would have had the experience of having had it, and the Seamen and Firemen's Union and the boarding-master would have the results. That is one experience that I had. It is too far to go back to the fundamental cause of strikes. Sometimes delegates get up strikes because they are not employed for political purposes, and they find agitation is a paying game.

7444. You have something to say as to the manner in which workmen are treated by the employers. Have you any facts bearing on that point?—I daresay it has come to the knowledge of this Royal Commission that in some cases firms have never had any trouble with their workmen at all, and that others have. My experience of the manner in which workmen are treated is very considerable; I have seen firms in which I have been employed with my patents, Amos and Smith, and the Blackwall Ironworks, and in France and elsewhere, and I always believe in treating a man fairly and according to the contract that you make with him. The case that I have particularly marked here was as to the manner in which the Federation treated the men that were on board the "Scotland." They entered into a contract with them for three months' certain employment, and made me inform those men that it was for three months they were to be employed. When I went on board the "Arawa" with the first detachment of men—the first batch of men—I had no clerks, so I employed the men of the K Division of the Metropolitan Police who were on board the ship to act as clerks and fill in these contracts for the men—I mean those of the police who were not on duty at the time. I was forward seeing to the berthing of the men when the police sergeant came and asked me what was to be done with the contract, the last clause of which was that either party to this agreement should have it within his power to determine that contract by a week's notice. I am not a lawyer. I had received my instructions from Mr. Laws, the manager of the Shipping Federation, and my instructions were definite that those men were to serve for three months, and I pledged my word to those men that they would be kept on for three months. I reported the difficulty to Mr. Laws. He gave me positive instructions to make the men understand that the last clause could only come into effect at the expiration of the "three months" mentioned in the body of the contract. This I did on three separate

Earl of Derby—continued.

occasions. Six weeks afterwards the strike seemed to be about to be terminated, and men were turned off without even a week's notice. The end of it was that some complained, some did not complain, some went home dissatisfied, and would not have anything more to do with it. Others did complain, and I had to put it into the hands of our solicitor, Mr. Graham Gordon, who brought the case up at once to the courts in the City, at the Guildhall, and the Shipping Federation sheltered themselves within the four corners of that printed piece of paper, and the men had to go without any redress whatever. That is one instance of the way in which men have been treated who have come forward willingly to assist the employers and capitalists in a struggle. It does not matter whether it is to get a ship away or anything else, I do not think men should be treated in that way.

7445. You were at that time acting as an agent of the Shipping Federation?—I was at that time supposed to be the labour master of the Shipping Federation. I had command of the men. I had at that moment under me somewhere about 272 men.

7446. After that, did you cease to be an agent of the Federation?—Shortly after that I sent in my resignation. No, it was not after that; it was before they turned away the men. I had 221 men on the thirty-first day of December.

7447. You have raised various questions in the summary which you have put before me, but there are two which seem to be particularly important. You say you can tell us the real cause of want of employment in this country?—May I be allowed to refer to No. 6 first, the value of Trade Unions to the workmen?

7448. Yes?—A workman in the case in point is a man without means. He would certainly not have come up to take such labour as coaling through night and day, as he was employed under me to do, without a change of clothing until we got him one; he would not take that labour unless he was driven to it. He has no means, and the master can ride roughshod over him if he likes. In the case in point the master did ride roughshod over the employed.

Lord Hartington.

7449. Which master?—The Federation in this case employing the men. Now the value of Trade Unions to a workman is most obvious in a case like this, where the Trade Union can step in and say: "You shall not ride roughshod over the man; he shall have the benefit of legal advice," and then the man is given an opportunity of defending himself and getting what is his due. It is the function of Trade Unions also to see that the men do not sign such contracts as they signed in this case, a contract for instance with that clause at the end. Although on three separate pay-days the men were told positively that that clause was not to be put in force till the three months were over, yet it was put into force. Now about the cause of want of employment. I will hand your Lordship a price list of a Belgium firm. I am asked not to mention names, but there is a

3 November 1891.]

Mr. ROBERT HENRY ARMIT.

[Continued.]

Lord Hartington—continued.

price list of a Belgium firm, supplying a commodity which is in general use in this country. That trade is a special trade of Birmingham, and employs a vast number of hands. There is the price list. There are some articles there at 9s. 9d., with 30 per cent. discount allowed, which are being sold by the distributors at 16s. 9d., and by the retailers in the shops at one guinea. The consumer does not get the benefit of that any more than he does in regard to a great many other articles. A vast number of our skilled workmen are being displaced in this way. I am at liberty to hand you the name, but not to mention the name, because these manufacturers will not give their names, they will not disclose trade secrets they say, but I will give the names of manufacturers in writing who will produce statistics to prove that they are forced by such price lists as that to purchase the parts of their manufacture in Belgium, and they simply fit them here. So that the skilled labourer, who actually manufactured these parts before, is displaced, and the manufacturers here now only employ fitters to fit those parts together. The Dockers' Union has found it necessary to go into the country and extend its Union, so as to keep the unemployed, thrown out of employment by these means, from coming up and competing with the dock labourer at the docks. Hence you swell the ranks of the casual labourers to a great extent by these men, who are thus thrown out of work by foreign competition, and this is done to such an extent that there is no means of our men making a living. The consequence is that by means of this foreign competition you are throwing a vast number of skilled workmen out of employment. You may be introducing cheap products, but that is no use to the workman; the cheap product is utterly useless to the workman who is thrown out of work by foreign competition and cannot find the means to purchase.

Earl of Derby.

7450. I think you may take it that we understand sufficiently what you mean when you tell us that foreign competition is the cause of want of employment?—Yes. That is why casual labour flocks to the docks.

Mr. Tait.

7451. I should like to ask you to give us a further explanation as to how Trade Union delegates have got up strikes where it was not necessary. Could you give us an instance?—The first Middlesbro' strike that took place in the iron trade, the Union selected the weakest firm in the iron trade. This is historical; the names can be easily obtained by referring back to the strike I am alluding to. It was not a question of anything beyond this: that so many men had been thrown out of employment that the out-of-work pay of the unions necessitated that increased wages should be given to those in employment.

Mr. Tait—continued.

7452. You are speaking now of a union, but in answer to Lord Derby you said that there had been some strikes that had emanated from delegates who got them up sometimes because they had no political functions at that particular period to perform, and you further emphasised that by stating it was sometimes a paying game, or something to that effect. Now I want to know upon what particular strike you base your statement that any particular union delegate has got up a strike?—The Seamen and Firemen's Union strike against the men doing that which they were legally entitled to was evidently a strike got up without a just cause. It was an aggressive strike for no purpose whatever beyond actually enabling the delegates of the Union to do as I say, to take the men's advance notes the moment they came out of the shipping office.

7453. What strike was that?—I think the "Wade's Arms" circular was the 5th of November last year.

7454. That was not the action of one particular delegate?—That was the action of J. H. Wilson.

7455. The "Wade's Arms" committee was composed of several men?—The "Wade's Arms" committee was, in my opinion, simply manipulated by J. H. Wilson in that case.

7456. That may be your opinion, but when you stated as a matter of fact that a delegate had got up a strike, I wanted to know the particular strike which the delegate had got up?—It would be very difficult for me to give you every instance in which a delegate has actually come into an employer's works, but I can give you the names of employers who will tell you that a great number of times delegates have come into their works and interfered with their workmen for no cause whatever. I have no objection whatever to make out a list of the employers who have given me information on that subject. One employer at the present moment is seriously considering the necessity of dismissing the whole of his skilled labour. He is a man whom I know perfectly well, and he told me this morning, and told me I might mention the fact, that he is seriously considering the necessity of dismissing the whole of his skilled labour, because his foreman is a Trade Union delegate of the aggressive type, and he will not leave them alone. They are doing no work. The men are actually content to earn 1*l.* a week, and will come from Thursday to Saturday to work to earn that 1*l.* I am at liberty to give you the name, if you like to have it, and call him up himself and he will give you the evidence and bring his pay sheets and everything to show you.

7457. Upon what did you base your answer to Lord Derby that a Trade Union has no political objects. You stated that a Trade Union was going outside its province when it began upon political subjects, and you made some reference to a meeting which was held in London?—I believe a Trade Union should be concerned in the material benefit of the men. It is not a political association.

8 November 1891.]

Mr. ROBERT HENRY ARMIT.

[Continued.]

Mr. Tait—continued.

7458. Does not the material benefit of the men include certain political considerations?—I do not think so. I think for political objects you should have political clubs, but as to questions which merely arise between masters and men, it does not follow because your men may have a totally different policy to that of the employer, that therefore there should be any difference between him and his men.

7459. Are you aware that the Trade Unions of this country by their Trade Union Congresses have taken political action?—Yes, I am perfectly well aware that the Trade Union Congress has been a political institution organised by Trade Unions, but I think when these political delegates come back from the Trade Union Congress they ought to remain within the sphere of proper Trade Unionism, and look after the material interests of the men. In these rules which we have formulated—and Sir William Thomas Lewis assisted in them—we went in for supplying a pension for the men.

7460. I am not referring to the question of pension. What I wish to get at from you is whether you admit that there are certain subjects of a political character which it is necessary that a Trade Union should take cognizance of?—Through its Trade Union Congress.

7461. But not, you think, through the unions themselves?—Those are merely concerned, I say, in questions with regard to work and wages, the hours of labour, and the wages of the men, the social position of the men, the sanitary position of the workshops. Such questions are within their legitimate sphere.

7462. Are you aware that if it had not been for the Trade Unions of the country there would have been no factory legislation?—I am not aware of the fact, because I believe the Trade Unions only brought that about a little sooner than otherwise—that it would have come about as a matter of fact afterwards.

7463. Who brought about the Employers' Liability Act?—The Trade Union Congress, naturally enough, but what I mean is this; all that can be done in a friendly way between employer and employed should be done, but it should not be done in an aggressive way.

Mr. Livesey.

7464. You made one charge against the Shipping Federation that they broke their agreements with the men. You said, I think, there were 221 men under your charge in December; how many of those men were dismissed?—I cannot tell you exactly how many were dismissed. I can only tell you how many were applied to us for relief. I think there were about seven or eight wrote up from Lynn and Old Romney, and New Romney saying after the breach of faith of the Shipping Federation they would not come back.

7465. You, as an experienced man in dealing with labour, would know perfectly well that of a large number of men brought together on such an occasion there would be sure to be some black sheep who would have to be dismissed?—Certainly. I dismissed three for theft and improperly using the credit of the Federation, summarily myself, because I knew that was within the law. The cook was found stealing by the police whom I had organised, and his mate was found a receiver of stolen goods. We handed them over to the police. That was quite right. But I had not an accident or a cause of complaint beyond that from the men the whole time I was there.

7466. The majority of those who were dismissed were dismissed for some misconduct?—No. The men were dismissed because it was said that they were delegates of our Union, the National Labour Union, and that they were carrying tales to me. That is what I understood to be the cause of their being dismissed. I do not know the cause beyond that. I only heard.

7467. You only know of six?—I only know of six men who applied for relief, and about seven men who wrote to say they would not come up again.

7468. So that in fact nearly all of the 221 who were with you at Christmas remained during the whole three months?—I do not think so. I have been informed that they did not, but I cannot tell you because I know nothing on the subject. I never took any trouble to ascertain, and I know nothing on the subject as to whether they remained or not. I found employment for 12 of them a month before the three months was up.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

FOURTEENTH DAY.

Commission Room, Westminster Hall, Wednesday, 4th November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
M.P.

Mr. J. C. BOLTON, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. HENRY TAIT.

Mr. WM. ABRAHAM, M.P., Mr. E. TROW
(Group A.), The Right Hon. A. J. MUN-
DELLA, M.P., The Right Hon. Sir JOHN
GORST, Q.C., M.P., The Right Hon. LEONARD
COURTNEY, M.P., Mr. GEORGE LIVESEY, and
Mr. M. AUSTIN (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. RICHARD ROBERT FAIRBAIRN called and examined.

Earl of Derby.

7469. We understand that you represent the Amalgamated Society of the Watermen and Lightermen of the Thames; is that so?—Yes.

7470. What number of members does your Union contain?—We have 6,000 registered members and about 5,500 financial members.

7471. What are the non-financial members?—They are licensed lightermen, men who fall out of the Society, and who, when circumstances compel them, rejoin.

7472. You mean men who have been in the Society and who are not at present paying members?—Yes, they have run out under the rules.

7473. Have you in your Society apprentices?—A very large number.

7474. And I think you have something to say about them?—What I have to say upon the subject is this, that the Watermen's Company, which has the supervision of these men under the Act of Parliament, allow men to take apprentices without properly supervising the carrying out of their indentures, and that unfortunately brings a large surplus number of lads into the market who are at the present time walking about the streets, or they have to do long hours of work to their personal detriment; they have been at school, and having come out as apprentices to the river they have

Earl of Derby—continued.

no opportunity, in the nature of the work, to attend even night schools to carry out in a prolonged form the benefits of their education, so that they go back on their education.

7475. That is not confined to them I am afraid. But what you object to is that too great a number of men are brought into the business?—We object to the mode of procedure. We do not object to a man having an apprentice, but if he takes an apprentice he should carry out the indentures. The Watermen's Company, as the supervising authority, do not enforce the indentures, and the consequence is that the lads are allowed to run about and do what work they like.

7476. In what respect is the indenture not enforced?—By the men not being able to employ them under its terms. The master lightermen take advantage of the lax system, and they do not take the responsibility of the apprentices, but they get them into their employment as cheap labour in the docks, showing the barges in and out, and so on. The apprentice has not his apprenticeship under his master, but he is in the service of the employer. Under the system of organisation, the lads being under the control of their master under their indenture we as a Society have no power over them, and they enter into the labour market generally under a very low scale of wages.

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

7477. But if they were not in the power of their masters, if they were not apprentices, what power would you desire to exercise over them?—We desire that the administration of the Act of Parliament should be carried out by those who are entrusted with it under the present system.

7478. What is it that the Act of Parliament enjoins, which you say is not done?—The indenture is not enforced.

7479. In what respect is it not enforced?—That the lad does not work for the master that he is apprenticed to; he is merely apprenticed as a matter of form to a workman, and then allowed to relax the indenture and go into the market anywhere.

7480. But supposing he were released from his indenture altogether, which I suppose can be done, would he be in exactly the same position then?—No, because under the Act of Parliament no one is entitled to have a licence unless having served an indentured apprenticeship. What we say in our Society is this, that the employer should have the same opportunity in the open market of having practical men in the interest of the public. The dangers of navigation, especially at night when these boys are employed, is so great that we think that the Watermen's Company should consist of practical men. What I mean by the Watermen's Company is the Court that is the licensing authority.

7481. What do you mean by practical men?—I mean the workmen, because the navigation of the river varies so often with the weather, and sets of tide both up and down, what we call above and below, that it requires constant practice for a man to understand the navigation.

7482. If I understand you, you wish that those who ply on the river should have given proof of having more practical navigation than they have?—The Court, that is the examining body, should have more representative and practical men upon it so as to test the competency of the applicant. I might say, in addition to that that Committees of the House of Commons have recommended on several occasions that the Court should be more representative; and we as workmen outside of the position of the Court have no power over the Company whatever. I may be ranging away from the question itself, but our position is very complicated, and what we want to show the Commission is that so far as the River Thames is concerned, outside of any analogy from any other river, the extensive amount of work on barges and all that, requires practical men to have proper experience, and our Society is established for the express purpose of working out that reformation.

7483. You want a stricter qualification enforced?—Yes, in the interest of the public safety.

7484. And, of course, it would lead to a diminution of the numbers employed?—Not at all.

7485. Would it not?—No, we would never object to give a man a licence if he were com-

Earl of Derby—continued.

petent, and we have 30 to 40 per cent of our men standing idle. We only get a dockers' tanner as professional men when we are at work.

7486. But you would limit the right of employment in this particular industry to men who have proved themselves thoroughly qualified?—The restriction comes in as to the necessity of proper navigation, and in having competent men in the interest of the general public.

7487. And a little, I suppose, in the way of higher wages in the industry concerned?—No, because the wages are governed by the competition unless we can enforce matters by combination. I might say that practically at the present moment since the late dock strike our wages have had a downward tendency.

7488. To what do you ascribe that?—The large addition to the craft being towed by steam tugs. The barges that are built are three times as large, and they carry more freight, and it necessarily follows that less labour is employed.

7489. You mean that the same work is done with a smaller number of persons?—Yes, in one sense. Then, in another sense, men are employed so much at night, or were so employed previous to the strike, that we really are compelled to support the dockers to get rid of what we call the night work.

7490. What you call the night work—what is the night work?—Previous to the strike a man was employed to do as many jobs as he could get about with. To speak fairly I should say this: after a man was ordered to a dock to bring a barge up, when he brought that barge up and moored her he was dragged out of her and taken into another one, because the law is that every barge when navigated shall have a man in charge. What we contended was this: that when a good day's work was done by a man he should go home and get to bed. Instead of that he had to go to work.

7491. Was it not in his power to refuse?—Generally, he got punished by making him stand idle for three or four weeks (that is what we call having a good drill) for refusing to take his orders. I might say, for the information of the Commission, that previous to the strike it was the usual thing for a man to start on a Monday morning and not see his home until Saturday. I mention that because it is supposed that lightermen earn 3*l.* a week, but they get it for a fortnight's work, and they get it too by doing more work of a night with 99 per cent more risk to their lives than in the day, because a man cannot see so well stepping under the shadows of lights.

7492. Do you want to put an end to the night work?—Certainly; but where it is absolutely necessary then that an employer should pay for it. There is 99 per cent more risk to the life of the lightermen with the night work. I have got a copy here of the coroner's note where a man was run down and drowned in ten minutes over a lug boat.

7493. You do not object, as I understand, to the night work altogether, but to night work

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued

Earl of Derby—continued.

that has not extra payment?—The nature of the work compels us to admit that sometimes it is necessary, but there was a good deal of it done previous to the dock strike, and that was done because it was cheaper. A man was paid 4s. for the night when he gets 6s. for the day's work.

7494. You say that was previous to the dock strike; but that state of things is altered now, is it not?—To a certain extent. The result of the arbitration of Lord Brassey was that a man should only do one job of a night, and that we should be limited to time. With all respect I wish to hand in a printed copy of the award. (*See Appendix 47.*) I might add, as a matter of brevity, that we have always endeavoured to settle our disputes by arbitration, but they will not have it. Now you will notice by that award that when a man has had 12 hours, that is, to work from 6 to 6, he has done 12 hours' work, and then he is supposed to be finished. If he is required, owing to the tides, to continue his work after he gets his orders at night, he should be paid overtime instead of being allowed to go home and get any refreshment, and then he is to be paid at the rate of 1s. an hour, from 6 to 8; and then if he starts after that time and he should work till 12 o'clock he gets 4s.; if he works beyond 12 o'clock he should get 6s., so that an employer could keep a man all night long for 6s., but he was bound by that term of reference to arbitration only to have one job. I may be excused as I only hurriedly had to get through the papers this morning for my evidence. The terms of the reference are there. After a brief time we found that that did not work. Men were called to take orders of a night hurriedly to meet certain steamboats, or take craft to the docks, so that we had to get a conference with the masters, and we agreed to a sliding scale from 6 o'clock to 6 o'clock, and 7 o'clock to 7 o'clock, and 8 o'clock to 8 o'clock; and if a man was employed under that scale of a night in what we call a jobber then he should be able to claim the next day's work. You will see in that last paper (*see Appendix 48*) the terms are the same as regular work, 6s. for reasonable hours, which means 6d. per hour, so that the lightermen has only 6d. an hour, what we call the dockers' tanner. I wanted to dispel from the public mind that the lighterman gets well paid; we think that he ought to be paid twice as much for the risk that he runs.

7495. Is the risk considerable for a practised and competent man?—Well, to answer that in general terms it is, for this reason: a man to go out of a night, say, for instance, who has not been at work for some time, has not got the strength to pull the barge about, and, therefore, is not able to command the barge, and if there is a breeze of wind about the barge will take charge of him. I have contended for years that the loss of life on the river ought to be registered, and there ought to be a list through the coroners of the districts. When I was examined before the House of Commons on the Thames Traffic Committee I claimed that the public did

Earl of Derby—continued.

not know how many lightermen were drowned. We do not know ourselves. I can give you an instance that occurred yesterday or the day before yesterday. A boy went alongside the Trinity Wharf at Blackwall, and he jumped on the wall to get a barge out of Bow Creek, and in jumping he lost his hold of the wall and was drowned. Another man was bringing a barge up in the Albert Dock loaded with maize—it was a beautiful moonlight night—but because he had not got a bright light he was run over in coming between the Albert Dock and the Charlton Pier. The man was drowned, and he has left a wife with three children, and we had to issue a circular because the authorities would not enforce their regulations. 75 per cent. of the craft working below Charlton—that is the distance under the byelaws of the Thames Conservancy—have not those lights. There is no one to enforce them except our Society, and I say that unless a man can show a bright white light in his barge we cannot recover, and, therefore, we could not recover from the steamboat in this instance. The other man was a Maltese, and our man was an Englishman, and they could not understand each other, and that is how the man was run over and drowned deliberately.

7496. I see you have marked as part of the evidence which you wish to give an answer on wages. You have told us as to that that the wages are not so high as they are commonly supposed to be?—They are not.

7497. Not higher, in fact, than those of the dockers?—No; and with a downward tendency too.

7498. And what is the remedy that you propose for that?—That wherever there is a dispute a man's employment—the risk of his employment—especially at night should be governed by conciliatory discussion with the employer. We try to be friendly with the employer as much as possible, but what the employer says in answer to that is, that competition is so keen he cannot afford it. I say to him, "Then let it alone." There is no reason why a man should run the risk of his life because the master cannot afford to pay him, and I am inclined to think, if I may be allowed to say it, that this statement is mere subterfuge. It is a want of recognition.

7499. What do you mean by a want of recognition?—I mean recognition of the services of the employer as a matter of convenience to take his barge to the dock while a man has to leave his bed for that purpose.

7500. You are mixing up the question of risk and the question of wages, are you not?—Yes, because I wanted to show that there is not a recognition.

7501. You mean a recognition of the amount of risk run?—Yes; it is for the convenience of the employer as against the man. As a matter of detail, supposing I explain it in this way: under the system on the river a man builds a barge and it carries 80 tons, and he is compelled by Act of Parliament to register according to tonnage, but he goes and makes a declaration to avoid carrying two men that the barge is only

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

50 tons. Then under the regulations of the by-laws of the Thames Conservancy Board and the by-laws of the Watermen's Company we can only test the register of the barge by proceeding against the owner for false registration. The Thames Conservancy, and I think the Watermen's Company, should help us, and yet we have to do it to prove that one man is doing two men's work at night.

7502. Of course the owner of the barge would be liable to punishment for a false registration if it were proved?—Yes; but our chief difficulty is this, that not having any power over the machinery of registration the Watermen's Court as an administrative body, being all employers, administer the Company for themselves, and, therefore, that acts detrimentally to the labourer, for he has to do two men's work at night, and has to work for the paltry tanner and run all the risk. I would like to say, as a matter of interposition here, that we consider that if the regulations of the river were properly enforced there is ample protection for the public as to safety of life. With all due respect in what I say about a public body I wish to say that with all the representations we make we cannot get anyone to move.

7503. In fact you do not complain of the regulations laid down here, but that the state of the law will not enable you to get the regulations properly enforced?—Yes, owing to the want of representation of the workmen. The Thames Conservancy represents every interest excepting the workmen whom they control, and the Watermen's Company is governed by the masters as against the workmen whom they control.

7504. Very well, we understand that. Now I see you put it down among your answers that you have to complain of irregularity of employment through various causes. Will you explain that?—The causes are these, namely, that according to the weather ships sometimes get blocked or wind-bound, and they all come up in a lump. Of course our mode of employment is very different from that of any other section of workmen. Men hang about the wharves, and by that award of Lord Brassey's a man has to wait in the office till 8 o'clock at night to get his orders. A common labourer when the clock strikes six has done his work and he goes away and does not come back to work till the next morning, but our casual men when they go for their orders are told "We shall not want you," while there may be a number of ships wind-bound, and there may be a very large percentage of men standing idle.

7505. Is not that an inevitable condition of things if a number of ships are wind-bound and they come up all together, and at other times they do not come up at all, that there must be irregularity of employment?—It might be inevitable. There are circumstances of the ships not being able to arrive, and that means that so many men are turned on; and if that is done that is proper. But supposing a man has not orders, the employer may say that he may want you to-night or to-morrow, "We expect some

Earl of Derby—continued.

"ships in, and if you will look round, if we want "you we will employ you," my contention is that if a man is employed by an employer and he works night and day, there ought to be some consideration when, through circumstances over which he has not any control, he is kept idle, and he should not be put off from his regular work. Just go a little further and take the case of a man with a sailing barge working his barge; he has worked it alongside, and when he gets to the dock the ship is not there, he has to lay there because he took the contract to do the freight. I might say with reference to that point the employers—sailing barge owners—have materially worked upon the cupidity of the men. This is a price list of sailing barges. And the barge owners have had to pay for the first time demurrage for the barges lying there. Messrs. Knight, Bevan, and Sturge is one of the firms, and after signing an agreement to pay that money they deliberately said to the men as they arrived home on Saturday, "Well, there, I am not going to pay the price list any longer. My terms are so and so." The men said "Very well, governor, you promised to pay the demurrage, we must put the matter before the Committee." Mr. Robert Bevan replied, "What do I care about your Committee?"

7506. What Committee?—The Workmen's Committee of the district in Northfleet. The men considered that it was an invasion upon the agreement arrived at, and while they were honourably carrying it out Mr. Bevan deliberately withdrew from the arrangement, and we have had a dispute with him lasting up to to-day. Up to last Saturday the members of our Society have paid those men as out-of-work money just upon 1,000/.; that is one firm alone. That explains this point, namely, that a man may receive orders for a barge—a sailing barge or a given craft—to go to a ship; when he gets there the ship is not there. It may be to take goods out of her, and the practice is in the docks now that unless the craft are there to take the goods out, the goods are landed and landing charges are made. That is how so many men have to be round a ship and lay there sometimes for days.

7507. So far I think I understand the subject of complaint that you have brought before us. You complain that persons are employed without being properly qualified; you complain that there is an unnecessary amount of night work, causing unnecessary risk to life; and you complain also that the employment is given more irregularly than it need to be. Is that your case?—That is part of the answer; but what we complain of arises from several cause. First of all, I think, you asked me a question just now as regards the divergency of the work and the number of men standing about?

7508. Yes?—Of course I cannot say it officially, but I was going to ask the Commission to get those figures from the officials of the Lightermen's Company. At the present time there are about 8,000 licensed lightermen, that is inclusive of sailing barges, and what we call

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued]

Earl of Derby—continued.

dumb barges. Then there is a large number of apprentices in addition, so that placing it approximately there are about 10,000 workmen in the river within the limits of the Watermen's Company. Well, what we say is while we are desirous of giving every one an opportunity of being a licensed lighterman, the employers in the administration of the law carry out that administration in their own interest to the detriment of the worker, and that is the reason why a large surplus labour hangs about the wharves as licensed lightermen who do not get work; and, therefore, I say that is unfair competition.

7509. Do I understand you that under a better system there would be room for a much larger number of persons to be employed?—Yes, a great deal more, for this reason: that barges which are towed about, if they were properly registered and complied with the law, and properly manned, would not require the workmen to work at night any way. In fact, I have said so for the last 30 years. Directly a barge is ordered away at night she should have two hands whether she wants it or not. I have made special inquiries at Liverpool, and on the Tyne, and on the Medway. No barge works on the Medway without two men.

7510. Is that whether two men are wanted or not?—Yes.

7511. Will you explain why two men, if they are not wanted, should be employed?—In this way, I said just now that the barges were being built on an average to a greater tonnage than formerly; and at night, when a man gets under way with a barge, if there is a breeze of wind blowing, and he is by himself, he is likely to come into collision with the bridges or with the piers and get knocked overboard. Just to verify that statement I have the case of a young man the other day who was ordered to take a barge from Waterloo Bridge. He shoved her off and he was to wait for a tug. However, the tug did not come, and the tide lowering he shoved the barge off; and the next that was seen of him was in the Lower Pool, and the man has not been picked up; whereas if the man had had another one on board he would have chucked him an oar, or done a hundred things, or thrown a rope to him. That is to say, there is 99 per cent. more risk at night than there is in the day, especially when the man is by himself.

7512. As a matter of fact, you say that no man should be allowed on a barge at night without having another man to help him?—Yes, just as I said, to chuck something to him if he went over board; whereas the practice is to let a man go away by himself, and the reason for this is that it gives cheaper labour.

7513. You have told us about many points connected with the business, but you have not said anything about the introduction of labour-saving machinery, which you have marked as a subject on which to make some comment. Has there been any considerable increase of labour-saving machinery?—When I was a lad there were no tugs on the river. There has been a

Earl of Derby—continued.

large acquisition of river tugs since then; and therefore, although in the dock there is twice as much trade as regards the control over tonnage, there is less labour because of the tugs employed. The regulations for the tugs are evaded because, unless our members go out at night to see that the craft are properly manned, there is no one to inspect the barges, and the consequence is that the tugs run away to the risk of everybody. To argue it fairly I may say that I am going down with a barge, and the tugs are steaming away down: I could mention Mr. Livesey's tug; I was asked to mention her particularly; she is a fast going tug; when she has craft behind her she raises a swell, and if you are in a small boat you cannot get out of her way, and the consequence is that the boat is turned over, and nobody knows anything about it—that is, at night. Many a time myself in trying to get alongside craft, through being a low craft, I have been very nearly drowned.

7514. I do not understand you. Are you objecting to the use of tugs, or objecting to the tugs of a certain size?—I am not objecting to tugs being allowed, but I am objecting to their contravening the byelaws and regulations, and at the same time that the inspection of this work is not carried out properly by the proper authorities.

7515. You mean that they are not under proper control?—The tug may be under proper control, but she is allowed to travel over the ground in the water faster than the regulation allows, and that is to the detriment of everybody else.

7516. That is not being under proper control?—The tug may be properly navigated. I do not say anything against that.

7517. Would you put it that on the ground of general safety on the river the tugs go faster than they have a right to go?—I can give you an instance. At Westminster Bridge the day before yesterday, late in the evening, a barge broke a rope, and she broke the outer girder and carried away about 7 or 8 cwt., and through that barge breaking that rope the men had not sufficient control over her, because she had too much way on her. If she had been properly equipped and properly manned the barge would have been properly under control. My remedy for that is this. I do not know whether I might say so respectfully, but the working men, the 8,000 to 10,000 registered lightermen, ought to have a voice on the representative bodies for the enforcement of the regulations. It is very risky.

7518. Your contention is that the river is made unnecessarily dangerous by the regulations not being carried out?—That is my point. As far as the answer to the question of tugs is concerned, I do not see consistently how we could interfere with them, but while the regulation says that a tug shall tow six barges in a night, she does three times the number that she ought; the object being to get the barges if possible to their destination with as little labour as possible. That may be very legitimate for

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

tug-owner, but it is very unfair to the workmen.

7519. You are not putting it on the ground of safety now, but on the ground of more work being given?—That is only as regards general traffic. Assuming for a moment that case of the boy drowned out of the lug boat the other night, if he had had a mate with him he could have chucked him a couple of sculls and so saved him; but the lad through being run into by the steamboat was drowned with none to help him, and when the boat was lowered the boy was gone, and he was not picked up until 10 days afterwards.

7520. You do not put it that no man or boy should go in a boat alone for fear of the danger from accidents?—I was going to bring that point out in this direction, namely, that the custom is in the river amongst people who let boats to let them out without there being any proper supervision. They build all sorts of boats, and they are what we call cranks, that is, if anybody gets overbalanced away it goes, or if there is a little surf on the river from a passing steamer there is risk to the people who are in it. That is how we hear of so many people being drowned. That arises through the authorities not supervising them.

7521. I think we understand that?—Then I should like you to understand that our hours of labour are governed more by Lord Brassey's award; the stipulated hours are 12 hours, and I say if the night work which is forced upon the men was reduced that would be an advantage. Well, you might say, why do not you reduce it? For this reason, that while we try by a trades union to regulate the hours to a more consistent period to give a certain amount of time for a man to have leisure the overflow state of the market compels a man to take his orders when he is too tired to go to work. Lord Brassey having the arguments laid before him, or the views of the men laid before him, we, on our part, consented to the terms of the arbitration, and I may say as regards that, and I have my reasons for saying it, which I hope to be allowed to bring out, that the master lightermen gave us that award. After two days' discussion before Lord Brassey they submitted in manuscript what we now call our award. But since that, through the pressure of the labour market also, I might admit as a matter of weakness the want of loyalty on the part of those who, when they get their turn served, went out of the Society, the pressure of the labour market enabled the employer to tear up the award.

7522. Was there any definite time stated during which the award should be binding?—No.

7523. It must not be taken to be a perpetual award?—No. We proved that we were willing to enter into a discussion and adopt a sliding scale to suit the master lightermen; but when we say that we are willing to discuss the terms of the award they do not take it up, and at the present time we have had no official notice in our Society to re-arrange the terms of the

Earl of Derby—continued.

employment. But what they are doing now is calling the men together and having private meetings and breaking up the award. I would like to go on the notes the signatories to the award. Those representing the master lightermen are, Mr. Edmund Hughes, the managing director of the Tilbury Lighterage Company; Mr. George Parsons, manager of the Mercantile Lightermen's Company; Mr. Thomas Woodward, manager to Mr. A. J. Humphery; Mr. E. H. Rolfe, manager of the Union Lighterage Company; Mr. R. Deering, of Messrs. Ross and Deering; and Mr. J. W. Jacobs, the manager of the Thames Steam Tug and Lighterage Company. Why I call out their names is because there is only one practical lighterman out of the whole six, and so they were glad to give us anything to get out of the mess. If they want to reconsider the award I think they ought to give the workmen some notice that they are dissatisfied with it. We have expressed our willingness to discuss the matter with them. There can be nothing more fair. I am sure your Lordship will allow me to say that while we have been willing for the last two years to meet the employers to settle any dispute before there should be any idea of a strike we could never get any of those gentlemen to meet us. But after signing the award, and agreeing to abide by it, they went in a dishonourable way to tear it up, and I say that it is unfair to the workmen, because it is an attempt to put on the workmen's shoulders the responsibility of any dispute that arises in his employment, and I say that it is not fair. The answer generally to your question is this, that Lord Brassey said that it could be only tentative; it would only last a limited time, and we accepted that idea; but we also accepted this suggestion from his Lordship, that rather than have any fighting for the future we would agree to discuss all matters of dispute with a permanent board of conciliation and arbitration, and except going on our knees I do not see that the workmen could do much more; that is my practical experience during the last 40 years. The working men are too easily traduced, and have no opportunity of defending themselves.

7524. Is there any other point to which you wish to call our attention?—I was going to take the liberty of mentioning to your Lordship the names of several firms who after we had arranged the terms of employment under the award have deliberately, without notice, discharged men, and given them no cause or reason except that they would uphold that award.

Sir John Gorst.

Might I call the attention of the Committee to this fact, that if we hear those names we shall probably have to call the gentlemen referred to?

Earl of Derby.

I think we had better not have the names, because it will be inevitable that these gentlemen will have to be called upon for their defence.

4 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Witness.

Sir John has ruled me out of order, and I can show that it would be unfair to me. I was requested to be here to-morrow, but as you have no other witnesses I have come here for the convenience of the Commission to give you, as far as I humbly can, my views of the labour market on the river. But I have had no time to prepare my notes, and I have only got them in a rough form; and in addition to that if I am not to mention those names they will escape the opprobrium that would otherwise attach to them in the labour market. If a man is allowed deliberately to break a contract of that sort, and I am not to have any chance of defending myself, well, then, I say that I am going to take the liberty of exposing him now.

The room was then cleared, and the Committee deliberated in private.

Earl of Derby.

7525. We notice that you complain to us of having been called upon to give your evidence to-day without sufficient opportunity for preparation. I do not understand that you made any statement to that effect to the secretary?—I did not complain, because what I wrote to Mr. Drage about was to ask your Lordship to consult with the Commission with reference to several men that were desirous of being brought up, and they stated their inability to come was because if they came up without any authority they were likely to be boycotted from their work.

7526. We have nothing to do with that; but if you desire to give your evidence to-morrow instead of to-day we shall be quite content to adjourn the hearing so far as you are concerned now, and that you shall come again at the meeting of the Commission to-morrow?—I am very much obliged.

7527. It would give you more time?—I do not know that personally I should wish to ask your Lordship to do that, or infringe upon your time. As a matter of memory I think I can give all the details that would be necessary; but it is a question of corroboration. I do not want

The witness withdrew.

Mr. J. W. CRIPPS called and examined.

Earl of Derby.

7534. What is your employment?—I am engaged as an engine-driver.

7535. Where?—At Fisher's Wharf, Rotherhithe. I may say that I am here to-day unsolicited by either employer or employed, but simply to defend the liberty that I have enjoyed for 35 years of working for whom I like and for what wages I like. That is the position I occupy to-day.

7536. You come here representing only yourself, but to speak in favour of what is called free labour; is that it?—Exactly so.

7537. What wages have you received?—My wages are 33s. a week.

7538. What are the hours of labour?—Ten.

Earl of Derby—continued.

my statement to go out from a practical standpoint unless it is corroborated to the satisfaction of the Commission. I have the authority of a Society to act as one witness; but so that you might know the conditions under which the men work, the sanitary state of the craft in which they have to spend their time, and all that, I thought you would like corroboration.

7528. We must consider also that there are very many branches of this inquiry and we cannot undertake to examine any number of witnesses upon a single point?—We should merely put the names before you, and if you did not think it proper or necessary to have any addition of course we should bow to your decision. Of course the only thing was that we agreed to have so many witnesses in attendance, and to call them provided it was necessary. But that is why I accepted Mr. Drage's invitation to-day, because he told me that a certain gentleman had gone over their evidence and that I was next in rotation.

7529. Do you wish to go on now or wait till to-morrow?—I prefer to wait till to-morrow.

7530. Then you will come up at 11 o'clock to-morrow?—Thank you. Your Lordship will allow me to hand in two or three copies of our last annual report. (*See Appendix 49.*)

Mr. Livesey.

7531. There is one question I should like to ask this witness for further information with regard to the tug of the South Metropolitan Gas Company, which I understood him to say ran down a boat. As I know nothing about it I should like to ask where and when it was?—What I stated, if I recollect, was this: that the "Livesey" was such a fast boat that when she got six barges in tow she made such a wash that the boats ran the risk of being turned over.

7532. Did it turn over the boats?—The boats were swamped at the Westminster Bridge stairs when she passed by with this craft.

7533. When?—A few days ago. I will bring the man here that told me.

Earl of Derby—continued.

7539. Do you object to the length of time?—No, I do not. The only thing I object to is the interference of the unionists in the action that I take. Mr. Quelch, a witness before this Commission, stated that a man should not be at liberty to stand outside the Union. Only a few weeks ago he had I may say the audacity to tell me that I ought to be ashamed of myself because I had not got a ticket. I never had such a thing in my life, and never required one.

7540. Have you any overtime?—At times.

7541. And of course you are paid for that?—Exactly.

7542. Are there any holidays?—All the Bank holidays I have given to me.

4 November 1891.]

Mr. J. W. CRIPPS.

[Continued.]

Earl of Derby—continued.

7543. Have you any complaint to make as to the safety, or absence of safety, in your employment?—None whatever. All the gear that is associated with the firm is under my supervision, and anything that I think proper to suggest for the safety of those employed is directly adopted.

7544. You have told us that you do not belong to any Trades Union?—None whatever. I never did. I succeed very well without them.

7545. You have never objected, of course, to work with unionists?—Never.

7546. Have they ever objected to work with you?—Why, yes; during the great strike there was a serious objection. I was told that I should be forced to associate myself with the Union, but I did not feel that I was justified in so doing, as I called Mr. Quelch's attention to the fact that within a short distance of where we stood one of his unionists was flaunting the tickets that he had had given to him for food in the face of the woman who should have been his wife and was not. She snatched them from him and he flung her into the road, took them from her, and then had to run for his very life. I say I could not associate myself with such men as that.

7547. Have you any reason to complain of the attempts at intimidation?—I had serious reason to complain of the action of one man where I am engaged, who is engaged there occasionally, and that man had to answer for his offence at the Greenwich Police Court. He tied half a hundredweight to the end of a rope, and nearly dragged me out of a hole 30 feet distant. The magistrate in his wisdom thought he was sufficiently punished by binding him over to keep the peace for three months. Of course, holding the position I do, antagonistic to those who call themselves unionist, I have to be continually on my guard to see that mischief does not accrue to myself.

7548. I think you have something to tell us as to strikes with which you have had to do, or which you have witnessed?—I was engaged in one strike many years ago. At least it did not amount to a strike, for I claim to be instrumental in preventing it taking place. Where I was engaged I had been engaged many years, and a strike was contemplated. I urged, when we were all called together, that it was desirable in my opinion that the employer should have a voice in the matter. All the men in the service were not paid alike, because they were not all worth the same amount of money. I was in the minority when they took the vote as to whether there should be a strike or not, and two gentlemen from the Society asked what character the men were that were in the minority, and whether they were men that the firm could very well dispense with. There was no one ventured to volunteer the information except myself, and I told these delegates from the Society that the minority was composed of the men that could least be done without. That is, they were the most serviceable men, while amongst the majority there were men that were getting paid men's

Earl of Derby—continued.

wages for doing boys' work. That was admitted by the representatives of the Society. After I represented exactly what the majority was composed of they said it would be the worst thing that the men could do to engage in a strike on that occasion. Hence, through the information that I afforded, and I was thanked for the information I gave to the representatives from the Union, the strike was avoided, and it never took place.

7549. I see you have told us that you can suggest some remedy to prevent strikes. Will you tell us what you have to say upon that point?—My opinion in connexion with that is that if the working men were to have and possess—and they might possess—more self-respect, there are few or no disputes which could not be reconciled without a strike. I never found an employer yet but what was open to reason.

7550. I gather from the paper that you have put before us that you are not favourable to Unions generally, and think the majority of the workmen would be better without them?—Just so; that has been the result of my experience. I feel certain that had I engaged in the strike that was contemplated in the service where I was, it would have been detrimental to the interests of my family and myself, and I should not have been in the proud position that I stand in today.

Mr. Ismay.

7551. What employ were you in before you went to your present occupation?—I was engaged in a metallic cask works, D. Noakes and Co., Spa Road.

7552. Is that where the strike was?—No, it was not.

7553. What business was it?—The business was the ropemaking business, J. and H. Baker, Bermondsey Wharf.

7554. Was the strike as regards wages or time?—Wages.

7555. How many men were there employed there?—There were about 40, and 30 boys at that time.

7556. What is your present occupation?—Engine driver.

7557. Where?—At Fisher's Wharf, Rotherhithe Street. I have been there eight years come Christmas.

7558. Have you much overtime?—Not much; not so much as I had at D. Noakes and Company's.

7559. How much an hour are you paid for your overtime?—7d. an hour; and then I get paid for all my holidays.

7560. For overtime only 7d.?—Yes.

Mr. Bolton.

7561. Is the overtime wage the same as the ordinary wage?—That was the arrangement I made eight years ago. I have kept faith with my employer even since, and he with me.

4 November 1891.]

Mr. J. W. CRIPPS.

[Continued.]

Mr. Bolton—continued:

7562. And you get, in addition to your wages, holidays for which you are paid?—Or any sickness that I might incur I am paid for.

7563. How long would the sickness pay last?—I do not know. I have never had the misfortune to be sick long; only a few days.

7564. But your wage was always paid?—Always paid.

Sir Michael Hicks-Beach.

7565. Has anything come under your notice, in the employment in which you are engaged, which would lead you to any opinion as to the increase or decrease of the Unions since the great strike?—The bulk of the people who are employed where I am, and have been for the last eight years, consider that the strikes have been detrimental to their interests. There is only one now, I think, who joined it who is a contributory to the Union. I was one of four that obstinately refused to contribute anything towards the Union. I may say that that is their opinion to-day.

Lord Hartington.

7566. What is the number of men engaged in the same employment as yourself?—There are a great many casual hands.

7567. You are an engine driver?—Yes, exactly.

7568. Are there any other workers of a similar class?—Not in that firm.

7569. You are the only engine driver?—That is all.

7570. Have you any class of men who are employed in assisting you?—Yes; if I want assistance in anything I have it, or if there is no steam required, my contract was to make myself generally useful in the warehouse.

7571. What other class of labour is employed at Fisher's Wharf?—The ordinary class of wharf labourers where they load flour and corn.

7572. What number of men?—Upon an average, I suppose, 20. Of course the work fluctuates.

7573. Are they unionists or non-unionists?—I believe they were all unionists with the exception of about two or three at one time; but, as I said just now, I think there is only one that now contributes to the Union, and the bulk of them, the very large majority, I should say, 19 out of 20, consider that they have been detrimental to their interests.

7574. Can you state positively that they have ceased to belong to the Union?—Yes. At least they are six or eight months in arrears, and they declare it is not their intention to contribute any more.

7575. Do I understand that you have any complaint to make of the action of the Union as regards your own employment?—The only complaint that I have to make is that which I made just now, that for a representative of the Union to come to where I work and tell me that I ought to be ashamed of myself because I did not belong to it is a very serious ground of com-

Lord Hartington—continued.

plaint, because I have done very well throughout my life without Unions, and I have never had a dispute with my employer but what I could reconcile in the office. I believe that every man with a well-regulated mind could accomplish the same results.

7576. Have you any reason to suppose that the representative you speak of did that at the instigation of the Union?—He is a paid servant.

7577. It was his own act, I understand?—He being a paid servant of the Union, I should think he should be held responsible for such a line of conduct.

7578. Did a strike take place at your wharf?—Oh, yes; during the great strike, of course, all the men were out with the exception of myself and two or three more.

7579. Were you yourself thrown out of employment?—No, I would not leave the service, and never did leave it.

7580. Could your work proceed during the strike?—No; as I said before, I entered into an arrangement eight years ago to make myself generally useful when there was no steam required. Of course my services were in strong demand when nearly all the rest of the men left the service. I had to help load waggons, and that with gentlemen who came and helped.

7581. Then personally you have not been a sufferer through the action of the Union?—No, thank God I never was a sufferer.

7582. How long did the strike last at your place?—I think about a fortnight, as far as I can recollect, before we got settled.

7583. Have the same men come back?—Yes, nearly all of them. In fact I think, from what I could see during the past eight years, there has been very little difficulty between the employer and the employed in this firm.

7584. Do you know on what terms they returned?—I believed they returned on an advance of wages. They all got an advance.

7585. They did obtain an advance?—Oh, yes.

7586. Then do you consider that they were not justified in entering upon that strike?—I do not think there would have been any strike if it had not been for the excitement and the agitation that was about. The men were comparatively contented with what they got then. There has been less work since, and hence they are less satisfied.

7587. They did obtain an advance?—They obtained an advance.

7588. And so far were they not justified?—Just so; and I say that the results of their getting less work occasions them to earn less money although they got an advance.

7589. You believe they are earning less money?—They are positively earning less money now than they did before the strike.

Mr. Abraham.

7590. Did you get an advance?—No, I got no advance. I was perfectly satisfied with the position I occupied, and my contract was kept with my employer, and is at the present time.

The witness withdrew.

4 November 1891.]

Mr. WILLIAM PATERSON LIND

[Continued.]

Mr. WILLIAM PATERSON LIND called and examined.

Earl of Derby.

7591. Will you tell us in what capacity you come here?—My original profession is that of a seaman. I have had experience at sea, and, of seamen, since the year 1864, and I hold a certificate for a Local Marine Board Examination in practical seamanship dated 1878, and which I am able to produce if you wish to see it. I am now the Registry Superintendent in the Thames district of the "Shipping Federation, Limited," an association of shipowners, of which you have had full particulars already.

7592. You are in the service of the Shipping Federation?—I am.

7593. Will you tell us what the registry business is of which you have spoken?—The registry office system of the Shipping Federation originated in the latter end of last year, when I was taken into the confidence of certain of the employers. Being known to them as a moderate unionist, experienced in shipping matters, I was asked to formulate a system whereby they might obtain crews for vessels, without having to resort to crimps, in case the new Seamen and Firemen's Union should attempt to carry out their threatened aggressive policy to block or boycott vessels from obtaining crews to man them. Having no sympathy with the aggressive policy of the new unionism, and meeting among the shipowners gentlemen who I had every confidence would not resort to meanness or trickery, and also receiving from them an assurance that the "Shipping Federation" did not have for its object the reduction of the seamen's wages, I accepted the commission, and in 24 hours submitted to them a feasible and a workable plan, which, with slight modification, was adopted, and I was appointed to carry it out. In a few weeks' time the system was working in the Thames district, and shortly afterwards in every principal seaport in the kingdom. By this system any ship's officer may register for employment by producing his Board of Trade certificate of competency, and any petty officer or A.B. seaman by producing proof of four years' sea service. For other grades lesser proof of sea service is required, thus:—Firemen or stokers, about two years; and for trimmers, ordinary seamen, and other grades, two or three good discharges are deemed sufficient; thus in every case good discharges must be produced before anyone is registered in the Federation. A registration fee of 1s. is charged to those who register for parchment certificates as a moiety towards the registry office expenses, but paper tickets are granted free to any applicant professing inability to pay the registration fee, providing the necessary proof of sea service is produced. The men are all required to sign the certificate, and by so doing promise to abide by the rules printed thereon, especially Rule No. 6, pledging him "to carry out his agreement in accordance with the Merchant Shipping Acts, and to proceed to sea in any vessel in which he has signed articles, notwithstanding that other members

Laminated—J.D.

Earl of Derby—continued.

"of the crew may or may not be members of any Seamen's Union."

7594. How long has the system been in operation?—Twelve months now.

7595. Now tell us how it worked?—The Seamen's Registry Office system has been a decided success. I speak more particularly for the "Thames district," comprising at present four registry offices, conveniently situated for the men at or near the various docks and shipping offices. Many applications are refused daily owing to insufficient proof of sea service, and many are the devices and deceptions practised by some of the unsuccessful ones, but in no case is a person registered, knowingly, without genuine papers or discharges. I believe this has been one of the busiest years ever experienced at the Record Office of the "Registrar General of Shipping and Seamen," owing to the numerous applications from seamen whom we have sent to that office for copies of lost discharges and proof of sea service. We thus claim that this system tends to sift the good and capable men from the indifferent and incapable workmen, that is, as far as certificates of character for conduct and ability can be relied upon. It is also a check upon desertion and failures to join vessels after signing the articles—foolish acts of men, which they, as a rule, regret when too late. Men have, as a whole, taken to the system very willingly, especially the sailors, and during the last twelve months we have registered in the Thames district alone about 12,000 men—not to mention some 2,000 paper tickets issued free—many of whom have renewed their parchment tickets during the latter half of the year.

7596. Has the system met with any hostility or opposition from the Unions?—Yes. Independent of a systematic and continuous attack by a certain section of the press, subsidised by the Unions, our registry offices were, for many months, picketed, and men using them were often subjected to intimidation and rough usage, the staff of the offices, including myself, were subjected to continual abuse, insults, and even blows, and on one occasion a gang of from 20 to 30 men, led by a man well known to be in the pay of the executive of the "National Amalgamated Seamen and Firemen's Union," attacked me in a most savage and cowardly manner whilst going on board of one of Messrs. Shaw, Savill, & Co.'s steamers in the execution of my duty. They openly avowed their intentions to kill me, and I received several severe cuts and bruises, from some of which I now bear the scars, and so roughly did they use me that blood flowed from my head for three weeks. This, however, did not prevent me from accomplishing the task I had in hand, which I completed the very next morning with more determination than ever. One of our registry offices was greatly subjected to the annoyance of Union brass bands stopping outside the doors playing "The Dead March in Saul"; this was done per-

4 November 1891.]

MR. WILLIAM PATERSON LIND.

[Continued.]

Earl of Derby—continued.

sistently, and as a sequel to this the wife of the caretaker, who resided upon the premises, took ill and gave premature birth to a child, and eventually she became so nervous, owing to this annoyance, that she was compelled to remove from the premises.

7597. What inducements are held out to seamen to get them to register with the Shipping Federation?—Hitherto there have been no inducements held out to men, beyond the prospect of obtaining employment in the Federation vessels at the recognised wages of the port. This has proved sufficient to cause several thousand men to enter their names; it is, however, contemplated that all seamen of good conduct who have been registered for six months prior to January next shall participate in an accident assurance scheme without payment of any premium whatever, but up to the present time this has not been announced to the men.

7598. Are any conditions imposed upon seamen registering to give up belonging to a Union?—No. No question whatever is asked any seaman respecting his membership in any Union; he might belong to as many as he chooses to pay into.

7599. How do you procure work for the seamen who register for employment?—We have an out-door officer attached to each of our registry offices, whose duties are to go on board of ships lying in particular docks allotted to him, interview the captain or officer in charge, introduce our system of registration, and ascertain if any men are required. Should hands be wanted through the registry system, a requisition for a crew, or part of a crew, is filled in and signed, when we either send seamen on board for approval, or the captain or officer in charge visits one of our offices, at a given time, to pick out as many men as he requires. As a rule the captain takes charge of the seamen's Federation tickets, which are returned to them at the end of the voyage. Should, however, any of the men desert or fail to join, &c., their tickets are returned to the registry offices to be dealt with according to the nature of the offence. A large proportion of the men, however, obtain work themselves on board ships, at the docks or shipping offices, by production of the Federation tickets.

7600. Have you anything to add to what you have already told us respecting the registry office system of the Shipping Federation?—Yes. I wish to record my firm belief that this system will go a very long way towards purifying our shipping labour market of incompetent and unseaworthy seamen, such as have been in the habit of being palmed off as seamen by means of fraudulent ships' discharges, that it will starve out of existence the professional crimp, and create a more reliable class of seamen than we have had since steamships outnumbered sailing vessels.

7601. Have you any personal knowledge of the strike last winter during which the Shipping Federation came rather prominently to the front?—In respect to the strike, or boycott, of the

Earl of Derby—continued.

liners last winter, I maintain that it was entirely unwarranted and devoid of any justifiable cause. In my opinion the National Amalgamated Seamen and Firemen's Union's executive were the aggressors, and its officials, no doubt intoxicated with their petty successes in minor strikes, precipitated the strike without counting its costs, and by misrepresentations of facts led other Unions to commit themselves to the folly of "coming out" in so-called "sympathy." Very few members of any of the Unions participating in the strike appeared to know why they had come out, and those who did profess to know were entirely mistaken as to the true origin of the dispute. I have reason to know that some of the Unions now regret having neglected to ascertain the true facts before hastily assisting in so unjust and hopeless a strike.

7602. Did the boycotted vessels obtain their crews without much trouble with the Unions? As a rule, by using ordinary caution, we had very little trouble as we always had the men, but cases arose where the Unions adopted special means to prevent men from joining, by a concentration of their picket forces, and by exercising violence and intimidation. In such cases we often resorted to stratagem, and usually succeeded. As an instance, I would mention the s.s. "Samuel Laing," which vessel we manned and took away successfully from up the Deptford Creek in spite of her being picketed from Rotherhithe to Deptford Creek, both by land and water, by a numerous staff of pickets from the Coal Porters' and the Firemen's Unions. I could enumerate many instances where violence and intimidation were resorted to, instead of peaceful and moral arguments and persuasion, and altogether I may say our men had a pretty rough time of it prior to the occupying of the docks by the metropolitan police, whose presence there gave some confidence to seamen wanting to go on board their respective vessels.

7603. Is there anything you wish to add to the evidence you have already given?—Only this; that I have worked on behalf of seamen since 1872, as various papers, which I am prepared to hand in, will prove; and that among the executive of the Shipping Federation I recognise several shipowners who have always assisted me and my co-workers in our humble endeavours to better the lot of "our seamen" in various ways, though not financially. The knowledge of such men being on the executive of the Shipping Federation has stimulated me to labour for them with confidence as a seaman, and I am assured that no seaman whether he be a Union or a non-Union man has ever knowingly received any injustice at their hands; and further, I wish to say that during the 12 months' experience I have had as a trusted and responsible officer of the Shipping Federation, during which time I have enjoyed the confidence of my superiors, I have never heard anything to justify the accusations continually hurled against the shipowners that their principal objects are "Union smashing" and the "reduction of sea-

4 November 1891.]

Mr. WILLIAM PATERSON LIND.

[Continued.]

Earl of Derby—continued.

men's wages;" on the contrary, I assert that there is no foundation for such charges, and in my opinion no *bona fide* seaman will ever have occasion to regret having given his allegiance to the "Shipping Federation."

7604. You say you have worked on behalf of seamen since the year 1872?—I have.

7605. In what way?—I have been connected with the former society of seamen which was established for the purpose of ameliorating their condition. The Society was established in 1872, and I joined it then, and I have been connected with it more or less for some years.

Sir Michael Hicks-Beach.

7606. What was the name of the Society?—It started as the London Seaman's Mutual Protection Society. It afterwards was called the Amalgamated British Seaman's Protection Society.

7607. Is it in existence now?—It is in existence, but unfortunately the new unionism has swallowed up our members. They were all treated as blacklegs.

7608. You have told us of a serious assault upon yourself?—Yes.

7609. Was there any prosecution in that case?—No.

7610. Why not?—Because the docks were not properly protected by the police. There were only two policemen there (and they were dock police) to protect me against the gang of two or three hundred men that were on the quay, and they allowed to the captain, although he offered to give the men in charge on his own responsibility, that they were afraid of the men and they had better keep their eye on the men until they got re-inforcements. When the re-inforcements came, about half-an-hour afterwards, they consisted of a sergeant and two constables, who were quite insufficient to cope with the number of men that were there.

7611. That may have made it impossible to prevent the assault, but why did it make it impossible to prosecute for assault afterwards?—Prosecute whom?

7612. Prosecute those who committed the assault?—There were so many of them.

7613. Surely there were some ringleaders?—There was one leader that I knew particularly, only he kept out of the way for a long time. I did not see him for many months after that.

7614. Did you apply for a summons or warrant against him?—No; I was not sure of the man's name at the time, although I knew him very well by sight.

7615. But you have described this as a very serious assault indeed?—Yes.

7616. In which you were very seriously injured?—Yes.

7617. Do you mean to say that you passed it over without attempting to prosecute anybody?—I took the advice of a solicitor, and I believe detectives were engaged to try and find the man; but after some weeks of fruitless search they gave it up.

Sir Michael Hicks-Beach—continued.

7618. Have you to complain of any kind of intimidation or interference now in your work? No, not now.

7619. For how long since has that been the case?—The trouble ceased since about last March.

Professor Marshall.

7620. May I ask why your solicitor recommended you not to take any action. Was it that there would be a great difficulty with regard to identification?—My solicitor did not advise me not to take action. On the contrary, I was urged to try my utmost and find the man. My duties did not permit me to go about in the slums where I was likely to find this man, and another thing was it was hardly safe for me to go personally. Therefore detectives were engaged trying to find him and they failed.

7621. But you say there were many engaged in the assault?—I could only recognise but the one.

7622. Then you did not prosecute because you had not the information required?—Just so.

Mr. Tait.

7623. To follow up the question put to you by Sir Michael Hicks-Beach. You state that after the assault had been committed you afterwards saw the man?—I saw him some months afterwards picketing my house.

7624. Did you then inform the detectives that you had seen him?—The detectives were not on duty then.

7625. But you could have informed them and got him apprehended?—I went and spoke to the man and he denied his being the man *in toto*. He said he was never near the dock at all.

7626. What are the fraudulent practices that you state the Federation did eradicate from the seamen's life which were in existence previously?—The fraudulent practice I spoke of was their producing discharges which did not belong to them. They were purchased perhaps at the price of a pint of beer, to use a common phrase, and then the purchaser would try and get a ship with it. I know for a fact that discharges are bought and sold by a certain class of tradespeople.

7627. Previous to your being in the employ of the Federation were you a member of the London United Riggers' Association?—I am now.

7628. You do not speak for that body?—No.

7629. Referring to the strike at the end of last year, which you say was very much due to the action of the Firemen's Union, you said that there were some Societies that struck out of sympathy—who have since regretted their action—can you name the Societies?—I can.

7630. Will you kindly do so?—I refer to certain members of the Societies, but I do not think I should be asked for their names.

7631. As being a member of a trade association yourself you are perfectly satisfied you say that the Federation has no intention to reduce wages?—Perfectly satisfied.

4 November 1891.]

Mr. WILLIAM PATERSON LIND.

[Continued]

Mr. Tait—continued.

7632. And if you thought that were not so you would not be prepared under the circumstances to render the Shipping Federation as much aid if they were to reduce wages as you are doing now?—I would never have gone to work for them.

Mr. Tom Mann.

7633. You mentioned that some papers are subsidised by the Unions?—Yes.

7634. Will you mention what papers are subsidised, and what Unions subsidise them, and the grounds you have for making the statement?—There is one called "Seafaring." There is scarcely a week passes without some, I may say, libel contained in it about the Federation and our register system. In fact there is a standing advertisement there which is nothing but a libel.

7635. Who is "Seafaring" owned by?—I know the editor very well, Mr. Cowie, but the paper at the present time is subsidised by Mr. Wilson's Union. He was not able to carry it on himself, so they carry it on for him. They have got a certain amount of interest in it.

7636. It is a labour paper, looking after their interest?—Yes.

7637. Did you refer to any other paper?—Not particularly; but, of course, every paper that is published, which professes to study the interests of labour, does not always put in very impartial accounts of what really transpires. They are very one-sided, and they have often had paragraphs about the Federation and about our register system which are entirely erroneous.

7638. Then you confine your statement as to subsidising papers to the Sailors' Union?—Yes.

7639. You have been connected with various Unions apparently; why did you change from one to the other; did you change your occupation?—I do not understand your question.

7640. Have you been connected with the British Seamen's Union?—Yes.

7641. Are you a member of that now?—I am a member of what there is left of it.

7642. Will you tell us what is left of it?—The members that we had at the time of the labour dispute last year all gave their allegiance to the Federation; and I myself have no time to give to that Society; in fact, I have not for some time.

7643. When did it have a membership? When was there anything but a committee belonging to that Union?—Oh, it had a membership over 15 years or more.

7644. What membership was it?—They have had 8,000 or 10,000 members.

7645. I understood you to say it was not to financially benefit the members?—No, I did not say that. What I said was that the ship-owners had not assisted us financially.

7646. I understood you to say that the Unions you had been connected with, including the Sailors' Union, were used to benefit the members, but not financially?—I never said that. I

Mr. Tom Mann—continued.

said I was connected with shipowners who had assisted us when we were working on behalf of the seamen, but not financially.

7647. What did you try to do by means of these labour Unions which you were previously connected with?—I do not know that I could do better than produce a copy of a petition which will give you all particulars that you wish for. (See Appendix 50.)

7648. I wanted to know whether you had tried to work in the interests of the workmen or in the interests of the employers?—In the interests of workmen.

7649. Not in the interests of employers?—No; but I always believe in giving fair play.

7650. When did you declare in the interests of workmen as against employers?—I always have done so—not against the employers. I always have maintained that the interests of the workman and of the employer are identical until the employer becomes tyrannical.

7651. Do you claim to be an advocate of Trade Unions?—I am of moderate unionism. I am a secretary of a Trade Union at the present time.

7652. What is it?—The London United Riggers' Association.

7653. What is its membership?—About 230. It is a local Union.

7654. What proportion of the riggers of London does that represent?—The whole of them, the whole of the practical riggers.

7655. In what directions are you using your influence now to improve the position of the men?—The latest is that the men have obtained an increase of a shilling per day for outdoor rigging work for the four winter months, which was commenced on the 1st of November.

7656. As the result of negotiations?—No, simply the result of giving employers notice, the result of a resolution passed by the members.

7657. What form did the notice take?—That after a certain date the men would require 1s. extra per day for the four winter months.

7658. And that was granted?—That was granted because the employers agree that outdoor rigger's work is worth 7s. a day; it is very exceptional work during the winter months.

7659. But supposing it had not been granted?—Then I am not prepared to say what action the members would have taken.

7660. Supposing they had declared in favour of striking?—I do not know that I am in order in answering you at all, because I am not here to give evidence on behalf of the Riggers' Association. I am here to give evidence on behalf of the Shipping Federation.

7661. I understood you had communicated as a member of the Riggers' Association?—No. The Riggers' Association have applied to be allowed to send a witness to the Commission, so that you will have ample opportunity to examine the witness when he comes.

7662. Your conception of working in the interests of Trade Unions is to work on behalf of the Shipping Federation?—No.

4 November 1891.]

MR. WILLIAM PATERSON LIND.

[Continued.]

Mr. Tom Mann—continued.

7663. But you are doing that, are you not?—I am.

7664. Are you devoting the whole of your time to the interests of the Shipping Federation?—Yes, except the time that I give to the Riggers'.

7665. And the time that you give to the Riggers' quite fits with your work in the Shipping Federation?—Yes.

7666. The interests of the Riggers' Association are bound up in the interests of the Shipping Federation?—If you like; or that of any other working men.

Mr. Bolton.

7667. Both Societies know that you are employed by each Society?—Perfectly well, yes.

7668. They do not raise any objection to that?—No.

7669. I presume, although you did not prosecute the people who attacked you, the attack itself was notorious?—Very notorious.

7670. There can be no question about it?—No question whatever. In fact, I possess a doctor's certificate which was granted after an examination of my state some two or three hours after it had happened. I also made a statement before the solicitor who was going to prosecute the man provided he could have been found.

7671. Your failure to prosecute was in consequence of your failing to find the man?—In consequence of my failing to find the man.

Mr. Ismay.

7672. How many members are there in the Federation?—We have enrolled, as I said in my evidence, about 12,000 *bond fide* men in the Thames district alone.

7673. Are those seamen or firemen?—They are seamen, firemen, trimmers, stewards, men of every capacity going to sea; but the great proportion are *bond fide* sailors—by far the greatest per-centage.

7674. Then do you find that members are taking your ticket now in preference to the Seamen's Union ticket?—That I am not prepared to say. We do not know the working of the Seamen's Union. We never interfere with it. We never ask them any questions. In many instances we see a man when he applies for his Federation ticket pulling out his papers and the Union card. It makes no difference to us. We ask him no questions, but he is granted a ticket provided his papers are satisfactory.

7675. Have you any difficulty in getting your men on board the ships now?—Not now; we have an abundance of men.

7676. What is the rate of wages for seamen now from the port of London?—4*l.* 10*s.* across the western ocean; 3*l.* 10*s.* in sailing ships to the southward.

7677. And firemen?—4*l.* 10*s.* in the steamers to the southward. The rate of wages in steam is always above the rate in sailing ships, and the rate of the firemen is always above that of the sailor.

Mr. Ismay—continued.

7678. What is the rate of the firemen to westward?—As a rule they get 10*s.* above the able seamen's wages in any trade.

7679. What is that?—They get 5*l.* a month going to the westward when a sailor gets 4*l.* 10*s.* They get 4*l.* 10*s.* going to the southward when a sailor gets 4*l.*

7680. You have been to sea yourself, have you?—Yes, many years.

7681. In what capacity?—As able seaman—started as a boy.

7682. Served your time?—Yes; not as an apprentice; served my time as an ordinary seaman.

7683. When did you first go to sea?—1864.

7684. And when did you leave off?—1877.

7685. Were you in any other capacity except an able seaman?—No.

Lord Hartington.

7686. Do you know anything of the numbers of the registered men outside the Thames district?—Not for certain. But I have heard that there are getting on for 200,000 men enrolled throughout the country. They have now established registry offices in Ireland as well.

7687. Is any report of the Shipping Federation published?—Yes, I believe so.

7688. And that probably contains the members?—I am not prepared to say. I have not seen the report of the Federation itself.

7689. Does the Federation ticket entitle a man holding it to preferential employment?—Not that I know of. It would be quite impossible to carry that out because nearly everybody belongs to it, and so there can be no preference.

7690. How do you mean that everybody belongs to it?—The sailors find it very difficult now to get a ship at all unless they have a Federation ticket—therefore they apply in large numbers.

7691. The holding of a Federation ticket does give a claim to preferential employment as compared with a man who does not hold such a ticket?—In certain firms it does.

7692. Firms belonging to the Federation?—Yes.

7693. Not in all of them?—No, not in all of them.

7694. These registered men, I understand, are all seamen of one class or another?—Yes.

7695. The Federation does not include in any way men employed in loading or unloading?—Not the department that I speak for. I have nothing whatever to do with them.

7696. Besides your own case is there any case during the strike that came under your knowledge which was subject to legal proceedings?—Yes; it is a notorious fact that there have been quite 40 convictions.

7697. For what class of offence?—Violence and intimidation.

Mr. Mundella.

7698. Do you register foreign seamen as well as English seamen in your list?—Yes, provided

4 November 1891.]

Mr. WILLIAM PATERSON LIND.

[Continued.]

Mr. Mundella—continued.

they can show sufficient papers to satisfy us that they have been in English ships for four years.

7699. Are there a large proportion of foreign seamen employed in the ships of the Federation?—I regret to say that there is a large proportion everywhere.

7700. That is an increasing proportion, is it?—No, I think not now. I think the Federation system tends to decrease it, because young foreigners who come over here for employment are utterly unable to get a Federation ticket. We only supply Federation tickets to men who have had four years' service in British ships whether they are foreigners or English.

7701. You limit it to those of four years' service?—Yes, however meritorious his case may be.

7702. However good his certificate of discharge, if he has worked less than four years, three and a half, for instance, he cannot be registered?—We should give him a ticket then as ordinary seaman until he is able to produce another six months' character.

7703. You do give them to foreigners too?—Very seldom; we do occasionally. If they are really good men, who speak good English, and whom we have reason to suppose have been to sea a certain number of years longer than they are able to show papers for.

7704. But you know, as a fact, I suppose, that the proportion of foreign seamen in the English mercantile marine is increasing and has increased for many years?—Yes; I am sorry to say that I do know it, and we petitioned many years ago against the continually increasing number of foreigners in British ships.

7705. Can you account for this continuous increase?—Yes, it is easily accounted for. They get better wages here than they do abroad, and according to all accounts they are better treated.

7706. And do they work for less wages for the English shipowner than the English seamen?—No, I cannot say that they do at present. But there always has been a tendency to employ the foreigners, because they are open to work for less; and when the foreigners are in the hands of people whom we term crimps, who illegally supply seamen to ships, there is every danger of a majority of the ship's crew, if not the entire crew, being foreigners, such men as would be ineligible for a Federation ticket.

7707. Then the foreign seamen registered under the Federation receive the same wages as the English seamen?—Yes, exactly the same. I have never known an instance in which a firm has shipped a foreigner for less wages than an Englishman in the Federation.

7708. Then it is not a question of wages?—It is not a question of wages at all.

7709. Is it the fact that some members of the Federation prefer foreigners to Englishmen on board their ships?—Some shipowners do; I am not prepared to say that they are members of the Federation.

7710. I will say some shipowners?—Yes, they do.

Mr. Mundella—continued.

7711. Why?—Their excuse is that they are better behaved.

7712. You have had a great deal of experience of seamen, have you not?—Yes.

7713. Is there any truth in that excuse?—While they are what are called green foreigners, my experience is it is true; but my experience of foreigners is that when they do get drunk they beat our Englishmen hollow. They get mad. They are entirely uncontrollable.

7714. You, I understand, are in favour of Trade Unions?—Moderate Trade Unions. I believe it is quite necessary for workmen to combine to keep the advantages that they have already obtained, and to prevent any unscrupulous employer from encroaching upon their just rights.

7715. And you are of opinion that without combination they would not be able to maintain the rate of wages which they have obtained with combination, and that in their own interests they should combine?—I am.

7716. But you believe that by negotiating with their employers on equal terms as an associated body they can get advantages which they would not obtain as individual workmen?—Yes, I believe that; and moreover, I believe that men would gain a great deal more by negotiations than they would by rushing into strikes at every opportunity.

7717. Do you believe they can always obtain what they want by negotiating?—Not if they ask anything unreasonable.

7718. Can they always obtain what is reasonable by negotiation?—They ought to.

7719. But do you believe that they always can?—There are cases in which they do not.

7720. You think then some strikes are justifiable?—Some are.

7721. And you have known justifiable strikes?—Yes, I should say I have.

7722. But as a rule where the combination of the workmen is a strong one you think they can obtain fair terms by negotiation without strikes?—Yes.

Sir John Gorst.

7723. Are there any other Unions now existing among sea-going seamen and firemen except the Seamen and Firemen's Union?—There are one or two local Societies, but I believe that they have lost their identity through being compelled to federate.

7724. Then practically the Seamen and Firemen's Union is the only Union which a sea-going seaman or fireman could join?—I believe so at present.

7725. Do you know what proportion of the seamen and firemen now going to sea belong to the Seamen and Firemen's Union?—I do not know, but the secretary claims to have a third of them. I doubt very much, however, whether his figures are correct.

7726. Have the wages of the seamen and firemen of late years been raised?—Yes.

7727. Considerably?—Yes, considerably.

4 November 1891.]

MR. WILLIAM PATERSON LIND.

[Continued.]

Sir John Gorst—continued.

7728. Is it a fact that the sleeping accommodation on board ships is better?—Decidedly, especially in the larger vessels.

7729. And the food is much better?—The food is excellent, especially in the liners.

7730. Then altogether is it the fact that the whole position of firemen and seamen has been very greatly raised in recent years?—It has been very much improved since I first entered.

Mr. Abraham.

7731. Will you kindly tell us what part, if any, has been taken by the Seamen and Firemen's Union in getting these advantages which have been had in recent years; has that Union taken any prominent part on behalf of the men?—Yes, they have done so.

7732. And are the advances received due to the action of that Union?—To a certain extent, I believe they are.

7733. Have they been having negotiations with the shipowners?—Not that I am aware of.

7734. Were there no negotiations before those advances were obtained?—Not that I am aware of.

7735. How were the advances received by the men got; the employers did not go and give them without asking, I suppose?—The men asked for them, and, as far as I can ascertain, the employers did not seriously dispute the matter with them.

7736. And there were negotiations with them?—At the shipping offices with the captains.

7737. Those negotiations, wherever they were held, resulted in a general advance of wages to the men?—Yes.

7738. Then supposing that after negotiations had taken place the employers had again reduced those men, and that the men and their leaders thought a strike against that reduction would be justifiable, after negotiations and all peaceful means had failed and the men thought it wise to strike against the reduction, what part would your Association play in the matter?—The Shipping Federation has so far never interfered in a wages dispute, and I understand that their intentions are not to do so.

7739. But in the case of a justifiable strike against a reduction of wages, would your Federation still go on supplying men?—No, they would not. When certain firms have endeavoured to get men at under-wages, I have distinctly asked the question of Mr. Laws, whether I was justified in supplying these men, and he distinctly told me "Have nothing to do with it. We do not interfere with wages." I need not tell you I was very pleased he gave me that answer.

7740. Then it is understood by word of mouth between you and Mr. Laws only?—No, I believe it is quite the understanding of the executive and Mr. Laws that they are not to interfere with the wages.

7741. Then are we to understand here that the Shipping Federation is not antagonistic to the Unions of the men in any way?—No, they are not.

Mr. Bolton.

7742. I think you answered Mr. Mundella a question as to the rate of wages, that you thought wages had increased, and I think you said considerably increased, owing to the combination of seamen?—I said I believed so.

7743. Can you give me any instances where that increase has taken place which have been due to the combination of seamen?—I could go so far back as when we first started the old Society that I spoke of in 1872. We then asked for an increase without striking for it, and I am very pleased to say that the shipowners gave it to us, and the late Mr. Norwood was the very first man to give it.

7744. Do you think that was due to the combination, or was it due to the scarcity of good seamen and greater demand for the seamen?—It was no doubt due to the fact that the seamen combined and made up their mind that they would ask for this.

7745. Then do you think that the wages which were paid subsequently were greater than the fair market value of the men's labour?—A seaman always earns his money.

7746. Do you think that without that combination the wages would not have been raised, or do you think that there would have been still a sufficient number of men coming forward to man the ships?—I am afraid so.

7747. You think competition had nothing to do with it?—No, not then.

7748. You think that the shipowners actually paid higher wages than they could have obtained the men at?—Yes, they did then.

7749. In consequence of combination?—In consequence of combination.

7750. Do you think that that has had any influence in bringing foreign sailors into the British navy?—Yes; the principal cause is the big wages.

7751. They come here, and that has a tendency to keep the wages down?—The influx of foreigners would, I say, tend in that way.

7752. Then do you think that, supposing the combination of workmen had not existed at all, it is not possible that competition would have raised the wages of British seamen higher than they are now?—I think it is quite possible, because I know only a few months ago a certain class of workmen were required. They were very few in number—that is practically skilled workmen—and the masters themselves out-bid one another for these men's labour. They were getting as high as 10s. a day, voluntarily offered by the masters, which shows that competition in itself would raise wages.

7753. Still I think you say you do not think that would apply to seamen?—Of course, seamen are so very plentiful.

7754. The men who belong to the Shipping Federation are entitled, I think, by your regulations to ship at any rate of wages they please; they are not bound by the Union's rates, are they?—No.

7755. And you do not interfere in that?—No.

4 November 1891.]

Mr. WILLIAM PATERSON LIND.

[Continued.]

Mr. Bolton—continued.

7756. Then when an application is made to you for men at a lower rate of wages do you communicate the application to the men?—We do not supply.

7757. You do not supply; but do you allow the men to know that these applications are made at a lower rate of wages, and leave them to judge for themselves?—We tell the men Captain So-and-so has been here, and he wants a crew for so much less than the port wages, and if the men chose to go we cannot stop them.

7758. You do not make any attempt to stop them?—We do not ask them to go.

7759. Do you ask them not to go?—No, that is not my place.

7760. You do not do it?—No, I do not ask them not to go. I should be overstepping my duties if I did. I leave that to their judgment.

Mr. Austin.

7761. Are seamen joining the Shipping Federation required to pay anything for the ticket that is issued by that body?—I stated in my evidence that they pay 1s. for the parchment ticket; the paper one they get free.

7762. Do they pay any subscription?—No.

7763. Will you kindly tell the Commission what this money is devoted to?—I have already told the Commission it is a moiety towards the registry office expenses.

7764. It goes to paying the officers of the Shipping Federation?—It goes partly towards paying the officers—the registrars and their assistants. It does not, as I know, half cover the costs.

7765. You mentioned just now the wages that were paid to firemen and seamen at the present time, will you kindly mention to the Commission the wages that were in existence

The witness withdrew.

Mr. GEORGE LLOYD called and examined.

Earl of Derby.

7772. Are you a tea cooper?—Yes.

7773. And did you work at Hay's Wharf?—Yes.

7774. For how long?—For some 20 years, up to the time of the strike in January 1890.

7775. Did you belong to the Dockers' Union?—I did belong to it, and I left it. I found it was no good to me, and in fact it almost ruined me. I was glad to leave it.

7776. You belonged to it at one time, but you afterwards left it?—Yes.

7777. How many years were you a member of it, do you know?—A few months.

7778. Do I understand that you joined it under a certain amount of pressure?—Yes.

7779. Were you told that the Union men would not allow a non-Union man to work on the wharf?—Yes.

7780. And that was your reason for joining?—That was my reason for joining.

7781. Were there men stationed at the wharf gates to examine the men's tickets as they went in?—Yes.

7782. And if they had no tickets to produce

Mr. Austin—continued.

four years ago—to the western and southern oceans?—I think you must go back a little more than four years ago, say five or six years ago. I am sorry to say the wages were extremely low to the westward—I may say scandalously low.

7766. The Seamen's Union was established about three years ago, is it not the fact that since the establishment of the Seamen's Union they have brought about an increase in the wages?—I have already admitted that I believe they have.

7767. It is also due to the action of the Seamen and Firemen's Union that the men are looked after better on board ship—that they get better food?—In part.

7768. It is also due to their action that the forecables are looked after better—that there is better ventilation?—No doubt the Union claims to have done a lot of things, and I am quite willing to give them credit for any share they may have taken in the matter, but I am not prepared to say that all the improvements are due to the action of the Union; but I am prepared to say that if the men had been more moderate and less aggressive they might have had a great many more advantages than they have already had, and more legal ones.

7769. Since the establishment of the Shipping Federation has there been any attempt to reduce the wages in any of the ports in the United Kingdom?—Not that I am aware of.

7770. Would it be right to say such has been the case?—Not to my knowledge. It has not taken place in this district; that I can answer for.

7771. The United Kingdom I asked as to?—I only speak for the Thames district.

Earl of Derby—continued.

what happened?—They had to stop outside until all those who had tickets went in and were taken on. Then if they wanted more men they came outside for them, which did not very often happen.

7783. In short, it was understood that they were not to be employed as long as there were any Union men wanting work?—Yes.

7784. Now with regard to the strike at Hay's Wharf, did you take part in that?—I was compelled to come out. We were ordered out by Mr. Tom Mann, but there was really not a grievance in the warehouse among the men—not sufficient to make a strike. The idea was that there was a petition to be made with the men's names, and to be taken to Mr. Hugh Smith, to ask him for an advance of 3d. a day of those men that were day men; and instead of that it got into Mr. Tillet's hands, and a note came from Mr. Tom Mann ordering the men out on the one afternoon, and the next morning all the men were out.

7785. You mean, I suppose, a letter written by Mr. Mann on behalf of the Union?—Yes.

4 November 1891.]

MR. GEORGE LLOYD.

{Continued.

Earl of Derby—continued.

7786. Now is it the fact that the local secretary of the Union on behalf of the men refused to come out in the first instance?—The secretary of the 22 Branch told me that a letter was sent up to him signed by Mr. Mann, and that he refused to have anything to do with it. He did not consider that there were grievances enough among the men to make a strike. He went the same night and saw Mr. Tillet, and he told him he would not listen to him; he had got the men's names, and they must come out.

7787. The end of it was you and the other men did come out, although you say you did not wish to do so?—Yes; and afterwards we were kept out by being continually talked to.

7788. Were any promises made to you as to any substantial advantage to be guaranteed?—Yes.

7789. By whom were the promises made?—By Mr. Tom Mann. We sent for Mr. Tom Mann to meet us when they put up a notice outside the gate that if we did not return to our work our places would be filled. We met him in a coffee room in Tooley Street, and he told us there in the first place he would guarantee that we should be re-instated; but a man told him he could not guarantee that. He said if he could not guarantee that this he could guarantee, that whether the strike lasted three days, three months, or six months, or 12 months, we should have something substantial over and above our strike pay, and in addition to that we should have some pay for being out on principle. I was one of the 47 men who came out on principle, for which we got 2s. shoved into our hands on the quiet.

7790. What happened after that?—It went on for a week or two that way, but as soon as it was known that we could not return back to our work, that our places were filled, we were treated with contempt. We were dragged from Dock Head to Charrington Hall, Mile End, and from one place to another to try and get some satisfaction, but could get satisfaction nowhere.

7791. Do I understand you to say that you did not get the strike pay that you were promised?—We got it for a time. We had strike pay I think a little over three months, and then it was dropped.

7792. And after that did you get anything?—Nothing. Well I had one 5s. after that.

7793. And finding that you did not receive strike pay, or anything in lieu of it, what did you do; did you go to see the wharf superintendent?—We went and applied to him, and he told us that our places were filled up and there was no chance for us. The second time we went to see Mr. Catton.

7794. That is the wharf superintendent?—About the middle of January, or February rather, we went and saw Mr. Catton, and he told us when we offered our services to come in and that we could come in to work next morning, and every man agreed to do so. The same afternoon there was a meeting held by Mr. Ben Tillet, and he persuaded the men to stop

Earl of Derby—continued.

out, and the next morning there was a complete uproar.

7795. Did you go to the wharf the next morning with the intention of resuming work?—I did. I went there with the full intention of resuming work.

7796. Were you prevented from doing so?—Yes.

7797. Tell us what happened?—A man rushed up to me before I reached the wharf and used a bitter oath, threatening what would be the consequence if I went in, and I went further on then close to the wharf, and I found that the men were not going in. There was only one man who went in, and his name was Bowles.

7798. And you have not gone back to work?—I have been back at work there very nearly three months.

7799. How long were you out of work in consequence of that strike?—Over 12 months.

7800. You say that the strike was entirely the work of the Union, and you complain of promises not having been kept to you?—Yes.

Lord Hartington.

7801. Were you permanently employed before the strike?—I was not a permanent man; but I was constantly employed there. I had not been off for four years.

7802. On piece-work?—On piece-work at 8d. per hour.

7803. What was your work?—Tea coopering—coopering the chests.

7804. I suppose it was skilled employment?—Yes.

7805. When did you join the Union?—Not until after the big strike.

7806. And what do you state was your reason for joining the Union?—To be sociable with other men whom I was working with.

7807. Did you join during the period you were out of work, or after you resumed work?—After I resumed work.

7808. Can you give us the date, about?—I cannot give you the date. I had been at work a month, quite, before I joined the Union, or before I sent my money to become a member. I never went to a meeting to join it at all.

7909. I understand you to say that you were out of work in consequence of the strike for more than a year?—The last strike

7810. Which strike are you speaking of?—After the first strike I joined the Union.

7811. About what time was that?—About two or three years ago—the first big strike.

7812. How long were you out of work then?—A fortnight.

7813. Then you joined the Union?—After I returned to work again.

7814. Then you left it in a few months?—I paid into the Union until about eight or nine months ago. I was not allowed to work where I went to for a short time without being a Union man; but I was so disgusted with the Union and what it brought on the men that I tore my ticket up—did not feel inclined to pay

4 November 1891.]

Mr. GEORGE LLOYD.

[Continued.]

Lord Hartington—continued.

it any longer; and there are many others have done the same.

7815. Was it as a member of the Union that for the time you received strike pay?—Yes.

7816. Did the strike pay cease during the continuance of the strike?—Yes; they declared the strike at an end before they ceased the strike pay, or at the time.

7817. But your place was filled up?—Yes.

7818. And you could not get back?—No.

7819. And you had to remain out without receiving strike pay?—Yes; we had to starve or go to the workhouse, or anything else.

7820. Were you consulted in any way before the strike took place?—No; I scarcely heard it spoken of in the warehouse. I had no idea that there was going to be a strike, and the majority of the men were the same. There were one or two men that were closer connected with the Union than I was who were agitating in the warehouse. I knew that; and I was told by the men there that one of them would most likely be sacked for doing it.

Lord Hartington—continued.

7821. The strike took place on behalf of another class of labour than that at which you were engaged?—Yes.

7822. Was any demand put forward by the Union on behalf of your class of labour?—No, not that I am aware of, only that they were to stop out.

7823. You were receiving, I think you said, before the strike 8*d.* an hour?—8*d.* an hour.

7824. What are you receiving now?—6*d.*

7825. And you have not profited by the strike?—No, I have lost. I have lost a great deal. For every hour's work I have done since I have lost 1½*d.* to 2*d.* an hour.

7826. You were glad to go back at 6*d.*?—I was glad to go back. I was very glad to get work. I was very near starving.

7827. You are, I think you said, a cooper?—Yes.

7828. Is your branch of the trade represented at all on the executive?—Yes.

The witness withdrew.

Mr. VERNON WESTON called and examined.

Earl of Derby.

7829. We understand you are shipping officer at the Sailors' Home, Well Street?—Yes.

7830. You have come here to represent the directors of that Home?—With your permission, yes.

7831. When was the Home founded?—In 1835.

7832. What was the object of its foundation?—It was founded for the protection of the seamen—for rescuing them from the evil combinations and extortions and robbery to which they are very much subject in London and the ports.

7833. How many seamen does the Home accommodate?—It has separate accommodation for 500.

7834. Is it full at the present time?—Not at the present time; shipping is very dull at present. There are about 200 there now.

7835. I believe you formerly had a licence from the Board of Trade to supply seamen to merchant ships?—For four years—from March 1886 to December 1889.

7836. When, as a matter of public policy, and not applying specially to your institution, but to all similar institutions, the licence was taken away?—It was. I have a letter here from the Board of Trade upon it, dated 10th January, if you should wish to hear it.

7837. What was the original reason for granting the licence?—In consequence of repeated representation from our boarders, and also from respectable men living with their friends in London, to the effect that it was almost impossible for them to obtain employment on board ships in the docks at the port of London in consequence of the practice of the officers and masters of ships for their own convenience employing crimps and unauthorised persons to supply the entire crews to such ships, such crimps insisting on the men being resident in

Earl of Derby—continued.

their own boarding houses before they would attempt to put them forward for employment. The men so offered and engaged were charged from 5*s.* to 15*s.* for seamen, and from 1*l.* to 4*l.*, and we have known as much as 5*l.* for petty officers. It is a matter freely known to all those concerned that a portion of this goes in some cases to the officers of the ships—it is arranged between them and the crimps.

7838. Perhaps before we go farther I might ask you to define precisely what is meant by crimping?—Personally I take it that crimping is charging the men this fee. By the Act no person is allowed on board a ship for this purpose. Originally the men offered themselves at, and the masters applied to, the Mercantile Marine Offices for their crews; the men attended there—I have had over 20 years' experience at the Sailors' Home of this work—and did not go to the ships. But afterwards the boarding house keepers went to the ship and solicited the entire supply, then collected men from various boarding houses and charged them fees. It is known to us that they were not the best men that could be found, they were men offered in very many cases with false discharges, and captains complained that they did not get the right crews. Consequently the protection of the shipping offices, which was a good thing for the men, was done away with; it was transferred to the docks and the ships where there was no authority at all, and the only time that the crews and the captain and the officers came to the shipping office was when they came to ship the men, so that really the officers had no knowledge where they came from, it was merely their business to put them on the articles. So I say a crimp is a person who unlawfully solicits, and then collects men just for the sake of the fees he gets, and supplies them to a ship.

4 November 1891.]

Mr. VERNON WESTON.

[Continued.]

Earl of Derby—continued.

7839. Why do you say "unlawfully solicits," does he break any law?—Yes. I have my own licence here, but I find I have not got the section that says it. It is the Merchant Shipping Act, 1854, by which a man for supplying is liable to a fine of 10*l.*, and for taking a fee to a fine of 5*l.*

7840. He, in fact, puts himself forward as a middleman or agent between the man who wants an engagement and the master who wants his services?—Quite so.

7841. And of course he charges a fee for doing that work?—That is just it.

7842. And that is contrary to the Act of Parliament?—It is.

7843. Does crimping still exist?—Yes, very largely. I found that during the time I held a licence, and was about among the shipping, that our efforts stopped it in a measure. For instance, we found repeated cases of solicitation by the crimps of masters, of which I have evidence here with the names of the ships and the names of the crimps and the reports of the men with the moneys paid; and these fellows offered the money for the favour of the supply. First the crimps acted openly, while I held a licence, in a bare-faced manner; but the better class of masters and officers soon learnt that it was to the advantage both of themselves and also of the men by getting better crews for their ships—I take the credit of saying—to apply to a licensed agent who was approved and restricted very heavily by the Board of Trade in their licence for this work. Crimping during those few years I consider undoubtedly did decrease, because it was my orders from Mr. Gray, who at that time was secretary of the Marine Department, to report to the superintendent of Mercantile Marine all cases of crimping that came before my notice, which I did. You ask me whether crimping exists now. I say, yes. We have held no licence for the last two years, and I say still that the crimp solicits on board the ship—he obtains authority to supply from the officers; he then, as I said before, seeks round from the boarding-house keepers, and collects the men together and charges them this fee, and brings them to the ship. The old game is still being carried on.

7843*a*. I am not quite sure that I understand what constitutes the offence. If a sailor wants employment on board a ship, and a man comes to him and says, I know a ship that is wanting a man, and I will recommend you, and they will take you on, and charges him 5*s.* for doing that, is that a violation of the law?—Yes; the law says that no person but an officer of a ship or one in the constant employ of the owner may engage a man.

7844. And for reasons of public policy that rule is strictly acted upon, and licences are taken away from other persons: is that so?—May I ask you to put that question again.

7845. Licences are not granted to any persons except officers of the ship?—Yes, on the ground that the shipping office is the proper place to be applied at. The Board of Trade say that they

Earl of Derby—continued.

"recently had under their careful consideration the question of the supply of seamen to merchant ships. They have come to the conclusion that as the law provides mercantile offices as places where masters and seamen can meet, there is no necessity except in the case of training ships for the granting of special licences for the supply of seamen." We say that that question of the shipping offices is entirely done away with by the practice of crimping in the docks. The men do not meet the captains except in some cases of steamers. I may say that our experience is mostly with sailing ships, but in a large number of steam vessels the same thing occurs.

7846. What is it that you propose?—As you say, for the protection of the seamen, the very fact of crimping being partly encouraged by captains and officers shows that some middleman is wanted, and I would ask whether the officers of an institution such as I represent, of over 55 years' standing, which has done good work among the seamen, should not have the privilege of a licence to supply to their boarders. We deal with 13,000 men a year.

7847. Do you not think it would be rather difficult for the Board of Trade to grant special and exceptional licences by way of favour to a certain number of persons and refuse them to all the rest of the world?—The Board of Trade during the four years did not complain of the action of those holding licences in the United Kingdom—I never heard of it. They renewed them to us until this letter for year after year. We had to apply again every January and had them renewed. I can see that there is a difficulty in it, but I would say that we kept a general register—and our licence covered men applying to us who were not boarders of the house—it was a general licence that the Sailors' House held. Perhaps I might show it to your Lordship. It stated that we could deal with all men—which we did when required.

Sir Michael Hicks-Beach.

7848. Are you aware that many applications were made to the Board of Trade for licences of this kind by persons and societies besides such societies as your own?—I think it is very probable. I know a boarding-house keeper who said that if he had a licence such as I held it would be worth 1,000*l.* a year to him. I can give you the man's name.

7849. Are you aware that strong pressure was brought upon the Board of Trade by boarding-house keepers in London and Liverpool?—It naturally would be.

7850. By the Seamen and Firemen's Union for licences to their branches?—Yes, I heard that.

7851. And by other persons for these licences; does not that impress you with the difficulty of drawing the line as the Chairman has said?—It is a difficult thing; but I would put it whether with persons who were under heavy restrictions it would not be for the public welfare or for the welfare of the men that there should be privileges to such places.

4 November 1891.]

Mr. VERNON WESTON.

[Continued.]

Sir Michael Hicks-Beach—continued.

7852. Do the seamen of your Home find any difficulty in obtaining ships?—Yes, there is the same difficulty still existing. You see that some of the officers of the ships who are obtaining from 7*l.* to 7*l.* 10*s.*—the wages running now for mates of ships—I have here statements with their names where they are offered 3*l.* and 4*l.* It is a bribe——

7853. That is not what I ask you?—I find that where a ship has got into the hands of these crimps then there is no chance for the other men.

7854. Do, as a matter of fact, the seamen of your Home find any difficulty in obtaining ships?—Yes.

7855. Can you give any proof of that?—Except that there are the men waiting and waiting. We hardly know how to act. We are compelled to keep within the law. We may not go and solicit, or else we render ourselves liable the same as an outsider. That is the complaint we really make.

7856. Cannot your men go to the shipping office?—I say the shipping office is no place for a sailor to go to look for a ship.

7857. Is not it instituted for that very purpose?—It is; but it is not there that the men are engaged in sailing ships, and most of our men are in sailing ships.

7858. Are not in some cases the persons engaging men allowed to do so on board their ships?—They do it on board the ships.

7859. Cannot your men go there?—They can, but the crimp is the first man there, a boarding-house keeper has the first run. There is no chance without you go with a slip from this man.

7860. Are you aware whether many of the sailors who go to your Home are members of the Shipping Federation?—It is a practice now for nearly all seamen to take the Federation ticket.

7861. Have they any difficulty in getting ships?—That does not help them; the captain does not go to the Federation office any more than he does to the Shipping office, or any more than he would to the Home, he has no necessity when the crimp comes and says I will give you so many men.

7862. Can you give us any facts to show that since the withdrawal of your licence crimping has increased?—Well, since the withdrawal of the licence I cannot say that I have taken the names of any ships. At first I had cases—during the time the licence ran—but the dates will not show after the licence was taken away. I have cases here we have had, and it has been reported, and the men have been brought up before the shipping master. It is most difficult to prove these cases of crimping. I have one here in which I find that “In the ship’s cabin the second mate handed me a letter addressed to the captain from”—the

Sir Michael Hicks-Beach—continued.

crimp’s name—“offering five seamen, who were “accepted and duly shipped.” That captain for a fortnight told me that he should take men from the Home, and at the same time he was taking the men from the crimp. I do not say he took money, but it was done for all that, and consequently there was no fair chance for men on board that ship. I would offer this list.

7863. Is it not the simple fact that the licence was, so far as it went, a premium given to your Home by the Board of Trade—an inducement to sailors to go there as against going to other places?—No; the other Sailors’ Home in London had a similar licence.

7864. Quite so, and what I said applies equally to them?—Then I say again that it was a protection to the men living in the Home. The crimps outside who had the ship in their own hands would not deal with our men; they would not even take their money if they knew they lived in the Home. I find the more respectable class of men will not pay crimps this money for shipping if they can help it. The shipowners themselves do not know what an evil this is, and I am afraid I may say that the officials of the Board of Trade—I am referring even to the shipping offices—do not know it. They hear of it, and I believe report it to the Board of Trade, but they have no officers in the office who go out and see for themselves. They are confined to their own offices. You can see the crimps taking the men to the ship on board of which they are engaged, taking them to the shipping office, taking their advance notes from them outside the shipping office, and back to the boarding-houses; and then putting them on board the ship. We say that the crimping is a great evil in London.

Mr. Tait.

7865. I should just like to ask you whether you would suggest that if an extra officer from the Board of Trade were put on that would remedy the evil which you complain of?—To watch the ships while they are loading?

7866. To watch this crimping?—How would you recommend what would be his duty?

7867. His principal duty would be to see that no violations of the law took place, and that in any case of crimping, similar to what you have stated, where it is so openly done, he could take some notice of it and have the people prosecuted!—One officer would not be sufficient. You see it is done even at the Fenchurch Street Railway Station. You see the crimps there waiting with their men to meet the captains if they find they cannot deal with them at the ships in the docks.

7868. These crimps must necessarily in the end be a great hardship to the sailors and their homes from the fact of their taking so much money for the work which they perform for them?—Quite so.

The witness withdrew.

Adjourned to to-morrow at 11 o’clock.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

FIFTEENTH DAY.

Commission Room, Westminster Hall, Thursday, 5th November 1891.

PRESENT:

THE RIGHT HON. THE MARQUIS OF HARTINGTON, M.P.

THE RIGHT HON. THE EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
Bart., M.P.

Mr. J. C. BOLTON, M.P.

Mr. JESSE COLLINGS, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. H. TAIT.

Mr. WM. ABRAHAM, M.P., and Mr. E. TROW
(Group A.), and Mr. M. AUSTIN and Mr. GEO.
LIVESEY (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. RICHARD ROBERT FAIRBAIRN further examined.

Earl of Derby.

7869. We understand that you have some additional evidence which you wish to put before us?—I have arranged these various suggestions with the idea of abbreviating as much as possible any evidence that I shall have to give for the purpose of enabling the Commissioners, if they want to ask any questions upon the points or any explanation, to do so. I might say, with reference to the statement about the tug "Livesey," I have the two witnesses here to-day who are able to corroborate the pace with which these tugs work the river to the risk of the public. And then, as regards the accidents, I have also a copy of the coroner's notes in one case, and also the shorthand notes with reference to the system of apprenticeship in the other case, so as to confirm any statement as regards those points that I mentioned yesterday.

7870. I understand your first suggestion to be this: That where a dispute arises in any firm, both employer and employed shall submit the matter to a joint committee of arbitration and conciliation, and if unable to agree upon terms of settlement, a referee shall be called in before any strike or lock-out is decided upon?—Yes.

7871. Do you propose that it should be legally compulsory for parties to a labour dispute to proceed in this manner?—Yes. I consider that if Mr. Bevan, of the firm of Knight, Bevan, and Sturge, had submitted to the arbitration of practical men engaged in this work, it would have been seen that instead of a penny per yard for the taking of mud from the Medway, the men were deserving of one shilling.

7872. We are not here to settle particular disputes?—I am merely explaining my reasons for the suggestion, because the workmen un-

fortunately have been charged with creating the difficulties and hampering the trade of the port. On the contrary, it is the action of the employer in peremptorily demanding a reduction of wages without giving us an opportunity of arguing the question with him.

7873. Whether right or wrong in this dispute, I think what you mean is that there should be a compulsory reference to arbitration and conciliation?—Yes. Before a man is entitled to strike or an employer is entitled to lock-out.

7874. Do you mean that unless they resort to this system the men are to be compelled to go on working and the employers are to be compelled to keep them at work?—Yes, subject to the arbitration.

7875. You mean till the arbitration takes place?—Yes; then it avoids dislocation. In this particular dispute over 2,000 men in addition were affected by the non-delivery of mud to make cement, so that it was to their interest to go on working as it was practically identical with the interest of others too, and they ought to be studied. To show the argument still further, if necessary, I may say that Mr. Bevan said "I will do as I like." Now we are not allowed to do as we like as workmen. When I went to see Mr. Bevan I merely quietly said "Don't you think we might settle this with a friendly discussion," and he said "Don't you interfere, I will do as I like with our own men." When I heard that I began to ask myself whether we were in England.

7876. I presume, if you were dissatisfied with the terms that he offered, you would claim the right of going on working or not?—I do not think so. I think that working men's interest as fathers of families makes them hesitate a long while before they strike. They would not

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

do so until they found that the employer was determined not to negotiate in any way. Of course we have some employers who are very kind and willing; there are some who are always willing to receive the representations of the workers.

7877. Then you say that a referee should be called in in the event of a committee of conciliation not being able to settle the matter. By whom do you mean that that referee should be appointed?—Well, I am inclined to think that so far as we are concerned we have always been agreeable to settle the matter with the London Chamber of Commerce as representing the commercial interests of London. We consider as carriers that it is the last thing in the world that we should do to attempt to dislocate trade, and in any dispute of this kind that it should be referred to gentlemen who are practically acquainted with the details of the particular branch of the work in which the dispute arises. I would like to give a sample: Messrs. Francis, of the cement works, gave notice to reduce the wages. I had the opportunity of seeing Mr. Francis, and after a pleasant conversation I asked him if he had any objection to this dispute being referred to the Conciliation Board of the Chamber of Commerce. He said "No, by all means let us have it," and we went there and had a comfortable conversation, and Colonel Birt and Josiah Gretton of the docks were with the Board of Conciliation, and they being acquainted with the matter, we settled it amicably, and the men have been at work ever since. That is the result of an hour's conversation.

7878. We quite understand that your proposal is to submit such matters to a committee of arbitration. Do you hold that the referee, whoever appoints him, should be entitled to pronounce a decision which should be legally binding on the parties?—Certainly. As you ask me whom I should nominate—I have no particular choice, but as an instance, we have merchants represented on the Chamber of Commerce who have been always open to reason. That is a matter for further consideration. My contention is, that before trade should be dislocated, there should be a reference to arbitration. As to whether it should be an official or a voluntary referee, we find that Mr. Burdon, of the firm of Burdon and Hayward, has put himself to inconvenience, and he is a most reasonable man as far as I am concerned as a workman.

7879. Do you consider that a decision so come to should be permanently binding, or for what length of time should it be binding?—I have said in the next paragraph that we should have a month's notice.

7880. That is to say, that the decision, whatever it is, should be binding for a period of one month, and after that the question should be reopened?—The Chamber of Commerce suggested that it should be three months, or a reasonable time, and we accepted that. We say that workmen have no more right to be despotic than an employer. Of course I am assuming that in its

Earl of Derby—continued.

wisdom this Commission would be able to suggest a practical solution.

7881. Then I understand you to propose that when a man has completed his stipulated 12 hours a day of work he shall not be called upon to prolong his work till he has had a proper time for refreshment before commencing any overtime or night-work?—In our experience on the river, as I stated yesterday, it is not an uncommon thing but a common thing for a man to leave his home on Monday morning and not see his home again until Saturday night. He goes away on the barge, and he is living in this craft, or he is in and out the docks being towed about by the tug either in the form of navigation or he is loading her, and excepting when he is getting his meals at the coffee shop or the place that is handiest, he has only the barge's cabin to go to—that is his home. I have one paragraph with reference to the sanitary condition of the barges. We have to complain of the entire negligence of the authorities of the port of London as regards craft, and therefore in his home on the barge, whilst he is waiting for the tide or going into the dock, he is inhaling an atmosphere of bilge water, and that is a source of origination of disease that ought not to be allowed to go on any longer. I am instructed by my members to complain seriously of the negligence of the port of London in not having inspection. It is not only detrimental to the men's health, but in the exhaustion that is caused a man is liable to fall overboard, even when he is asleep.

7882. You complain of the general condition of barges, and I think you said that they should be inspected for sanitary purposes?—Yes.

7883. Do you also propose that no work shall be allowed on Sundays except in case of necessity, and then that there shall be double pay charged?—Well, ever since I was an apprentice boy I have always believed that Sunday work was not necessary. I was brought up to go to a place of worship. I do not mean to give you my theological opinions, but in the interests of men's physical frame I say that after doing the work that our men do, they should have the power to say, "No, I am not going to work;" and on the other hand, with the surplus labour market that we have got, we consider that if an employer says he has got a barge, and that it is necessary to meet a certain ship coming in from sea that is wind-bound or delayed, when a man has been at work all the week long, he should get another man instead of the regular man. Lord Brassey, in arguing that question, said that it was quite consistent that a man who had been working all the week should have his Sunday, and he said this in addition: he should make it penal, and that the employer should pay double. They never payed double before. Then, if I might be allowed to explain further: in the summer season our men in the steamboats never see their wives and children; they go to work at 6 o'clock and come back at 11 and 12 o'clock at night; it is Sunday and working day the same thing. I

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

should like it to be understood that if a man says to his foreman, "Cannot you give the job to a man who has had an easy day's work," that he should not get the answer, "If you do not like it, you can give us your key." That means that he is to be discharged. The principle of pressure when a man has a large family is, so great that he cannot resist, and he is obliged to put up with it.

7884. Then you propose that where men are employed at work at night there should be two men on a barge, so as to diminish the risk of accident?—Yes, and loss of life.

7885. Do you say that quite irrespective of the size of the craft?—Yes. I might make an exception in one instance. I said yesterday that barges are towed down by tugs, but the practice on the river is this: a man may at the top of the tide have half a dozen barges, and for a short distance let them go, and then he will take up another half dozen, so for a certain period the man is by himself. The barge may be met by the wind, and he may be doing his best to keep her out of danger —

7886. Do I understand that you are only applying this to barges of a certain size?—I am applying it to all barges, as I told you yesterday with reference to the particular case of this lad. He was in a small lug boat, and he got run into by a steamboat and was cut right in half, and the boy had no opportunity of getting clear, and he was drowned.

7887. Do you seriously propose that no man should row in a boat by himself because of the risk of accident?—I mean at night.

7888. Oh, after dark?—The barges are chiefly towed when they get below the Albert Dock, because the regulations allow the tug to tow as many barges as the master thinks proper; but when a man is under orders by himself in the crowded state of the Pool—as it always is from London Bridge and downwards with the wind blowing or a fog—the man may get overboard. I have had to lay hold of the barge's mast, or I would have gone overboard. I am speaking practically of what I know of the enormous amount of loss of life going on every year on the river.

7889. Then you propose, further, that an administrative body such as the Thames Conservancy Board and the Court of the Watermen's Company should be reorganised on a representative principle, so that the working men should have representatives upon it?—Either that or abolish them altogether—either the one or the other. They work unsatisfactorily owing to the want of the proper element, namely, the practical element. I try to avoid being invidious, and I am sorry to be personal, but I said to Sir Frederick Nicholson that he might be a very good admiral in the Channel, but a very bad man in a barge. I know you will excuse my plainness. But where the Thames Conservancy Board, under their regulations, have the power to make byelaws to regulate the traffic on the river, it requires practical men to be there, and those engaged on the barges are the very men

Earl of Derby—continued.

who are not there. I respectfully submit to your Lordship that it is nothing more than fair that where regulations are laid down to guide a set of men, the men should have some voice in the making of the regulations. I have had this view for the last 30 years, and I think I am bound to take this opportunity of enunciating it still further. With reference to the Watermen's Company I do not like to say anything unkind, but the masters have held sway, as far as I recollect, over 30 years. Now I have always been in favour of advising compliance with the rules, but where practical men are necessary to carry out practical regulations, I say that in our case unfortunately we are the only class of men not represented, namely the worker, and Parliament has been asked and recommended last session that we should have the right of representation. I have raised this question before your Lordship so that it may form part of your recommendation, that the reputation of the Committee may be sustained.

7890. You propose further that all barges should be registered under burden tonnage. How are they registered now?—They are registered by declaration. That shows another point. Take me, for instance. Suppose I am a barge-owner, and I have a barge built to carry 100 tons, the laxity of the system allows me to go and make a declaration that she is a 60-ton barge, so that I am the owner of a 100-ton craft with a registration of 60 tons. Then it goes farther. If these barges go up the country by the toll gate they pay on 60 tons and not 100 tons. We consider that this is an infringement of the regulations, and we have appealed to the Watermen's Company on several occasions to enforce the law. If your Lordship would allow me to say this, in the year 1870 an attempt was made to deal with the abuse by Mr. Locke's Committee of the House of Commons, and a clause was inserted in the Thames Navigation Bill of that year that it should be penal to make a false declaration. Then we were met on the other side with this—that through the want of representation we had no power of enforcing it; and so for 20 years this abuse has been going on.

7891. Is there no penalty now for a man making a false declaration?—Yes, under this section he is liable to a penalty of 20*l.* or six months' imprisonment; but the thing is that the Thames Conservancy and the Watermen's Court have the enforcement of it. It is not done, while the men who see the flagrant violation of it have got no power.

7892. This complaint resolves itself into what you said before, that you think that the Thames Conservancy and the Watermen's Company ought to be re-organised?—Yes, on a representative basis. If I might offer a suggestion again I consider, generally speaking as a metropolitan ratepayer and from what I know, that this proposition involves a conflict of jurisdiction between the London County Council and the Thames Conservancy; and this Commission in this aspect of the question, ought to be made

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

aware of this fact, that the London County Council, who are the authorities over sewage and water, are not aware that the Thames Conservancy, in the interest of what they call navigation, have their engines employed in dredging the river, but they make big holes as they come across good ballast, and it is filled up with the sediment of the river. The Thames Conservancy are filling up with this sediment, which creates a block in the navigation. Therefore, as a suggestion, I think that the London County Council might be asked to consider the point. Will you allow me further to respectfully suggest that a public authority should be appointed to assist in developing co-operation. I have been a great many years a co-operator, and at the present moment I am pleased to inform this Commission that since the late strike we have established a Lighterage Co-operative Association for the purpose of showing that the carriage of goods from dock to dock and wharf to wharf can be done at a certain rate, and we as a class would consider that it is our business to assist all that we possibly can. We find that the minimum rate as a carrying rate before the strike was a paying rate; that is a paying rate to the employer and to the labourer. Well, owing to the rise of wages, which the employers said was 100 per cent., they rose from 15 to 32—15 as a minimum—a private letter was sent to all the merchants raising the rate of carriage by 60 per cent., and the argument used was that the lightermen's wage had been raised, whereas it was an excuse to raise the rate, and it has been raised ever since. Therefore I submit to this Commission that the master lightermen have charged us with being the cause of the diversion, whereas with co-operative lighterage we keep it down to the minimum in the interest of commerce and the port. We have not been very successful, because we had to create the machinery of the company, but the workmen have put 2,500*l.* of their money into it and we have been going along very successfully.

7893. You say that a public authority should be appointed to assist to develop co-operation. I suppose you are aware that in Lancashire and elsewhere the co-operative societies have developed themselves to an enormous extent without any assistance from Government?—The seriousness of the question would preclude me from answering it lightly; but I am sorry to say that from the nature of our occupation our working men do not get the opportunity of coming together to discuss these matters. I am fully aware of it; I have been a co-operator ever since I was an apprentice boy, because I have seriously thought if we had facilities and a little assistance—I am going to offer a suggestion—if it is possible for a public authority to lend money to buy land it is quite as possible for a public authority to lend money to navigate barges. But it is only the question of interest and principal, and I may take the liberty, after the experience of this last year, to offer a sug-

Earl of Derby—continued.

gestion in my own mind that I consider would work practically. It may be going beyond the range of the point. The real point is whether the trade of London and the trade of the country is being diverted to Antwerp. We are charged with diverting the trade from the port of London and taking it away to a foreign port. I say, on the contrary, it is nothing of the kind. I attribute this to excessive local rates for the transshipment from dock to dock, or ship to ship, or wharf to wharf, and I do not see that the workmen should bear this aspersion which has been cast upon them as a class by irresponsible individuals.

7894. What you propose is that Government should assist with public money the development of co-operation?—Yes, when they are satisfied after inquiry.

7895. Would you consider that every industry had the same claim to assistance from the Government?—What is sauce for the goose must be sauce for the gander. I assume as working men and as Englishmen in this great city of London that we are in favour of assisting, as far as our educational means will allow, the trade of the country and preventing it being diverted; and I say, where the Government fosters one line of action, the idea struck me as a thinking man that Government might be inclined to act on the other suggestion. I do not think that this arrives at a socialistic point, although I am a Socialist; but at the same time I am a thinker, and in the interest of my class I offer this practical suggestion. Your Lordship will allow me to raise one point more. I do not wish to be troublesome. I wish to draw the attention of the Commission to the last clause in the paper, which says: "That in all cases where persons are charged as Trades Unionists before a magistrate, an assessor or more persons should be called in as advisers or assessors; or if put upon trial the jury should be composed of working men, to insure the accused person against partiality or injustice." I am unfortunately bound to admit that at the present moment we have got two of our members in prison who are charged with a certain offence against the law of conspiracy. The evidence was strained, from our point of view, and the jury were not lightermen and did not understand the nature of the work. If they had been men who understood the details of the work they would have been more inclined to accept the evidence in favour of the men. I will not say that the jury were not intelligent, but instead of being lightermen they were shopkeepers. If a man has to be tried by his peers, he should be tried by men who understand the work with reference to which the charge is made.

7896. Do you consider that in a case between an employer on the one side and a workman on the other a jury entirely composed of workmen would be a security against partiality?—I would rather qualify that, because I have suggested that there should be an assessor. My experience

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

extends over 30 years. I have never been on a jury in my life, and I consider as an Englishman it is very nearly time that I took a part in it. Now, when working men come before a jury composed of employers and not workmen, then we have got the prejudicial side of the question. I respectfully offer that suggestion to you. I should not like to stand upon my trial before shopkeepers for letting go a barge that I could not help.

Mr. Ismay.

7897. Can you give any idea of the number of men employed in barges on the river?—The aggregate number who are licensed, exclusive of apprentices, is about 8,000. That includes the pilots—the watermen. Of course all pilots have a waterman's licence; they undergo an examination more or less in degree, but they have the certificate of the Trinity House, that is, the pilot is originally a waterman.

7898. Are there any considerable number who have not got those certificates on the river-craft?—Only what are called watermen engaged in the docks—non-freemen, and they muster about 3,000.

7899. Have you any record of the number of accidents that occur on the river?—We are trying to compile one this year from our benefit list. But I suggested to the Thames Traffic Committee some years ago that the coroners ought to be called upon to make a return to the Board of Trade. Even the Watermen's Company do not know when a man is drowned. They do not trouble. The only thing they know is when the man does not come up for his licence.

7900. Can you not give any idea of the number, because you laid great stress upon the inefficient manning of the barges?—As it is an important question I should like to look that question up, and to go through our books to make an average, and to have a more definite inquiry, and then I will send in the return.

7901. Do what you will there is always a certain risk in the river work, is there not?—Oh yes, but there are preventible cases.

7902. In reference to the Society's claim to be represented on the Thames Conservancy Board, have you any idea of the kind of practical man you would suggest?—The idea that framed itself to my mind was this: we introduced a Bill, or rather promoted a Bill in which we said that we should be proportionately represented, the same as barge-owners and tug-owners; that is that there should be two classes of representatives, either dividing the river into districts north or south, or above bridge and below bridge. We said that we were entitled to the same representation.

7903. You think that the experience that you have gained would be useful to the Board?—Practically we should be laying down regulations. I was on the Tower Bridge, and my chief complaint was that though the Tower

Mr. Ismay—continued.

Bridge was necessary I said that the piers should be a certain distance apart. The Thames Conservancy barges were at different piers and occupied the centre of the river, and therefore the Committee laid down that as the line of navigation.

7904. Have they passed any regulations that you complain of?—I handed in a paper yesterday (*see Appendix 51*) where, in one of the byelaws, it is necessary for barges, after getting below a certain position in the river, to have a bright white light. 75 per cent. have not got those lights, and a man never knows when he is going to the barge whether she has got a light, but the law says he shall have a bright light below a certain position, and the case I gave was where a man at night in a barge at Charlton was run into by a ship, and because the man had not a bright white light in the barge he could get no compensation.

7905. What authority ought to see to this?—The Thames Conservancy—they are the people who make the byelaw.

7906. Was there no inspection of the particular barge?—No; the barge had 60 tons of maize in her—we got that from the foreman.

7907. About the light?—We had no power—our society has no power except through the lighterman. The lighterman did not know that he had not a light till ordered to fetch her, and when he found that he was ordered to be towed by a tug, he went off before the tug picked him up.

7908. He was to blame, then, for getting out of the way before the tug arrived?—Well, we issued a circular to the effect that if any man was discharged for refusing to work without a light, the owner should have his name placed on the list. We sent that circular round to every registered barge-owner. There is a copy of the register of barge-owners. We sent that notice round to every London barge-owner, so that they could not plead ignorance of the byelaw or of the regulation.

7909. About this co-operative society which you told us, who subscribed the capital?—The working men subscribed 2,500*l.*, and the wharfingers and the ship-owners the rest in equal shares.

7910. What is the capital of the company?—As the company was organised, speaking roughly (these are the copies of the articles of the association) about 30,000*l.*

7911. Is that 30,000*l.* fully paid up?—No. 6,000*l.* was paid up and, and we are now subscribing an additional sum to buy barges. Our chief difficulty is that we cannot get barges enough to do the work, and they become very expensive in the hire, so that, as a matter of fact, Mr. Lafone, who is the chairman, and Mr. Scrutton and I am a director, and my colleague also, we find that the expense of barge hire eats up the profit.

7912. You do not own barges, do you?—We have 12, and only two tugs.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Ismay—continued.

7913. Have you paid any dividend?—No.

7914. Do you earn one?—We shall have 2,700*l.* for barge hire. Our object is to pay the maximum rate of wages and to charge the minimum for carrying.

7915. Do you carry at lower rates than the others?—We carry on equal proportions. We have a minimum rate.

7916. Do you pay a man double pay on Sundays?—We pay on Lord Brassey's award. We do not have Sunday work, and the foreman sees that the buoys are all safe.

7917. Do you put two men into a barge?—If necessary we do.

7918. Do you ever send a man alone in a barge?—Not unless he is going to be towed—never.

Mr. Bolton.

7919. Would you explain to me a little more fully the position of the apprentices. I understood you to say that boys were apprenticed to watermen and lightermen?—Yes.

7920. But that their indentures were not enforced?—That is our complaint.

7921. The apprenticeship is a mere name?—In the majority of cases.

7922. What do you mean by its being a mere name?—For instance, I, as a freeman, have the right to take an apprentice. Under the Act of Parliament barge-owners are allowed to take apprentices, but to enforce the necessity of a man being educated up to the point of his work he is supposed to employ freemen to learn the work. That is evaded in this form: the workmen generally take their boys, and when they are apprenticed for a certain time they work with them in the barges until they get engaged by the firm to go about the craft altogether by themselves, so that the working men as a rule, although taking apprentices under the provisions of the Act, leave the employment of the apprentices to the master lightermen instead of working with the masters they are apprenticed to, namely, the working men.

7923. But the apprentice does learn his trade?—More or less in an indirect form.

7924. How indirect. Is he not working at the trade to which his apprenticeship applies?—No, when a lad gets within three or four years of his time, the scale of wages —

7925. It has nothing to do with the wages—the learning the trade?—No, he works in the firm at a scale of wage, and then he is put into the craft: he is chiefly put into the craft because his wages are less than those of a man.

7926. What portion of the employment of the apprentice does not apply to the employment which he has to follow in after life?—I have no actual returns myself, but that could be obtained through the Watermen's Hall.

7927. It does not require any return to answer my question. I asked you what part of the work which the apprentice is doing during the time you have instanced is work that he

Mr. Bolton—continued.

would not do in after life?—Chiefly dock work, and the proportion would be that till the lad has got his licence he would be engaged more in the docks or watching craft. Proportionately, at the present moment, it would be, speaking roughly, I should say, 40 per cent.

7928. Forty per cent. of what?—Of apprenticed labour as against the adult labour.

7929. That has nothing to do with the point. What work is it that the apprentice does during his apprenticeship which is not of the class of work which he would do in after life?—Well, it is not out of any hesitancy in answering the question. I want to grasp the idea before answering it. A lad may be apprenticed to-day, and may go into the dock or shove a barge from ship to ship. When he has got the barge there he may assist the men to load the barge, and he may come up as a second hand, so that he is engaged up to the two years' time more in the dock, and when he gets his licence he forms a second hand in the barge.

7930. But he would have to do that work after he was out of his apprenticeship?—Well, he would not do what is called the minor work.

7931. But he would be there and joining in it?—Yes, as far as he was able.

7932. I think you have told the Committee that, in consequence of the strike, as I understand it, wages are lower now than they were before?—No, sir, I did not say that. In consequence of the strike we got a material rise, but wages now have a downward tendency.

7933. You said you got a material rise per hour, but the men actually earned less wages on the whole, if I did not misunderstand you?—I think you misunderstood me.

7934. You say that wages are higher?—practically they are.

7935. And the men's position as regards wages, what is it?—Much better—improved.

7936. Not the rate per hour, but the earnings?—It is more regular employment.

7937. Are the men employed much fewer?—There are fewer men.

7938. And, consequently, the wages earned have not been increased on the whole?—Not on the whole.

7939. I think you attribute that to the fact that labour-saving appliances of one kind or another have been adopted?—Tugs are more extensively used both night and day.

7940. What do you think was the cause of that?—Well, tugs are employed chiefly to what is called the larger class of craft. Take our own tug. She cost 2,800*l.*, and she is not paid for altogether yet, and she tows our large craft. Our tonnage is about 120 tons on the average—from 100 to 120 tons. The craft having increased in tonnage and size they are left behind at the dock entrance, so that in the case of a man who may be engaged in a barge that is going a short distance the tug runs back and fetches the rest, and does what is called a double run, although carrying more freight.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Bolton—continued.

7941. My question was, why these saving of labour appliances were introduced subsequent to the strike and not before?—In the interest, I might say, of despatch; namely, that the tugs of course are enabled more regularly to get a barge to her destination.

7942. Was there no demand for despatch before this great strike?—Yes.

7943. Then what circumstances are altered as respects despatch?—Competition between the docks and the wharves.

7944. Is that greater than it was before the strike?—It is more keen.

7945. Owing to what cause?—I learn only from conversation with several wharfingers that the Dock Companies' rate was lowered for the purpose of encouraging trade into the docks. There is more work done in the wharves now since the strike than before.

7946. More work in the port of London, do you mean?—More tonnage.

7947. More tonnage coming in?—There is a greater turn-over.

7948. You do not think that it is the increase of wages per hour that has led to this desire to save labour altogether by the application of machinery?—No.

7949. There is no indication of that?—No, I am almost certain of that.

7950. Then you think that the employers do not care how much they pay so that it is a regular thing?—Oh, I think they do care about what they pay.

7951. Exactly. Do you not think it possible that the increase of wages per hour has led them to see how they could save any labour and reduce the total cost?—But at the expense of labour.

7952. Never mind at whose expense it was; I merely want to get at the fact?—Might I respectfully ask that the question be repeated, because I do not wish to be misunderstood.

7953. I wish to know whether it is not, in your opinion, the case that, owing to the increase of wages per hour, the attention of wharfingers, dock-owners, and others has been more specially directed to the possibility of labour-saving machinery being used than before, and so if possible to reduce the total amount they have to pay?—I could not go so far as to say that, excepting that I know that tugs have increased to a certain extent. It was done more in competition with the docks below and the railways that run into the docks in the interest of the wharfingers. That is, the Dock Companies through the facilities of the railways had to compete with the wharfingers who had to carry by craft.

7954. That was the same before the strike?—It is more acute since the strike.

7955. But you complain of the introduction of labour-saving machinery?—No; if you recollect I stated that we could not complain. But what we complained of was the long hours that a man was compelled to be out of work.

Mr. Bolton—continued.

7956. But that is due to the labour-saving machinery?—But it only benefits one side as against the other.

7957. But that was the cause of the men being out of work—the labour-saving machinery?—I might say that generally.

7958. Then you do object to the labour-saving machinery, owing to the men being put out of work?—I object to a steam tug starving a man and letting him have nothing to eat. If it is a difference between the man and the tug the man ought to have the preference. I might respectfully say, supposing in our firm we have got on to-day about 50 men because we are busy (normally we employ about 30), this tug gets the work done by 30 men, and the other 20 have to stand idle.

7959. And you object to that?—Naturally, it is unfair.

7960. That is due to this labour-saving tug?—Yes.

7961. Do you object to that tug being used?—Not to the tug being used, but to its being used against the men.

7962. You would not object to the tug if the same number of men were still employed?—Well, I hardly know how to answer that. While I am in favour of the tug assisting to do the work, I am strongly against the tug doing the work and keeping so many men standing on the stones.

7963. What is your remedy for that state of things?—More equal distribution of the labour, so that one man should not be at work all day and the others standing on the stones.

7964. How do you propose that that shall be done?—In our trade we say when a man has done 12 hours he has done enough, and he ought to be paid for that as a living wage.

7965. And would you prohibit the work at night?—Yes, because of the risk.

7966. You would prohibit the work at all times, except during the 12 working hours?—I could not do that from my point of view, not altogether, because tides flow by night as well as by day, but where the work is absolutely necessary, there should be no restriction. Unfortunately it is supposed to be necessary, because it is done proportionately cheaper—or it was done before the strike—but our present system is only to do one job, whereas formerly it consisted of four or five jobs during the night.

7967. Was it done proportionately cheaper before the strike than at present?—To the employer, to the barge-owner, but not to the merchant.

7968. The irregularity of employment due to ships being wind-bound is also a great misfortune to you?—Yes.

7969. Can you suggest any means by which that can be remedied?—Well, I laid stress upon the principle of co-operation because, first of all, I was asked if we paid dividends. I am not an advocate for paying dividends, but I am for extending the principle of co-operation, so that the workmen should provide for eventualities in the form of not receiving the maximum wage,

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Bolton—continued.

when he is at work, so that he would have means in the slack.

7970. That is to say, you are in favour of permanent men and no casuals?—Yes, it would be much pleasanter to know that he has a certainty of wages.

7971. That is the individual man, but to the whole community would it be an advantage that all the work should be done by permanent men, who should be kept by the co-operative societies during the time of idleness—compulsory idleness?—Yes, with this addition, that he should in the time of prosperity provide some form of fund—an out-of-work fund.

7972. Your idea of co-operation is that a certain number of men should be permanently employed, that they should have no casuals taken on, and that a regular wage should be paid to the whole of the men?—For a certain class of work it is impossible to keep a regular staff, but in other classes of work, for instance, the coal trade in winter time, it is busy.

7973. You mean to keep them employed as far as possible?—As far as possible. I am in favour of permanent employment as far as possible.

7974. You would also adopt that same system in the docks and wharves?—Yes, I think I could say it to that extent.

7975. You have made one attempt at the establishment of a co-operative association with that object?—Yes.

7976. The capital of it is 30,000*l.*?—Yes.

7977. Of which the men have subscribed 2,500*l.*?—Yes, but there are about 320 subscribers at the present moment. I might say that there is no doubt that in its inception it was a proposition that was agreeably accepted, but we have had a very large opposition from the employers as barge-owners so that we have only got the subscribed capital I have mentioned from the working men.

7978. The working men have only subscribed 2,500*l.*?—Yes, about 2,500*l.*

7979. And the principle of this co-operative society is that there shall be no profit upon the thing, but rather that the money earned shall be divided amongst the men?—We laid down in the articles of association that we were to give a bonus to a man on a certain amount of money.

7980. But, the principle being that of the money earned, the men who worked should be the men to receive whatever surplus there might be after the payment of this fixed wage weekly or monthly?—I expressed my opinion in favour of non-profit sharing, but as a speculation the shareholders have naturally looked for a dividend.

7981. That is what I was coming to. How could you expect the public to subscribe to a society or an association from which they could not possibly derive any benefit?—Well, we could not—that is just our difficulty. Our difficulty in the inception of the question was to get the confidence of the public to subscribe; but the Wharfingers' Association and Mr. Thomas Scrutton, on the part of the shipowners, sup-

Mr. Bolton—continued.

ported it upon the principle that the object was to avoid difficulties with the shipowner, namely, that there would be no stoppage of his work. He would by this association support the principle of co-operation with the shipowner, so that, supposing a ship was in the river, we as lightermen would co-operate with the shipowner in the carrying out of the work.

7982. It is not an association for the co-operation of workers, but an association of the employers and workers?—That is, upon the principle that capital and labour must go together.

7983. Is that what you advocate, not co-operation by workmen?—No, that compound co-operation shall go on because of the interest of all parties.

7984. In what respect would that differ from hundreds of associations now existing; take, for example, the Docks?—Yes.

7985. The workmen may become shareholders in the Docks if they have got the money to invest in it?—They may become so if they can get the money to buy the shares.

7986. Exactly, if they can get the money to buy the shares from the Dock, they can get the money to buy the shares from the co-operative society, and *vice versa*?—Quite so, the same with that as with everything else; you must get the capital, and you must get the machinery to create it. With workmen, they are generally supposed to subsist on the principles of mathematics, and take so much for a loaf and so much for a steak, but at the end of the week the man has got no cash.

7987. With respect to the measurement and registration of barges, are you correct in saying that a register for a barge is issued on the simple declaration of the owner?—Yes.

7988. And that no measurement takes place?—That is so.

7989. In what respect then does that differ from the registration of any sailing ship?—One is registered upon her burden, and the other upon her displacement; the ship may be registered 1,000 tons on her displacement, and carry 2,000 tons as a matter of burden.

7990. Is that the principle of the registration?—Not as regards a ship, but as regards a barge—a barge is a flat-bottomed vessel.

7991. And many ships are flat-bottomed too?—Well, they have got a good big keel underneath them.

7992. Six inches, say?—A little more than that.

7993. I do not think it?—I suppose that would all depend—

7994. I am going on a little further. You said, I think, that there is a fine of 20*l.* and something else—?—Six months imprisonment.

7995. For a false declaration?—Yes.

7996. Have you been aware of any case being brought against a barge-owner for false declaration?—One or two cases, yes.

7997. What was the result?—The withdrawal of all the registers and a re-registration of all

5 November 1891.]

MR. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Bolton—continued.

the craft, under the advice of the magistrate of the Southwark Police Court.

7998. Was the owner imprisoned?—No, we do not want to send a man to prison without he deserves it.

7999. But he was not in this case?—In the case I am going to mention now, a barge called the "Chicot," she was registered 50 tons, and she carried 80; the workmen had to go to the expense of unloading and loading the barge at Kew in order to have her properly weighed and certified by the Conservancy Board to get at her proper registration. We have got a case to-day coming on before the Mansion House, where a barge is registered 50 by Cory's, the coal merchants, and she got 70 tons of coal in her.

8000. Is that not constantly the case with sea-going ships?—I should not like to say anything of a reflective character.

8001. It is not reflective at all; is it not the fact with many vessels?—I am sorry to say it is.

8002. Are they not registered in accordance with the law?—I should not like to say. I know barges are not registered according to law; that is as far as my experience goes.

Mr. Tom Mann.

8003. You are here to represent the watermen and lightermen, are you not?—Yes.

8004. Will you explain to whom the term "watermen" applies as distinct from lightermen?—The men who are employed in rowing the public across the river in passenger boats—small boats.

8005. What proportion of your members would be watermen?—At the present time we can put them down at a rough estimate at about 500 or 600. Since the increase of ferries on the part of the London County Council and railway companies at Greenwich the watermen have been very materially reduced; they were the largest section at one time.

8006. I think the term "lightermen" covers the majority of your members?—Yes, who work in the craft.

8007. And the term "lightermen" covers those who manipulate either the lighter or the barge?—Yes.

8008. Will you explain the difference between a lighter and a barge?—A barge is a flat-bottomed vessel, and a lighter comes up from her keel on an oval shape, but there are very few of them at the present day.

8009. Few of which?—Lighters.

8010. The majority are barges?—Yes, 99 per cent.

8011. Any difference in tonnage between a lighter and a barge?—They vary—not very materially.

8012. What is the average tonnage of the lighters or barges?—When I was an apprentice boy the average tonnage was 50 tons, but now they are hundreds and two hundreds.

Mr. Tom Mann—continued:

8013. They run up as high as 200 tons?—Yes; Messrs. Cory have got a barge for 240 tons of coals.

8014. What would you put the average at?—I put the average at about 80 to 100.

8015. You have stated that there are about 8,000 men, exclusive of apprentices?—Yes.

8016. All these have licences?—All that work in craft.

8017. Are there any men known as non-freemen?—They work in the barges in the Docks loading or unloading, and shoving the barges to the ships.

8018. Have they licences?—They have not.

8019. They are manipulating barges in the Docks?—Yes.

8020. What number of those would there be?—I should consider about 2,500 to 3,000 men.

8021. So that would make the total number of men manipulating the barges or lighters on the river and in the Docks considerably over 10,000?—Oh, yes, quite; that would be a fair estimate of the number of men—if anything below the mark.

8022. You have given us 8,000 and 2,500 as the men, apart from the apprentices?—Yes. I do not think you have included the pilots.

8023. I understood you to say that the pilots were included in the 8,000?—Yes, originally they acted as watermen. When they become pilots they do not trouble about the licence, either the waterman's or the lighterman's licence—they are more particularly confined to their pilot's licence. There are four branches of pilots working down at Gravesend now.

8024. Are there any sailing barges on the river?—On the River Thames, yes.

8025. Any coming from the Wear?—From the Medway and along the Essex coast.

8026. I meant from the River Wear?—There are a few, what we call large coasters, which travel to the North for coal.

8027. Are they licensed men?—No, when they come into the river they take a licensed man as a rule, in fact it is a part of the insurance policy. The stipulation in the policy of insurance of a sailing barge is that when they come within a certain limit of the river they shall take a licensed waterman.

8028. Are there any from Guildford?—They are what we call the West Country barges. They are allowed to work as far as London Bridge, and then they have to take a licensed waterman; it was originally, when I was a boy, when they came to Teddington Lock. There are not more than about half a dozen of those barges.

8029. Of these 10,500 is it correct to state, as you stated yesterday, that about 30 or 40 per cent. of them are idle?—Yes; I should say to-day in regard to the work on the river (arising from circumstances that I have mentioned previously) that at the least 30 to 40 per cent. of the men are idle—licensed lightermen, not boys.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tom Mann—continued.

8030. Is trade good or bad now?—Very slack—slack so far as the work, not so slack as regards the turn-over of the tonnage in the port.

8031. So far as that portion of the tonnage that comes into the port goes to the lighters and has to be handled by the lightermen, it is slack? Yes, precisely.

8032. So that we may expect that there may be a change for the better, and that a portion of that 30 to 40 per cent. will be absorbed?—I hope so.

8033. Concerning the Watermen's Hall I was not able to gather exactly what change you would like to take place there?—I have always proposed what the Committee of the House of Commons ultimately have arrived at—that we should have an elective body, namely, that the workmen should have a voice in the representation arising from certain reasons or causes, namely, as regards the distribution of our charities. We have no voice as regards the expenditure of the income. According to the balance sheet of the Company which I have here the average expenditure per annum is about 4,000*l.*

8034. How does the Watermen's Hall get this income?—Under forms of registration and fees from the lightermen's licences.

8035. What do the lightermen pay?—The lightermen pay 5*s.* for their licence and 3*s.* per year as a renewal fee.

8036. And you object to the employers practically monopolising the Watermen's Hall and deciding what shall be done with these fees?—Yes. I go further. I consider that the Watermen's Hall ought to be the board of arbitration between masters and men, but as one side only is represented, you see the functions of the Watermen's Company are practically in the interests of the employers and against those of the workmen.

8037. But you are contending, I understand, that the navigation of the river is not properly attended to?—By either party?

8038. By either party you mean the Watermen's Hall and—?—And the Thames Conservancy Board. Well, they have got inspectors, of course—they have got the staff who go into the expenditure. I would like to inform the Commission that while we paid into the Watermen's Company in the year 1888-9 the expenditure of the Company in the official department was 2,969*l.* 10*s.* 1*d.*—

Mr. Bolton.

8039. What for?—That is for keeping up the official system of registration and carrying out the provisions of the Act. But unfortunately, while we pay them the salaries they do not do the work, that is the worst of it. Our society has to see the law enforced, and it cost us last year, at the least, 1,000*l.* in law expenses to prosecute in cases of infringement of the Act of Parliament.

Mr. Tom Mann.

8040. As I understand you now you say that the lightermen—the workmen—contribute the income to the Watermen's Hall, which is monopolised by the employers, and from those funds so subscribed by the workmen, they should look after the administration of the law?—Certainly.

8041. But that after you have paid the money for that purpose the money is not so administered, and you again have to contribute in order to enforce the law?—That is why we are organised outside the Watermen's Hall as a Trades Union, for the purpose of carrying out the Act of Parliament. Last year, the year that I have just quoted, the salaries of the clerks and river inspectors was 1,981*l.* 6*s.* 7*d.*

8042. For the Watermen's Hall?—Here is the balance sheet (*see Appendix 52*). These balance sheets are provided under the same Act of Parliament of 1870 that I mentioned. A balance sheet never was published or audited previous to that. Now the balance sheet has to be issued under the supervision of the Board of Trade, and supplied through the Board of Trade to any member who asks for it. Watermen's Hall do not issue it voluntarily.

8043. Is this evil of faulty registration as rife now as it was a period of five years ago?—Much more so. We have a case now before the Lord Mayor against the firm of Cory and Son (owners of 700 barges) who are under-registered.

8044. In what way would it affect your men, the members of the Watermen's and Lightermen's Union, if a barge which was registered for 60 tons had 80 tons?—Why, one man would be doing two men's work. That is the reason why, in my estimation, we have so many men idle, because the barge is falsely registered, and she is worked upon her registration instead of her tonnage.

8045. Your contention is that if you had representation upon this body, and the Watermen's Hall too, you would be able to get these matters rectified?—The inspectors would be ordered under this system to do their work; instead of that they are sticking in the Watermen's Hall. Of course it would not do for them to be afloat. We have to find the complaint and then prosecute.

8046. Concerning the lights, should the Watermen's Hall enforce upon the owners of barges the carrying of the bright light you spoke of?—They should see that the byelaws were enforced. If I might respectfully suggest it, I knew a barge that has not got a light I should have the right to go to the Watermen's Company and say that such a barge is being illegally navigated, and they ought to take up the complaint, they receive my money.

8047. You have said that you consider you are entitled to representation in the Watermen's Hall and on the Thames Conservancy, or else that both these bodies should be superseded—superseded by whom?—I have suggested the London County Council, the London County Council being the representative body of the ratepayers. The London County Council repre-

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tom Mann—continued.

sents my views, I will say generally, satisfactorily, but on the other hand, by the incorporation of the Conservancy and the Watermen's Company, we shall get a more representative committee to administer the affairs of the river.

8048. For the complete municipalisation of the docks and wharves, &c.?—I am in favour of that proposition, yes. **

8049. Apart from the 10,500 employed as watermen and non-freemen, can you tell us approximately what other workers there are on the Thames. What number of stevedores, for instance?—I should consider the stevedores to be between 3,000 and 4,000 men.

8050. And dock labourers at the docks and wharves?—The dock labourers of course predominate, because a man may be a registered member of a stevedore society and he may be a registered member of the Dock Labourers' Union, but at the same time there are plenty of men who are stevedores and dock labourers who are not at the present moment registered. In the aggregate I should be inclined to think that in all the docks, taking a cursory view—I should not like to exaggerate, of course—the reduction of labour is material and at a low ebb in the London Docks, excepting the regular staff, so that in passing through a dock there may be a very large number of men in the different floors of the warehouses. I should put it at about 20,000.

8051. That is another class quite distinct from the stevedores you have mentioned; then there are riggers and painters?—There are the warehousemen in the wharves. You see I have only taken the docks. Then there are what we call the labourers and the deal porters.

8052. Could you estimate them?—On the south side anyway I should consider there are 4,000 or 5,000 men, taking the whole banks of the river.

8053. And the whole body of waterside workmen in connexion with shipping, including coalies, &c., what would you lump them all at?—Speaking fairly, I should think between 100,000 and 120,000 men. I know during the dock strike we had a pretty good crowd walking through the streets.

8054. If any one stated that 14,000 is the number, would that at all approach the total number of workmen employed on the Thames; would you consider that a reasonable statement or an unreasonable statement?—I should think it is a very long way off the truth. He may have been mistaken, because he has not the experience or has not been round to see the number of men who are at work.

8055. In what way would the municipalisation of the docks benefit the trade of the port or the workmen, do you think?—I should think that the municipalisation of the docks under the London County Council first of all would lead to concentrate the work nearer London. I am not against the extension of dock accommodation, but we have got what might be considered a surplus amount of dock accommodation, and the London Docks to-day are comparatively empty.

Mr. Tom Mann—continued.

When vessels come into the Royal Albert or the Tilbury Dock, it takes so much more time to tranship the goods from the docks to the wharves, whereas, nearer London, the work would be done with more dispatch and, in my estimation, with greater convenience; but the real reason why I am in favour of that proposal is this, that instead of the Dock Companies, who have gone in as speculators to build extra docks which were not wanted, the profits that now go to—I do not know where it goes, I am sure—I suppose you might say it goes through the borrowing powers of the companies to the bankers or those who have lent the money. But then I read Colonel Birt's statement, and he said that these docks earned 80,000*l.*, I think, as a profit; that is the Millwall Dock alone. If that is the case, my idea is that that is so much profit away from the workmen, and that it should be concentrated.

8056. Reverting to your answers given previously, I could not quite understand what point you wish to emphasise when you referred to the Thames Conservancy allowing holes to be made in the bed of the river, which were filled up afterwards by sewage, and, therefore, that the Thames Conservancy conflict in some way with the interests of the County Council. How are those holes made, and why are those holes made in the bed of the river?—On the idea that for the larger vessels that now come into the Albert Dock, they being, of course, heavy draughted vessels, the shoals of the bed of the river should be taken away; but from my experience of the Thames Conservancy and their dredgers when they come upon a good bed of gravel in the bed of the river they generally stop there longer than they do anywhere else; but I am positive, from the statement I read during the inquiry of the Corporation and the Board of Works, that the setting up of mud banks was practically created by the very people who were trying to get rid of it.

8057. Will you explain what you mean by staying there where there is a good bed of gravel, do you mean that they take out that gravel for some special purpose?—Yes.

8058. What do they do with it?—It is always part of the specification of large public contracts that Thames gravel should be used in preference to anything else.

8059. You mean that the natural bed of the river is really taken away by the Thames Conservancy, the governing body?—Yes, I assert that positively.

8060. And that, I take it, results, in consequence of the sewage being turned into the river, in sewage falling into these holes and staying there?—They naturally create an eddy, it does not matter where it comes from; I am not going to blame the Metropolitan Board of Works or the London County Council. It is a question in my mind as to whether it is the London County Council or the sewage works.

8061. I only wanted to understand what you mean by the conflict of authority?—I want to explain, because now, for instance, when we

5 November 1891.]

MR. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tom Mann—continued.

have a very heavy spring tide, the mud is worked up more, or when steamboats are working up and down the river; but in the night time, when the tides are quiet, the settlement of the mud, of course, naturally gets where there are eddies, and therefore, when a large hole is dug in the river, that is, when the depth of the river is not equalised, because of the ballast being in *that* spot in the mud and in *this*, you see there is naturally an eddying tide of water underneath in the bed of the river which allows the settlement.

8062. Concerning this floating property, is it rated?—The barges?

8063. Yes?—Not a single penny.

8064. What is the value of that property, do you know?—Speaking roughly I should think, taking the limits of the Watermen's Company, about four millions in value.

8065. Have you an opinion upon that subject, as to whether it should be rated or not?—My opinion is this, that for local purposes every barge should be assessed, it may be through the London County Council. I take this view of it: if a workman builds a house and it costs 300*l.* he has to pay taxes and rates. If a man builds a barge worth 500*l.* he pays nothing, only a registration fee, and I consider that that is an anomaly. Therefore that particular amount goes into the pockets of the employer, and, while we work his barges, he is building barges for nothing.

Mr. Tait.

8066. Would you explain the system of election to the Thames Conservancy Board and the Watermen's Company?—From recollection only, at the present moment the Thames Conservancy Board are representative of the Admiralty, the Board of Trade, the Court of Common Council, the Dock Companies, the shipowners, tug-owners, and barge owners.

Sir Michael Hicks-Beach.

I am afraid the witness does not know and he cannot answer this question, because I know that he has left out some bodies which are represented on the Conservancy.

The Witness.

I was only speaking from recollection.

Mr. Tait.

What I was wanting to get at was whether they were elected by popular vote, and, if so, what number of gentlemen on the Board were elected by popular vote as against those that may be selected by particular companies

Sir Michael Hicks-Beach.

I do not think from his own statement that he can answer that last question accurately.

The Witness.

No.

Mr. Tait.

8067. Are you aware of any being elected by popular vote?—Only the barge-owners and tug-owners. The list that I handed in is the basis of election; they are elected from that, and you will see the number of boats that a barge-owner has. That list is issued by the Thames Conservancy Board as the number of gentlemen who are entitled to vote as tug-owners and barge-owners.

8068. I suppose the effect of their not being all elected by what is commonly known as the popular vote led you to an extent to look upon them as a close corporation?—Yes, so close that you cannot get them to do anything.

8069. And your complaint is that you are not able to get them to act, and there being so many men who are associated with you who are following a dangerous employment; that is the principal cause why you ask that workmen should be represented on that Board?—That is one cause, but the other cause is this, that, excepting one barge owner that I know of—the other barge-owner is a barge-owner and tug-owner, Mr. Robert Gray—he is a very nice man and all that sort of thing, but he never worked an oar on the river, and therefore he has no experience. I want to come to that.

8070. I am taking for granted your statement that there are no practical men, bargemen, upon the Board, but your principal reason for asking that they should be there is for the purpose of making the navigation of the river as safe as possible to those whom you represent?—Yes. I would like to qualify it in this way: what we say is this; Mr. Williams is the only gentleman I could mention. I am bound to admit that he is a practical lighterman as a barge-owner, but he represents the barge-owners. We claim that the workmen, whose interest in principle is identical, ought to be there too.

8071. You have suggested that certain things should be put under the control of the London County Council?—No; I have answered the question in that direction. I answered it in this way: that the governing bodies of the river should either in their representation be reformed, or they should be absorbed in the representative body called the London County Council, and for certain reasons. The reasons are—if I might be allowed just to mention this—that the water companies take in the water at Teddington and pay 1,500*l.* a year, and they let it out in London and charge three millions.

8072. Yes, but what I want to get at is how can you reconcile your statements. If the county council were to take over the navigation of the Thames, do you think you would have more practical men on that county council for that purpose than are presently upon it?—Not as a county council, unless a man in his district as a lighterman would be appointed; but I suggested that there should be a committee of practical men, and that they should be elected by the interest concerned, but subordinate to the London County Council.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tait—continued.

8073. Therefore you would divide the work to that extent?—Yes, and our men would be quite willing to take up the work.

8074. You made a very glaring statement that sometimes men were away from their homes from Monday to Saturday?—Yes, it is an ordinary thing.

8075. Where do they sleep?—In the barges. In corn craft a man only has an ordinary sack; in a coal barge he gets a lump of coal and makes a pillow of it, and puts his jacket on it. I have done it hundreds of times, and in cabins that are never inspected. The consequence is this, that the man is encouraged, any way up to the last minute of a public-house being open, to choose the public-house rather than a barge, or if he has got a pal alongside of him with a better cabin, then you know he goes down and asks him if he is agreeable to let him turn in.

8076. During the whole of this week, do the men never have their clothes off at all; do they sleep with their clothes on?—Yes. Directly they get up to the wharf they are told, "You take such and such a barge down and load her, and then take such and such a barge down to the ship and stop by her." Of course it is necessary for somebody to be in charge of a barge. That is how it is, practically, that watchmen were introduced, because men got charge of craft and they had no time for relaxation.

8077. Have you ever suggested a remedy for anything of this kind to your employers?—To the employers? Well, only these last recent years. Of course I do not want to speak very egotistically of myself, but for the last 30 years I have been at this job.

8078. Have you made any approachment to the employers to try and remedy such an evil as this?—Yes, we complained; that was part of our complaint why we came out on strike, because we had got certain grievances of our own, and to a certain extent they were modified, viz., that when barges went to the barge builders—take iron barges, for instance, in frosty weather—anybody knows that if a man is down the cabin, the barge's cabin sweats, and therefore he has got a continual drip of water upon him wherever he lies, wherever he gets to; and one of our men actually told me that rather than go down the cabin with a nice bright fire on a frosty night he would tuck himself under a tarpaulin on the top of the cargo.

8079. Would that be quite within the cognisance of the employers on the Thames?—Yes.

8080. That the men on the Thames on some occasions are working under those conditions?—Yes. Last night we had a notice left at our office that a certain company, the Thames Steam Tug and Lighterage Company, had called their men together and offered them that if they would only do two jobs or more at night, they would put them in a resident barge and would put the craft all right.

8081. Your Association has not had many strikes?—No, we discountenanced strikes; we have had two or three small disputes,

Mr. Tait—continued.

8082. I mean of large dimensions?—No. I might explain here as this is rather misunderstood. During the dock strike we were charged with striking with the docker. What we wanted to explain was this, that when the docker did not load the barges or unload them, the lighter-mau had got nothing to do, so he came out and had a walk along with the docker.

8083. And do you suggest that arbitration at all times should be adopted before such a course should be taken?—Yes; I have always been an advocate for arbitration.

8084. And you incorporate with that that you think the Chambers of Commerce of the various places are very fit bodies for arbitrating along with a similar number of the men?—Speaking on my own experience, I think the gentlemen connected with the London Chamber of Commerce are gentlemen who are interested in settling amicably any disputes that arise.

8085. Did ever your Association strike for a reduction of your hours?—No.

8086. You have struck for advances of pay?—We have often had an individual man discharged for refusing to go to work any longer when he is tired, and knowing the risk he runs in his work.

8087. What are the hours you work just now?—Our hours are laid down by Lord Brassey's award in what we call the quay work; timber work is worked by the tides night or day, and in the coal work, being on a barge for 12 hours is a day's work, of course according to the tides; the tides vary.

8088. Have you any regular meal hours out of those 12 hours?—No regular meal hours.

8089. You take your meals when you can?—It is included in the period of 12 hours, and when the opportunity offers he can go ashore and get his grub.

8090. Have you ever approached your employers to reduce your hours of labour?—We suggested it when we sat in conciliation after the strike, but I am sorry to say that the employers have never entertained the idea. We have suggested it, but we have never officially communicated to them to do so, because we knew that it was no use; we knew that they were working the other way.

8091. There is a large amount of overtime worked with your men, is there not?—Yes.

8092. Have you ever approached your employers to reduce the overtime?—Only when we were discussing the terms of arbitration after the strike.

8093. Do you get extra pay for overtime?—Yes; under the award, if a man has done his 12 hours he gets 1s. an hour overtime over the 6 o'clock, 7 o'clock, or 8 o'clock. If after 8 o'clock he works up to 12, or between that time, he gets 4s., and if he works all the night long he gets 6s. from 8 o'clock to 6 the next morning.

8094. What is your Association's idea as to the length of hours that the lightermen should work?—When a man has done 12 hours he ought to be done.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tait—continued.

8095. Do you think 12 hours is little enough?
—I think it is quite enough.

8096. You have never considered the propriety of reducing them from 12 hours?—I have personally.

8097. But has your association?—No, not the association.

8098. Might I ask you your own individual opinion as to what you think ought to be the length of day for a lighterman and waterman?—It all depends upon the distances that a man has to go. We work generally on the average of the 12 hours, because the tide flows five hours and ebbs seven, and therefore it is assumed that according to weather a man may drift the tide out, and according to the weather he may get home earlier on the flood tide because of the impediments in regard to the wind and weather on the ebb.

8099. Other witnesses whom we have had from the London Docks have indicated to the Committee that they are favourable to the legal eight hours day. Has the legal eight hours day ever been before your association?—No, not officially. I am in favour personally of the eight hours for this reason, because it would give the workmen an opportunity of relaxation and social education.

8100. Might I ask you whether you are favourable yourself personally to the optional eight-hour day, or are you favourable to what is known as the universal eight-hour day?—Well, I am very chary of subscribing to its being compulsory, because what would suit one class of work would not suit another; but I agree with it perhaps from a very different standpoint from what other men do. For instance, if I take—

8101. I was just wanting your personal opinion, but speaking as you are as a witness just now on behalf of your association it is perhaps as well that I should not press that question further?—I have no official instruction with reference to the principle of the eight hours.

8102. You made some complaints with regard to the law of conspiracy that is under the Protection of Property Act, and you stated that there were two members of your association who unfortunately were in prison?—Yes.

8103. You did not say what was the cause of their being sent to prison; have you any objection to doing so?—Not the least.

8104. You might kindly tell us?—The firm of Knight, Bevan, and Sturge, of Northfleet, had repudiated paying any longer under the agreed price list. Mr. Bevan refused to employ the men wholly on that scale, and rather than give way to negotiations he had his barges navigated up and down the river anyhow; in fact, hired a tug and got anybody, got labourers out of the cement works. When they came to the docks, where they required a practical man to put them alongside the ships, a large number of craft were lying at the Albert Dock, and amongst the number was a barge, I think, named the "Active," made fast to the chains. These

Mr. Tait—continued.

two men, viz., Duke and Hitchcock, were rowing out in a big boat seeking employment at night, and they rowed by the barges at the Royal Albert Dock entrance, and the men off the barges followed them in another boat and had them arrested, and charged them with being the men who let the barge go adrift from the midst of the other barges—about 30. The barge never went adrift; she never went out of the entrance, but these men were charged with conspiracy and intimidation. We had five preliminary hearings before the Woolwich magistrate; they were committed for trial, and the two men swore that these two lightermen did go aboard the barge. I do not mind saying—I have not positively got the man—that the man who really did undo the rope to let the barge adrift has admitted that he did let her go adrift, but he went away in a ship to New York.

8105. Is it usual for lightermen or bargemen when seeking employment at the docks in the evening to engage a boat and go to seek it, the same as these two men were?—It is an ordinary thing.

8106. An ordinary thing for them to do?—Oh, yes.

8107. Therefore—you have not said it, but I will take it that you mean that the law relative to trade and to trade disputes coming within the jurisdiction of the Conspiracy Act requires some alteration?—I think it is most unjust to the working men.

8108. These men were not acting as pickets for you, were they?—Oh no, they went out at night rowing about to look for a job.

8109. Now, regarding the co-operative system which you have in operation, I notice from this prospectus which you put before the Committee that you are registered under the Companies Acts of 1862 and 1886. Co-operative societies generally are registered under the Provident Societies Act?—Yes.

8110. What is the reason, might I ask you, that you did not register under that Act?—Well, in its inception of course had it been purely a workman's society I have no doubt that we should have registered under the Act you mention, but what we wanted was to get the co-operation of the ship-owner, and we were obliged to form it under the Limited Liability Act for the purpose of getting that association, because we might have all the barges in the world, but if we did not get the ship-owner who gives the work out they would lie idle. I might say at once that for six months we could not hire a barge; no barge-owner would let us a barge to start the work; they all entered into a conspiracy. At the present moment Mr. Lafone is to be responsible for a very large proportion of the hire that we pay through him to the large barge-owners.

8111. Now, out of the 6,000*l.* which is presently subscribed there is only 2,500*l.* by the workmen?—No, I did not say that. The gentlemen that I have mentioned, in fact there are four—Mr. Lafone, Mr. Thomas Scruton,

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Tait—continued.

Mr. Baxter, of the South-Eastern Wharf, and Mr. Lamb, a large wine merchant—they are the four principal gentlemen who have subscribed an equal proportion as we have subscribed, and we are now raising by subscriptions through the society additional capital so as to become our own barge builders, and as we get 1,000*l.* so they have agreed to subscribe.

8112. What is the amount paid up by the men—can you give us that?—2,500*l.*

Mr. Bolton.

8113. By the men?—Yes, by the men.

Mr. Tait.

8114. You have 6,000*l.* altogether, I take it?—Yes, I should think we have, speaking roughly, but of course I do not want to be pledged to the actual amount. I would like to explain that practically speaking, the working men subscribe the money through collectors in the society, but they have all paid up their shares now that they subscribed for, and we are now subscribing to additional shares.

8115. So that the workmen may get a greater interest?—So that the workmen may become their own employers and get rid of the sweating system, because that is really what is underneath it. We do not sweat our men, and we do not work on Sundays. We show that the work can be done—that is, anyway, the night work can be reduced to a minimum and Sunday work can be dispensed with.

8116. What interest do you pay on capital?—We have not paid any yet.

8117. Do you make any provision the same as an ordinary co-operative society?—Yes, 5 per cent. interest and 3 per cent. bonus.

8118. I did not thoroughly catch your meaning when, I think, in answer to Mr. Ismay, you stated how the profits were distributed. Do you give the workmen the standard rate of pay?—The maximum rate of pay.

8119. The maximum rate of pay in terms of Lord Brassey's award?—Yes.

8120. Now, after paying interest on capital, how are your profits distributed?—We have not distributed any.

8121. What provision do you make?—The provision is that we pay 5 per cent. on capital, and we pay a bonus to the workmen and a bonus to the customers.

8122. Then you admit profit-sharing by paying a bonus to the workmen over and above the maximum rate of wage?—Yes, but we have found this as a rule. Of course I do not mind telling you that the men who do the work are very well satisfied; but the working men shareholders outside, they have received no dividend as shareholders, but what they have received is what I wanted the Commission to understand, that we are the leverage for stopping the employers from lowering our wages; that is the object.

8123. I perfectly understand your object, but I was wanting to know about the distribution. When you talk of municipalisation of the docks,

Mr. Tait—continued.

do you include with it the wharves and warehouses also?—Yes, I think so. When I was at Newcastle I made special inquiry into that, and I found the Corporation of Newcastle owning the town quay and the docks through what is called the Tyne Commissioners, and I did not see why we should not have the same in London. That is an answer to the whole question. I know right well we should get cheaper rates, that the expense of administration in the port of London would not be so heavy, that the dual bodies would be abolished, and that one set of officialism would do for the whole.

8124. Have you ever thought, instead of municipalising the docks, of the advisability of starting on a larger area some co-operative system the same as you have started in the lightering?—No, I have not.

8125. May I ask you whether you do not think personally that some system of that kind would be more easily adopted, and take better with the community?—I have not considered the principle of co-operation in docks.

8126. Might I ask you where you purpose getting the money from for the purpose of the purchase?—I have read—I do not know whether I am correct in the idea—that there is what is called the Public Works Loans Commissioners, and that the London County Council is able to borrow money at a minimum rate of interest. If they can do that for other municipal purposes, my idea is that upon the security of the value of the docks—that is its market value, not upon its artificial value—the money could be easily obtained.

8127. Would you confine the municipalisation of the docks to London, or would you suggest that Parliament should extend it to all docks?—I assume that the Liverpool docks for instance are partly governed by the Corporation of Liverpool, and that is a fair reason why we might do the same. It has become a very great competitor with the Port of London, and why should not our docks be municipalised under the same circumstances. They are able to give a cheaper rate.

Professor Marshall.

8128. What you have told us about your co-operative scheme seems to me of great interest; but it seems to me that it might be well that we should understand a little more distinctly what the principles are, because a somewhat similar scheme might possibly be available elsewhere. Am I right in supposing that the central notion of your scheme was that the middleman charged a good deal more than the real expenses of working?—Yes.

8129. And that therefore a society which was started as nearly as possible on the co-operative plan would have a considerable surplus as soon as it got into good working?—Yes.

8130. That at first, and up to the present time, you had been under great difficulties in consequence of your having to pay for the hire of barges, a much greater charge than the interest

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Professor Marshall—continued.

and depreciation on the value of the barges?—Yes.

8131. But that you hope that when that difficulty has been overcome you will be able to work and pay the highest rate of wages and yet have some profit?—Yes.

8132. Am I right further in supposing that the reason why you have taken a position rather intermediate between that of a co-operative society and a joint stock company is that you desire to make it to the interest of barge-owners and wharf-owners to give you financial support, and also to give you the support of their custom?—Yes, that was really the object.

8133. Does the company differ from a joint stock company in two respects in chief—one, that out of the six directors two are bound to be *bona fide* working men?—Under the articles of association we have the separate power of election, that is to acknowledge the practical men as advisers of the board generally.

8134. The word "practical" men is perhaps a little ambiguous, but you mean workmen?—Yes.

8135. That is one respect in which it differs from a joint stock company?—Yes.

8136. And another respect is that when you become prosperous you will divide profits out on very much the same principles as the ordinary co-operative society?—Yes.

8137. Have you at all considered whether this scheme may be available in other industries in which the weakness of capital on the part of the working-men has hitherto kept down the co-operative productive movement?—That is my idea. The margin of remuneration for labour leaves the men very little room for subscribing, and only through the association can we get the machinery for collecting weekly subscriptions to enable the workmen to become capitalists. The directors fell in with that idea and encouraged it.

8138. At the beginning of your evidence you spoke of the position of the waterman as being not much better than that of the docker, as he gets only his 6d. an hour?—Yes.

8139. But then does he not get 6s. for 12 hours, and do not his 12 hours really mean, as a rule, very much less than 12 hours in consequence of the tides?—It all depends upon the nature of the work that he may be engaged in. Say a lighterman has orders to turn out in the morning at 6 o'clock and take a barge down to the Commercial Dock and dock her and load her, or that he has goods to take in at a ship because all the barges are not being loaded at a time, as a rule he is there with his barge in attendance to avoid the goods being put on what is called the captain's entry, that is, the broker's lighterman taking charge of the goods as a matter of safety because of the absence of the lighterman; that is how it is that a man is not always engaged in absolute physical work, but he is there at his post to receive the goods when delivered.

8140. If you divided out the average pay of the workmen by the average number of hours

Professor Marshall—continued.

they were actually at work the result would be probably more like 1s. an hour, would it not?—I should not like to go to that extent—it might. I quite admit that on the form of the question a man may not be actually at work although at his post—he is there. There is such supervision now on the part of the firms that if a man is absent he is liable to be discharged, and so as a rule he is at his post because he knows he is getting paid his 6d. an hour, but he gets no more; he has no opportunity of leaving his position unless he is ordered by the foreman.

8141. Still on the whole his position is more desirable than that of the docker?—I am bound to admit that, of course. He has the opportunity, supposing he has been out a few hours, of having a fire in his cabin and going to sleep.

8142. I do not quite understand how the tugs have had the effect of increasing the amount of overtime?—Since the large amount of work transacted at the Royal Albert and Tilbury Docks—of course the Tilbury Dock is a much longer distance from London than even the Albert—it takes a full tide for a tug to bring up a string of barges from the Tilbury Dock and pick up what we call the extra craft as she drops them into their different positions where they are going. Of course supposing as the barges from Tilbury are bound to go to London Bridge, as a matter of argument, he would only see those barges to their destination according to the time of tide he has got to run. If he has got time he would naturally run down over the tide picking up the rest of the craft that are trying to make their tides home. Then your question is, how does it increase the overtime? Previous to the strike men were engaged in work in various barges during the night. Since the strike we have confined the night-work to one job as much as possible; in fact, that is part of our award; and therefore the time that a man may be paid for is the time, not that he is actually at work, but between the hours. Supposing a man goes out and an average high tide is flowing at 10 or 11 o'clock, he is paid up to 12 o'clock, but he does not get any more for the night's work if he is the whole length of time than he does in the day.

8143. I am afraid I do not quite understand it now. I understand that a barge having to come from the Tilbury Docks will necessarily involve long work, but with a tug surely it involves less long work than without. Surely a tug, so far from increasing the hours of work, would diminish them?—No; I can safely say it would take a tide, or perhaps not quite a tide, at all times. A neap tide of course is slacker, but on the spring tide a set of craft would be able to reach London much quicker than on an ordinary neap tide, because they are going quicker over the ground. I admit that it does not increase his labour, but it increases his hours, because the difference between a man doing a long job and a short one is that a man might have what is called a transhipment job, and only having to take the barge across the

5 November 1891.]

MR. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Professor Marshall—continued.

water, it might not take him longer than two or three hours.

8144. Then a tug can go against the tide when the tide is slow?—It can go against the tide as well as tow barges over the tide.

8145. Is that the way they increase the hours?—Yes, to finish the job.

8146. That explains why the tug increases the hours in some cases, because the tug can keep the barges moving when the water is not going with her?—And, for instance, she can take the tugs alongside the wharves when there is water enough to let her get there.

8147. I think I understand it now. As regards the number of barges at night, you said that a tug was not allowed to take more than six barges, but that at night it would sometimes take three times as many; do you really mean that—18?—Yes; it is in this position. Any tug can tow six barges above the line of what is called Charlton Pier at Charlton. Anywhere below he is not restricted to any number, so that he takes as many as he thinks he can manage to save the tide. Assume, for instance, that he is going to Tilbury Dock, and he is what we call early in the tide, he would work his craft down, pick up the six going to Tilbury, and tow them right away; but he would not be allowed to tow any more than six above Charlton.

8148. Where is Charlton?—Just above Woolwich; that is the line of demarcation laid down by the regulations of the Conservancy.

8149. But he would be actually taking 18 barges at once?—I have known a tug to tow 20 or 30 before that regulation was established.

8150. But the regulation is now altered?—The regulation is strictly enforced now as far as we are concerned, for obvious reasons. A man may be towed down to a dock, and he may leave his barge at the dock entrance to be towed by another man, and he may be ordered inside. That was under the old system, in case there should be a necessity to bring another barge up on the flood tide.

8151. Now I am going to touch on rather a burning question. Do you think that apprenticeship is really necessary for the watermen?—Yes.

8152. According to what you have said as to the really effective examination being at the end, is not the apprenticeship very often a farce?—No, I would not go so far as that; not as regards the actual education of the lad, but the system under which the lad is indentured; the indenture is very specific, but it is the loose manner in which it is enforced.

8153. As a matter of fact the apprenticeship I understand, to a great extent is a farce now?—Well, I would not like myself to apply that term to it.

8154. It is not sufficient?—What I will say is this: that under the system it is farcical, but not the apprenticeship itself.

8155. You mean that it might become a solid education, but it is not a solid education as things are?—Quite; that is what I mean. I

Professor Marshall—continued.

mean that the lax system allows the apprentice to go where he likes, although he is all the time learning his business.

8156. And therefore what we have really to rely upon for the security of life in the crowded part of the Thames is the examination?—To the practical knowledge of the man who is engaged in navigating the barge.

8157. As tested by the examination?—Yes, and which I say to-day is farcical.

8158. The examination? Not the examination?—Yes, the examination of the lad.

8159. That is not a real examination?—I am prepared to say before this Commission that at the present moment the manner of examining the apprentices is farcical. For 30 years I have been protesting against its mode and manner by the gentlemen who do it. Since the recommendation of the Committee of the House of Commons there have been practical master lightermen put there, and they have improved upon it.

8160. Yes, but what I want to know is whether at present the practical security that we have that a barge shall be well navigated in crowded quarters does not rest more upon the navigator's having passed an examination than upon his having served an apprenticeship?—No, it rests more upon the fact that a man knows that a lad has gone through his apprenticeship in a practical manner, but not under the terms of the indenture. We all know one another; for instance, in a firm—I do not want to describe individual firms—but in the firm I was apprenticed in many of the lads served their time with their masters in the firm. That was the practice when I was a lad. But that has practically disappeared to a very great extent. In some cases it still exists, but during the term of tuition—the first two years—there is always a certain amount left with the foreman through the master as to the lad's competency; that is a matter of supervision. Then, as to keeping the lad at work. So many lads do not care about it; after having done it for a year or so they have had enough of it. The terms of the indenture are in the hands of the Watermen's Company as a matter of supervision, and my complaint is that a lad when apprenticed to a man under a contract and under an indenture has a right to carry it out. What for? Not because we want to keep him in that man's employ, but because he shall have the supervision over him to avoid his running loose. I know a very large number of apprentices to-day. They go into a firm on their licence; they get almost men's money; and they become practically loose. They have got their own freedom. Why this very lad Murray was apprenticed to his brother, the brother working in one firm on the south side of the river, the lad working for the Thames Steam Tug and Lighter Company. He had got his licence, but when he got run down the firm never troubled themselves about it; it was we who had to look after that lad, so that we lost the run of him but then he was working for the

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Professor Marshall—continued.

Tug Company for cheap money. That is the reason why he was working in that boat.

8161. Do you think that it would be possible to dispense with apprenticeship, and to make the examination much more real and thorough?—Not as a matter of necessity. I am speaking now from a public standpoint, and not as regards the question of restricting the employment of labour. My contention is that a boy ought to be and ought to remain under the supervision of his master. There might, say, for practical reasons, be a limit to even the term of apprenticeship, but the law has been so relaxed in that respect, that a man at 20 years of age can be apprenticed or articed for two years so as to get the necessary qualification to pass the examination. But as to our own rulers, there are gentlemen connected with that Board who never had an oar in their hands. Mr. Robert Miller, the great barge-owner, never navigated a barge. Then I say young Mr. Davy, of Davy's, coal merchants—

8162. That is hardly a reply?—No; but I am explaining as far as I can, in answer to your question, my reasons for giving these varied replies. Still, upon the whole, I say that apprenticeship is necessary, for I contend the workman should get the practical knowledge necessary, so that when he gets his freedom he is able to go and take charge of a barge himself.

Sir Michael Hicks-Beach.

8163. Do you know whether there is any system of the kind on any other river in England or the United Kingdom except on the Thames?—Not as a matter of law; but I know in addition, through conferences we have had with leading men on other rivers engaged on the same work, that they desire the same regulation.

8164. Do you mean those engaged in the lighterage work themselves?—Yes.

8165. Working men?—Yes, the working men.

8166. You are not aware that any other interests desire it, are you?—No, because all the other interests have got the supervision, with the exception of the working men. For instance, I laid the matter before Mr. Grotian, Member for Hull, who is a conservator of the Humber. He admitted that he had had many conferences with the Hull lightermen, who were desirous of coming under the same system of arrangement. Then the men at Liverpool—the three or four sections there—have made repeated demands of the local authorities.

8167. As a matter of fact, are you aware whether the local authority at any place has taken steps to introduce such a system?—No; because when we had the honour of appearing before you at the Board of Trade you advised that applications should be made to the local authorities, and their reply has been, when made, that they have no statutory power.

8168. You are aware that they could apply for statutory power are you not?—Yes; but

Sir Michael Hicks-Beach—continued.

then you see the difference between the workmen applying—

8169. I mean that the local authorities could?—Yes; but our experience in this river has been that the application to Parliament has been made to restrict the statutory power.

8170. Are you acquainted with the report of the Thames Traffic Committee on this subject?—Thoroughly.

8171. Are you aware that they recommended that the river should be freed from this system altogether?—Yes, because the Thames Traffic Committee consisted of gentlemen who had already made up their minds. Sir Frederick Nicholson has always been a direct opponent of the administration of the Watermen's Company.

8172. That Committee consisted of men besides Sir Frederick Nicholson, did it not?—I am not denying the qualification of any of them, but they were not lightermen.

8173. You recollect, I have no doubt, that after the great strike there was a considerable feeling in the city of London in favour of freeing the river, and that a Bill was introduced in 1890 with that object?—I saw the petition. A very large proportion of the petitioners were foreign merchants. Mr. Hugh Smith, a gentleman who always wants to do as he likes, and several other individual men who—well, they do not want restriction of any kind.

8174. Still the Bill was introduced by the Members for the City, was it not?—No, I do not think it was. I could not say as a matter of recollection.

8175. You do not know?—As a matter of recollection I do not know who the Members' names were at the back. I know Sir Robert Fowler was rather averse to our contention. He did not say that he was in favour of the Bill, but he was rather put out and annoyed because we took part in the strike.

8176. Do you, on behalf of your society, agree with the recommendations of Mr. Childers' Committee on this subject?—Yes, with every word. There is a qualification which we do not, and I have advised my friends not to put any stress upon, that it shall not be necessary for a man to prove that he had been apprenticed. The Watermen's Company, that is the court of the Company, rejected that recommendation because it proposed to abolish apprenticeship, which it does not. It did not propose to abolish the present system; it proposed what we as workmen have no objection to, that if a man can prove his qualification he should get a licence, but he ought to be able to prove his qualification before a practical board.

8177. What extent of representation did Mr. Childers' Committee propose to give?—They did not lay down any line.

8178. Wait a moment, please. What extent of representation did Mr. Childers' Committee propose to give to those engaged in working the river?—It proposed that a court should be elected, and that the licensees of full age should be the basis of the constituency.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Sir Michael Hicks-Beach—continued.

8179. And they suggested also a representation of other bodies on the Committee?—Which I agree with. I do not object to that. I think a man who pays registration fees to Watermen's Hall should be entitled to have some voice; and the court, in a modified form, are carrying that out by inviting gentlemen to sit there or become freemen, but they do not invite the workers.

Mr. Tom Mann.

8180. I wanted to ask you whether any of your members are navigating the boats in the river owned by the Victoria Steamboat Company?—Yes, all our men are employed there.

8181. Are they properly manned?—They are not manned under the certificate, and we are in communication with the Board of Trade upon the subject now, but the Board of Trade says that the certificate does not lay down how many men and who the men are who shall be employed.

8182. The certificate does not lay that down?—That is their statement in reply; I thought I had it with me.

8183. Does that mean that they have no control over the number?—Practically so.

8184. No one with any authority to fix the number of men required?—Well, the certificate fixes it, and the certificate is issued by the Board of Trade, and I contend that having fixed the number, the number ought to be there, as a practical man in the interests of the public.

8185. But the Board of Trade say that it does not fix the number?—Yes, although they mention the number of men to be engaged upon the boat. When we wrote to say that certain boats were not working up to the certificate, they wrote back to say that the certificate is not the basis of the employment.

8186. And therefore it is of no effect?—From their point of view.

8187. What good purpose, if any, can be served by issuing such certificates?—Only to attempt to blind practical men, but it does not blind me.

8188. Have you had experience lately of this?—Yes, to-day.

8189. To-day?—To-day we have had complaints brought to our office of boats working short-handed.

8190. You say to-day; what happened to-day?—That is to say, men have come into the office before we came away to say there is no alteration, and wanting to know why their complaints had not been attended to. I told them that we were engaged in correspondence with the Board of Trade on the subject.

8191. But the Board of Trade have given you a final reply, have they not?—Yes, I have got a reply, and I thought I had got it here amongst my papers.

8192. In any case you remember it?—I only received it yesterday morning; it came into the office yesterday.

Sir Michael Hicks-Beach.

8193. I think you had better put in the correspondence; this is a very casual way of referring to the matter?—I am sure I shall be quite prepared to comply with that suggestion.

Mr. Tom Mann.

8194. Have you any experience of a black list in your trade among the employers?—We have the information that since the dispute at the Carron and Hermitage Wharves the masters' association as master lightermen have issued a black list of lightermen to all their foremen, that the men who complied with the society's order shall not be employed until they consent.

8195. Circulated round the employers?—I was going to ask the order of the Commission to have one produced. If we can only get one, we will find out whom to deal with. (*To the Chairman.*) My Lord, I respectfully ask you this. The information that I have received is, that the masters as master lightermen have issued a black list, and the order upon that black list to all the foremen is not to employ those men until they get the consent of the association. I consider that that is very unfair, and that the masters' association ought to be called upon to produce that list. It is in print. We had the information last night that it was in the form of a type-written circular.

Earl of Derby.

We have no power of compelling the masters' association to produce a document which I suppose is a private one.

The Witness.

I suppose, my Lord, acting in ignorance, I understood that you had the power of sending for persons and papers, and I thought I would take the opportunity of making the application. I thought it ought to be brought forward.

Earl of Derby.

Are you authorised by your association to demand the list?

The Witness.

Yes.

Earl of Derby.

We had better clear the room.

The room was then cleared and the Commission deliberated in private for a short time.

Earl of Derby.

The Commission have decided that it is not desirable to call for the production of such an alleged black list as has been mentioned by the witness, but we take notice that in all probability the employers will appear before us to

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Earl of Derby—continued.

express their opinion as to the various statements that have been made, and it will be open to them either to deny or explain what has been said.

The Witness.

Then would your Lordship allow me to understand that if the accuracy of my statement is disputed you would allow us to produce witnesses who have had that excuse rendered to them on the part of the employers?

Earl of Derby.

We will consider that when the question arises.

Mr. Livesey.

8196. Let us have something definite. What is this black list?—Well, we have 54 men who are standing out now who have been discharged through complying with the order of the executive of our society to avoid taking goods to and from the Carron and Hermitage Wharves during the dispute, and since they have complied with that order in the firm of Messrs. Macdougall and Bonthron, the lightermen for the Hermitage Wharf, Mr. Macdougall told the men who went to him when we withdrew our manifesto, that is when they applied to be taken back again, "I should like to take you back at once," he says. "I am tired of it; but I cannot do so until I get the consent of the masters' association, who have got a list of the names of all the men engaged in the dispute."

8197. You said these men were discharged; who discharged them?—No; they came out in compliance with the notice.

8198. You should be particular. You said they were discharged?—I do not recollect saying that.

8199. You did say so?—Then I beg to withdraw it.

8200. Very well; they left their employment, I understand?—Yes.

8201. On the orders of the Union?—They complied with the notice issued by the Union.

8202. Then you do not of your own knowledge know of any black list; you have only this information from the manager of the wharf?—I have had the statement verified; that is why I asked his Lordship if it should be disputed that I may produce the men who have been informed by the foreman that it is in circulation.

8203. Well, and if men leave in that way can you blame employers if they refuse to take them back again?—I am not here to discuss matters of opinion.

8204. You said something about wages—that a man might work all night for 4s. I think under Lord Brassey's award it was one job to constitute a night's work; was that not it?—No; I said that the 4s. applied up to 12 o'clock.

8205. For one job?—For one job, yes.

8206. But not for six hours necessarily?—No. I said in answer to one of the Commissioners at the other end of the table that he would not

Mr. Livesey—continued.

always be employed for the whole length of the time that he was paid for.

8207. He would get 4s. if he was only employed 15 minutes if it was a short job; however short the job was he would get 4s., might he not?—In the way you put it, yes; but the way I put it is this: we accepted the conditions of the employers as a conclusion of the arbitration, and they agreed to pay whatever proportion of time a man might be at work.

8208. Were not these terms your own proposal?—No.

8209. Before Lord Brassey's award 6s. for a day's work was your own proposal?—That was the basis of the negotiation.

8210. It is what you asked?—We asked for 6s. for the one job only.

8211. For the day's work?—For the night work.

8212. For the day and night both. Lord Brassey gave you your own terms really?—No; the masters conceded it.

Mr. Bolton (reading).

8213. "The amount of pay which I have awarded has been framed as much as possible in conformity with a scale agreed upon between the employers and the lightermen?"—Yes, but the reference—

Mr. Livesey.

8214. It says the men altogether?—I think I can supply you with a paper of the terms of reference.

8215. "After a lengthened discussion on the question of wages the masters agreed to accept the scale of payment as proposed by the men." So that it was your own proposal?—No. I am sure you will allow me respectfully to correct you there; that is Lord Brassey's letter (see Appendix 53). I was one of the arbitrators, and I respectfully submit that for two days we were discussing the question of the 6s. for one job, and the masters contended that while they were prepared to admit the one job—that was the basis—we discussed for two days the details, and they ultimately handed in a written proposition from their own committee, which we accepted and which is the award.

8216. That will do?—We were merely fighting for the one job.

8217. Then you said something about the sanitary conditions of the men and about sleeping over bilge water?—Yes.

8218. Is it not the bargeman's duty to pump his own barge?—To save it from sinking, yes.

8219. And to pump the bilge water out?—You do not have every lighterman to pump your barges.

8220. That has nothing to do with it. It is the bargeman's duty, is it not, to pump the barge?—While he is lying watching the barge it is his duty to see that the barge is in perfect safety, and if the barge makes water it is for him to try and pump the water out again.

8221. If he likes to sleep over bilge water it is his own fault?—All pumps are six inches

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Livesey—continued.

from the bottom, and therefore he has always got six inches of bilge water without being able to pump it out.

8222. I need not ask you any questions about the Watermen's Company, beyond a general one. According to what you have stated, you do not think much of the Watermen's Company's system of regulating the apprentices and the appointment of lightermen. You said that the Watermen's Company might be abolished?—No, I did not. I said the abuses of the Watermen's Company might be reformed.

8223. Or else the company abolished?—No, I did not say that; it should be absorbed.

8224. You said abolished?—The Watermen's Company should be absorbed with the Conservancy in the London County Council, if that could be.

8225. But on another occasion you said abolished?—That might have been in the House of Commons.

Mr. Livesey.

No, it was here yesterday.

The Witness.

Will your Lordship allow me to say—I hope that will not go on the notes, because I have said nothing of the kind—I am not in favour of abolishing the Watermen's Company; I am in favour of extending its representation.

The Earl of Derby.

If you used the word, as some believe, and have used it in error, of course what you have said now is sufficient to rectify it.

Mr. Livesey.

8226. You stated that your Union have spent about a thousand pounds for the purpose of seeing the Act carried out?—Last year.

8227. In what way was that spent?—In issuing summonses, paying witnesses' expenses, paying the costs where summonses were dismissed, and all the details of enforcing the regulations.

8228. What are the principal regulations you sought to enforce?—That barges be properly navigated.

8229. In what way?—Various.

8230. That two men should be employed to do one man's work?—Your tug might be going over the ground too fast and it would be contrary to the regulations, and I will mention—

8231. As you have mentioned the Gas Company's tugs a second time, I might ask you what was the case you referred to yesterday?—I mentioned that the "Livesey" went beyond the regulation speed.

8232. That is the name of the tug?—Yes, that is the name of the tug. She was navigated contrary to the regulations. The public ran a risk of being swamped by the surf that the boat created by her running at that pace. On one occasion at Westminster Bridge as she ran by she swamped several boats there. I understood you yesterday, with all respect, to join issue

Mr. Livesey—continued.

then with that, that you had not got the information. I have brought two witnesses to-day who saw it.

8233. When was that?—Some few days ago, I believe.

8234. The boats were swamped, you say?—Yes.

8235. And what happened; were the occupants drowned?—The boat rushed away and did not take any notice; there was no loss of life.

8236. Has any action been taken on the part of your Union in the matter?—No.

8237. Why do you not?—Well, we do not like to come into collision with you too often.

8238. I should like to ask a little more. You say the tug was going fast; was she towing?—No, she was running up light. I think, if I might respectfully suggest, Mr. Lewis and Mr. Gosling are here who saw the boat, and they would be more able to definitely tell you what transpired.

8239. If anything of that sort happened the right course would be——?—To take proceedings.

8240. Certainly?—Well, I hope we shall not have to do it.

8241. I suppose you know that that tug is not very much liked on the river?—I wish she was mine. That is a question of appreciation.

8242. Do you not think, going to another subject, that the security of the public and the proper navigation of the river would be sufficiently guaranteed if the river were free, and owners were, as they would be, responsible for everything that happened to their craft or their servants?—No, I do not think so.

8243. Why?—First of all, if so, I do not know if I ought to make it a personal question, but take your barges——

The Earl of Derby.

8244. What were you saying?—I was saying that I did not want to make it a personal question, but to bring it so close as regards the proposal about throwing the river open, that under the present regulations Mr. Livesey's barges are navigated every day contrary to the regulations, without having proper materials for navigation in case they break adrift.

Mr. Livesey.

8245. What accidents happen?—What accidents? Very often they break adrift, and run into other people's craft. Of course you will say you have a right to pay for it, but I might be drowned.

8246. Do you not think if any accident were caused by a Company like that there would be plenty of people ready to take action against them for damages?—I should not like to say what other people would do. I might come to you and represent the matter to you, and you might put the matter right for me.

8247. They do, I can tell you—they are quite ready enough to take action, and if you cannot give anything more definite about accidents, I do not think I need press it further. You cannot say that the river would not be equally

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Livesey—continued.

safely navigated by watermen if they were free?—My answer definitely is this—that it would be extremely unsafe.

8248. How is it with all the other rivers in the country?—The answer I would make is, that I think there is the same dissatisfaction, that they have not got proper regulations; they are always in accidents.

8249. Then there is one other question. You said something about compulsory arbitration; how would you manage that?—In all disputes that might arise in the employment of workmen as against an employer I would say that there ought to be a district conciliation board connected with that particular employment, and if they failed, that it should be referred to a permanent board of arbitration—to gentlemen who were engaged similarly to yourself, and are practically acquainted with all the details of the work, and who would be the best judges after hearing the pros and cons of the discussion whether the dispute was a legitimate question or not.

8250. How could you enforce your award?—Under the suggestion that the men should be compelled to avoid striking, and so to disorganise and practically create difficulties in working unless they have legitimate cause for dispute.

8251. One question more about that upsetting the boats. You say two or three boats were swamped two or three days ago?—No. What I said was this, if I recollect, that the tug, in running over the regular speed had created a surf and swamped the boats. I, in addition, said that it was a risk to the public who might be in the boats.

8252. Did the boats sink?—I do not know. With his Lordship's concurrence, I would rather suggest that the man, who is here, should answer the question that you have put. I have merely brought him here to concur practically in what I said, because he witnessed the facts.

Earl of Derby.

8253. What is that to which you allude?—The facts were, if your lordship recollects, that I said the navigation was risky. Tugs run about the river contrary to the regulation, and they are a source of danger to the travelling public. I mentioned one instance because it had been drawn to my attention, and I have brought the man here to-day who witnessed the occurrence, and he is also prepared to tell you with reference to the other tugs. The regulations are here, but they are not carried out.

Mr. Livesey.

8254. Is he prepared to say that two or three boats were swamped?—I believe he is. Mind, I do not mean to say anybody was in them.

8255. There was nobody in them?—(No answer.)

Mr. Bolton.

8256. You have expressed an opinion in favour of an eight hours' day as a matter of principle?—Yes.

8257. Would you have that with the relative

Mr. Bolton—continued.

wages, or the same rate of wages as for a 12 hours day?—I think that is a question for settlement between the employer and employed.

8258. Would it alter your opinion if the wages were reduced in proportion to the hours worked?—It might to a certain extent.

8259. Your advocacy of an eight hours' day is contingent on the rate of wages being the same in your particular line as for the 12 hours day?—Being a living wage.

8260. Never mind whether it was a living wage or anything else. It would be a condition with you, I think, that the rate of wages should be the same for the 12 hours as for the eight?—Yes.

Mr. Livesey.

8261. How could you work an eight hours' day on the river, considering the tide?—It would be problematical. I accepted the principle without going into the detail.

Mr. Abraham.

8262. Is there anything in the present regulations to prevent working men obtaining compensation under the Employers' Liability Act from their employers where negligence has been proved on the part of those employers?—We have a very great difficulty.

8263. Is there anything in the regulations preventing your applying for compensation under the Employers' Liability Act?—I have always been under the impression that we are precluded under the Employers' Liability Act because of our occupation being on the water. At the same time, as a rule there is generally an offer of compensation in case of injury or accident, but to such a limited degree that for the want of being able to enforce the facts we are compelled to accept.

8264. What are the difficulties?—The difficulties are the question of corroboration, or the loss of the principal, as a rule. Here is a letter I have had from our solicitor with reference to the lad that I have mentioned; the lad who was drowned. They offered 20*l.* as compensation for his death; we stipulated that the compensation was not sufficient for the parents, who were elderly people, and he was a part of their sustenance, and they have agreed to pay 56*l.*, but then that is only on the threat of action.

8265. So that the principle of compensation is recognised?—Yes, the principle is. I am bound to be just to our employers, and say that where injury arises some as a rule are sufficiently thoughtful to pay a man his wages; that was previous to the strike, though I may as well say, too, it is modified since, because they consider that they are paying us an enhanced wage.

8266. Did I rightly understand you to say that a great number of the men you represent lose their lives annually in following their occupation on the river?—Yes; and I also added, owing to the difficulty of getting the returns except upon coroners' inquiry, that coroners of districts should be asked to supply the information.

5 November 1891.]

Mr. RICHARD ROBERT FAIRBAIRN.

[Continued.]

Mr. Abraham—continued.

8267. Is there any regular system of Government inspection on the river with a view to extending protection to life and limb?—Not the slightest.

8268. Then there are coroners' inquests I suppose?—Yes, but we do not get the information. In this case we requested to have the information because we wished to show that this boy was practically deliberately run down, and we wanted to bring home the responsibility to the proper party.

8269. Have you, as an association, the right of representation at coroners' inquests?—Only as jury-men.

8270. Have the relatives of the deceased a right to be represented by agent or a right to be there personally and put questions to the witnesses?—From my experience, no; they are not allowed to put questions.

8271. Then they have no right to be allowed and they are not allowed?—I am not prepared to argue the question as to the position of the law. I know the practice is this, that the parents or the friends are not allowed even through a solicitor.

Mr. Abraham—continued.

8272. I only want to know what the fact is. Do you know that the miners of the country have that right at present by law?—Yes.

8273. Would it be desirable in your case if the same right was extended to your men?—I think it is a very wise suggestion. I think it is absolutely necessary.

8274. In your opinion, if that was granted, would it be the means of minimising the accidental deaths upon the river?—I think it would in this way: that we might be able to bring the liability home to the proper shoulders because it might be for the information of the Commission, that these boats in the night are run recklessly—we say recklessly, that is that they go at a certain pace beyond the regulation for the purpose of enabling the pilot to get down to Gravesend where he stops to get on the list quicker than anybody else; and we have no opportunity whatever in any coroner's inquiry to make the pilot responsible on account of the want of the right of representation.

8275. Then you think it is, in the interests of the safety of life and limb that you should have that power extended to you?—I do.

The witness withdrew.

Mr. WILLIAM CAMERON and Mr. T. ATKINSON called and examined.

Earl of Derby to Mr. Cameron.

8276. Are you in the employ of the Shaw, Savill, and Albion Company, Limited?—Yes.

8277. Before the dock strike of 1889 were you in constant work?—Yes.

8278. You, and those for whom you speak?—Yes.

8279. I understand there are three other witnesses whose names are on the paper?—Yes, altogether.

8280. Were you one of a large number of men constituting a shore gang?—Yes, 80 or 90.

8281. Did you at the time of the dock strike, suffer any inconvenience from intimidation or otherwise?—Yes, we suffered a lot through it.

8282. Will you tell us what was done to you?—We could not go outside without several of them stopping and threatening us.

8283. You were stopped and threatened?—Yes.

8284. And I gather it ended in your being lodged and fed on board the steamer?—Yes, we would not go outside at all.

8285. Were you actually assaulted at any time, or only threatened?—Threatened.

8286. Was any pressure put upon you to join the Seamen and Firemen's Union?—Yes, we were ordered to join it by the superintendent.

8287. Was that during the strike or afterwards?—Just after the strike finished.

8288. And were you told that in the event of your not joining the Union anything would be done to you?—If we did not join the Union we should be dismissed.

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Earl of Derby—continued.

8289. Did you, in consequence of that pressure put upon you, join the Union?—Yes, we did.

8290. Were you, and the men working with you, called out five times between April and October of last year?—Yes.

8291. For what length of time on each occasion?—Sometimes a fortnight, sometimes ten days, sometimes a week.

8292. And on what grounds were you called out?—To assist the firemen. There was a strike of the firemen, and they called us out to assist them.

8293. And you lost a considerable amount of work, of course?—Yes, we did.

8294. So the effect of the strike was to cause work which had been done by your gang to get into the hands of other trades societies?—Yes.

8295. I see you estimate the loss at about 2*l.* a week?—Yes.

8296. Since last October was there any fluctuation in the amount of pay, or any irregularity in the work?—No.

8297. Were you then again, together with a number of other men, called out by the society?—Yes; several times we were called out.

8298. That is, you were required to leave your work?—Yes.

8299. And did you leave your work, or what did you do?—No, we did not; not after the strike.

8300. Did you withdraw from the society?—Yes.

3 G

5 November 1891.]

Mr. W. CAMERON and Mr. T. ATKINSON.

[Continued.]

Earl of Derby—continued.

8301. And were you and others taken on by the company as permanent weekly hands?—Yes.

8302. Now, is the amount of wages which you have earned since your withdrawal from the Union greater or less than it was during the time when you were in the Union?—It is not so much now. It was more before the strike than it has been after the strike; more men employed and everything. There are not so many men since the strike. The other Unions have taken the work away from us.

8303. Do I understand you to say that you were better off before the strikes began than you have been since?—Yes.

8304. But now that you have ceased to belong to the Union, are you more regularly employed than you were during the time you belonged to it?—Yes, we are.

8305. When it has happened to you or to those working with you, to be injured in the service of the company, have your wages been paid?—Yes.

8306. While incapacitated for work?—Yes.

8307. Can you tell us what your hours of work are?—Eight hours a day; 48 hours a week.

8308. Is there any overtime?—Yes.

8309. And at what rate are you paid for overtime?—1s. an hour overtime after 5 o'clock.

8310. And your pay for the regular work is 5s. a day, I gather?—Yes.

8311. And there is something extra allowed when you are kept at work after midnight?—Yes.

To Mr. Atkinson.

8312. Can you tell us anything of your treatment by the Dockers' Union. Were you boycotted?—I was four months walking about. I could not join the Union on account of having no one to propose me. I was a stranger. From November 1889 to March 1890 I was walking about and I could not join the Union.

8313. You were willing to join the Union?—I was willing to join the Union.

8314. You were objected to on what ground?—Because I had no one to propose me. I was a stranger.

8315. Are you a stranger in this locality. Have you not lived in London?—Oh, yes. I have been a seafaring man. I have been to sea all my life.

8316. Then it is not quite accurate to say, as you do in this paper, that you were boycotted by the Dockers' Union?—No, I have not been boycotted by the Dockers' Union. I have only been in Shaw Savill's employ for nine months.

8317. You were not taken into the Union because nobody knew anything about you?—Nobody knew anything at all.

Sir Michael Hicks-Beach to Mr. Cameron.

8318. What is the sort of work you do for your 5s. a day?—Anything in a ship, no matter what it is, on board a ship.

Sir Michael Hicks-Beach—continued.

8319. Are you a sailor, or what are you?—Yes, anything on board a ship. It does not matter what it is, anything.

8320. Are you an A.B.?—Yes.

8321. Have you got a certificate?—I have got discharges. I have not got them with me. I have been 20 years at sea. I went to sea when I was 11 years old.

8322. What do you mean by saying that the other Unions took your work away?—They took our work away. Shaw Savill used to employ about 80 or 90 men. We had all the chipping to do, and painting, and everything on board the ship. When the strikes were on they took the chipping away and the painting away from us, and now we do not employ half the men we used to do.

8323. Then who does your work?—We used to do it.

8324. Yes, but who does it now?—The Union of Chippers and Scalers and the Union of Painters. They have taken the work away from us.

8325. And that is so still?—That is so still. There are not half the men employed now that there were before the strike.

8326. Not half the men of your class you mean?—Yes.

8327. What were the threats that were made to you?—We could not go outside the gate. If we went outside the gate there were no policemen about and you might get knocked down or something. They threatened us in front of the policemen. They never did anything to me, but to some of the men they did. They had to be carried home.

8328. You said you were threatened; what threat was used to you?—Threatening language—pretty bad language—they would kill me, they would knock my brains out. I do not know what they would not do. They did not start it because there were too many policemen about. I could only go home once a week, and then I went home by daylight. If I went home at night they were lying in wait for me—in fact for all of us.

Mr. Tom Mann.

8329. When did you first take up the work with Shaw Savill?—It is very nearly seven years ago; just close after they started to run mail steamers to New Zealand.

8330. And have you been with them continuously until now?—Yes, I have never been out of it.

8331. Why have you come here to-day?—I was summoned here to-day, I believe.

8332. Did you come here by instructions of the Company?—No, I did not. I was summoned.

8333. Did you first volunteer on your own account?—No, I did not.

8334. What is your object in coming here to-day?—I was summoned here as a witness.

8335. Who requested you to come?—The summons requested me to come.

5 November 1891.]

Mr. W. CAMERON and Mr. T. ATKINSON.

[Continued.]

Mr. Tom Mann—continued.

8336. Have you any grievances to allege?—The way they treated me during the strike, that is all.

8337. Did you desire to allege that on your own account?—Yes, I did.

8338. Then did you make a request to come?—I did not make any request at all** I got a summons to come.

8339. If you had received no summons you would not have come?—No, certainly not.

8340. You would not have sought an opportunity?—No, certainly not.

8341. You are going along comfortably now with the Company?—Yes, I am.

8342. Better work than formerly?—Not so much work as formerly. Our work is taken away from us.

8343. You appear to have made two or three statements. I understand you to say you are in receipt of regular wages, 5s. a day?—Yes, now we are.

8344. Then your conditions are pretty comfortable now?—Yes, they are.

8345. Are they more comfortable now than they were before the difficulty took place?—No, we used to make more money, and more men were employed too.

8346. What did you use to make?—Sometimes 2l. 10s., sometimes 3l. a week.

8347. What doing?—Anything on board ship, no matter what it is.

8348. Always in dock?—Yes, always in dock.

8349. How long is it since you went to sea?—Eight years since I went to sea.

8350. You are getting 5s. a day now, and 1s. an hour overtime?—Yes.

8351. Did you use to get more than 5s. a day for eight hours?—No, we never got more than 5s. We always had 5s., but we used to make more overtime before the strike.

8352. Is that the direction in which conditions are worse now than before, because you make less overtime?—They are certainly worse. We do not make so much now as we did.

8353. What overtime do you make a week?—It varies; sometimes more, sometimes less.

8354. You have nothing to complain of except that difficulties took place, and you were threatened?—Yes, threatened.

8355. Threatened by some Union men?—Yes.

Mr. Bolton.

8356. Do you consider the work you did before the strike more than a man could be fairly asked to do?—We had more work and more overtime, and that is how we make the money up.

8357. Did you object to it?—No.

8358. It was not more work than you think a man could fairly do?—No.

8359. You say that you were ordered to join the Union, but I did not catch by whom?—Captain McKirly, the Marine Superintendent.

Mr. Bolton—continued.

8360. The Marine Superintendent ordered you to join the Union?—Yes.

8361. Why did he do it?—Because the Union was blocking the ships. Unless we joined the Union they blocked the ships—stopped the ships from going away.

8362. And so he ordered you to join?—Yes.

8363. And what was the penalty for not joining?—We should have had to leave the Company if we had not joined the Union.

8364. Then it was one of Shaw Savill's men that ordered you to join?—Yes, the Marine Superintendent.

Mr. Ismay.

8365. You are one of the shore gang?—Yes.

8366. When a ship comes in you and your fellows go on board?—Yes.

8367. And take the places of the sailors?—Yes.

8368. And is it your custom to clean the ship down?—Yes.

8369. And prepare her for sea again?—Yes.

8370. You do not get the same amount of employment now that you used to have?—No, we do not.

8371. Because other trades have come in?—Yes, and taken away the work from us, the painting and chipping.

8372. The Union would not allow you to go into graving dock to work?—They would not.

8373. And the Marine Superintendent, rather than stop the ships, told you to join the Union?—Yes.

8374. And for how long did you remain a member of the Union?—I think it was very nearly 10 months.

8375. And why did you leave it?—It did me no good, I had to leave it.

8376. Why did you leave it?—I could not get work anywhere. They called me out over and over again; I got sick of it. I would not have anything to do with it. I stopped where I was.

8377. Why did the Marine Superintendent take you back, then?—I do not know.

8378. Is it compulsory to join the Union now?—No.

8379. Are any of your people in the Union?—No. They were all Union men. I do not think there are any now. They are out of it.

8380. You are not able to earn the same wages now as before the strike?—No.

8381. Because you have lost a certain description of employment that previously you had?—Yes.

8382. And you would be glad to have that?—Yes.

8383. And you do not find it do you any harm—the overtime you do?—No, we do not.

8384. Have you any Sunday work?—No, very rarely. They do not believe in Sunday work. We do not do Sunday work, unless it is docking a ship on Sunday.

8385. Not any ordinary work on Sunday?—No.

8386. Are you fully occupied now?—Yes; plenty of work now.

5 November 1891.]

Mr. W. CAMERON and Mr. T. ATKINSON.

[Continued.]

Mr. Ismay—continued.

8387. And what you complain of is, that the area of work for sailor men has been decreased?—Yes, it is.

8388. By the action of other Unions?—Other Unions, yes.

8389. Do you think it was sailor's work to do chipping?—Yes. I think the sailor's work is anything on board the ship from the truck to the keelson.

8390. And you are prepared to do it?—Yes.

8391. And you are quite satisfied with your employment?—Yes, I am.

Mr. Tait.

8392. When the Marine Superintendent took you back after leaving the Sailor and Firemen's Union, did he ask you if you were still a member of the Union?—No.

8393. Did he ask any questions?—No.

Mr. Abraham.

8394. Whom do you represent here?—We are Shaw Savill's shore gang labouring men.

8395. Do you represent anybody but yourself?—No, only myself.

8396. You represent yourself?—Yes.

Earl of Derby.

8397. I understand you have stated on a paper that is put before us, that you represent some 40 or 50 men?—Yes, I do.

8398. I suppose that means that they are working with you, and that their case is the same as yours?—Yes.

8399. But you have not been directly delegated by them to come?—No.

Mr. Abraham.

8400. Then it is not correct that you are representing yourself only?—No. I am representing the men that work with me too.

8401. Without their request and without their consent?—Yes.

8402. When did you first know that you were to appear here?—I forget now.

8403. Who asked you to come?—I had a summons to come here.

8404. By whom?—From 44, Parliament Street.

8405. Did you take any means whatever to come here as a witness?—No; I did not. I got a summons to the house where I live.

Mr. Bolton.

8406. I wish to know how it was you came here. I understand you to say you are the representative of 30 or 40 or 50 men?—The men that work with me.

8407. And they do not all come?—No.

8408. But somebody must have selected those that did come?—I do not know. I got summoned. That is all I know.

Mr. Austin.

8409. Did any member of the Company speak to you about coming here?—No, not that I know of.

8410. How did you know that you would be required here?—I was summoned to come here on Thursday or Friday, and I came up here, and they told me that they would send for me when they wanted me. I was too late. They said they could not hear me to-day. I had to call back to-morrow.

The witnesses withdrew.

Mr. WILLIAM RIGBY, Mr. EDWARD BECKFORD, and Mr. JOHN JAY called and examined.

Earl of Derby to Mr. William Rigby.

8411. You have heard the evidence given by Mr. Cameron and Mr. Atkinson?—Yes.

8412. Do you agree in it generally?—Yes.

Mr. Tait.

8413. May I ask if you are in the same position as the other two witnesses—that you have simply come here to represent yourself, with no mandate from the men you are daily working with. Have any of you had a meeting?—No.

8414. And you can speak for none but yourselves?—That is all.

8415. You are not in the position that the previous witnesses were—that you can speak for 40 or 50 men?

Mr. Jay.

I can only speak for myself.

Mr. Tait.

8416. And you corroborate all the evidence with that exception, which the previous witnesses have given?—Yes.

Mr. Bolton.

8416a. Have you any knowledge of the opinions entertained by the rest of your fellow working men at Shaw, Savill and Company's on this subject?

Mr. Rigby.

Nothing more than that they are all perfectly satisfied with their employment and treatment.

Mr. Bolton.

8417. Do you know that they were formerly all members of the Union, and that all of them have withdrawn from the Union?—Yes.

8418. They were all members before?—Yes.

8419. And now none of them are members?—No.

8420. Do you know why they have withdrawn from the Union?

Mr. Jay.

I withdrew from the Union, because I found it did not pay me.

Mr. Bolton.

8421. Have you any knowledge of the cause of the others withdrawing?—I think the others are much about the same.

5 November 1891.]

Mr. W. RIGBY, Mr. E. BECKFORD, and Mr. J. JAY.

[Continued.]

Mr. Rigby.

We have been called out a number of times on various pretences. We were never sure of a week's work.

Earl of Derby.

8422. You come to say that you, and as far as you know the men who work with you, are satisfied with your present condition?—Yes. We hear no complaint and no grumbling or anything of that sort among them.

Mr. Ismay.

8423. You have been members of the Union and have withdrawn from it?—Yes.

Mr. Tom Mann.

When were you a member of the Union.

Mr. Jay.

I gave it up last October.

Mr. Tom Mann.

8424. When did you join?—The September before.

8425. How long were you a member then?—About eight months, or rather perhaps 12 months—I could not tell.

8426. Had you regular work?—Yes, regular work.

8427. And you have regular work now?—Yes, regular work.

8428. How is your condition improved?—It has improved since we came out of the Union. It is better than it was when we were in the Union.

8429. You had regular work before?—Regular work before and regular work since.

8430. Where is the improvement; is it in better wages?—No; only in regard to regular work.

Mr. Tom Mann—continued.

8431. But you had regular work before?—After we joined the Union we were never certain of a week's work.

8432. Why were you not?—On account of the petty disputes which kept cropping up—one thing and another. The first they would call upon would be the Shaw Savill's gang to come out.

8433. Where did these disputes crop up?—If a mechanic or labourer came on board, the firemen all refused duty.

8434. Did you personally lose much time in consequence of this?—I lost about eight weeks' work altogether.

8435. How long have you worked for Shaw Savill?—I have worked for Shaw Savill about six years.

8436. When did you first receive an intimation that you would be required here?—Some time in July; I could not say for certain the date when I got the first notice.

8437. Whom did you get it from?—From the secretary; it was sent to my house.

8438. Did you get an intimation from your own company, Shaw Savill?—We showed it to them.

8439. Did you consult with your mates?—Yes, we told the mates and they had nothing to say about it.

8440. Neither for or against it?—Never said anything either for or against it.

Professor Marshall.

8441. I am not sure whether you understood one of Mr. Tait's questions. He asked you whether you dissented from Mr. Cameron's statement that he was here as representing 45 other men, though not with a mandate, and you said yes; do you mean that you think that that statement was inaccurate?—I think it was right.

The witnesses withdrew.

Mr. J. BOWALL called and examined.

Earl of Derby.

8442. Are you a tea cooper?—Yes.

8443. Employed at Hay's wharf?—Yes.

8444. Have you been long employed there?—24 years.

8445. Did you at any time belong to the Dockers' Union?—Yes.

8446. For how long?—I cannot tell you now. I destroyed the card.

8447. You have since left it?—Yes.

8448. Do you remember when you left it?—At the last strike at Hay's wharf, Tooley Street.

8449. Now, in a memorandum I have here you say you joined not by your own wish but under pressure, is that so?—Quite right. I was pressed to, because all the men in the building belonged to it harring me. I was greatly against it on account of the leaders that they had got on the society, whom I did not approve of.

8450. During the strike at Hay's wharf I suppose you were unable to work?—Yes.

Earl of Derby—continued.

8451. Were you willing to work if you had been allowed, and did the Union object to your going on?—Yes.

8452. During the strike had you an interview with the president of the Union, Mr. Mann?—Yes.

8453. Had you been doing what you could to induce the men to return to their work?—Yes.

8454. Was it before the interview?—Yes.

8455. And when you saw Mr. Mann, what did he say to you?—"What don't speak don't lie." I will hand in the paper reported at the meeting in Bull Court (see Appendix 54).

8456. Did Mr. Mann tell you that the Union had made a great mistake, and that they would support you now you were out?—Yes.

8457. And had you an interview with Mr. Catton?—Yes.

8458. Is Mr. Catton superintendent of Hay's wharf, Tooley Street, and did you arrange for the men to return to work the following morning?—Yes, they all agreed to come down the

5 November 1891.]

Mr. J. BOWALL.

[Continued.]

Earl of Derby—continued.

next morning, and came down outside the gate, and they were stopped by members of the Society.

8459. And were you the only one that went in?—Yes, according to agreement with the men.

8460. Had the others any offers made to them on behalf of the Union?—Yes, 14s. a week.

8461. Of strike pay?—Yes.

8462. And they accepted that and did not return to work?—Yes.

8463. The strike took place 18 months ago?—I cannot tell you exactly, because I destroyed my book; but it was on the 17th of February it took place. I was out of work one month.

8464. You were, as it appears, in opposition to a great many men at that time?—I was.

8465. Have you suffered any inconvenience in consequence?—The morning I came down to work, the day the strike took place, I was stopped by three or four men and dreadful language was used, and I was surrounded by 30 or 40 men. I wanted to know what was the matter. One threatened to hit me and another, and of course I cleared out, I was away as quick as I could. But I did not clear right away, and I ascertained what was the cause of my not being allowed to go to work. They said "All the men are turned out on strike, ordered by Mr. Tom Mann." I said "I have not heard anything of it and I do not approve of it."

8466. Is that the speech of which you have got a cutting here?—Yes. I was under the care of the police, being passed from one policeman to another morning and night; and wherever I went in the evening, if I went out for a walk, I was in danger of my life.

8467. Do the inconveniences of which you complain continue still?—Not so much as they used to. The week before last I was called dreadful language as I passed one of the old hands that came out on strike, but the great majority of them appreciate me for what I did at the time, and they are very sorry now that they took Tom Mann's advice to stop out for 14s. a week, which they only had for a fortnight.

8468. In short I suppose the quarrel is pretty well forgotten now?—I cannot say that.

8469. Were you ever actually assaulted?—Yes, I have been caught by the coat, as I told you, the first day that the strike was, and surrounded by 30 or 40 men, and I was glad to get out of their way. I went away for a time, and I returned and got among the men to know the reason why I should not be allowed to go to work. I did not approve of what I heard about the strike, because I had been in the trade for 24 years and I knew a little about the business, and I did not approve of what they had done. I was quite aware that Tom Mann did not understand the business, because when I spoke to him at the meeting in the "Green Man" private room I asked him why he understood the different branches of the business, and he said "I thought you were all one." I said "You do not understand this business any more than if you had never entered into it."

Mr. Tom Mann.

8470. What is your special object in coming here to-day?—To give evidence against the chairman of the Society, Mr. Tom Mann.

8471. You complain of the chairman of the Society now?—Of the threat I had from you in Bull Court, or read it in the newspaper.

8472. You have come to complain of the threats you received from Tom Mann in Bull Court?—From Tom Mann's speech in Bull Court, published in the paper.

8473. A threat that you received?—Yes.

8474. Did you receive some personal threat from me?—According to the paper, that piece out of the newspaper which I cut out.

8475. Did you receive a personal threat from me?—From the newspaper.

8476. Did you receive a threat from Tom Mann personally?—According to the newspaper.

8477. Did you personally receive a threat?—I was in work, I read it in the paper. You see the paper there. It was cut out of the newspaper, and I think it is a shameful thing that I am to be "roasted and boiled." I never heard of such a thing.

8478. What particular clause do you want to take exception to. Let me understand your complaint. When did you receive a threat from Tom Mann, or when did you fear him?—There is the paper.

8479. Will you read it?—There it is. You can read it for yourself.

8480. If you have a complaint to make you are justified in making your complaint here?—There is the complaint, and here is the newspaper to prove it.

8481. Read it if you are able to?—Here is the proof.

8482. Let us hear the objectionable statement?—Here it is; you can read it as well as I can.

Earl of Derby.

8483. You refer to some passage of Mr. Mann's speech, which you consider was intended to excite feeling against you?—Yes.

8484. And cause you to be threatened and ill-used?—Yes.

8485. Then you had better read the passage?—To be roasted and boiled in a week, or a month, or three months, six months, or 12 months. If he did not boil me the Union would.

Mr. Tom Mann.

8486. Do you object to read it from the newspaper?—Yes, I do; here it is.

Mr. Austin.

8487. Can you read it?—I cannot read it properly. If you will read it for me I shall be much obliged.

Mr. Tait.

8488. How long were you a member of the Dockers' Union?—I cannot say, I destroyed my card.

8489. Under what pressure were you made to join?—By the Union. No. 1 gang, Hay's

5 November 1891.]

Mr. J. BOWALL.

[Continued.]

Mr. Tait—continued.

Wharf, were coopers, and they all belonged to it barring myself, and I was greatly against it. They said they would not work with me, and I had to join.

8490. From the time you joined the Union until such time as you left it were your wages advanced at all?—It is supposed to be piece-work, the cooping.

8491. Was the piece-work advanced at all?—No.

8492. Did you make more money when you were a member of the Union?—I made more money when I was not a member.

8493. What is the reason you made more money when you were not a member than when you were a member?—That I cannot say, but I believe it was because it was agreed it was to average eight hours when I joined the Union after the great strike.

8494. You did not leave the Union because you did not believe in it?—I did not exactly, but I left it on account of a rumour in Bull Court, and that mistake at the last strike. That was the reason I left it.

8495. Will you object to tell us further about the mistake which you say the Union made at the Hay's Wharf strike?—In calling the men out. I spoke to the men and said: "Now, men,

The witness withdrew.

Mr. JOHN SENNETT called and examined.

Earl of Derby.

8501. What are you by occupation?—Stevedore.

8502. Were you a member of the General Council of the South Side Labour Protection League?—Yes.

8503. Is that a Trades Union?—Yes, on the south side of the river—the Federal Union.

8504. Do you come here on your own account, or are you sent by anybody?—I come on my own account.

8505. You wish to give independent evidence as to facts within your knowledge?—Yes.

8506. What have you to tell us?—With regard to the result of the great dock strike upon some branches of the trade I believe that many of the men—that is the men who fought the battle—are worse off now than they were before the great dock strike. One reason for that is that thousands of men have been brought from other parts of the country and have poured into London, and they have taken the places of those who fought that battle.

8507. The effect of the strike was to bring labour from other parts of the country into the district, and so the labour market is more crowded?—It is more crowded now than ever it was. Thousands of men have been brought here or poured in on their account. I do not say that they have been brought by employers; but several thousands of men poured into London from all parts, and those men remained, and the men who fought the battle are out in the streets

Mr. Tait—continued.

"you know I have been in this trade a good many years, and my opinion is it was a great mistake to call the men out on strike at Hay's Wharf. Therefore I can see your mistake, and it is my duty to put you right." They all agreed to listen to me. I called several meetings in the street and under the arches and they all agreed, and it was carried that I should make it my business to see Tom Mann, and consult him about it. I went down. They said they telegraphed to Tom Mann twice, and I waited to see whether any one came out of the committee room the second time to telegraph for Tom Mann; but I did not see anybody come out, and I returned back to ask them whether they would telegraph for him again. They said he was too busy; he would not come to-day, but he would come to-morrow. The next day Tom Mann came down in the morning, and that was when he had had the meeting in the "Green Man" public-house private room.

8496. How many men do you represent here to-day?—Myself.

8497. Alone?—Alone.

8498. Who asked you to come?—No one.

8499. Did you offer to come?—I offered to come. I sent in the papers three or four weeks ago.

8500. To whom?—To the secretary.

Earl of Derby—continued.

starving. I may say they have practically doubled the labour market. That is what the strikes have done since 1889.

8508. I understand that you have retired from this Union to which you used to belong, will you tell us on what grounds?—I retired from the South Side Labour Protection League last May, when a certain strike broke out in Spratt's biscuit works in Bermondsey. I was at that time a delegate—no, I beg pardon, I was not at the time. I had retired for a short time. I was not on the council at that particular time; but at all events these men struck, but as a matter of fact they did not know what they did strike for. It appears that there was a rule there that the men would not work with any man who had not got a Union card. Suppose, for instance, that a man was hard up and had not got any money and sought employment at Spratt's. The manager, of course exercising his right as an employer, would put him to work. But when that man appeared the next morning to go to work he would be asked if he had a Union card. Upon his saying, "No," the delegate would say, "You must stand aside till you have one." Naturally the man would say, "I have not the money to purchase one." That did not matter. He must go out and get a card before he could go to work. That was the order of the men. It was on those grounds that the strike took place. It got so that the management really could not stand it, and four of the leading men were told on the

5 November 1891.]

Mr. J. SENNETT.

[Continued.]

Earl of Derby—continued.

Monday morning to stand by to await the arrival of the manager at 10 o'clock. When the others heard of it they thereupon put their coats on and walked out of the place. That was the cause of the strike. I did not approve of it. There was a clause in the general rules of the South Side Labour Protection League which said that no individual or body of men were to strike without first receiving orders from the executive. Now, these men came out wholly and solely on their own responsibility; and yet they were upheld by the executive, and paid strike pay. That was a thing I did not approve of, and I therefore left the organisation, and I refused to pay my quota towards it. They at once turned round and prepared to boycott me. They did their best to starve me out. They blocked me at every wharf, every granary and every dock on the south side of the river, and they tried to extend it to the north side of the river.

8509. Have you found employment since?—I have. They tried their best, but they failed. I knew rather too much for them.

8510. As I understand you, the reason of this last strike was the objection of the Union men to work with non-Union men?—Just so.

8511. You disapproved of that, and would have no part in it?—I would take no part. I disapproved of the union supporting these men. If the executive had done their duty they would have ordered these men back and tried to settle the affair by negotiation. That would have been the proper course to have taken.

8512. Then your quarrel with the Union was not what it did, but what it did not do?—Yes.

8513. You think it could have stopped this strike?—It could have stopped it. It was a most disastrous strike, for at the present time you will see the men walking about the streets starving. There were over 100 men left out over it.

8514. Were you subjected to any violence or intimidation after you quarrelled with the Union?—I have heard of threats, and I have been threatened, but I take no notice of them for the simple reason I have no fear of any of them. I am quite capable of taking my own part with any of them individually, and as far as violence goes of course we all understand talk is cheap, and my experience of them is that they have got plenty of talk and very little do. That is my experience of the Union, especially the leaders.

Mr. Ismay.

8515. Then it is your opinion that the labourer as a rule is worse off since the strike than he was before?—I say those who really took part in it are the old hands. Men came in from all parts of the country; they poured in in thousands in consequence of the great strike, and those men are all right. They are doing very well. But the old docker, the man who took part in the strike, is not, as a rule, doing so well.

8516. Were there very many who came in from the country?—There were a large number.

Mr. Ismay—continued.

8517. What were they chiefly?—All kinds. There were many who had been tailors, shoemakers, agricultural labourers—in fact all sorts and all kinds and conditions of men. There were bricklayers, there were lawyers, there were doctors, there were broken-down baronets—pardon me, I am not speaking personally, but I really have seen baronets in the dock—people of title.

8518. Is the unemployed labour at the dock now greater than it was before the strike?—Yes, it is far greater; if not double.

8519. And are the men who bore the burden of the fight dissatisfied with their position?—You will understand me that there are a large number of wharves as well as the docks, and you will find far more men now outside the wharves in the morning and outside the docks than there were previous to the great strike.

8520. What was your occupation?—I have worked at the grain trade as a corn porter and a stevedore, and I have also worked in the London Dock discharging ships.

8521. And what are you working at now?—Stevedoring.

8522. What dock?—I am working now at the Hermitage Wharf, Wapping.

8523. What wages do you get?—50s. a week on an average. That is my average money.

8524. Including overtime?—Including overtime.

8525. Have you much overtime?—As a rule we start Sunday night at 12 o'clock, and we work till 8 o'clock Monday night. We start again at 6 o'clock on Tuesday morning and generally work till 1 on Wednesday. Then we have the half day on Wednesday off, and Thursday off, and we start again on Friday at 6 o'clock, work all day Friday, all night Friday, till such time as we get the boat away on Saturday, perhaps 10 in the morning, or 12 or 1.

8526. On account of the steamer sailing?—Yes.

Mr. Tait.

8527. Let us just get the hours. You begin at midnight Sunday?—Yes.

8528. And work till what time on Monday?—It varies according to the tide. Of course our wages are 7d. an hour ordinary and 9d. overtime; no pay for meal times during the day, but there is during the night.

Mr. Ismay.

8529. It is tidal work a good deal of it; it depends upon the tide?—Yes. Our boats are regular weekly boats; but of course it depends upon the tide as to the very hour at which they sail.

8530. And you are satisfied with your present employment?—I am perfectly satisfied.

8531. Are the men you work with satisfied?—Yes.

8532. Are they in the Union or out of it?—They are mostly like myself, old Union men; men who have had enough of the Union; men

5 November 1891.]

Mr. J. SENNETT.

[Continued.]

Mr. Ismay—continued.

who would rather be free and do as they like than be under the dictation of others.

Mr. Bolton.

8533. Are the bulk of the men working with you unionists or non-unionists?—They are non-unionists now, but they have been unionists.

8534. You say the whole are non-unionists?—Yes, they are. The whole of them now are non-unionists as far as I know.

8535. As far as you know all were in the Union before?—Well, most of them. I could not say all. Most of them are Surrey Commercial Dock stevedores who formerly belonged to the Stevedore Union. Many of them belonged to the amalgamated stevedores at the other end of the town.

8536. Do or did?—Some did belong to the Dockers' Union.

8537. But none of them do now?—None of them do now as far as I know.

8538. Are your wages now more or less than they were before the great strike?—The wages are in some cases more. At this particular work they are more, but in a great many cases they are not. For instance, in the London Dock, before the great strike, 6d. an hour was paid for work; and a man if he worked 10 hours received 5s. At the present time if a man works 10 hours he receives 4s. 9d. There is no increase there. He has his meal time stopped.

8539. In your own experience your wages are somewhat more than they were?—I have myself more than before the great dock strike. It has not made much difference to me. I have earned more.

8540. Your wages now are higher than they were before the great dock strike?—In this particular calling that I am employed at now there is more paid now than there was before the great dock strike.

8541. More per hour?—Yes.

8542. And are your weekly earnings now more or less than they were then?—In this particular calling they are more than they would be in the same calling before the strike.

Mr. Tait.

8543. As a member of the Executive Committee of the Protection League did you consider it your duty to renounce your membership simply because that committee had taken the action it did without first consulting your members?—I was never a member of the Executive.

8544. I understand you to say you had been a member of the Executive of the council?—I was a member of the delegate council.

8545. You have made one statement that you think the men are worse off since the great dock strike than they were previous to it?—I say the men who fought the battle—the actual strikers.

8546. Will you tell me where you take your statistics from?—I take it from my own experience, and a large number of men who were formerly in what I may call good employment, and are now out of it.

Mr. Tait—continued.

8547. On what do you base your statement as to the large influx of men that have come here since?—On what I have seen. I have worked before the strike and I have worked since. I know who worked there before, and I know who are working there now.

8548. How many men do you think are engaged in the London Docks altogether?—At each particular dock?

8549. No, at all the docks put together. You say you have a general knowledge?—I could not say how many they employ altogether, but it is several thousands of course. There are several thousands of men employed.

8550. How many men do you think there are at the gates?—I will give you one dock. If you will go to the London Dock proper as it is termed—that is in Upper Smithfield—you might see in the morning perhaps 5,000 or 6,000 men. Without doubt there may be perhaps 2,000 or 3,000 sent away from the gates. Previous to the great strike you would not see so many go away, and I see a very large number of men who were not there before the dock strike.

8551. But you have no data to go upon?—I am talking of my own experience—what I see of the men.

8552. Can you tell us the amount of overtime over the stated week's work which you perform to get 50s. a week?—As a rule I do four and a half days. I might say four days a week and two nights and a half.

8553. What are you paid for night work?—9d. an hour.

8554. Are you one of the men who has been engaged in the dock who has a Federation ticket?—No, I have nothing to do with the Federation at all. I am working at the present time at the Hermitage Wharf, Wapping.

8555. That is the wharf that is in dispute now?—I believe the dispute is over now.

8556. Were you working all the time of the dispute?—Yes.

8557. What is generally known as a blackleg in Trade Unions?—Yes.

8558. Did you work at Hay's Wharf at any time?—No.

Mr. Abraham.

8559. Will you kindly let us know what is the real grievance which you have, and which you wish to ventilate before this Commission?—The real grievance is this: you see the Chairman has not come to the chief one yet. It is the system of boycotting which is carried on and which I myself have been subjected to. That is the real thing that has brought me here to-day. This country of ours, England, is I believe a free country, and every man has a natural right according to the laws and the constitution of England to work where he likes, for whom he likes, without being shut out by any individual or bodies of men. Now, at the present time there are bodies of men who form themselves into what is called a Union. They go and seize or take hold of a certain kind of work, and they say that all who do not join their body must simply be shut outside of this

5 November 1891.]

Mr. J. SENNETT.

[Continued.]

Mr. Abraham—continued.

work, and allowed to starve. That is the way things are done at the present time. Simply because I left this Union, and exercised my own discretion and my own judgment and my natural right as a free-born Englishman to do as I liked, I was refused labour on the Thames and elsewhere where I had formerly been in the habit of getting my living for years. That is what has brought me here.

8560. Were you in favour of the great strike in the docks?—I was at the time. I thought it would have done more good than it has done.

8561. You were at the time in favour of the strike?—I was in favour of it at the time. In fact thousands were who are sorry for it at the present time.

8562. We are to understand that you personally were in favour of the strike at the time?—I was personally in favour of the great dock strike at the time it took place.

8563. Did it advance the rate of wages at all?—It advanced the rate of wages; but at the same time it has also advanced the amount of work that a man has to do. My experience of the grain trade as a corn-porter is when I got 5s. a day before the great strike, I did not do one half the work I have had to do for 5s. 10d. since the strike. In place of carrying 200 sacks of grain, as I did before the great strike, I have had to carry perhaps 400 sacks of grain since the strike for an extra 10d. a day.

8564. Then the strike, you think, did not in any way enhance the position of the men?—I cannot see that it did. Where the men get extra money they have extra labour to do; in fact nearly double what they had before. Before the great strike a man who worked in the London Docks for the company did practically nothing; but since the strike they take good care he earns his money.

8565. Before the great strike, do you say the company's paid the men practically for nothing?—To a great extent they paid a great many of them for nothing; but at the present time they have officials there to see that they do their work and that they have their 6d. out of them.

8566. I thought your complaint was the overflow of labour that was drawn into the district?—I say there are many thousands of men who have been drawn into it through the great strike.

8567. Take your own case. Have you received an advance of wages for your day's labour or for your overtime as the result of the strike?—Yes; I worked as a corn-porter in Bermondsey wharf shortly before the great strike, and for 18 months afterwards. I received 5s. 10d. a day. That was 10d. a day more than I had received before the strike. At the same time I had to do nearly double the work that I had to do before the strike for it; so that I do not see that I was any gainer at all by it. I consider I was a loser by it. I consider I lost considerably over it. Whereas we only landed one barge of wheat per day, that is 300 quarters of wheat, before the strike, we had to land 1½ or sometimes two barges a day after the strike, so

Mr. Abraham—continued.

we did not gain anything by it. In fact I consider we lost.

8568. So for the amount of labour that you now do after the strike you do not receive the same remuneration?—No, I do not consider the men were gainers. I do not see any gain at all in a man getting 1s. extra when he has got to do double the work that he did before. A man is worn out long before his time, and will be in his grave long before he should be. I would rather remain with 5s. a day and do the amount of work that we did before the strike than I would have 8s. a day and do the work we do now, because a man will be worn out before his time and go to his grave earlier. I do not see the gain in having a pocket-full of money and having one's health destroyed and being brought to the grave years before one's time.

8569. What amount of overtime do you get now?—I generally go on at 12 o'clock on Sunday night, and work till 8 the next night. Of course you may call that eight hours' overtime at 9d. an hour.

8570. Are we to understand that as things are now you work six days a week?—No, I work four days a week.

8571. At what wages?—I work four days a week and 2½ nights.

8572. Four days a week at what rate of wages?—At 7d. an hour.

8573. What would that be per day?—6s. 10d. a day.

8574. What proportion of the 50s. do you earn by the 2½ nights' overtime?—That would be at 9d. an hour.

8575. Are you in favour of overtime?—I only work 6½ days altogether.

Mr. Austin.

8575a. How long were you a member of the Labour Protection League?

Mr. Bolton.

He says, in his letter, 16 months.

Mr. Austin.

8576. Was it a voluntary action on your part to join the Union?—No, it was not at the time. I will tell you how I came to join the Union. I went to work at Montreal granary, Bermondsey, at day work, 5s. 10d. a day. I was instantly asked, "Have you got a Union card?" I said, "No, I have not." They said, "You cannot work here unless you get one; you must go off." I said, "I am not going to go out; I have as much right as any of you men, and I am going to stay here." They said, "We will soon see about that." So they told the foreman unless he dismissed me the whole of them would walk out of his place. So the foreman, rather than have his work stopped, allowed himself to be intimidated in that way, and I was discharged. I went that same night to the "Red Lion" Branch of the South Side Labour Protection League, and I joined it, simply because I could not get work otherwise. This is a bill

5 November 1891.]

Mr. J. SENNETT.

[Continued.]

Mr. Austin—continued.

that was issued by the Union chiefly for my benefit by the South Side Protection League.

"South Side Labour Protection League, registered office, 'Old Justia,' Bermondsey Wall.—Important notice to Union men. Fellow workers: You are earnestly appealed to in the interests of labour organisation by which alone we can improve our position, to make a mutual display of your Union cards at every place of call before going to work. Let every man show his fellow workman his Union card. If your Union is of any value to you, you should be proud of it. Only the rat, the scab, and the blackleg need be ashamed when you show your cards, and while you must on no account seek to intimidate these, you can at any rate endeavour to shame them into better courses by a daily display of your own certificates of unionism and solidarity.—Yours faithfully, the Executive."

I do not know whether you think these are proper names to call an English workman "rat," "scab," "blackleg."

8577. You became so enthusiastic in the Union after joining it that you became a delegate?—It was not because I was so enthusiastic.

8578. I presume you would not have filled that capacity unless you had been enthusiastic? That was a very ordinary capacity.

8579. In your capacity of a delegate I suppose it was your business to go round and get as many men as you could to join the Union?—Nothing of the sort. It was simply my business to attend the council meetings once a week and take part in any discussion.

8580. And to propagate Union principles?—No, that was not part of my business. There were paid officials for that. I never received any pay out of the Union.

8581. Did not you receive any remuneration?—For attending there, yes; but I often spent more than I received.

8582. I suppose you would not have attended unless you had believed in the principles?—It often cost me more for railway fare than I got out of the Union.

8583. Therefore, as I put it a little while ago you must have been very enthusiastic?—No, I was not. Pardon me, I never said I was.

8584. You must have been?—I am a married man with a wife and family. It was simply a matter of bread and butter with me. I had to join the Union, and I remained in it simply so that I could get the necessaries of life for my wife and children. That was my reason for being a Union man.

Mr. Bolton.

8585. Is it the fact that you joined the Union under compulsion?—I joined the Union for the simple reason I could not get work without it at the time.

8586. And you left the Union after some experience of it?—Yes.

8587. You thought with all the boycotting you were still better out of the Union than in it?—When I joined the Union nearly every man

Mr. Austin—continued.

on the waterside belonged to it. It was impossible to get work at any granary or wharf unless you were a Union man. At present it is different, the Unions are now going. There are some more matters there which I would wish to speak on as well, and that is as to the result of the leaders signing away the men's meal-time at the great dock strike. Then there were 11,000*l.* left—the residue of the Australian money—the money that was subscribed by the people of Australia and sent here for the benefit of the starving dockers. That money, at the end of the great dock strike, was taken over by the Dockers' Union, and it has been expended in fighting the proprietors of Hay's Wharf. Some hundreds of men were called out there, and kept for several weeks—I think about three months—and between 5,000*l.* and 6,000*l.* of the money subscribed by the people of Australia to the starving dockers was simply expended by Messrs. Mann, Tillett, and the rest of them in fighting the proprietors of Hay's Wharf, and all the poor fellows were left to starve. There is a strike at present at Carron and Hermitage Wharf. Here again that is the result of Messrs. Mann, Burns, and the rest signing away the men's meal-time. Previously to the great dock strike there was never such a thing as a dispute about meal-time. All the men, barring the stevedores, were paid for their meal-times. It is only since the great dock strike that these disputes have cropped up about the meal-times, and so it will be. At Brook's Wharf there was another struggle, and at Sharp's Wharf another, and there will be more, and that will be the result of Messrs. Mann, Burns, and Tillett's interfering in what they knew nothing at all about.

Mr. Tait.

8588. You stated that you claimed as an Englishman the right to work at any place you thought fit where you would get employment; am I correct?—Quite right. I do claim that.

8589. Do you deny the right of any man to refuse to work alongside of you?—Certainly not.

8590. You say the men refused to work alongside of you in this wharf at this place, and in consequence you had to join the Union?—Quite so. They were perfectly right. I quite agree with you. Of course they were.

8591. You not being a member of their Union, you, they thought, were a menace to their interests?—Quite right. But pardon me, where I say they were wrong and where they were illegal was in bringing pressure to bear upon the foremen. That was not legal.

8592. You say it was not legal?—I should call it intimidation. If you tell a man that he must discharge another, or else you will leave his place, according to some decisions that have been given in courts of justice men have been imprisoned for that.

8593. During the time you were a member of the delegate council of the Labour Protection League, did it ever come under your notice that they had taken similar action with regard to other people?—Of course they had taken

5 November 1891.]

Mr. J. SERNETT.

[Continued.]

Mr. Tait—continued.

similar action. I should like to speak with regard to what took place last Sunday night by the members of the Dockers' Union. I, myself, was passing down Nightingale Lane at about a quarter past 11 on my way to work on Sunday night, I, and 15 men. At the end of Nightingale Lane we were surrounded by 150 half-drunken and infuriated men, and 40 women also half drunk. The men were armed with sticks, brickbats, and all sorts of things. We were surrounded. I took a police whistle, which was the only weapon I carried, out of my pocket, and I blew it. About half a dozen policemen came round—that is all the police there were in the neighbourhood—and we had to fight for it. They attacked us. I got a kick somewhere, and a punch, and if we had not fought the best way we could to get out of the crowd we should have been knocked down and kicked to death. Soon after I got there a man came into the wharf streaming with blood. He had been stabbed with a knife. Shortly afterwards three more came in, one with his coat half-torn, with his face all scratched and torn, his hat gone, and his pockets rifled. He was in fact kicked all over the road in Smithfield. Shortly afterwards another man came in with a cut in his eye, and his head cut, and then another man came in, and I should think up to 2 o'clock in the morning there was the same thing going on there.

Mr. Abraham.

8594. Was that done by the Dockers' Union?—It was done by the members of it. About a month ago several Union men—I should take them to be Union men or else they would not have been there—got on top of the Union Hall, Wapping, and pitched brickbats, pantiles, and whatever they could get hold of on the heads of the police and the non-union men below as they marched past. I myself got a crack on the head with a pantile. I have been told that the Union—though I do not place much confidence in it—I was told by a man who showed me a letter sent from the strike committee in Wapping and signed by Mr. Ross, and the letter stated that they would give him 10s., and that is all they could do for him, and as he had not performed the duty for which he got the 10s. they would not do any more. It was one of the docker's officials that made the promise, and I understood the business that he was paid to do was to throw vitriol at myself and my gang. That is the business that I was informed he was paid to do.

Mr. Tait.

8595. May I ask the name of the man who got the letter?—A man of the name of Shearer is the man who got the letter. The man can be produced at any time. I have seen the letter. It is to the effect that they have given him 10s. to perform certain business, but as he had not performed that business they would not give him any more money, and I was told that the business that the man was to perform was to throw vitriol at myself and my gang as we

Mr. Tait—continued.

marched to the south side of the river. As far as I am concerned I have no fear, because I put it all down as talk and nonsense. I have no fear as to any of them, but still there it is. The feeling is growing so bitter through the action of these men that if things are allowed to go on as they are at the present time the liberty of the subject will be destroyed altogether. I may again speak of another case that I have here, about a man of the name of Michael Crawley, who is a lighterman. This man, at the breaking out of the great dock strike in 1889, entered into the service of Albert and Percy Keen of Bermondsey. He remained in their service right throughout the strike, but at the end of the strike, when the men returned to work, of course they refused to have anything to do with Crawley. They would not enter a craft with him; they would not throw him a rope; in fact they would impede him in every possible manner. Nobody would have anything at all to do with him. He was practically boycotted. The lighterman's organisation told him if he wished for a Union ticket he must pay a fine of 5*l.*; this he completely refused to do. As the result of it the boycott was made more stringent, and the members of the Dockers' Union and the South Side Labour Protection League encouraged it. I myself worked at Bermondsey Wharf when Crawley came there for some corn, and the men refused to load him on account of his being a blackleg lighterman, that is a free labourer. Again, at another place in Shad Thames, the corn porters refused to load Crawley for the same reason. I cannot exactly give the reason for it, but all events Messrs Keen found it convenient to discharge him on account of the great obstacle he was, and when he applied for work elsewhere he was refused the employment for the simple reason that he had not got a Watermen and Lightermen's Union card. Then the man went to the Borough Market, to try and get a job there; there again they persecuted him, and the man has been knocked about from pillar to post, and they have led him a very dog's life. No man could be hounded or driven about or kicked or starved as that man has been. I met the man last winter. I happened to have charge of the relief committee of the south side of the river, giving meat tickets, and that man opened his vest and showed me his bare skin; he had had to pawn his shirt and had to walk the streets miles and miles on account of the way he had been treated by lightermen and watermen; I have the man outside now. You can see his papers. He is a freeman of the Thames. He has a waterman's licence, and a lighterman's licence. He is outside now if you wish to question him.

Mr. Ismay.

8596. What is your remedy for all this?—I only wish to let the gentlemen of the Commission know the other side of the question. As they have had so large an amount of the Union element, I think it as well they should know a little of the other side as well, so as to put them together.

5 November 1891.]

Mr. J. SENNETT.

[Continued.]

Mr. Ismay—continued.

8597. Cannot you give us a suggestion as to how matters can be improved?—I think the only way in which matters can be improved is that the Union should be stopped from boycotting people; from monopolising different sections of labour in the way in which they do now. For instance, at the present time in the port of London there are four Unions. There is the South Side Protection League, there is the Amalgamated Stevedores, there are the coal porters, there are the gas workers. Now say for instance that I have a coal porter's ticket and I go to the Surrey Commercial Dock to-morrow morning with that card, and I present myself for labour, the stevedores will say to me: "You are no good here; before you can work with us you must have a stevedore's ticket in addition to that." That is to say I must pay two guineas into the Amalgamated Stevedores, and 3d. a week for the privilege of getting two days' work a week, in addition to paying my own contributions. Now, supposing I happen to get that card in addition to my own, and I want to get work as a coal porter, then I must go on paying one guinea to the Coal Porters' Union, and another 3d. a week for the privilege of carrying coals.

8598. You think there is too much unionism?—Too much unionism altogether. If it were one man one ticket, then of course it would be something; but that is a thing that will not come to pass, because there are too many petty jealousies existing for that to come to pass, this late affair at Hermitage Wharf showed that. I knew the stevedores would never take part in it. I knew the lightermen were rather lukewarm in it. I knew from the first the Union would be beaten. My knowledge of the labour market told me that.

Mr. Mann.

8599. One question respecting the vitriol throwing. You were informed that members of the Dockers' Union paid a sum of money to a person to throw vitriol at you and your comrades?—Just so.

8600. Can you give us any detailed information?—I may tell you the first information I got of it was from my wife. About a fortnight ago I came home on Friday night—pardon me, Thursday night. My wife said, "A man named Shearer has been here." I said, "Yes, I know the man. What about him?" She said, "He has told me that the men of the Dockers' Union at Wapping are going to injure you." I said, "Oh, indeed, are they—very glad to hear it." She said, "Yes;" Shearer told her there were six men from Wapping, waiting at one end of the street with some bottles of vitriol to throw at me and the gang as we came back, but that he had been to Bermondsey police station, and he got six men in private clothes at the other end of the street. So I took no more notice of the matter. I am so much used to hearing threats, that I look upon them as a daily occurrence. On the

Mr. Mann—continued.

Sunday morning I met the man again in Tooley Street, and he then showed me this letter, to the effect that he had been paid 10s. by a man of the name of Ross—you might know him—and the letter was to the effect that they had given him 10s. to perform a certain piece of work, and as he had not done that they did not see their way to give him any more, and he told me that the work he was employed to do was to throw vitriol on myself and my comrades—my fellow workmen.

8601. He said that he was employed by the strike committee to throw vitriol at you?—Yes.

8602. The man Moss told you that?—Understand me rightly; the man Shearer received 10s.

8603. And you saw a letter saying, that in consequence of his not having done the work he could not have any more money?—Understand me rightly; it did not say in the letter anything about vitriol. The letter said, or rather it was to the effect, that he had promised to do some kind of work for him, and as he had not done that work they could not see their way to give him any more.

8604. Have you taken any further steps in the matter to investigate it?—I have taken no further steps. As I told you before I have no fear myself. Talk is cheap.

8605. You have referred to your rights as a British workman; has another man the right to do as you do?—Certainly he has.

8606. The right to work with whom he thinks proper?—Yes; every man has.

8607. What objection can you urge to these men refusing to work with you?—What I say is, that they have no right to monopolise any kind of work.

8608. What objection can you raise to any 20 or 50 or 500 men at any wharf or dock or warehouse, or anywhere in the country, refusing to work under conditions that they do not like, if you uphold the right for yourself to do as you please?—What I object to is, that they bring pressure on the foreman.

8609. I understand what you say about pressure; but if they prefer not to work with a man like you, can you object to that being done?—I have no power to stop them.

8610. What is the objection which you make?—I think the law should stop all men from monopolising any work.

8611. If there are 500 men in a warehouse or wharf, and 499 of those men refuse to work with the 500th man, have they not the right to do so?—They have the right to refuse to work.

8612. And refusing to work means doing that which you do. You refuse to work where you do not like to work if you can get it somewhere else?—I know a body has the same right as an individual to refuse, but I say they have no right to bring pressure to bear upon foremen.

8613. Is it true that you have found it pay pretty well to play false to your fellows?—I get no more than other men.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

6 November 1891.]

Mr. CLEMENT EDWARDS.

SIXTEENTH DAY.

Commission Room, Westminster Hall, Friday, 6th November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. Sir MICHAEL HICKS-BEACH,
M.P.

Mr. J. C. BOLTON, M.P.

Mr. JESSE COLLINGS, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. H. TAIT.

Mr. WM. ABRAHAM, M.P., and Mr. E. TROW
(Group A.) and Mr. M. AUSTIN and Mr.
GEO. LIVESEY (Group C.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. CLEMENT EDWARDS called in and examined.

Earl of Derby.

8614. Are you the general secretary to the Federation of Trade and Labour Unions connected with the shipping, carrying, and other industries?—I am.

8615. How long has the Federation existed?—It has had a nominal existence since last October, but it came formally into existence last January.

8616. Will you tell us the object with which the Federation was brought into existence?—For the purpose of rendering mutual assistance to the different unions embraced by it.

8617. Of enabling different unions to assist one another in case of dispute?—That is so.

8618. What unions does it include?—I have not a list; it includes roughly 25 or 26 unions connected with the shipping trades and one of the railway unions.

8619. What are the conditions upon which they are united; are they bound to help one another in all disputes?—If they receive the instruction so to do from the executive of the Federation. I have copies of the rules with me.

8620. You had better hand them in?—This is a copy of the first set of rules—(See Appendix 25) they have been recently altered—that is a copy of the amended rules (See Appendix 55.)

8621. I see you say that your object is “to secure more combined effort by organisations embraced by the Federation, and in case of any dispute between an employer and any organisation embraced by the Federation and sanctioned by the same, to provide a sum of money for each member of such organisation involved in such dispute.” That means that if there is a strike in one industry, all the other members of the Federation are to help; is that it?—That is so. May I just point out, however, that the rule which you have just read from has

Earl of Derby—continued.

ceased to exist, and that the other print which I have handed in embraces the present rules. I have put in two copies, one of the rules which had been in operation up to three weeks ago, and one of the rules which are in operation now.

8622. We understand that you wish to give evidence as to the shipping dispute which took place at the beginning of this year?—Yes. The origin of that dispute was a departure on the part of three large shipping lines in the Albert Dock from the usual customs observed in shipping on men at the Mercantile Marine Offices. The men strongly objected to that departure, on the ground that it deprived them of certain rights or privileges which they had exercised under one of the Merchant Shipping Acts, especially that providing for the transmission of money, and the different facilities given for their banking the money in the Mercantile Marine Offices. It also deprived them of the right of having an independent Union delegate to look after their interests; it further deprived them of the right of seeing exactly who their shipmates were before they signed on, and altogether they thought that it was such an interference with what had been the custom, and what they looked upon as their rights, that they struck against it. They then called in the assistance of several other Unions, and the dispute went on until early in February, when the stevedores of the Port of London came to their assistance. Before there was a manifesto issued, which I believe Mr. Laws has put in in this evidence, by the United Labour Council (see Appendix 13), calling upon the different unions to refuse to have anything to do with the goods for these ships, and to refuse to have anything to do with these ships until the shipowners had reverted to the old

6 November 1891.]

MR. CLEMENT EDWARDS.

[Continued.]

Earl of Derby—continued.

custom, and unless members of the Sailors and Firemen's Union were employed. The reason that the last instruction was issued was because members of a bogus union which had been subsidised by the Shipping Federation, were being employed on board these particular ships.

8623. Do I understand that you objected to any persons not members of your Union being employed?—The Sailors and Firemen's Union?

8624. Yes?—It was simply because they were getting men in there ostensibly as trade unionists, but who were really nothing more than members of a bogus union that had no existence in the ordinary sense of the word, but which was simply, if I may put it so, an association subsidised by the Shipping Federation.

8625. You objected to the employment of men to work together along with your men; you objected to the employment of men who did not belong to your Union?—We objected to our men working alongside of these others, yes.

8626. On the ground that no non-unionist should be allowed to work, or for any other reason?—Simply that we considered that we had a perfect right to refuse to work alongside men who pretended to be trades unionists in the ordinary acceptance of the term, when really they were members of an employers' association.

8627. That was the origin of the dispute, was it?—Yes.

8628. Partly, as I understand, the place at which the men were engaged; you objected to the men being engaged at a particular place?—Partly that we objected to the men being engaged on board ship instead of being engaged at the shipping offices as provided for by the Board of Trade byelaws, and as had been the custom for some time previous to this particular time.

8629. And the objection to their being engaged on board ship, as I understand, was that a delegate from the Union was not there to watch them?—That is so; because where a man is in the ordinary way employed by an employer and attempts to insist upon any conditions which may for the time being be obnoxious to the employers, that particular man is generally victimised, and therefore we find it necessary that men devoting the whole of their time, independent of the employers, should be present to watch over the interests of the men who are being employed, and by engaging on board ship they were deprived of that right.

8630. That the men should not make individually their own terms for themselves, but that a delegate should be there to make the terms for them?—In case there was an infringement of the rules that an independent delegate should be present; that was one object.

8631. What has been the end of this dispute?—If you will allow me I would say this, that the matter had gone on until the 12th of February when I waited upon the Shipping Federation. There were at that time rumours of a general lock-out and a general strike, and so on. I waited upon them with the idea of

Earl of Derby—continued.

seeing exactly what the points of difference were between us, to see whether we might not arrive at some agreement in a conciliatory spirit upon them, and so on. They said, after discussing the matter for some time, that if I could arrange for a representative deputation to wait upon them that afternoon they would discuss the position with us. That afternoon I was fortunate in securing the services of Messrs. Tom Mann, Tom McCarthy (as representing the Dockers' Union), and Walsh (as representing the Sailors and Firemen's Union). We waited upon the Shipping Federation, and they conceded to us the following terms: (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 (i.) that the manifesto issued by the United Labour Council of the port of London on December 5th, 1890, is withdrawn; (ii.) that the Sailors and Firemen's Union shall not insist upon a monopoly of employment for members of that Union; (iii.) 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." Our acceptance of these terms was to be by 10 o'clock the next morning. In accordance with that understanding we waited upon the United Labour Council that night, and upon our representations they withdrew the manifesto. We then submitted to the Shipping Federation the next morning our acceptance of their terms, and this was the latter part of the letter, in which we accepted: "We are hereby authorised to accept these conditions, and providing the Shipping Federation will agree that as each successive ship of the following lines:—Shaw Savill, British India, New Zealand, Messrs. Hill, Messrs. Houlder Brothers, 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." We quite understood that the terms which had been submitted to us the previous day by the Shipping Federation were submitted all in good faith, and that it was only necessary for us to declare our acceptance of the suggested terms that were submitted for the dispute to be brought to a termination. What then was our surprise the following day when we received this letter from the Shipping Federation:—

"The Shipping Federation, Limited, to
C. Edwards.

"DEAR SIR,

"I BEG to acknowledge receipt of your letter of to-day, which has been placed before the executive council of this Federation, and

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Earl of Derby—continued.

“ referred to a committee for consideration. I
 “ will report the result of its deliberations to
 “ you as early as possible.

“ Yours truly,
 (Signed) “ G. A. LAWS.”

Mr. Tait.

8632. What is the date of that letter?—
 February 13th, 1891. Then on the following
 day, February 14th, we received the following
 letter:—

“ To C. Edwards (Secretary), Federation of
 “ ‘Trades’ and Labour Unions.

“ DEAR SIR,

“ IN further reply to your letter of
 “ yesterday, I beg to inform you that the general
 “ purposes committee of this Federation had the
 “ same under consideration this morning, and
 “ instructed me to forward, for your information,
 “ the enclosed notice. You will observe from
 “ its terms that the Federation has determined
 “ to preserve the undoubted right of shipowners
 “ to employ competent men of any union, or of
 “ no union, as they may find convenient for the
 “ proper conduct of their trade. By the ‘Wade’s
 “ Arms’ manifesto of December 5th boycotting
 “ three of the leading mail and passenger lines
 “ sailing out of the port of London, it was
 “ sought to create a labour monopoly of the
 “ worst kind in favour of one particular
 “ Seamen and Firemen’s Union, to the dis-
 “ advantage alike of other unions, of great
 “ numbers of seamen and firemen who belong
 “ to no union, and of shipping business in every
 “ port of the United Kingdom. Until this
 “ unjustifiable manifesto is withdrawn, my com-
 “ mittee is unable to discuss the points men-
 “ tioned in your letter

“ Yours truly,
 (Signed) “ G. A. LAWS.”

The notice that they issued was practically a
 declaration of war. We considered at the time,
 and we consider now, that the Shipping Federa-
 tion were guilty of a most distinct breach of faith
 by leading us to believe that the terms they had
 submitted were submitted all in good faith, and
 yet at the same time whilst a truce, so to speak,
 was being held out, issuing the declaration of
 war, a copy of which I have here. This notice
 provided “ 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 not-
 “ standing that other members of the crew may
 “ or may not be members of any seamen’s union.”
 “ 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.” We made in-

Mr. Tait—continued.

quiries as to what they meant by signing, and
 we discovered that it meant that they were to
 sign a Shipping Federation card, and this card
 provided “ that this registration ticket entitles
 “ the holder to preference of employment ” ; and
 according to the terms of this notice it was ne-
 cessary for a seaman to have one of these cards
 before he could get employment on a vessel of
 any firm connected with the Shipping Federation.
 The same afternoon I called at the Shipping
 Federation offices. I asked them what was
 meant by the withdrawal of the ‘Wade’s Arms’
 manifesto mentioned in their letter: did they
 require a public withdrawal; and Mr. Laws, the
 manager of the Shipping Federation, was out.
 I saw his son. He sent me this wire: “ Called
 “ Mr. Law’s house; he was out; nor could I
 “ find him; left your message and address.
 “ Unable wire from there.—Cuthbert Laws.”
 On Monday morning I received a letter from
 Mr. Laws, in which he stated: “ I have just
 “ heard from my son (late this evening) that
 “ you called after I left the office yesterday.
 “ Unfortunately, however, it would have been
 “ too late for me to have countermanded the
 “ notices to the papers or the posters, as these
 “ were in the hands of Messrs. Street and
 “ Willing early in the day. If, however, your
 “ council is in earnest, and does not wish to
 “ prolong the present deadlock by supporting the
 “ National Association of Seamen and Firemen’s
 “ Union in its improper demands, then it ap-
 “ pears to me that a frank withdrawal of a
 “ manifesto which your own good sense has
 “ repudiated might still clear the way for
 “ friendly negotiation and save a great loss of
 “ trade to this district, and much consequent
 “ distress to the wage-earners, who at present
 “ have no real cause of complaint against em-
 “ ployers.—Yours truly, G. A. LAWS.” On the
 same day I wrote: “ In reply to your letter of
 “ the 14th, will you kindly state what form you
 “ wish the withdrawal of the ‘Wade’s Arms’
 “ manifesto to take.” Mr. Laws replied: “ I am
 “ in receipt of your letter, and in reply I am
 “ not instructed by my Council to indicate in
 “ what form the manifesto of December 5th
 “ should be withdrawn, but I should imagine
 “ that in addition to a well posted declaration of
 “ its cancellation, it should be made clear that
 “ the three boycotted lines are no longer blocked
 “ by the federated riverside trades.—Yours
 “ truly, G. A. LAWS.” Upon the receipt of that
 letter I at once waited upon Mr. Laws, and
 pointed out that the latter clause of the letter
 practically involved a surrender of the whole
 position,—to withdraw the block meant to ter-
 minate the strike. Mr. Laws saw this, and we
 parted with the understanding that a formal
 notice of withdrawal was the only thing neces-
 sary to the continuance of the negotiations.
 This notice was issued on Tuesday night, and on
 Wednesday I wrote: “ I beg to enclose you
 “ formal notice of the withdrawal of the ‘Wade’s
 “ Arms’ manifesto, copies of which I have
 “ caused to be posted in prominent positions
 “ round the docks and elsewhere, and which

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Tait—continued.

" will comply with the first conditions asked for by your Committee in our interview on Thursday last, and indicated in my letter to you of the 13th instant. 'This now being done, I shall expect to hear from you to-morrow in accordance with what you said in the personal chat I had with you on Monday.' We waited several days, and on the 19th we were informed that the Shipping Federation had arrived at a resolution in which they broke off all negotiations, and we made inquiries as to the reason of this, and we found that the management of the Shipping Federation had laid before a general body of shipowners what purported to be a copy of the letters that I had sent, and we were furnished with a copy of this supposed reproduction of my correspondence; and we then found (not to lay undue stress upon it) that the Shipping Federation had been guilty of what I venture to say was one of the most contemptible things possible, of inserting a clause in my letter which was not in the original, and which altered the whole meaning of the letter.

[The room was cleared for a short time.]

(Earl of Derby.) The Commission has decided that it cannot go further into the details of these negotiations, or into the allegation of breach of faith by the officers of the Shipping Federation. It is not our business to decide on disputes of that kind, and we will fully bear in mind that in the course of such negotiations as have been described misunderstandings are liable to arise. We think it better, therefore, that the witness should go on to other matter, and perhaps he will now state what the result of the dispute was.

(The Witness.) I may say that the result of the strike was that owing to the Shipping Federation breaking off negotiations in this way, the matter was allowed to go on. We did not want to involve London in a big crisis, and we declared the dispute at an end some time afterwards. But I would point out that the result of the conduct of the Shipping Federation, at that time has been that we have not since been able to get alongside of them for the purpose of negotiating, and when any friction has arisen it has generally culminated in a strike, instead of being settled amicably as it might otherwise have been. I may say that the nett results of the dispute were that the Shipping Federation decided to do away with the preference clause of that signed agreement, and that the Shipping Federation further decided to alter the first clause of the rules on registration ticket which read "shall be issued to every sea-going person," so as to read "shall be issued to every competent sea-going person." Those were the nett results of the dispute.

Earl of Derby.

8633. And in that way it rests now?—I cannot quite speak with any certainty as to the

i 70939.

Earl of Derby—continued.

present position with those three lines. It has not come within my knowledge since.

8634. Have you anything else to say as to the manner in which the Shipping Federation conducted this dispute?—Yes, I have. I may say that Mr. Furness, a Member of Parliament for Hartlepool, seconded the resolution at the general meeting of shipowners; and so convinced was he that he had seconded it under misrepresentations, that he withdrew. He further declined to abide by the instructions of the Shipping Federation, and he offered to act as a mediator; but the Shipping Federation declined his services. I may say that with the idea of influencing public opinion the Shipping Federation got up through their agents several bogus meetings in different parts of London, and from these bogus meetings, that were alleged to be representative of the Unions in London, manifestoes were issued, copies of which I will, if you will allow me, put in in evidence. (See Appendix 56.)

8635. What do you mean by bogus meetings. Do you mean the meetings did not really exist?—Yes, I mean that there was a meeting, for instance, alleged to have taken place during this dispute at the "Rose and Crown" tavern in Old Bailey. It was alleged to be representative of a number of different unions in London, when we have distinct evidence that there were only three men present there. They drew up a manifesto, and issued it in the name of a number of Trade Unions in London.

8636. Did you take any notice of that at the time?—Not other than simply to get the Press to note it.

8637. Did you take any notice of it at the time?—In what way?

8638. In any way?—Only by calling the attention of the Press to it.

8639. Then I see you made complaints of the free labourers being armed with revolvers?—Yes.

8640. Was that done habitually, or to any extent?—I will submit several cases. I may say during this dispute and for a fortnight subsequently there were constant and repeated complaints coming from the men working in the Albert Docks, that they were being threatened by the free labourers on board the "Scotland." In the first week of March a labour foreman of the Shipping Federation was caught with a revolver in his possession, and was let off on the ground that he had a licence. During a dispute on board the "St. Enoch" a free labourer went on board and deliberately fired three shots down into the forehold. Three weeks ago, during a dispute that is now in progress at the Hermitage and Carron Wharf, a free labourer threatened to use a revolver. About the same time, too, a free labourer, working at Carron Wharf, was arrested at Wapping, and gave an address at Forest Gate. He was brought before the police sergeant in charge at the Wapping Police Station, and was let off by him on the ground that he had a licence, and he could therefore not interfere. Also during the dispute in progress at Wapping there was another man seen with a revolver.

3 I

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Earl of Derby—continued.

The police refused to interfere with him, and at least in 10 or 12 cases men have appeared at loop-holes at the Carron and Hermitage Wharves, have presented revolvers at the pickets outside and have threatened to shoot them. We have approached the police officers in charge, and in every case they have declined to interfere in the matter, saying that they have no right in the wharf, and so on. But the most glaring of all cases is one that took place on the 4th of March. We were informed that a number of free labourers were going to be taken from Fenchurch Street to the Albert Dock. We had pickets to warn men stationed at Fenchurch Street, and one of the pickets, a member of the Sailor and Firemen's Union, got in conversation with two men there; they stated that they came from a certain village in Kent. They further stated that they were going to work, and to be stationed down at the Albert Dock on board the "Scotland." They stated that they had been in the habit of earning 9s. a week, and had not had work for some time, and were practically starving. They went down to the "Scotland." They were stationed there. I may say that nobody was allowed on board the "Scotland" where the free labourers were stationed, except Shipping Federation agents. The following day the same picket was down there and saw both these men, and he found them in possession of revolvers that must have at least cost 8s. 6d. I may say that that picket is now abroad. I have communicated with him, and I am hoping to get an affidavit taken by him in Philadelphia, where he now is, which I can submit later on to this Commission.

8641. Do you say that these men who had revolvers used them in a manner contrary to law?—Yes, I do.

8642. You are sure that they did not carry revolvers simply in self defence against possible attack?—They may have done it, ostensibly for that purpose, but that would not justify them in threatening, as they have done on repeated occasions, to shoot the pickets unless they move away from the positions they have taken up.

8643. No proceedings were taken against these men for doing illegal acts?—We have applied, as I have stated, to the police officers in charge, and they have declined to interfere. We applied to the magistrate at West Ham during the "St. Enoch" dispute, and he said it would be impossible to grant a warrant as it could not be shown what particular man it was among the free labourers who used the revolver on board the "St. Enoch."

8644. We have heard from other witnesses that the free labourers were occasionally threatened and intimidated. Has that never happened?—Doubtless it has in an unofficial sort of way. Men may have done it in the heat of passion.

8645. And in that case, is it extraordinary that some of these men, perhaps thinking that they might be assaulted themselves, should have taken means to protect themselves in case of danger?—I would answer no if I could believe

Earl of Derby—continued.

that they had done it on their own initiative, but when we have evidence to show that they went on board the "Scotland" not possessed of revolvers, and then were armed with revolvers on board the "Scotland," I think it considerably alters the position.

8646. I see here that you say that sailors have been obtained for the Federation by means of forged discharges?—Yes.

8647. Can you prove that, or is it only hearsay?—On April 6th, a woman named Mrs. Buckner, of Wellclose Square, was brought up at the Old Bailey charged with forging discharges. The evidence upon which she was convicted went to show that she had forged 500 A.B. certificates in a period of two months; that every one of the men whose certificates had been forged had passed through the Shipping Federation offices. She also stated she did not care if they were seamen or no seamen, because if they were no seamen and strong, then she could easily get papers filled in for them. The result was that she had six weeks' imprisonment, the judge remarking that as she was a woman considerably advanced in years he must deal leniently with her.

8648. Then I see you make a complaint of the Federation bringing into the docks agricultural and other labourers. That is not an offence against the law is it?—It was simply to show this. Although the labour market is very congested round the dock, and the misery in south and east London is very, very great owing to the lack of employment, the Shipping Federation have deliberately gone afield into the agricultural districts in order to bring in men to do their work. If they required men outside the union, there are numbers of them in South-east and East London without going so far afield.

8649. You say also that they have agents on the Continent who have made engagements with foreign fishermen and seamen?—That is so. There is undeniable evidence that a very large proportion of Finland fishermen, and a considerable number of the Rhine steamboat men, were pledged to come over to this country in the event of a dispute.

Sir Michael Hicks-Beach.

8650. Can you tell us the names of the unions that are federated to you?—I have not a complete list. I think I can from memory give you a list of the unions if you like. There is the Dock Labourers' Union—

Earl of Derby.

8651. You had better send in a list?—I will send in a list. (*See Appendix 57.*)

Sir Michael Hicks-Beach.

8652. Have the numbers increased or decreased of late?—Very considerably increased.

8653. You have more unions federated now than you ever had?—Yes, many more.

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Sir Michael Hicks-Beach—continued.

8654. Can you explain the principal alteration in these rules—the difference between the copies A. and B.?—The chief difference is as to the contribution paid by the Unions. Whereas when the Federation was started it was intended to provide dispute pay, and whereas it was intended that the contribution should be a halfpenny per member per week, on the financial membership of the different unions, in the revised rules there is no provision made for dispute pay, and the contributions are reduced to a halfpenny per member per quarter. That is one of the differences. The second difference is that whereas there was no provision made for councils in different districts for consultative purposes in the old rules, there is such provision made in the revised rules. Those are the essential differences.

8655. The dispute pay originally contemplated was 2s. 6d. per week to a member of any union that was called out by the Federation?—That is so, in addition to the ordinary strike pay he would get from his own Union.

8656. Was that ever actually paid?—No, because the rules provided that for the first six months of membership no strike pay should be paid, and as the six months had not expired when we commenced revising the rules, there was no time according to the rules to pay such strike pay.

8657. Then it will not be paid in future, I understand?—No.

8658. Did you receive contributions on the original scale for that strike pay from the members?—No; we decided that as strike pay would not be required—anyhow for the first six months—we should accept 10 per cent. upon the agreed contributions for that six months.

8659. What was the reason of the original proposition being altered?—There were certain other Unions considered that one of the objects of the Federation must be generally to economise labour funds, and as it was considered that 10s. the usual strike pay paid by the different unions, was sufficient, there was no necessity to make provisions for an increase of strike pay from the Federation funds.

8660. The executive council of the Federation under these rules has the power of calling out any Union in support of a strike, has it not?—That is so.

8661. And therefore it could compel the members of a union, who were not directly interested in a strike, to cease from their labour without paying them anything?—Yes; it would have the same power in that respect as the ordinary executive of the usual union has.

8662. Except this, that in such case the union would be interested in the strike which its executive had declared—is there not that difference?—That is so; but, as you are probably aware, it is very often the case that a union not primarily interested is approached by the union primarily interested. Their help is asked for, and they concede it, although they may not be primarily interested or immediately interested.

Sir Michael Hicks-Beach—continued.

8663. Still, they are independent agents, are they not?—In this case the representative of the Federated Union may be outvoted at the executive council with regard to one of these strikes, and the Union may be compelled to strike against the will of its representative. It has the alternative, as you will see provided for in Rule 3.

8664. What is the alternative?—That if it cares to refuse to comply with such instruction it can do so upon the payment of a penalty to the Federation. In the copy marked B, "Each organisation shall be required to enter into an agreement for the payment of a sum of money at the rate of 5l. per 1,000, or part thereof, of its members, to be forfeited upon breach of rules or failure to comply with executive instructions."

8665. Has it ever been found necessary to enforce that rule?—We have not been long enough in existence to have gone through an experience of that sort.

8666. Was the amended copy of these rules unanimously agreed to?—Yes.

Professor Marshall.

8667. You recognise that there must always remain between you and the employers very grievous questions of real difficulty, and that it is important to keep clear, as far as possible, from differences that arise merely from misunderstandings?—Oh, quite.

8668. In your evidence just now you spoke of the free labourers as not only having revolvers, but as having been supplied with those revolvers by the Federation?—Yes.

8669. Have you not had your attention called to the answer given by Mr. Laws to Mr. Tom Mann? "Did the Shipping Federation supply them with weapons?"—I should hope not—no. "I would not allow them even to be supplied with bludgeons when they sent the request up to me." That is question 5195?—I did see it, and I noticed very particularly that Mr. Laws simply evaded the point. He answered personally; but there are other agents of the Shipping Federation than Mr. Laws.

8670. The next question is, "Is it within your knowledge that they had revolvers?" The answer is, "I saw by the papers that one or two had taken the precaution to have revolvers; but it was not within our knowledge."—Not merely my knowledge—it was not within our knowledge—certainly not. We would not have allowed it?—I do not pretend to know what agent of the Shipping Federation it was that provided the revolvers, and I think it may be probable that the revolvers were supplied by local agents of the Shipping Federation, without the approval of the executive of the Shipping Federation.

8671. Do you think you have any distinct evidence that they were supplied by an agent at all, and not by the men themselves?—The case I have submitted, where the men—to-night, as it were—went on board the "Scotland," were not off till the morning, and where only agents

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Professor Marshall—continued.

of the Shipping Federation, were allowed on board the "Scotland," and where the men were seen with revolvers in their possession the following morning, is, I think, *prima facie* evidence that they were supplied by agents of the Shipping Federation.

8672. I notice your words *prima facie*; surely it is no more than very slight *prima facie* evidence?—I think it is pretty strong.

8673. It was in my mind, for instance, that the revolvers might have been in the ship not belonging to the Federation, but belonging perhaps to sailors there; have you any evidence to the contrary?—It may be so; but the "Scotland" had at that time been in the possession of the Shipping Federation as a free labour depôt for many weeks past, and only agents of the Shipping Federation, not necessarily sailors, went on board there. It may not be within your knowledge that the steamship "Scotland" was placed at the disposal of the Shipping Federation as a free labour depôt, and up to the time that I now speak of it had been a free labour depôt of the Shipping Federation for some weeks with Federation agents on board.

8674. Do you think there are many ships in port which have not a good number of revolvers on them at the present moment?—I think it is most likely that many of them have a fairly good supply.

8675. I suppose that the executive of your Federation regards its position as the most responsible that has been held by anybody of working men in England?—They do.

8676. And if the Federation should become strongly knit together it would hold somewhat the same relation to the power of even a strong single union that a power with a large army would to a state with a very small one?—That is so. I may say that we think that the greatest guarantee of peace is that both sides should be armed not with revolvers, but be armed to the teeth, and the fact that employers are organising on a very large scale, and that the workmen are organising on a very large scale, will be the greatest guarantee of prevention against strikes in future.

8677. Do you not think that another precaution is required, and that is that those who have the power of declaring war should be compelled to act with especial deliberateness in consequence of that great power?—I do.

8678. Do not you think, then, that these rules with regard to disputes require some revision as to certain points? (1.) "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." Is not the position that if a single union strikes for a cause that the executive council does not approve of, instead of the Federation remaining neutral, it will declare on the side of those whose judgment it still thinks to have been wrong by prohibiting anybody belonging to the organisation from doing the work of those on strike?—That rule does not necessarily assume that the Federation would consider a particular

Professor Marshall—continued.

union striking wrong. It only provides that if a union strikes for something that it believes will not affect another union, and therefore it may not be necessary to consult the Federation in that event; if it strikes without the sanction of the executive, that then, although the Federation may not necessarily consider it wrong, and will not accept the responsibility of carrying on the strike, still at the same time it will not do anything or allow anything to be done to the detriment of that particular union by allowing its members to act as free labourers.

8679. You introduced the word "necessarily;" the word "necessarily" is not a part of my argument, and I should think that many of these strikes would be strikes which the executive would approve of, but in which they thought they ought not to take a direct part. Is it not the case that even though an association should have struck under conditions which the executive thought to be wrong, your rules bind you to give them your very powerful assistance?—If I may say so, I would suggest that you are rather exaggerating because it is very rare that you find members of one union going in to act as free labourers against another union, and it only applies in that sense.

8680. I do not say that it is common. I do not deny that it may be rare; but do you not think that this law ought to be altered, so that the sanction of the executive should be required in this degree at least, that if they think the dispute was entered into unreasonably by the union, other members of the Federation should not be bound against their will to lend any assistance?—It is a case not so much of rendering assistance as of refusing to do anything harmful. That rule simply precludes members of another federated union going in to act as free labourers against a union that may strike without the sanction of the executive.

8681. I will pass from that point, merely suggesting to you that there may be reason for your considering it. Suppose the strike is approved by the executive, and the employers do not give way, and all the affiliated societies are called out, the Federation having become strong and governing a large part of the labour of London, the disturbance to the labour market might be greater by far than any that has yet occurred in the history of England?—That is so.

8682. Do you not think that before so momentous a decision was arrived at, very great precautions ought to be taken to ensure that the decision was a necessary one?—I am quite sure of it, and I am also sure that everything would be done to that end.

8683. Do not you think that the rules as they stand enable a small number of the executive, that is to say one-sixth of the executive, in a moment of hurry to plunge the country into a great dispute. Is it not true that a third of the executive makes a quorum, and that a simple majority of the executive is required for this purpose, and that there is nothing corresponding to a first, second, or third reading of a Bill?—No, that is not required. It requires a three-

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Professor Marshall—continued.

fourth's majority of the executive to order a strike. I do not think it is provided for in the rules, but a resolution has been passed since those rules were compiled.

8684. Is not that an addition of the very first order of importance to the rules?—Quite so, but I may put it in this way. As federations with the new unions are of an experimental character, it is very difficult to tell what the actual requirements may be.

8685. But the substitution of a three-fourth's majority of the whole executive for a mere majority of the quorum is an alteration of the most fundamental character?—Decidedly so; but if you notice these rules are very recent, and it is only a proof which I have handed to you.

8686. Then it is to be presumed that will be inserted?—Yes, that will be inserted—the majority that is required.

8687. Do you think that you have sufficiently considered throughout the importance of securing that you do not enter on a great struggle of this kind without having public opinion on your side?—We consider public opinion a very great factor, and one that is necessary to take into consideration.

8688. Is it not essential, in order that your Federation may do good in the long run, that you should never, or scarcely ever, declare war, except in a case in which you will have public opinion on your side?—I do not think there is much likelihood of our doing so, because we find public opinion very strongly reflected in the members of the different unions, and, therefore, any declaration of war, so to speak, would in most cases, at all events, be in harmony with public opinion.

8689. Do not you think that the kind of public opinion that is represented, though very important, would not be the whole, and that you ought to allow yourselves time to see yourselves as others see you, and that your rules ought to be so altered as not to allow a step of this importance to be taken after a single reading of the Bill, so to speak?—That would all depend upon the circumstances surrounding each particular dispute or probable difference. If we were going for a very big advance in wages, or for a very violent change in the conditions of employment, then the greatest possible time ought to be allowed; but if we were resisting the imposition of obnoxious conditions by the employers, then it might be necessary to take action immediately without waiting to see whether public opinion would be with us or not. So that it would depend upon the particular circumstances surrounding the probable dispute.

8690. Do not you think that the position of responsibility that this Federation is entering into is one that requires precautions of a character that are not required in the case of ordinary unions?—I think so.

8691. And are not your precautions rather less than those that are adopted in many unions?—I do not think so, because, if I may put it so, our precautions are plus the precautions adopted by the unions which are federated. I mean that

Professor Marshall—continued.

unless each union, or three or four unions, are prepared to go in for a dispute, there is no likelihood of our going in for it.

8692. Three-fourths of those present at a quorum?—No; three-fourths of the actual executive; and as the executive consists of a representative from each union, it means a majority of three-fourths of the unions.

8693. So that the number that will be required is six times the number that is required under these draft rules?—That is so.

8694. Would the executive of each separate union have the opportunity of consulting their constituents before they gave a vote?—Yes.

8695. Would there be time allowed them?—If I may point you to rule 9 dealing with disputes, you will see the notice that is given.

8696. Do I understand, then, that no strike can be declared by the Federation until at least 14 days' clear notice have been given to the various unions concerned of the nature of the struggle?—Unless it is forced by the employers as provided for in that rule—rule 9, clause 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 negotiations fail, the executive may order a strike." So that, I think, every precaution nearly is taken against precipitate action.

8697. Is it not true that the precautions against precipitate action apply only to one-half of the disputes, namely, those in which the initiative comes from the employed. In case, for

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Professor Marshall—continued.

instance, there was a general fall of prices, and wages had to go down with the general fall of prices, and the general rise of purchasing power, would there not then be a number of notices to reduce wages from employers, and would not every one of those precautions fall through entirely in such cases?—Not necessarily, because, as has happened in several cases recently, men have seen it would be inexpedient to fight against a reduction in certain directions, and they have accepted it without a strike.

8698. Do the rules provide any precaution against precipitate action, except in a class of disputes that by themselves would not be the most likely to bring about anything like a general war?—I am not sure that I follow the question.

8699. Do not those precautions, as the rules stand, apply only to those quarrels which are initiated by the employed, and not at all to those that are initiated by the employer?—To a greater extent that is so, but not absolutely so, because there is often time to consult. In a large number of cases employers give a week or 10 days' notice, or a fortnight's notice, of reduction, which time would be ample for us to consult deliberately with all the unions likely to be affected, and the clause I read provides that the executive would not accept responsibility except in cases where the employers took the initiative; that is, where the employers may, without any notice, say that a reduction is to take place forthwith.

8700. It may be a case of that kind, or it may not?—It may be a case of that kind. That is what is provided for there, and if it is a case where there might be a week's notice, or 10 days' or a fortnight's notice given them, then we should have the same opportunity for consulting as if the unions were going to give the week, or 10 days', or fortnight's notice, of a request for an increase in wages, or an alteration of conditions.

8701. Do you think it is sufficient security, and that the 14 days for thinking over the matter would be well used. Is there a sufficient security that the representatives of the various unions will really get to know the views of the members of their unions?—If the thing were taken in hand at once vigorously, there would be time to do it, because most branches of the unions meet once a week.

8702. But would it not be well that your rules should provide for that?—It might be a greater precaution, yes.

8703. Of course you must be aware that among people who are neither employers nor employed, this movement towards federation is looked upon with more interest and more anxiety also than any other labour movement of the century, and that there are many people who are not employers who think that such federations involve such grave dangers to the body politic that they ought to be repressed by law?—I know that there is a great anxiety of that kind which proceeds from the popular but ignorant notion that the officials of trade unions

Professor Marshall—continued.

are very very anxious always to have strikes, instead of, as is the case, that they are most opposed to strikes, and only resort to a strike when every other possible method has failed to bring the thing to a conclusion.

8704. Do not you think that there are many people who take the view that you have given of the character of Trade Union leaders, a view which I myself would be willing to subscribe to generally, and who yet think that Trade Union leaders are after all human, and that in a time of excitement they may very likely take a step of this sort which with better precautions they might not have taken?—I think it is very likely that there are such people, but I have not come across any such.

8705. I should like to know whether you do not think that the whole question of the security that you will keep public opinion on your side requires more careful discussion with regard to the wording of these rules?—I think it is very likely. In fact in one way and another we have made very great alterations in the rules from the time we started. For instance the first copy of rules that I have submitted to you was as a matter of fact the third or the fourth that we had drawn up, and I may say that these rules are the outcome of at least 50 or 55 meetings that have been held, some of them day meetings, some of them evening meetings, and it has taken an enormous time to arrive even so far as we have in regard to these rules. So that every possible precaution will be taken with a full recognition of the enormous responsibilities which are placed upon our shoulders in the matter.

Mr. Jesse Collings.

8706. I think we understood from you that these revolvers were said to have been used on board the "Scotland"?—On board the "St. Enoch."

8707. Not on board the "Scotland"?—Not on board the "Scotland."

8708. Have you seen Mr. Laws' statement that attacks were made on the "Scotland," and they attempted to board her and take her by force, and that they were repelled, and that he had heard that revolvers were used?—That statement of Mr. Laws is not in accordance with the facts as I know them. What was done was this. Several union men, as they went past the "Scotland," shouted out something about black-legs and scabs, and so on—the usual terms applied to free labourers. They were then pursued by men on board the "Scotland" on to the "St. Enoch."

8709. There was no attack made on the "Scotland"?—No, there was not.

8710. I understand from you that the "Scotland" is a sort of shipping office for Federationists only?—It is a sort of floating boarding house.

8711. Unionists have no right there?—That is so.

8712. Do you contend that the unionists have never gone there, or never tried to go there, or

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Jesse Collings—continued.

never attacked or annoyed or in any way assaulted these people whose home it is?—That has not taken place within my knowledge.

8713. You gave us some evidence about the forged discharges?—Yes.

8714. Do we understand you that was a case of ordinary forgery by an outside person, who was punished in the ordinary course of law, or do you wish to convey that there was any collusion between the Shipping Federation and this forger?—I have not sufficient evidence to show that it was done with the cognizance of the Shipping Federation. I simply point it out as being, if I may put it so, a remarkable circumstance in connexion with it, that the whole of the forged certificates were used within a period of two months through the offices of the Shipping Federation.

8715. Setting aside the remarkable coincidence, you do not wish the Commission to believe that there was any collusion between the Shipping Federation and this forger, and that he forged discharges for the benefit of the Federation?—I have not sufficient evidence to show it, so I will not attempt to convey the impression.

8716. Have you any evidence of it?—No, I have not, and therefore do not wish to convey that impression.

8717. I do not know that I caught your opening remarks clearly. First of all, may I ask what you mean by a bogus union? You stated that the Federation were employing men who were members of bogus unions?—A bogus union I consider a union that is not the outcome of the spontaneous and voluntary efforts of the men who are supposed to be in that union, but is a union that is formed by employers to serve their own ends.

8718. That is rather vague; are there a certain number of men who call themselves a union?—There are; but it is not in the general acceptance of the term a union. I would say it is not a union within the definition given by the Trade Union Act, which says, a voluntary association. This is not a voluntary association with the men constituting themselves a union, but they are simply there because they cannot get employment from the employers without being in it, and therefore it is not a voluntary association and a proper trade union.

8719. It is a union that is not in accordance with the terms you have laid down, but you decline to say that they are not a union of some kind?—No; I said it was a union, but a bogus union.

8720. I want to get at what you mean by that. May we take it that a bogus union is a union, but not on the lines, and on the foundation, which you think right?—That is so; yes.

8721. Then you objected to the action of the Federationists, and your objection was, if I understand you rightly, that unionists should not work with non-unionists?—That is so. That was one of the causes of dispute.

8722. You hold that as an abstract right?—I do.

Mr. Jesse Collings—continued.

8723. Regardless of the efficiency of the unionists, or their qualifications?—I lay down the principle that any man and every man has the right to choose the companions with whom he shall work.

8724. I am not saying whether you are right or wrong. I only want to understand you. You hold it is a right that a unionist should not work with non-unionists or free labour, no matter as to the efficiency or qualification of such a man to do his work?—I cannot answer the question, yes or no, in that form.

8725. I am not asking the reasons you have for holding the view you have; they may be good or they may not; but do you hold that view?—Do you mean as an abstract principle.

8726. As a practical principle, I will say?—I hold that a unionist has a right to refuse to work with a non-unionist.

8727. It appears that the Federation have withdrawn what you term the preference clause from the ticket?—That was withdrawn from the ticket—yes.

8728. Does that leave the employers, unionists, and free labour men in the same position with regard to obtaining employment?—On the face of it it does, but in view of the decision given by the Commission yesterday, I do not wish to say anything further, but we understand that a circular has gone out that non-unionists are to have preference of employment from the Shipping Federation.

8729. Since the withdrawal of the preference note has there been any difference at all between unionists and free labour men with regard to getting employment?—Very little.

8730. Is there any difference?—In some cases there is, where we allege distinctly that the employers are giving preference to non-union men on an instruction received from the Shipping Federation, but I do not wish to say anything more than that, because we have only certain statements.

8731. You have given us no remedy. What is your complaint in regard to the action of the Shipping Federation with regard to employing men?—Do you mean at the present time?

8732. Yes?—I do not know that I have any very special complaint to make at the present time. My evidence was rather to do with the dispute in the spring. I have not any special complaint as to the employment. What I complained of was the conduct and methods adopted by the Shipping Federation.

8733. Is the Commission to take it from you that the present state of things with regard to the action of the Federation in employing men is satisfactory?—No, I do not say that, but I say I have not any specific cause of complaint against the Shipping Federation, and therefore I will not make any complaint against them. At the same time I do not want to say that the action of the Shipping Federation at the present time is satisfactory.

8734. May I ask, seeing that we are here to get remedies for a wrong state of things, what

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Jesse Collings—continued.

is the end of your evidence?—On what particular points?

8735. I mean with a view to getting remedies for any abuse which now exists. Can you give the Commission any suggestion on that point?—The question is rather general. Do you mean have I any recommendations to make on any specific point?

8736. What abuse do you say now exists with regard to the Shipping Federation and its attitude towards the unions, and what remedy have you to offer?—I have not come here to make suggestions as to remedies. I have come here to give evidence, and have left it to the collective wisdom of the Commission to make recommendations for alteration.

8737. But I understood from you a moment ago that at the present time, setting aside the matters that have been withdrawn, there was no particular matter to complain of. Is that so?—I have made certain complaints against the Shipping Federation, and there were other points which the noble Chairman did not ask me to give evidence upon, which I think I have submitted in my précis of the evidence. There are certain things that I have to complain of in regard to the attitude of the Shipping Federation in that dispute. I have complained of certain methods that they have adopted, and there are other matters here which I also wished to complain of if I had been questioned upon them.

8738. The drift of my question was this. We cannot as a Commission, as you will see, go into the details of disputes between two bodies, but what I wanted to get at was the preference clause having been withdrawn, what particular objection or abuse connected with the Federation there is of which you complain, and what is the remedy at the present time?—If I may be allowed to depart from the evidence I originally gave, by making additional statements, I will run through several of them.

8739. Without going into additional points I ask you to give us the points arising out of your evidence that you complain of, and which we as a Commission may examine and find a remedy for?—First of all as to the causes of the dispute, I would point out one which I have already alluded to. One of the causes was that the shipowners had departed from their custom of shipping men at the shipping offices, and had shipped them on board, and I would ask that the Commission should recommend that the Board of Trade should be much more stringent in insisting upon sailors being signed on board at the shipping offices so that the sailors may enjoy the privileges and rights afforded by certain Acts of Parliament at the shipping offices which they do not enjoy on board ship—such as banking money, transmitting money by postal orders, and also by having their independent delegate to look after their interests. I would ask that the Commission should recommend that the Board of Trade be more stringent in the application of that law.

Mr. Jesse Collings—continued.

8740. Would you have the Board of Trade apply those regulations to the free labour as well as to the unionist party?—I ask for no distinction to be made by the Board of Trade between the free labourer and the unionist.

8741. Would the unions in that case be willing to work with the non-unionists, and to go in on the same conditions, regardless of whether their fellow workers belong to any union or not?—I do not say that. A mere order of the Board of Trade is not going to compel men to give away their rights secured to them by the Trade Union Act of refusing to work with whom they like.

Mr. Tait.

8742. You state that your Union was actually started in January of this year?—Yes, that is so.

8743. Can you inform us if the Shipping Federation was started previous to your Union?—I think the Shipping Federation was started at the latter end of September last year.

8744. Was it the fact that the shipowners of London and other places had federated to a great extent, which suggested to your minds that the various Unions should federate also?—I may say that that was almost the absolute cause of our federation.

8745. It has been stated here that the Shipping Federation was instituted solely for the purpose of protecting and securing free labour; can you give any instance, as secretary to your Federation, where its influence and power have been brought into operation for other than those purposes?—Yes, I can give cases where the Federation have taken the initiative, by offering to supply free labour at a cheaper rate than the present union labour is employed at when the relations were extremely good between the employer and employed.

8746. Are you aware of the statement made here by Mr. Laws in his evidence, when he stated in answer to me, that he did not anticipate that their Federation would be used for those purposes?—I am.

8747. Will you kindly state a case or two where the Federation has been used for the purpose of reducing wages?—I will give you the following cases. In the case of the P. and O. Company, last July the Shipping Federation took the initiative and approached the P. and O., and offered to supply any number of stevedores at a lower rate for holiday work than Union men were getting. In further explanation of that, I would say it has been for some years the custom of shipowners, to pay a double rate of wages if they require stevedores to work on the stevedores' annual holiday. This year the P. and O. declined to observe that custom, and said that they would not pay, as other shipowners were paying, the double rate, but would only pay the ordinary rate. The Shipping Federation stepped in and supplied them with free labour. Further, with regard to the Hermitage dispute that is now going on, and the Carron dispute which is now

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Tait—continued.

going on, those are disputes affecting wages—the men resisting a reduction in wages. Notwithstanding that, the Shipping Federation stepped in and supplied free labour.

8748. Evidence from the Federation has also been given to the effect that it was the aggressive policy of the Trade Unions of the port which was the cause of their forming their association; can you give us any cases in point, where the Shipping Federation have been aggressive?—Yes, I can. Of course there is the case I have just now given, where they departed from the usual custom. There was a case where their agents went to the mate of the "Forfarshire" belonging to Anderson and Anderson, lying in the South West India Dock. The mate, I may say, had signed on a mixed crew of unionists and non-unionists. The agent of the Shipping Federation went there, and in a bombastic sort of way, said he would have to discharge the whole of those men and take on Federation men. The mate of the "Forfarshire" yielded, believing that the instructions had come from the Shipping Federation, who he understood in their turn controlled his employers. There is another case, where an agent of the Shipping Federation went to the labour master of the Shire Line and offered to supply stevedores at a less rate than the union men were working at. The same agent also went to the labour master of the Ocean Steamship Company, and offered to supply stevedores at a less rate than the union men were getting.

8749. You made a further statement that it was within your knowledge that the Federation had abroad agents who induced these foreign workmen to accept the Federation ticket so that they could be utilized and be brought over to this country in the event of any particular dispute?—That is so.

8750. Will you give us the foundation for your statement?—I may say that in connexion with our Federation we have men organised on the Continent, and we have received a very large amount of correspondence from them. We have received correspondence from reliable public men in several of the countries writing to inform us that there are agents of the Shipping Federation on the Continent collecting "free labourers" who will come here in the event of a labour dispute, and we have also been informed, on the most reliable authority, that a large number of the Rhine steamboat men are pledged to come over here in the event of a dispute and accept wages at a less rate than British sailors are now getting. Further than that, a number of the Finland fishermen are also pledged to come over here, and I may say further than that that several British crews have been discharged, that is, that several lines, instead of taking British crews from London for the voyage, have taken men on what is called a run from here to Antwerp. There they have taken on foreigners only. Further than that, some little time ago, the Eastern Telegraph Company, who have for some time been employing British crews, deliberately discharged the British crew from their

Mr. Tait—continued.

boat "Chiltern," and substituted for it a crew of Norwegians at wages rather more than a pound a month less than they had been in the habit of paying the British crews.

8751. In those cases has the British sailor, who leaves home and goes abroad, to pay his own expenses home?—Unless he can get a run back, that is to say, unless he can pick up another boat running back.

8752. Unless he can engage himself to some other ship?—Yes.

8753. I take it from your evidence that you have been desirous as a Federation to work amicably with the Shipping Federation by negotiation?—Yes; we believe that if we can discuss matters collectively on our side with employers collectively it is much better.

8754. In case of negotiations not being successful, what would you suggest as the best remedy for preventing these strikes which are continually occurring from time to time between the employers and workmen?—I would suggest an arbitration board, whose decision should be binding.

8755. Do you mean an arbitration board consisting of employers and workmen?—Yes, with employers and employed equally represented.

8756. The difficulty has been in cases of arbitration where employers and employed are equally represented to agree upon an umpire. What would you suggest in regard to that point?—I can only leave it to the judgment of such an arbitration board as to electing the third party.

8757. Do not you think there would be a difficulty in that, that the arbitration board being composed equally of employers and workmen might not agree; would not you place it in the hands of some justice, or sheriff, or county official, or chairman of the chamber of commerce?—No, I do not think so. First of all, I take it that an arbitration board of this sort would elect its chairman, and then the chairman could give his casting vote one way or another as to the election of the umpire.

8758. Have you had considerable experience in dock work among dockers as to their habits?—Yes, as an officer of the Dockers' Union.

8759. What position did you hold in it?—Assistant Secretary.

8760. That was before taking the Secretaryship of the Federation?—That is so.

8761. A statement has been made here that many dockers, after getting a day or two's steady work, absented themselves the next day when work was open for them?—I may say men who do that sort of thing are driven at a terrific rate, and the human frame will not stand a succession of days the way they are driven on occasions.

8762. You say, then, while there may be men who absent themselves on the third day for instance from their work it is not because they are intemperate, but because the nature of their work is so heavy?—Very largely so. I do admit that there is a certain class of men who simply go to the docks to get an hour or two's employment and then go elsewhere; but it is a

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Tait—continued.

very very small proportion—a mere fraction of the whole.

8763. A statement of that kind could not be general?—No; it would be a mere fraction of the whole.

8764. Can you suggest any means of overtaking the difficulty which presents itself of want of employment at the docks?—I see an enormous difficulty there. I suppose that my suggestion will be laughed at if I make it. It is this: that the Union should be looked to for the supply of competent men, and that their right should be recognised of saying that only men with union cards should work; that being so the men would not come down as they are coming down in hundreds to the docks on the mere chance of getting work, but they would do as they did in the winter of 1889-90 after the great dock strike where the Dockers' Union decided to close their books. At that time throughout the whole of the docks I do not think—and I was very careful to keep a record of every case—that 25 outsiders came to seek work at the docks notwithstanding the increase in wages. They simply argued, "If we go to the docks we shall have to have a card and it is not worth while getting a card for a few days' work;" and so they kept away. I may say too that I think that that view would be very largely shared by the ratepayers in the East End, because it simply means that as the outsiders are brought in by different inducements that they thrust out the weaker and older men, and these men are thrown upon the parish for support. Although I know it may seem a Utopian suggestion to some, nevertheless I think it would meet the difficulty and would improve very considerably the conditions of labour at the docks, that it would minimise to an enormous extent the misery in the East End, and would keep the men spread over a large area so as to be dealt with by the respective parish authorities instead of their flocking into the districts already congested.

8765. Do not you see that the suggestions which you make if adopted would have the effect of making the Union at the dock-side a close corporation?—It would have that tendency doubtless, but I do not think that would be such a great evil as the evil which now exists.

8766. Would the decrease of overtime at the docks not considerably modify the position?—Yes, very considerably.

Mr. Bolton.

8767. Will you tell me whether your Federation possesses and disposes of funds?—No, we only have a contribution of a halfpenny per member per quarter from the different unions which are federated.

8768. What was the necessity which in your view led to the federation of the unions?—The general threats of the shipowners to smash up the new unions and the bringing into existence of the Shipping Federation.

8769. Then prior to the establishment of the

Mr. Bolton—continued.

Shipping Federation there did not appear to you to be any necessity for this associated society?—No. There was no attempt of any kind to form a federation among the shipping unions.

8770. It was not deemed necessary?—No, it was not deemed necessary.

8771. Why was it not necessary before the establishment of that Shipping Federation?—Because the employers were not taking the aggressive, and were not breathing forth threats to smash the whole lot of us.

8772. Then you consider it aggressive on the part of the shipowners to form themselves into a union, but not aggressive on the part of the workmen or sailors to form themselves into a union?—That is not what I mean by aggression. I refer to cases where they attempt to take from the men the conditions that the men had hitherto secured.

8773. In what way is the Shipping Federation aggressive while the same thing done by the Unions is not aggressive?—I do not know that they have been from their point of view any more aggressive than we have been.

8774. Are they doing things in any sense which the Unions have not done such as the laying down rules for the observance of their members and so on?—I do not know that they have.

8775. Do you withdraw the statement that it was in consequence of their aggression?—No, you and I look at matters from a totally different standpoint. I do not call it aggression of a very dangerous character up to a point where the men are simply securing what one may call the decencies and comforts of life; but I do call it aggression of a dangerous kind when employers attempt to take from the men those things which they consider necessary for their lives.

8776. The Trade Unions were actually imposing upon shipowners certain terms of their own which they thought right; the Shipping Federation was established to impose terms upon the working men which they thought right?—That is so.

8777. Why is it aggression in the one case and not aggression in the other?—I say it may be aggression in both cases; but I say it is not dangerous aggression on the part of the men to simply try to secure that which they consider necessary for life, but I call it dangerous aggression when the employees attempt to do things which conditions will not allow them to get, and I consider it dangerous aggression on the part of the shipowners when they attempt to take away from the men those things which they consider necessary, and those precautions and so on for saving life at sea.

8778. You claim for the labouring men the right to form themselves into unions for the purpose of securing to themselves by compulsion what they think necessary for a decent livelihood?—Not by compulsion, but by simply refusing to accept terms other than those which will ensure a decent livelihood.

8779. And by preventing others?—No.

8780. By preventing others from accepting

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Bolton—continued.

terms which they, the members of the Union, declined to accept?—No.

8781. Is not your Federation established for the express purpose by federation with various unions to compel employers to do what they otherwise would not do?—If you like to put it in that way I would say yes. I do not think employers would give us decent terms unless we refused to accept their terms.

8782. Is not that the object of your federation?—I object to answering the question as implying there is compulsion. I do not consider that there is compulsion.

8783. What do you define as compulsion?—I would define compulsion as the forcing of a man to do things by illegitimate methods. We are doing things by legitimate methods and by simply withdrawing our labour unless terms are conceded which we consider right.

8784. I am afraid I must ask you to define legitimate?—That which is within the law.

8785. Is it not within the law for the Shipping Federation to decline to submit to terms which your Federation seeks to impose upon it?—Exactly. I have not denied that.

8786. They are both legitimate?—They are both legitimate.

8787. Is it not compulsion, or attempt at compulsion, when you, through your Federation, tell any particular trade, "You shall not have a workman at your establishment, unless you conform to certain rules which we choose to lay down?—We do not pretend to do that.

8788. You say a fair wage in such an employment is so-and-so?—Yes.

8789. That certain conditions are fair, and that certain other conditions are unfair?—Yes.

8790. You are, or profess to be, the sole judges of that?—Who do you mean by "you."

8791. The Federation?—Do you mean the executive of the Federation, or the Federation as a whole.

8792. Either way you like?—The answer would be very different.

8793. The Federation issues a certain order?—That is so.

8794. They say, for instance, that there shall be a strike at a certain place—I do not care for the moment whether that is issued with the assent of everyone, or on the responsibility of the executive; it is issued, at all events, and it is the Federation that does it. Now, do you say that that is not compulsion?—Seeing that the men to whom that will apply have mutually agreed to act up to any instructions given, it is not an attempt on the part of one body of men to impose upon any other body of men, that which they have not previously agreed to.

8795. Is it not an attempt on the part of the Trade Unions to inflict upon the masters something which the masters have not agreed to, whether right or wrong?—Exactly.

8796. And you think that is perfectly right and fair?—Undoubtedly I do.

8797. But you think it is perfectly wrong and unfair if the masters themselves combine?

Mr. Bolton—continued.

—No, I have not said so. I simply said that our Federation was brought into existence to withstand the aggression of the Shipping Federation.

8798. And I think you failed to show me in what sense the Shipping Federation is aggressive, as compared with the Trade Unions?—What I have endeavoured to show is, that we should not have formed a federation of the unions, unless the employers had formed their federation for aggressive purposes, and I mean by aggressive purposes attempts to take from the men that which they had previously secured. I did not deny them that right.

8799. What had they previously secured—had they been previously paid a certain rate of wage?—Yes.

8800. Owing to circumstances, the masters thought that that wage was too high?—That is so.

8801. That is one of the things you say the masters had no right to do?—No, I do not deny it. I do not say they have no right, I simply say that is one of the cases where the employers had taken the aggressive, which made it necessary for us to form our Federation.

8802. Wherever you have thought that the masters had no right to reduce wages, you have ordered a strike?—I do not deny that they have a perfect right to do it. Where the masters have attempted to reduce wages we say we have the right to order a strike.

8803. And you have ordered a strike?—Yes.

8804. Now suppose in one of those cases to which you have referred the masters find other men, not members of your Union, perfectly willing and desirous of working at the wages which you, or they, or the union men themselves refuse, do you think it is fair or unfair to prevent those men from accepting terms which your men have refused?—To prevent in what way?

8805. By doing their best to prevent them accepting those terms?—I consider it distinctly fair that we should by all lawful means, by every legitimate method conferred upon us by the Trades' Union Act.

8806. But at the same time you object to the Federation of Shipowners and others, if there are any other similar combinations, taking steps to bring over Norwegians and men from the Rhine, Swedes, and so on, to take the place of those who decline the work, although they are willing to work, as you say, at a pound less than the men are receiving?—I do not say that they have no right to do it. I say it is impolitic; I say it is inexpedient, and I say it is contrary to the whole of the views that have been instilled into us as to the patriotism of Englishmen; and I say that we have the right to do what other countries have done, and to say English merchants shall employ Englishmen in English service, just as the Italian Government have said that Italian merchants and Italian shipowners shall employ Italians in Italian service.

8807. Then your objection is not to the men

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Bolton—continued.

accepting the reduced rate of wages, but simply to the fact that they are foreigners?—Both.

8808. Do you object to Englishmen taking a lower rate of wages?—I have never yet known a single case where an Englishman has taken lower wages than the foreigner.

8809. I think we have had men before us who have told us that they were anxious to work at the wages which your men were refusing, and that the Trade Unions took means to prevent them working; indeed I think you have told us so yourself?—I thought your question was, had I known cases where Englishmen had accepted wages at a lower rate than foreigners.

8810. I understood you objected to foreigners, having lower wages, because you thought that English work should be done by Englishmen and not by foreigners, and now I ask you whether you do not object also to Englishmen taking a lower rate of wages than some other Englishmen are willing to take?—Although I would object to it on principle, I do not deny that a man has a perfect right to accept whatever wages he likes.

8811. Do not you do your level best to prevent such a thing?—Yes, within the law by advising to the contrary and showing the inexpediency of it.

8812. Do you not go beyond that?—No.

8813. What is the reason that in the case, for example, of the "Scotland," the Carron Wharf, and so on, that the men who were brought there to work, because of the refusal of the union men to work on certain terms, were kept in this depôt ship where the union men could not get at them?—I would say that the employers felt that they had such a bad case and also that their free labourers were open to reason, and that if they came out and we should get alongside of them to reason with them and to point out to them the inexpediency of their doing what they were doing, we should have been able to get their free labourers away from them.

8814. Then all these statements that have been made to us here of ill-usage suffered by men who were working against the desire of the Union are untrue?—I cannot say that they are untrue. I can only say this, that I have been down there, and I have been very intimately associated with the dispute, and I have failed to find, with one exception, any case where free labourers have been assaulted by union men, and in that exceptional case the union man was drunk and allowed his passions to overcome his judgment.

8815. In all your experience is that the only case where an attempt to prevent free labourers taking the places of unionists has been accompanied by ill-usage?—I am only speaking now of the Carron and Hermitage Wharf.

8816. You only know of one case there?—I only know of one case there, and I have been very intimately associated with it.

8817. Is that due to the fact that the Unions have been prevented from getting at these men by police arrangements and by the establishment of the depôt?—I do not think so, because I may

Mr. Bolton—continued.

say that we all strongly advise the contrary, not only because it is illegal and immoral, but because it is inexpedient and does not pay. We have advised them, and they act upon our advice, not to assault these men.

8818. I have no doubt that you would so advise them. Whether they would act upon your advice is, I think, a little more questionable?—In some cases they do not, but generally they do.

8819. If you could make people believe this, do you think they would go to the length of expending what they do expend in providing accommodation within places where the unionists cannot get near to them to interfere with them?—I do not think that they go to the expense for that purpose. They go to the expense for the purpose I have just stated, that they think that even their free labourers are amenable to reason, and that we should get alongside them and reason with them, and get them to come away; and further they want to convey to the minds of the public that unionists, as a body, are a set of brutalised ruffians, and they have to resort to this, that, and the other method, in order to prevent the non-unionists from being assaulted by these so-called ruffians. It is simply with the idea of enlisting public opinion in their favour.

8820. As a general thing you would say there is no pressure beyond moral persuasion put upon the men who are desirous of taking the places of unionists and to work at rates of wages which the unionists will not work at?—Within my experience I should say that undoubtedly that is so.

8821. Differences nevertheless do exist, and your remedy for them is an arbitration board?—That is so.

8822. The decision of that arbitration board is to be final?—That is so.

8823. What powers would that arbitration board have in your view; would they have power to fix the rate of wages?—They would have the power of settling everything which might be in dispute.

8824. That would include the rate of wages?—Yes.

8825. And all the terms of employment?—All the terms of employment.

8826. What power would you give them to enforce their decisions?—I would give them absolute power to enforce them, and where men simply said, "We will not work on those conditions," and withdraw, then in that case the Union should undertake as parties to such an arbitration board to fill up the places of those men with other men.

8827. Then you would allow this arbitration board to fix the rate of wages?—Yes, everything that was in dispute.

8828. How would you arrive at what was a fair rate of wages?—By compelling employers to produce their books and showing the profits and everything that was calculated to help in a reliable judgment being formed as to the conditions.

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Bolton—continued.

8829. Have you thought this matter out?—Yes.

8830. What rate of interest would you allow on an employer's capital?—I should be very chary to say how much, but I think we might arrive at that in this way: Let the interest on Government Consols be the basis for calculation, and then make an allowance of a reasonable amount for the greater risk involved in private enterprise.

8831. You do not say what rate you would allow in the meantime?—No. I think it would be very difficult to fix, and I would not care to do it, because I have not gone very very carefully into the figures, but I should say 5 per cent. would be a decent interest.

8832. And the same thing would apply to all trades, I suppose?—It would apply to all trades.

8833. Whether it was a well-established trade or whether it was what I may term a speculation?—I think so. I may say I would let the interest paid on Government Consols be the basis, and allow an additional amount to be calculated upon that to increase in amount according to risk.

8834. So that before a firm started in any industry whatever they would require to come to this arbitration board and ascertain what allowance they would be permitted to make for interest?—No. I simply say that this arbitration board should have power to deal with disputes between employers and employed.

8835. Yes, but the disputes between employers and employed would depend in some cases on an expenditure which might amount to one-half of the whole turnover in the year?—Whatever it may be they should submit it to such an arbitration board, and according to the particular circumstances so the arbitration board should decide.

8836. You made up your mind what should be the depreciation allowed on ships and all that sort of thing?—I have not made up my mind at all. I simply say there should be an arbitration board and as to detail it ought to be for the arbitration board, to decide according to the particular circumstances in every case.

8837. Then you propose also as a remedy for the state of matters at the dock, that every man working at the docks should be supplied with a union card, and that other men should not be allowed to work?—I think it would improve matters very considerably.

8838. You think that would reduce the number of casuals?—Yes.

8839. What would become of those casuals?—I would simply say that the municipality should deal with them.

8840. You would throw them all into the poor house?—No; I would convert the poor house into what it was originally intended to be—workhouse.

8841. And what work would you have done there?—I would leave that as a matter of detail, to be arranged afterwards.

8842. Is not that rather an important detail?—It is a very important item.

Mr. Bolton—continued.

8843. How would you dispose of the products?—I have not gone into that matter; but I would simply say that as the community have already accepted the principle of dealing with the poor, there is no reason why they should not deal with them.

8844. One word as to the bogus meetings. I understood you to say that at one of these bogus meetings there were only three people present, who represented three establishments or associations of some kind?—They were not representatives of any union.

8845. They professed to be?—They professed to be, and I may say that in the notice that was issued from that meeting it was stated that 60 Trade Union delegates were present.

8846. But it was not the truth?—It was absolutely incorrect.

8847. And did the meeting profess to be representative of any known Unions, and did those Unions repudiate the decision?—The names of the Unions they gave had no existence.

Mr. Ismay.

8848. What occupation did you follow before you were secretary to the Dockers' Union?—I worked as a general labourer. I was acting as a check clerk at that time.

8849. How long had you been at work as a general labourer?—I commenced life, I may say, as a lad on a farm. I worked there for two years, then I went as a porter to a grocer, and worked there for 12 months. Then I got a position as check-clerk.

8850. At the docks?—No.

8851. Have you worked at the docks at all?—I have not.

8852. You suggest that the cause of the strike at the Shaw Savill and the other companies was owing to their having given up the signing of the men on at the Board of Trade offices?—Yes.

8853. Was that the principal cause of the difficulty?—It was.

8854. Why were the shipowners anxious to ship from the mercantile offices?—I know they excused themselves on the ground that there had been an attempt made by the Union to coerce the men into joining their Union.

8855. Was it a fact, or not, that you did send men down there to superintend the shipment of men at these offices?—The independent delegates of the Sailors and Firemen's Union were always present to look after the interests of the men.

8856. And this the shipowners found irksome and troublesome?—They stated so. They did not state so until the Shipping Federation came into existence.

8857. You, however, suggest that owing to their going on board the ships, the men were deprived of banking and other facilities?—That is so.

8858. Do sailors generally bank when they ship or at the end of the voyage?—Yes. At the

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Ismay—continued.

end of the voyage, and they were paid off on board ship instead of at the shipping offices.

8859. They were paid off as well?—Yes.

8860. Did the men themselves object to it?—They did. That is the reason they struck.

8861. When the dispute arose did you then exercise your powers under clause 3 of calling out other trades?—We had not come into existence as a Federation at that time. The time you are now alluding to is the first week in December, and the matter was allowed to go along until February when we exercised our powers.

8862. Then you exercised your powers?—Yes.

8863. And you called out all other trades connected with the ships employed upon these lines?—That is so.

8864. And it was then that the Federation introduced their free labour?—No, it was before this some time. The Federation introduced free labour the first thing in December.

8865. Was the "Scotland" in existence before then?—Yes, I think so. I forget exactly when it was, but it was the latter end of 1890 when the "Scotland" was brought alongside there.

8866. Then it was simply because the shipping and paying was removed from the mercantile offices to the ships that this strike was brought about?—No, I stated that that was one of the several causes, another cause being the employment of men belonging to the bogus union.

8867. Your remedy is that all matters connected with shipping should be placed in the hands of the Unions, so far as regards the supply of labour?—I think it would have the effect of steadying employment, and I think that if the employers looked to the Union as is done in some trades, take, for instance, the London Society of Compositors; there the Union houses look to the Society to supply competent men and there they get along very well indeed.

8868. Would you have the Union supply the commanders?—No, not the officers. Let the Officers' Union do that. There are officers' unions in existence.

8869. And they would be subject to your Federation?—No, I did not say that.

8870. Have you not tried to compel officers to be members of the Union?—I have had nothing at all to do with that. I do not know of any case where it has been done. I had heard it said that it has been done in certain cases.

8871. I only wanted to know how far you wished to seek powers in regard to the control of the shipping trade of the country?—I do not wish to seek control in any way, except so far as it will guarantee protection to life, and proper conditions to the men employed by the ship-owners of this country.

8872. You say protection to life?—Yes.

8873. What do you refer to in regard to that?—Chiefly in this case, as to the shipment of incompetent men.

8874. Your claim is more particularly as

Mr. Ismay—continued.

regards the seamen, the firemen, and the trimmers?—Do you mean in regard to the protection of life.

8875. Your claim to the control generally?—So far as the riverside industries are concerned.

8876. Loading and unloading?—Everything to do with the shipping trade, except, as I say, the officers which I have given no thought to.

Lord Hartington.

8877. You said just now, I think in answer to Mr. Ismay, that you called the whole of the Unions that were federated out on one occasion?—Those that were affected by the dispute in the spring.

8878. Not the whole?—Not the whole—only those that were affected.

8879. How many were affected?—There were four unions affected—members of four unions. It was only the members that were working in connexion with these three lines of ships.

8880. And they were called out by the action of your executive?—Yes, jointly with another body that then existed but which has since ceased to exist and has become merged in our Federation, called the United Labour Council.

8881. They struck on that occasion not under the orders of their own executive, but under the orders of your executive?—The orders were given concurrently. The executives agreed, and as soon as they had agreed the Federation also issued its instructions.

8882. How long did that strike last?—The dispute commenced either the last week in November of 1890 or the first week of December and lasted on until about the middle of March, I think.

8883. With what result?—With the result that free labour was brought in to do the work of coal-porters and the work of the sailors and firemen and some of the work of the stevedores; so that in that respect the employers were, I may say, successful. But as a set-off against that there was the fact that they agreed to insert in their Federation card that preference of employment should not be given to non-unionists or to holders of that card, and it was a card for the registration of competent sea-going persons instead of simply sea-going persons.

8884. In consequence of that strike have many members of those Unions lost employment?—Yes.

8885. Then as to the compulsory powers which you recommend should be given to an arbitration board, I think you said, in answer to Mr. Bolton, that if the workmen refused to work under the terms of the arbitration you would compel the Trade Union to find labour?—That should be one of the conditions upon which the arbitration board should exist—that in the event of the men refusing to accept the terms, that the Unions connected with such arbitration board should agree to supply other labour.

8886. You say the Trade Unions should agree, but if the Trade Unions did not agree, what would you do then?—In that event I

6 November 1891.]

MR. CLEMENT EDWARDS.

[Continued.]

Lord Hartington—continued.

think they might be proceeded against for breach of contract as a Union.

8887. Do you contemplate sending anybody to prison for breach of this agreement?—I have not thought of that.

8888. How is it to be enforced without compulsion in some shape?—There are other ways at the present time. When a civil contract is broken you do not send men to prison; you simply fine them or something of that sort.

8889. You would fine the Trade Union?—I think that is a possible method of dealing with the thing, but I have not any doubt that if the Unions agree through their representatives to abide by the decision of the arbitration board that then, whatever decision was given, the Union would honourably abide by it as a Union.

8890. But that is a case of an agreement, is it not—not of compulsory powers?—They agree to submit themselves to the compulsory powers conferred upon such arbitration board.

8891. If they agreed, then compulsory powers would not be necessary?—You want compulsory powers to enforce the terms of that agreement.

8892. Would you propose to compel the master to keep his works open under the terms of the arbitration if he thought he could not afford to do so?—I had not gone into that because I assumed the arbitration board would possess at all events an element of intelligence and an element of wisdom and that they would not give any decision that would make it impossible to carry on business.

8893. No doubt you could compel the master if he went on with his work to pay the rate of wages or comply with the terms settled by the arbitration?—Yes.

8894. But you could not compel him to go on with his work if he did not think it desirable to do so?—That is so, but I am assuming, as I say, that there would be an element of intelligence at all events on such arbitration board, and that it would not give any decision which would make it impossible for the particular employer involved to carry on his business.

8895. Then you rely really upon a voluntary agreement altogether?—No. Experience has shown that employers, although agreeing with, I may say, any amount of readiness on a rising market to certain terms, the moment the market is going down the employers say, "We are going to reduce wages; we are going to do this, that, and the other; we are only going to employ non-unionists."

8896. That may be necessary, may it not?—The burden of showing it is necessary lies with the employer.

8897. I think the suggestion which you made to Mr. Tait chiefly referred to employment at the docks?—I am only pretending to speak for the riverside work.

8898. Did you not, in your answers to Mr. Ismay just now, extend it to shipping employment altogether?—I count that riverside work.

8899. I think Mr. Ismay asked whether you

Lord Hartington—continued.

proposed that the labour of the whole of the shipping trades should be regulated by the Union?—Yes. I suggested that as a possible way of getting rid of the amount of misery that exist at the present moment and the irregularity of employment. I suggested that the Unions should in every case be looked to as the responsible body for supplying competent men.

8900. Do you suggest that for the whole of the shipping trade, or only the dock and riverside employment?—I suggest that in every case. It is only a personal suggestion of mine.

8901. Is that a suggestion which you make for adoption by the employers, or do you think it might be enforced by law?—I do not think it would be advisable in a case of that sort to enforce it by law. It would only be applying to dock work a custom which already exists. It exists with the miners, I believe; it exists, I know, with the London Society of Compositors. In every case in which a society house wants men they send down to the office of the Society and get them. I think that the Unions should in every case make themselves responsible for a full and proper supply of competent men.

8902. It is only a system which you suggest for adoption in the event of employers and Trades Unions being able to agree upon it?—Quite so. I make it as a recommendation of a remedy that would minimise to a very great extent that fearful irregularity of employment which we are now suffering from, at the riverside especially, and to minimise to the greatest possible extent the fearful misery that is caused by that irregularity of employment; experience has shown that it is practicable, and therefore I respectfully make it as a recommendation.

8903. But not to be enforced by law?—No.

8904. You admit, I suppose, that there is a considerable amount of irregularity in the amount of work to be done?—Yes, I admit that, but I also respectfully submit that it is in consequence of the insane competition which exists among the shipowners.

8905. Do you think that the Trade Unions would be able to deal satisfactorily with that irregularity in the amount of work to be done?—Yes, I do. If that right were conceded to them, instead of shipowners saying, "I want my ship away in 36 hours now you must go on for 36 hours," we should simply say, "you go on for a term of eight hours, and then another gang will come on."

8906. And the ship would go off on her appointed day all the same you think?—Yes, she might go on her appointed day.

8907. You think the matter might be arranged between the shipowners and the Unions?—I am sure it could if there was anything like a conciliatory spirit on the part of the shipowners.

Mr. Livesey.

8908. You said something about the withdrawal of the manifesto, and you said at the time of the Shaw Savill strike the Shipping Federation broke faith with you?—That is so.

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Livesey—continued.

8909. At the same time that the manifesto was withdrawn, did your men go to work?—Decidedly not. The withdrawal of the manifesto did not mean the surrender of the whole position, as we pointed out then. The withdrawal of a declaration of war does not mean a withdrawal of the armaments.

8910. The men did not go to work?—That is so.

8911. You have stated also that the Dockers' Union closed their books, is that the fact?—That is the fact.

Mr. Abraham.

8912. Have you now given to the Commission the evidence upon all the points you desire?—No, I have not. There is one very important point, and that I was wishful to give evidence upon, if I may be allowed to do so. At the present time, the Shipping Federation is registered as a joint stock company, but, in every respect, they are a Trade Union, and according to the Trade Union Act, their registration ought to be void. We do not deny the right of employers to combine, but would encourage them to combine. Still, when an association of employers exists for the distinct purpose of smashing the Unions, we do consider it distinctly unfair that they should be allowed to exercise the functions of a Trade Union, and at the same time have the financial privileges conferred by the Joint Stock Companies Act, and we say they either ought to be knocked off the register as a joint stock company, and not allowed to exercise those powers, or that the Trade Unions ought to be given the power of being able to recover their contributions from their members, in the same way that the Shipping Federation is able to recover the contributions from its members.

8913. You say that the Shipping Federation have a certain advantage which the Trade Union has not?—They have the advantages conferred by the Joint Stock Companies Act, which allows every shareholder in such a company to be proceeded against for the recovery of the amount due on his shares, whilst the Trade Union Act does not provide that. We submit that in every respect the Shipping Federation is a Trade Union. The Trade Union Act says that a Trade Union is a voluntary organisation of workmen and workmen, masters and masters, or masters and workmen for the purpose of regulating the relations between employers and employed, and I contend that the Shipping Federation is an association for the purpose of regulating the relations between the shipowners and the men whom they employ.

Earl of Derby.

8913a. If they are wrongly registered is not that a matter which courts of law can deal with?—Only somebody inside the Federation could move in the matter; nobody outside can move in it. The Act simply provides that such

Earl of Derby—continued.

registration is void, and I therefore take it that the contracts they make are therefore void also. That, however, is not sufficient. If we could simply proceed against them in a court of law and get them knocked off the roll of joint stock companies that would be sufficient for us, but we cannot do that.

8914. Why not?—Because, as we are advised, it is a case of a member of the Shipping Federation only being able to proceed in the matter.

Mr. Abraham.

8915. Have you any further evidence to offer?—Yes; I wish to submit that the Shipping Federation have persistently employed a gang of ruffians for the purpose of dealing with unionists—a well known gang in Deptford known by the name of "The Eye-ball Buster Gang." It is a gang of highway ruffians well known in Deptford, and a number of this gang of ruffians have been constantly employed by the Shipping Federation to move about among the unionists since the dispute commenced right away back in December.

8916. Did you observe the answer made by Mr. Lind to a question put by myself, that in the case of labour disputes concerning wages the Shipping Federation would not supply men?—I have not been able to get a copy of his evidence, but I have given several cases where they have supplied men. There was the case of the P. and O. Company. There was the case of the Hermitage dispute. There was the case of the Carron dispute in London; three distinct cases of dispute for wages where the Shipping Federation had stepped in and offered to supply labour. I also gave three cases where they stepped in and offered to supply labour at a cheaper rate than the men were then working at.

8917. You took a very prominent part in the great dockers' strike in London?—That is so.

8918. Did you have occasion, and did you avail yourself of it, to press upon the men the necessity, the advisability, and the justice, of their remaining at work when they themselves wanted to be on strike?—I may say that such a wild spirit of enthusiasm prevailed at the time through the east end and south-east end of London, in places having nothing at all to do with the docks, that the men said, "We want to come out," and I may say that there were half-a-dozen of us that did nothing else for many nights but go to these different works and prevail upon the men to keep at work.

8919. You did that for several weeks?—Night after night for several weeks; day after day.

8920. In answer to Professor Marshall, I believe you said that you had a rule, that no union men should take the work of another union man who might be on strike without the consent of the executive of the Federation?—That is so.

8921. In that case your Association may have every sympathy with the men or with the body

6 November 1891.]

Mr. CLEMENT EDWARDS.

[Continued.]

Mr. Abraham—continued.

of men, but in your opinion the time may not have been opportune for them to strike?—Yes, that is so, and we may also be in absolute sympathy, and yet it may be a case where we will not accept the responsibility if they did not consult us.

8922. If you undertake in such a case as that to supply union men to do the work of union men, would not that be the means of destroying all union between you?—Yes, it would annihilate the *esprit de corps* among the union men and quickly cause the Unions to fall through.

8923. Then, if it is necessary at all that men should be united, that principle is necessary for its existence?—Yes.

8924. Did your remarks apply to all federations when you said that the executive had power to draw out any body of men?—No, I was only speaking of how we are formed in London. There is a federation formed in South Wales partially in connexion with this where the order to strike can only be given after a majority vote has been taken of the members of the Unions involved.

8925. The union men in South Wales have rejected that principle completely of giving the power to the executive to withdraw any number of the men?—That is so.

8926. It cannot be done without the consent of a general delegate meeting?—That is so, after a majority vote has been taken.

Professor Marshall.

8927. Mr. Abraham took the case of a member of a union who took work that had been given to members of the same union. That was not the point raised by the rules I think. Do not the rules state that even in case a strike should be disapproved—not merely not cordially approved of by the executive—yet every union in the Federation was bound with or against its own judgment

The witness withdrew.

Mr. F. THURSTON called and examined.

Earl of Derby.

8933. We understand that you represent the Amalgamated Society of Engine Drivers and Firemen?—That is so.

8934. And do you come here delegated by the Society?—Yes.

8935. We understand that you wish to tell us what are the conditions of work on board the steamers on the Thames; what have you to tell us on that subject?—The average hours that the drivers have to work upon the boats of the Victoria Steamboat Association during the summer months are 96 hours, and the firemen 105 hours. That includes Sundays.

8936. What do you say with regard to any relaxation that the men may have during the week?—I will show you that it is impossible for them to have any relaxation whatever, as the steamers have to stop 17 times from London Bridge to Battersea, or *vice versa*, and the time occupied in traversing that distance is from 50 to 60 minutes, and at each pier the engines

Professor Marshall—continued.

to refuse to take the work of those people who had so struck?—That is so. We lay down the absolute principle that one union shall not, whatever the cause of dispute, go in as free labour against another.

8928. Therefore the question has no connexion whatever with Mr. Abraham's suggestion that it would be wrong for a union, under those circumstances, to supply members to take the place of those on strike?—The rule applies to both—to the contingency raised by you, and to the one raised by Mr. Abraham.

8929. You, of course, prohibit the Union from supplying members to take the place of those on strike; but that was not the point under discussion, was it?—That is how I understood it, to take the place of the men that struck, irrespective of whether the executive of the Federation agreed with the cause of the strike, or disagreed with the cause of the strike.

8930. Was there anything said in the rules about the Union supplying of men. Does not the rule stand that the men are prohibited from undertaking to work, even though the strike may have been entered upon against the judgment of the executive?—Yes, it provides for that, and it also provides for the point raised by Mr. Abraham.

8931. That it does one thing right is hardly an excuse for its doing another thing that is possibly not right?—The rule simply provides, if I may be allowed to put it in this way, that the members of one union shall not go as free labourers, to take the places of men of another union who have come out on strike without the consent of the executive, irrespective of whether the executive of the Federation are in sympathy with the cause of the strike, or disapprove of the cause of the strike.

8932. I think the phrase going in as free labourers does not appear in the rule?—That is what is intended to be covered by it.

Earl of Derby—continued.

have to be moved by hand at least five times. Therefore, the men have no relaxation whatever.

8937. Do I understand you to say that the drivers work 96 hours in a week?—The drivers' average time per week is 96 hours, the firemen, 105.

8938. And are they really at work all that time, or only expected to be on board?—They are at work.

8939. What steamers are these that you speak of; are they the steamers that ply on the river above the bridge?—Yes, the Victoria Steamboat Association.

8940. We quite understand that if they work 105 hours a week they can have but very little relaxation; but what holidays do they get?—At the end of the summer season there are a few selected men get a holiday of three or four days for which they are paid.

8941. A few selected men but not the whole?—No.

6 November 1891.]

Mr. F. THURSTON.

[Continued.]

Earl of Derby—continued.

8942. Will you tell us what are the wages of the drivers and firemen?—The average pay of a driver during the summer season is 2*l.* 10*s.* per week, that of the firemen, 1*l.* 13*s.* It looks like a large amount of money, but if you divide it by the average hours you will find that the driver has a fraction over 6*d.* an hour, and the firemen a fraction under 4*d.*

8943. Have these men any exceptional responsibility, as regards danger to other people?—The Victoria Steamboat Association's own tables show that they carry 200,000 passengers daily.

8944. Do the drivers undergo any test of competency?—The engine drivers do not undergo any test whatever, and the firemen who are engaged for the summer season are in many cases quite incapable of taking the engine drivers' places in cases of emergency.

8945. They are not engaged to take the engine drivers' places?—No.

8946. That is not part of the bargain?—No; they are not; but I should like to show you later on that it is quite evident that the firemen should be, to a large extent, practical men, because, in many instances, men engaged by this association are men who have never had a shovel in their hands before—have never seen a fire or a furnace, and the engine driver complains that it adds greatly to his responsibility by having such men as these, because he has not only to look after his engine but he also has to look after the man and his boiler.

8947. Does a fireman require much training for the work he has to do?—It requires a good deal of training to make a man a practical fireman.

8948. You mean that he should not put on too much or too little?—There are other details respecting firemen's work which require practical knowledge.

8949. Do you think that the State should insist on any test of competency for engine drivers and firemen?—When we consider that the slightest error on the part of a driver may cause the loss of so many lives we think it is necessary that an examination should be passed by men in charge of machinery not only afloat, but on shore.

8950. Would you extend that to engine drivers on the railways?—Yes, and I may state here that I believe England is the only country where the engine driver is not a certificated man.

8951. Under what conditions do the men work who are engaged on the large tugs?—About 60 per cent. of these work under very favourable conditions, namely, 12 hour shifts; but there are 40 per cent. of them who work very long hours—from 18 to 20 per day.

8952. Do you know what wages they get?—They get from two guineas to 2*l.* 5*s.* per week. That is their average wage.

8953. What you propose to us is that the drivers and firemen should receive certificates and should not be capable of acting without them?—Yes.

8954. Is there anything else you wish to add?—No, I have nothing else to add to that.

Earl of Derby—continued.

8955. Are there any strikes among these engine drivers and firemen?—I may say we are pretty free from them—very free.

8956. Then as a matter of fact there is no labour trouble to be settled?—No, the only trouble is that the men complain of having no work so many hours. These men in the Victoria Steamboat Association sent in a memorial to the directors through Mr. Shand, their manager, some time in October—September or October I am not sure which—and the answer they received to it was this. He acknowledged the receipt of their memorial and he would lay it before his directors as soon as they returned from the Continent where they were spending their holidays. They have since then sent him in two gentle reminders that he had received a memorial from them, and to this he has not deigned to reply. Therefore we conclude these directors are not yet returned from the Continent.

8957. The men asked, I suppose, for shorter hours?—They asked in their memorial to be allowed one day off in 15 only. They asked for no advance of money but only to be allowed to have one day off in 15, which I consider was a very moderate request.

Mr. Ismay.

8958. How many members does your Association consist of?—The Society is something like 700 strong.

8959. Does that include both the engine drivers and firemen?—Yes.

8960. At what time in the morning do they go on duty?—They go on board the boats at a quarter to six in the morning.

8961. At what time do they knock off at night?—Various times—as late as 12 at night.

8962. That is in summer—

8963. And in winter time?—In the winter time it is regulated by the darkness and the weather.

8964. Take the 6th November—what time do they knock off?—They would be knocked off by 7 or 8 o'clock at night. Their hours are shorter in the winter than they are in the summer.

8965. Are the men kept on continuously all the year round?—No, they are not, only a certain number. I think they have only something like 12 or 14 men on now.

8965*a.* And what becomes of those men in the winter?—They are discharged in the autumn and they have to go and find work where they can.

8966. The drivers as well as the firemen?—Yes.

8967. Is it employment much sought after in the summer?—No, it is not.

8968. Is there a difficulty in getting men?—They say they have a difficulty in getting men; but the difficulty would disappear if the hours were reduced.

8969. Does the nature of the trade prevent their reducing their hours?—No, not under the conditions. They could reduce them under the condition that the memorialists ask.

6 November 1891.]

Mr. E. THURSTON.

[Continued.]

Mr. Ismay—continued.

8970. That is one day in 15?—Yes. That was the only thing they asked for.

Mr. Bolton.

8971. Was the Victoria Company a successful company financially?—I cannot say as to that.

8972. Did not the old company burst up and a new company take the boats?—That I could not say.

8973. You suggest that all enginemen, drivers, and firemen, should pass an examination and obtain a certificate of competency before they are employed. Have you any reason to suppose that the public are in danger now from the employment of non-certificated men?—I should not like distinctly to state it as a fact that they are. I urge this certificate as a request from the men themselves.

8974. Then you do not support it?—Yes.

8975. You do support it?—Yes, as a driver.

8976. Why do you support it?—We know from facts that there are many drivers, both in tugboats and elsewhere, who are not thoroughly competent men.

8977. What proof have you of that? Have the public suffered any injury in consequence?—No.

8978. You cannot point to any accident ending in damage or loss of life in consequence of the employment of men who do not hold certificates?—No.

8979. The class of men that now drive engines and fire engines, would, under those circumstances, appear to be all that is necessary in the interests of the public?—It might be so.

8980. At all events, you cannot suggest in support of your recommendation that any injury arises from the present system?—No, I cannot.

Mr. Tom Mann.

8981. Did you say there are now 14 men employed by the Victoria Steamboat Company?—Yes, somewhere about that.

8982. About what number are employed in the summer?—About 80.

8983. And during the summer period neither enginemen nor firemen have any weekly, or fortnightly, or monthly holiday?—No, none whatever.

8984. None except that, as you have said, a few get two or three days?—That is all.

8985. And the only request they have made is that they shall have one day in 15 off?—That is the only request.

8986. The firemen are still willing to work 105 hours a week, saving one day in 15?—Yes, and the drivers 96 as per usual, saving the one day in 15.

8987. Where are the majority of your members—you said they were 700 strong?—We have a large number at Battersea, a large number in Poplar, a large number in Northfleet, a number in Grays, a number in Rochester and Bermondsey.

8988. Principally shore or river men?—A fair proportion either way.

Mr. Mann—continued.

8989. How many of these tugboat men have you?—We have about 110 or 120 tugboat men.

8990. And 40 per cent of them are putting in from 18 to 20 hours a day?—Yes.

8991. How many days a week?—Six days a week. That is they begin Sunday night, the greater proportion of them, and they finish Saturday night.

8992. Do the same hours apply to the firemen as to the enginemen?—Yes.

8993. They are in charge always?—Always in charge.

8994. They work 18 to 20 hours a day?—Yes.

8995. Their wages you state are from 2*l.* 2*s.* to 2*l.* 5*s.*?—Yes.

8996. That is the engine-men, and what are the wages of the firemen?—The firemen are paid a standing wage—not the whole of them, but the generality of them, of 27*s.* and some slight extras. That brings the money up to about 35*s.* or a little less.

8997. Have these tug-boat men with these very long hours taken any steps to try to get them reduced?—No, none whatever.

8998. Not even made an approach to the employer?—No, none whatever.

8999. The men on shore, what hours do they work as a rule; factory hours?—The men on shore work what you call factory hours, that is from 10 to 12 hours a day.

9000. About 60 or 65 a week?—About 56½, as they leave off at one o'clock on Saturdays; say 60 hours.

9001. Are the only two complaints you make one concerning the necessity for certificated men, and the other concerning the Victoria steamboat men?—Yes.

9002. The others have not even taken any steps to try to get them remedied?—They have taken no steps to try to get their grievances remedied; but they as Englishmen grumble very much.

Professor Marshall.

9003. I suppose the hours you give are the hours of the last boat of the day, the boat that makes the last trip?—I gave the average hours that the men work per week.

9004. How many days of stoppage from fog in the year are there on the average?—I do not know.

9005. Are the men paid on those days?—Yes.

Mr. Abraham.

9006. And I think you stated that there were only a few selected men kept on in the winter?—Yes.

9007. Did you answer Professor Marshall that the men are paid on foggy days?—I understood his question to be a general one, not to apply to the autumn and winter.

9008. Have you experienced any breakdowns at all on these boats on the river?—I must say I am not a river driver myself. I am only a land driver. I have never driven a steamboat.

6 November 1891.]

Mr. F. THURSTON.

[Continued.]

Mr. Abraham—continued.

9009. Have you experienced any breakdowns at all in your present employment?—Yes.

9010. As a member of the association that you represent here?—Yes.

9011. What has happened then if you have no practical engineer on the engine?—The driver has to do the best he can and repair his own.

9012. Is the repair of an engine such an easy job that any practical man can do it?—Temporarily so.

9013. Then it does not require practical men to be engineers?—Yes.

9014. Where comes in the disadvantage then if an inexperienced man is able to repair his engine?—An unexperienced man would not be able to.

9015. Then if something happens with an engine-driver by an inexperienced man, what

Mr. Abraham—continued.

has to be done?—Well, the consequence may be serious; but what has to be done is according to emergencies—the best thing possible according to circumstances.

9016. He can have no aid from his firemen, because they are also inexperienced?—Just so.

9017. And for that reason you advocate that these men should have certificates?—Yes.

9018. And that the firemen should be trained?—Yes, and also have certificates.

Mr. Austin.

9019. Do you think it possible for a man to perform his duties properly, and to work such long hours in a steamboat?—No, I do not.

9020. Therefore the present working hours are too long for an engine-driver to perform his duty properly?—With safety.

9021. With safety to the public?—Yes.

The witness withdrew.

Mr. ARTHUR R. ABBOTT called and examined.

Chairman.

9022. Whom do you represent?—The International Federation of Stewards, Seamen, and Firemen. (*For Rules see Appendix 58.*)

9023. What number of members does that association contain?—As near as I can give it, 850—between that and 900.

9024. How long has it been in existence?—It has been in existence since the the fall of last year.

9025. It is comparatively a new association?—A new association, but I might add that I have represented the National Amalgamated Sailors and Firemen's Union, and the North of England Association; I was also vice-president of a local society in 1885. Therefore I am able to go into disputes that have occurred in connexion with our industry to a further period.

9026. You wish to tell us something on the subject of wages—the amount of and fluctuations in wages?—I may say in my belief I think we should have a national wage for seamen; that one owner in one port should not pay 15s. less per month than another owner in another port.

9027. That is to say that the State should fix the payment to seamen in private employment?—Oh, no; when I said national wage I meant for every port, not that the State should interfere in any way whatever.

9028. Then how are you to have a national wage?—By united action on the part of the Shipping Federation and Trades Unions, they could easily arrange that wherever their ship went she should pay the same money.

9029. You speak of it as a thing to be done by agreement between the parties concerned, and which would be desirable if it could be done?—And it might be done. If men shipped for 4l. 15s. per month in the north, and the ship went up the Baltic for a very short voyage, and she came to London, and the wages there happened to be 4l., those men would be paid off so

Chairman—continued.

that they would get the 4l. men, and those that are paid off have to pay their fare home to the north.

9030. But they are engaged for a certain time, I presume, are they not?—Usually for the voyage.

9031. You have not told us the amount of wages that they receive on an average?—I may say the average wage to-day is about 4l. 2s. 6d. or 4l. 5s. monthly throughout the country. It is 4l. 15s. in the north.

9032. Are there any deductions?—There are deductions in reference to disrating; that is the only deduction. There is no deduction from the seaman's money unless he is disrated. He must receive the full amount he signs for.

9033. Then as to the termination of engagements. You say they are generally for the voyage?—Yes.

9034. Therefore there is no very long notice given or expected?—No; usually when the ship is made fast, orders are given to the men to be at the shipping office in the morning.

9035. I suppose the hours of labour on board ship are necessarily unfixed, and they must depend upon the requirements of the service?—In cases of extremity, of course, the seaman has really no hours; he has at all times to be willing and obedient to the lawful commands of his superior officer. That gives him no limit.

9036. But I suppose by the very nature of the case, his labour must be exceedingly variable at different times; there may be weather in which he has very little to do, and there may be weather in which he is obliged to exert himself to the utmost, is that not so?—I may say with regard to steamers, which are very prevalent now—we have not so many sailing ships—the men will often work harder in fine weather than they will in heavy weather.

9037. How is that?—To clean the ship. I would like before leaving this wage business to suggest an improvement in the payment of

6 November 1891.]

Mr. ARTHUR R. ABBOTT.

[Continued.]

Chairman—continued.

wages. You will observe that, under our present system of allotment, the wife of a seaman has to wait perhaps 15 days before she gets the first half month's pay. I believe myself that a seaman earns his money on a Saturday night as much as any other mechanic or artisan on the shore, and I think that by compulsion all seamen should sign articles that the shipowner pay two-thirds of his money into the shipping office, where it may be drawn out by an order from the man by his wife or next-of kin, or agent, but in case he has no one to leave to draw the money out, that it be paid in the shipping office where the ship belongs, to be banked there, and then on the arrival of the ship that amount to be transferred to that particular port where the man is to be paid off; but fully two-thirds of his money should be paid as he is earning it, say, every week. That would have to be compulsory, from the fact that we see to-day where officers of ships, whether it is by instructions of their owners or not, I do not know, seem to prefer men who require no advance; that certainly debars a great many married men.

9038. As I understand you, the two things that you wish for in regard to wages are that there shall be a greater uniformity in the rate of wages in different ports, and that a considerable part of a man's wages should be paid every week, or at short intervals?—Yes.

9039. Now, as to the hours of labour, you do not propose, I presume, to lay down any hard-and-fast rule with regard to those?—No. I presume the seamen will average 72 to 80 hours per week when employed.

9040. Of course he has no holidays during the voyage?—Practically speaking he has no holidays even in port without the permission of the master; that is, even on Sunday.

9041. But if, as you say, he is taken on only for the voyage, he is his own master when that term of service is expired?—Yes.

9042. You put down something in the memorandum I hold in my hand as to the safety of employment; have you anything to say as to that—as to diminishing the inevitable danger of the sailor's life?—Yes. I claim that there is a great deal of danger on account of under-manning. It was said by W. Clark Russell in 1880:—"This modern system of under-manning ships is an evil next in magnitude to that of sending crazy and leaky vessels to sea, and as many ships are lost for want of hands to work them on occasions which demand promptitude and muscle, as are lost by rotten planks and overcharged cargoes." Clark Russell wrote that in 1880, calling it the "modern system," and by my experience I find ships are not so well manned now as they were in 1880.

9043. You mean that the practice of under-manning has grown?—Grown considerably by the introduction of machinery of course. A steamboat perhaps can get a steam capstan; that makes it considerably easier for the port watch, that is the watch that usually works forward, coming in and out of port. They often take off one man and sometimes two on account of having the steam capstan, but that capstan

Chairman—continued.

renders no service whatever in a gale of wind at sea.

9044. Do you propose that there should be any attempt to regulate the number of men to be employed on board ship?—I would suggest that a ship is never seaworthy at night unless she has three men on deck independent of the officer on the bridge, and that the officer should never leave the bridge.

9045. Would that be possible in very small ships?—I think the freights are higher in very small ships, and it is not necessary to build them that small that they can refuse to carry six men before the mast.

9046. Now you have put down "compensation for accidents" as one of the subjects which you wish to touch upon; what have you to propose as to that?—I would propose that the Employers' Liability Act be extended to seamen.

9047. It does not now extend to ships at all?—No; I believe in English ports alone.

9048. Have you any objection to offer to the present ordinary practice of employing foreign seamen?—Well, I have a great deal, seeing that I am so often out of employment on account of that foreign competition, and I object to foreigners being imported into this country by either a shipowner or a so-called trades unionist.

9049. Your ground of objection is, I suppose, that they work more cheaply?—Well, I will not say so much about their working a good deal more for less money, but I can assure you they do not usually know the rules with regard to British ships, and therefore they are not liable to growl as the Britisher will if they are imposed upon, or to complain of any ill-treatment so much as a Britisher would be liable to. I take a great objection to the complaints made against the shipowners importing foreigners into this country by those that assist to import the same men into this country. Last year, before an Englishman could go to sea, he would have in some of our ports in England to pay 30s. to become a member of the National Seamen's Union, and at the same time, in Continental branches, the same officials, or rather officials of the same Union, were enrolling foreigners for no entrance fee at all, sending worthless men over to this country to take our place, simply paying the contributions. I have the cards here.

9050. Are there any other causes of difference with employers or of trouble that you have to mention?—Oh, yes. There is the seamen's bill-of-fare wants regulating a good deal. That is one thing that does not seem to improve in this world by keeping. These are the articles signed by the crew to man the "Autocrat"; it is not the richest bill of fare I have seen before an autocrat, but that is for the "Autocrat's" crew (*See Appendix 59*). That bill of fare is the same bill of fare as we found in ships in 1854, 1855, and 1856, and although tea was about 6s. a pound, I believe, at that time, still we just get the eighth of an ounce per day.

9051. You say it is the same that was fixed some 30 years ago?—Yes.

6 November 1891.]

Mr. ARTHUR R. ABBOTT.

[Continued.]

Chairman—continued.

9052. And is it complained of now as deficient? —It is certainly deficient from the fact that it just names quantity, it does not name quality. There is a piece of bread that I got out of what they call the "bread barge" about a month ago (*handing a biscuit to the Chairman*). If the master of a ship likes to give the men that and call it bread the men cannot object.

9053. But what is it, it seems to be a biscuit? —Yes, it is a little inferior to dog biscuit.

9054. You think that the arrangements for providing food for the men ought to be revised? —I do.

9055. They are at present fixed by the Board of Trade, are they not?—I believe so. We have always recognised that.

9056. I see you mention here the refusal of unionists to work with non-unionists; what do you say as to that?—I certainly object to any unionist saying he will not work with a non-unionist, providing the Trades Unions are carried on in such a manner that they make every honourable man a non-unionist; the party that objects to certain things may be expelled and made a non-unionist. It is tantamount to saying that a man must starve if he cannot work, because he is a non-unionist.

9057. You have told us something here also about the dismissal of representative delegates and the use of a black list; have you anything to say on those points?—I may mention the fact that the man that usually represents the workers is as it were a spotted man, and he is not likely to be employed as easily as a party that took no active part in leading any agitation, perhaps agitation that was really perfectly legitimate.

9058. If a man is put forward to make a complaint he is not in general very well looked upon by the employers?—Not generally.

9059. Have there been many strikes or lock-outs in this business?—Oh, yes, a great many. I led in the fall of 1888 a strike on the Tyne; there were no ships stopped and no suffering and we got a 10s. advance. But, although freight had improved so much, I do not think the wages would have been raised from 3l. 10s. 0d. a month to 4l., as they were on that occasion, if we had not made a stand; but it was not a heavy stand and we got the money. Now when the owners on the Tyne were paying the 4l. a month naturally the men in Liverpool thought they should have 4l. a month too in the same class of boats—I am not referring now to the Atlantic liners—and the result was a strike took place there. It was rather a failure, and then when the National Seamen's Union were preparing to remedy this failure we had a national strike called upon us before we were prepared to withstand any attack on the part of the employers. That started in the early part of June and ended about the middle of July. There were a great many men starved throughout this country on account of that strike and a great loss to the employers; and I believe all that loss was certainly unnecessary had there been some form of arbitration in existence to have prevented

Chairman—continued.

that strike. And also when acting as secretary for the London district I was compelled to bring out the navigation men,—the men of the General Steam Navigation Company. It happened that those men were only getting 25s. a week and having to find their own provisions out of that amount. I corresponded with the secretary of the General Steam Navigation Company requesting him that he would receive a deputation or in some way raise the wages. He sent me a reply that he regretted that he was unable to negotiate with anybody but the employees of the firm, and the result was I had to bring the men out on strike. I got no support from the society I represented. The only support I got was from the shoemakers, who sent in 5l. of support. I found the owners bringing men from Yarmouth, Colchester, and other places to fill the places of those navigation men, and as the owners agreed to give 27s. a week we had to let them go in for 27s. Then there has been this general strike against the Shipping Federation, and I can say without a blush that we never refused to let our members go through the Federation office, not that I presume to represent one of the bogus unions that the shipowners patted on the back, but from the fact of that ticket being in no way likely to injure legitimate trades unionism. And as for the preference clause it did not matter. If the shipowner said to any seaman, "I will not engage you unless you have a piece of paper or parchment in your hand," it makes no matter whether there is a cross or a crown on that if you have got to hold that ticket to go; and as long as it was free to unionists and non-unionists alike, I claimed that the unionists should have never caused the distress and the introduction of so many foreigners and worthless men of our own country by ever fighting on that difficulty. But I proposed an amendment at a large meeting in which the leader of the Seamen's Union had a resolution to fight the Shipping Federation, and that was to ship through the Federation and remain true to the Union, demanding no expulsions without trial and no coercion.

9060. Have you any suggestions as to the mode of avoiding such disputes in the future?—A board of arbitration or two distinct unions afoot. You see, if the seamen or any class of industry happened to be represented in one Union alone, and that Union, being unlike the Houses of Parliament, does not allow any opposition, it means that there will be no improvement. And another thing; we labour under a great disadvantage from the fact that seamen have to trust, they are born to trust, trained to trust, and they have to trust leaders without much investigation; they have to take reports as they get them, and by unscrupulous journals they have been very much deceived as to the true causes of different difficulties, and disastrous fights with the employers. I would like to say, too, that that clause on the articles that the seamen sign, to discharge men on the Continent, should be rescinded, and further that no Board of Trade officer should allow men to sign articles

6 November 1891.]

Mr. ARTHUR R. ABBOTT.

[Continued.]

Chairman—continued.

where they can be discharged at a moment's notice in a British port, and the men have to give to the masters 24 hours' notice. I feel that the notice should be 24 hours' notice on either side.

Mr. Tait.

9061. How long is it since you were at sea? —I was at sea in the fall of 1888.

9062. The name that you are using I think is the International Federation of Stewards, Seamen, and Firemen?—Yes.

9063. Is it a federation of unions belonging to those various bodies, stewards, seamen, and firemen?—No, they have no separate unions. We take in that class of industry—stewards, seamen, firemen, and cooks.

9064. You stated that you have about 800 members?—Between 800 and 900; we are not able to get the exact figure.

9065. Are all your members in England?—Oh, no, some of them are at sea.

9066. But your branches, I mean?—Oh, yes, the branches are in England.

9067. Do you take in foreigners as members? —Provided they show four years' service on British ships.

9068. How long has the Union been in existence?—Since last fall; not quite a year.

9069. What are the contributions to the Union?—Threepence per week. The entrance fee is 2s. 6d., and we have only the contribution of 3d. a week.

9070. You have not been, as a union, interested in any strike since your formation?—Most unfortunately we have—other strikes promoted by the Seamen's Union and the employers together.

9071. What strikes were these that you were implicated in?—Well, the Federation—the question of disputing the Federation ticket.

9072. But you say that you personally—and I suppose you are speaking on the part of your members—did not take any exception to the Federation ticket, and as a consequence I thought perhaps that you or your members had been working for the Federation with their ticket?—Oh, no, by no means; they have been working for the Federation, that is, manning ships going to sea, many of the National Union men doing the same, accepting the Federation ticket and going to sea, but no further connexion with the Federation.

9073. You did not, as some members of the National Firemen's Union did, refuse to accept the Federation ticket?—No, none of our members refused. A great many of our members were National Union members.

9074. How would you get over the difficulty which would arise under the plan you suggest of banking men's money from the shipping office; do not you think that would involve very serious difficulties?—No more serious difficulties than paying in any large firm ashore; it could be an understood thing that a man might leave any relation or friend of his to draw out two-thirds of his pay in that port. To show you how easily it would work, and that they would

Mr. Tait—continued.

lose no money, suppose to-day a man signed at Tower Hill, and he signed on a Newcastle boat, or that that same London man signed in Newcastle and went to sea, his wife, instead of having to send a note and wait two or three days for the money, should be able to take her note to the Tower Hill shipping office and get it here every week or month just like a national bank; and in case he had no one to leave, to make it compulsory, so that there could not be any favour shown to the men—the foreigner, perhaps, who said he did not want any advance, and, therefore, walking over the heads of the Englishmen, who happened to be married, make it compulsory; and, as they well know what port the ship is going to, 24 hours' notice would be all that is necessary. That money could be transmitted to Glasgow if the ship was going to be paid off in Glasgow for the single man to draw it there.

9075. You made a complaint as to undermanning, and stated that you thought that no ship ought to be built that would require less than six men to be before the mast?—Yes.

9076. Can you give us an idea, or have you any statistics at your disposal showing how many ships there are without room for six men? —Oh, yes; a large number of cargo boats.

9077. I suppose you could write them out for us?—I could mention all the boats—over a hundred.

9078. You made a complaint here that one of the unions in this country which has branches abroad had been admitting members in this country at 30s. a head, while abroad they have been admitting them with, I think you said, no entrance fee at all?—No entrance fee at all.

9079. But one of the conditions of that entry, with no entrance fee abroad, was that they should have had four years' service?—No, I have the card here of a man that was never at sea in an English ship before in his life till he got that card.

9080. But this is a contribution card?—That is a contribution card.

9081. The rules of the association are not on this?—No, they have none.

9082. But would you say that the ordinary rule which the National Firemen's Union put into operation in this country was not carried out abroad, that is, to have four years' proved service?—I may say it was not carried out here.

9083. Do you speak as an officer of that Union when you say it was not carried out here?—I speak as an officer. Men that I refused to enrol were enrolled by other secretaries.

9084. Will you tell us the branch you are an officer of?—I opened the Greenock Branch on the Clyde and then I was despatched to London where I opened five branches on the Thames and one at Southampton.

9085. Which branch were you at last?—Tower Hill.

9086. Were there any foreigners applying to be admitted to membership at Tower Hill?—Yes.

3 November 1891.

Mr. ARTHUR R. ABBOTT.

[Continued.]

Mr. Tait—continued.

9087. Did you admit them?—I admitted three for the 10% entrance fee, but they had been in English ships about two years, according to the rule.

9088. Did you make any stipulation as to their having had certain years of proved service?—Only according to the rules of the Union I was representing.

9089. And the same rules that you carried out at Tower Hill, were they not carried out abroad?—No. There were some secretaries, I regret to say, that did not seem to consider the question of time or ability necessary as long as they could pay the money. I have one instance—I could mention the man's name—whom I refused to enrol, from the fact that he could not show service. He went abroad on one of the Glasgow boats when they were under-manned during the difficulty, during the strike, and he made two or three voyages between London and Glasgow, and I found that the same man came to pay his contribution for the Glasgow branch. He showed me a Glasgow branch card, with his own name, the same name he had given to me.

9090. Regarding the bill of fare, you gave to his Lordship a ship biscuit; was that taken from London?—That was taken from a vessel just outside Sunderland. I went out to sea in her, and I happened to see the bread barge going forward as she was leaving an English port.

9091. About a month ago, I think, you said?—Well, two months, may be, a month and a half ago.

9092. In your experience, as a seaman, is this general?—Well, I may say, in the north, we usually have better bread than that; but that bread is nearly as good as the average—what we call the Liverpool pantile.

9093. Regarding one strike which took place, I think, on the Thames here, you said you had to bring out the Steam Navigation men?—Yes.

9094. Upon whose instructions did you bring them out; your words were, "I had to bring them out"?—Yes, from the fact that the matter was taken up in the branch that it was not fair that while men were determined to get 30s. at the Tower Hill shipping office, and were getting 30s., and some of them having a little difficulty, standing out a little to get it, it is rather difficult to compel it in every case, but nearly all the boats were paying it; it was rather difficult for these men to stand out, and the Navigation men going to sea for 25s. I brought the matter before the head-quarters—the head-quarters of the Union was in Sunderland at that time—and they said, bring them out by all means.

9095. Therefore you were acting under instructions of the executive committee?—Yes.

9096. It was not necessary that you should consult your branch under those circumstances?—Oh, the matter used to be brought up before the branch at nearly every meeting—the advisability of making a stand.

9097. But as loyal trade unionists to the executive committee, after the executive committee had considered the case, you acted upon the instructions they gave?—Yes.

Mr. Tait—continued.

9098. You made reference to some unscrupulous journals that did not place the case of the firemen or seamen or sailors as well as you could desire; are there many of such journals?—Well, I am sorry to say too many; they are usually called trades union organs.

9099. What is the matter you complain of?—The fact that, like the French artists, they always paint defeats victories.

9100. Explain yourself?—I will explain myself in this manner. They are always going to win every strike, and they claim they have won it; in fact the seamen beat the Federation in the war at Cardiff according to this paper (*See Appendix 60*). This paper represents that this Commission is a fraud. Seamen must not take any notice of what is said in reference to this Commission, for it is a fraud: it calls nearly everything a fraud that desires to become public in general. And another thing why I say this journal is an unscrupulous journal it does not represent to the members the true facts in connexion with the Union at all. Any embezzlements that take place it does not report, and they are continually taking place.

9101. Do you mean that they do not report information supplied?—They do not report information to the best of my knowledge. In fact I am sure that the editor of that paper told me that no report of the Tower Hill branch should go in without being first submitted to the general secretary.

(*Chairman.*) I think we had better keep out of this; it is rather a local dispute.

Mr. Bolton.

9102. Has your association any rules?—Yes.

9103. Is there anything in these differing very materially from the ordinary trades union rules?—Only from the fact that they advance boards of conciliation.

9104. Recommend boards of conciliation?—Yes, advance the idea; and also the benefits increase after the time of members up to eight years in—for death of the member.

9105. I did not quite catch your plan for securing uniform wages at different ports; would you mind repeating it. How would you secure uniformity?—The only way I can see to secure it would be a board of arbitration.

9106. Can you see how that would work?—I can see that one might come up even if the other went down a little; they might meet half way, for the simple reason that so many owners are interested not only in London, but in the Tyne; their ships travel round to so many different ports.

9107. Is it not as likely to be corrected by the action of the sailors themselves as by that of any tribunals that may be set up; for instance, if in a given port the wages are 10s. to 15s. higher than in other ports, is there not an influx of men to that port?—Generally, there may be, but still at the same time it is not necessary that there should be any less wages in London, because we have an influx of men;

6 November 1891.]

Mr. ARTHUR R. ABBOTT.

[Continued.]

Mr. Bolton—continued.

providing they are all unionists they would know the wages; it may be a question of supply and demand if that is the way in which you put it.

9108. Then how do you propose to provide for a better bill of fare than that which now obtains. If I do not misapprehend the point, you are satisfied with what is ordered, but something may be supplied which is called bread, and which falls within the requirements of the law, but does not satisfy you. How would you provide that the food should always be what it ought to be?—I must beg to differ from you in reference to that. I am not satisfied, even if the quality is good, with the quantity.

9109. Then it is altogether a complaint?—It is altogether absurd. I do not know really any hard-and-fast lines which it would be best to adopt for the simple reason that a man in July round Cape Horn is not likely to be satisfied with the same bill of fare as a man may be getting in Ceylon in March.

Mr. Bolton—continued.

9110. Then how do you propose to provide for that?—The Shipping Federation and Trades Unions could meet together and discuss that question. There is where the benefit is; providing they are both legitimate organisations, there is the benefit of having two combined bodies, providing they will negotiate. I might suggest this before leaving. I heard the evidence in reference to these forged discharges, and Sir Michael Hicks-Beach, President of the Board of Trade, will remember how I asked at a deputation that we should have a continuous discharge, but that the discharge should have no reference whatever to the character or the ability of the man, but for service alone; give him a certificate up to the time he has served, and the character he bore up to that time, and then give him on his service time afterwards. By that means we should stop a good deal of forgery that is going on in reference to discharges, for I think a great many men ship on false discharges and enter Unions on false discharges too.

The witness withdrew.

Adjourned till Tuesday, November 24th, at 11 o'clock.

24 November 1891.]

Mr. H. ORBELL and Mr. J. ROSS.

SEVENTEENTH DAY.

Commission Room, Westminster Hall, Tuesday, 24th November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P., in the Chair.

The Right Hon. Sir MICHAEL HICKS-BEACH,
M.P.

Mr. J. C. BOLTON, M.P.

Mr. JESSE COLLINGS, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. HENRY TAIT.

The Right Hon. H. H. FOWLER, M.P. (Group A.),

The Right Hon. LEONARD COURTNEY, M.P.,

Sir J. E. GORST, Q.C., M.P., Mr. M. AUSTIN,

and Mr. GEO. LIVESKY (Group C.) also
attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. HARRY ORBELL and Mr. JOSEPH ROSS called and examined.

Lord Hartington to Mr. Ross.

9111. Will you state what has been your
employment?—Waterside labourer.

9112. Where at?—The Carron Company.

9113. The Carron Wharf, Wapping?—Yes.

9114. For what time?—I should have been
there seven years if I remained till next
January—over six years, I may say.9115. You were employed up till what time?
—Up till the 14th September.9116. Did a dispute take place at that time?
—At that time it did.9117. What part did you take in the dispute?
—The part I took in the dispute was to turn
out against the reduction in meal times. We
formed our meeting and discussed the affair
only amongst ourselves. It was not for exactly
turning out at the meal times that we did so,
the reason was that we were not called together
by our employers and asked the question.

9118. You are a member of a Union?—Yes.

9119. What Union?—The Dockers' Union.

9120. Do you hold any position?—No.

9121. Were you officially connected with the
strike in any way?—Yes.9122. How?—By being appointed by the
men in general to act on their behalf and to
speak for anything that might be required,
instead of our going in a whole body that I
should be called upon to speak for them.9123. And I see you state that you were
treasurer?—I was treasurer, that is to say, any
funds that might come in I was responsible for
and they had to go under my charge, and I had
to pay out accordingly.9124. Were you present at the meetings of
the committee of the strike?—I was present at
all meetings.9125. For what purpose did you pay money?
—For anything that might be transacted, any
business that might be required to be done, and
for any services that might be left over, or any

Lord Hartington—continued.

money shared amongst the men themselves that
were on strike.9126. What were the funds that you disposed
of?—The funds that I disposed of altogether
were over 200*l*.9127. What were they, where did they come
from?—The public in general, amongst the men
themselves, the waterside, and from different
Unions.

9128. Not from funds of the dockers?—No.

9129. For what purposes did you dispose of
those funds?—For the relief of the members
themselves.9130. For the relief of the men?—For the
relief of the men themselves.9131. You state here that these purposes
were legitimate and legal?—Yes.9132. Do you wish to deny that any of these
funds were given for the purpose of violence or
threatening a person?—Yes; we wish to
flatly deny it.9133. You also wish to deny that you know
anything of instructions given to commit vio-
lence or to allow disorder?—I wish to deny
that any instructions were given whatever,
neither would I countenance such an act by any
of our men that were working with me.9134. Have you heard or read a statement
made by a former witness before the Commis-
sion, Mr. Sennett?—Yes.9135. Do you wish to contradict any of
his evidence?—Yes; I wish greatly to con-
tradict it.9136. What is it you wish to say?—The
evidence with regard to the statement that I
read in the paper, in the "Evening Standard,"
the date I could not exactly say, but it was
nearly the end of September, or near the
beginning of October, to the effect that this said
Sennett, *alias* Sullivan, was told by a man of
the name of Shearer that we were going to use

24 November 1891.]

Mr. H. ORBELL and Mr. J. ROSS.

[Continued.]

Lord Hartington—continued.

revolvers and vitriol, and a thing like that to be said without any foundation whatever was what I say is condemning a man to the gallows.

9137. Did you pay money to Shearer?—Shearer told me that he had been in difficulties; that he had nothing to eat at home, and, I said, for all your trouble, for what you have done, I will pay after I have consulted our committee. Therefore I consulted our committee, called Mr. Harry Orbell, and asked him his opinion of it, and he said that all that we could do with him was to give him 10s. and have nothing more to do with him, as we considered that he was a right down scamp, that is the word. I made use of as near as possible that I can remember.

9138. Then for what services, or on what account was money paid to Shearer?—The money paid to Shearer was this: he asked me if I would send a deputation of men over with him to confer with the men, the free labourers working at those wharves, to give them to thoroughly understand the position of affairs. I said I would select six men and send them over with him. That was done, and afterwards they returned and told me what his intentions were, and they said that they would have nothing more to do with him, and I called a committee on him, and conferred; and what he said to our men I made a note of. Perhaps I may be permitted to read it. "Shearer stated to the Strike Committee that he knew a lot of the men who were working at the Carron and Hermitage Wharves; that he could arrange for them to have a meeting at Bormondsey, where true statements of the facts why the men were out on strike could be laid before them; and he thought if a deputation of the strikers were to wait upon such a meeting also good might be done, and he, Shearer, would undertake to lead the deputation. He came again, and said that they had arranged to have a meeting, and the deputation was told off by the Strike Committee—myself included, my Lord—to go with him. When he got the men over the water he came out in his true colours, and told them that the meeting was all 'boggy,' but he could put them on the way to give some of the non-union men a thrashing, and he specially mentioned the name of Sennett, and said if they would agree, he, Shearer, would call at Sennett's house, and get him to come out, and then the others could get hold of Sennett and half kill him. The men at once refused, and returned to the Strike Committee, and reported to the Committee, and the Committee at once decided to have nothing further to do with the man Shearer."

9139. From whom is that letter?—That is the note that I made as the men reported to me.

9140. What are these papers?—These are the two letters which Shearer sent to me bearing out that statement.

Lord Hartington—continued.

9141. Your statement is that Shearer volunteered for certain services?—Yes.

9142. He did not give you satisfaction?—No.

9143. And you paid him 10s. and got rid of him?—And got rid of him.

9144. Have you anything else you wish to state?—I would like to bear out the statement that I have made by reading the letters that he wrote to me; and those are the original letters in your Lordship's hands. His first letter is dated 19th October 1891, A. Shearer. These letters were sent after we had refused to have anything to do with him, and he wrote letters to know if we would require him any further, and we said no, that we had paid him quite sufficient, and, therefore, we would have nothing further to do with him, that is, after I had heard the statement from our men who went over the water with him, and the letter that he wrote to me will bear out that we candidly refused to have anything to do with him. In one letter he says, "My friends," by which I cannot understand what he means. I have tried to get the man myself with me to-day, but he did not care about coming here.

9145. What man?—Shearer. His letter is as follows:—

9146. I do not think you need read them all you might hand them to any member of the Commission. You only wish to read this letter to confirm your statement?—Yes, to confirm my statement, that we would have nothing whatever to do with him.

Mr. Tait.

9147. Might I ask Mr. Ross if he would inform the members of the committee what was the special object that Shearer was engaged for?—The object that Shearer was engaged for was this: he came to the committee in the first place, and stated that his name was down to work at the Hermitage Wharf along with the free labourers, but he says: "I don't want; I want to do some service to the men in regard to getting the men out of the Hermitage Wharf." Well, I said, "If that be so, and you can get them out, so that we can have a meeting and explain matters to them, and can have some proper understanding amongst ourselves and likewise with our employers, that will do," and he said, "I could, and if you appoint a deputation to go with me, we can perform that idea." I got that deputation, and picked six men that understood the nature of our grievance to explain to the men, and, after getting them over there, he turned out, as our men say, in his true colours, and they would have nothing further to do with him.

9148. You entirely deny, so far as you know, that there was any intention at any time to pay men certain sums of money for the purpose of throwing vitriol, or in any way interfering with those people?—I flatly deny that.

Lord Hartington to Mr. Orbell.

9149. What is your employment?—I am organiser for the Dockers' Union.

24 November 1891.]

Mr. H. ORBELL and Mr. J. ROSS.

[Continued.]

Lord Hartington—continued.

9150. Are you in any employment?—Do you mean am I in any employment apart from that?

9151. Yes?—No, I am not.

9152. You are an organiser of the Dockers' Union?—Just so.

9153. What part did you take in the strike referred to by the last witness?—Well, I was asked by the executive council of the Dockers' Union to take the sole charge of the Carron and Hermitage Wharves strike at Wapping, and I might say that this man Shearer came to me in the Wapping Union Hall three or four days after the strike had commenced, it might be perhaps a week, and he told me that he had seen his general secretary, Quelch, and informed him that he had been engaged at the Hermitage Wharf to work as a free labourer; that he did not wish to do so, but he was out of employment, although he could get inside, and he thought he should be of some service to the Dockers' Union, who were connected with the dispute. He brought one of Mr. Quelch's cards to me at the Union Hall, and presented it to me, and I asked him what he could do. He said, "I am prepared to do any thing that we might bring the thing to a close." Those are the words. "What do you think you could do," I said. "Well," he says, "what you choose to tell me I will carry out to the best of my abilities." I might say, with your permission, I should just like to relate what took place some three nights previously to this when I was in a boat just going round the ship that was working with those non-unionists, and saw one of the non-unionists on deck, and I called to him. There was a police boat close by with two policemen inside. One of those men who were working there, one of the men working outside, came off the ship on to the craft, and I asked him what he was doing there, and he said that he was working. I said, "Are not you aware that you are doing just contrary to what your secretary was doing, and what he sanctioned before the Labour Commission." "What is that?" he said. "That he would not, as far as my memory serves me, allow any of those men or men dealing with the Federation to work for any firm where the men were out against a reduction." He at once said, "You are not out for a reduction, you are out for an advance of wages." "No such thing." A long conversation took place between us, and I explained the whole position to him, and showed him that the dispute at the Carron and Hermitage Wharves was against a reduction of 6s. per week. He said, "I shall not contradict your statement, but I am thoroughly satisfied that if the whole of the men who were working on this ship knew that to be the truth, they would at once leave work." I said that I would be prepared to arrange for a meeting, and it would be far better out of the neighbourhood, to explain the whole of the position, and if the men were honest enough to refuse working they could do so. However, the third or fourth day after that this man Shearer appeared; so I says, "Well, as you can get into the wharf"—I says this to Shearer

Lord Hartington—continued.

—"you can at least explain the position to the men, and if they listen to you, and they are stating to me the truth, and if Mr. Laws' statement before the Labour Commission be true, there is not the slightest doubt you will do us some good, and bring this dispute to a close." So I gave him definite instructions to go in, as he had his name down for working, to explain the position to the men, just to tell them "the men are out against 6s. a week reduction, and if you can get them to meeting, and will do so, I will come and explain the position." He says to me—these are the words he said in reply—"If you interfere they will ill-use you." "No," I said, "Not at all; I will chance that; if they are honest enough to listen to me, I will thoroughly satisfy them, if they are men at all, and they will certainly take my advice." However, I saw no more of this man Shearer for about two days, when he came again and told me that he was successful in getting in, and got into conversation with the men, and he felt quite sure that within a few days, if nothing came in the way, he would have the whole of those men out, as they felt thoroughly convinced that they were doing wrong who were working outside against those who were fighting against the reduction. However, we lost sight of him then for about four days, I should imagine, and when I saw him again I said to him, "How have you got on now?" "Well," he says, "I have arranged for a meeting with the men, and they are prepared to listen to what you have got to say." "Very well, then." Mind you, I had instructed the committee to let me deal with this man, as I did not altogether like the man; he did not seem to look straight at you; the moment you caught his eye he dropped his directly, as if there was something wrong with the man. A night or two after that he came to the strike committee, in my absence, and asked for a few men. He did not wish to see Orbell, but to see any of the other men with the exception of Orbell, and he knew that if those men were capable of explaining the position to them, they then would do some good, and some good would be the outcome of that meeting. The men were told out, and they went with this man Shearer across the water, somewhere in Deptford direction. The next I heard about it was these men returning, about six in number, and they said that the man Shearer, when he got them on the other side of the water, told them that it was merely a bogie—that was the word he used—and that they did not want Orbell with them for the simple reason that he would not be able to carry out his object; and this man Sennett was the foreman of the blacklegs—this was the word he used—and the wrong leader, and if they gave him a good hiding it would just make the others somewhat disheartened, and they would not show up. The men at once returned. Mr. Ross called the committee together, and the report of these men was received afterwards, and we came to the conclusion that we should take into consideration what his expenses were, and he should

24 November 1891.]

Mr. H. ORBELL and Mr. J. ROSS.

[Continued.]

Lord Hartington—continued.

have the money, and have nothing more to do with him. They submitted the minutes to me, and asked if I approved of their action, as I was responsible for the proceedings of the strike committee, and I says, "I quite agree with the action; give him the 10s., and get rid of him," and we heard nothing more of him and Sennett until the statement here, according to the report of the paper, which I thought was damaging to the character of all concerned in the dispute.

9154. Are you aware of any violence which was used or outrage which was employed during the strike?—I deny that there was violence used, and did not know of it till after.

9155. You deny that it was in any way incited by the Union or by those having direction of the strike?—Oh, no. Whenever there was any violence or we heard of any violence, either Ross or myself went down there, and was there with the strikers, and I might say, on no occasion to my knowledge was any violence used by the men on strike. There were some strange men in the neighbourhood, and on each occasion, which you could learn truthfully from the police, we were helping them in whatever dispute or disturbance took place.

9156. Do you wish to make any further statement?—No.

Mr. Tom Mann.

9157. You said you were there in charge of this difficulty on behalf of the executive council of the Dockers' Union?—Exactly.

9158. And we understand you to say that any instructions that Shearer received on behalf of the strike committee was given by you personally?—That is so.

9159. And now will you state very pithily what instructions you did give?—The instructions I gave Shearer were these: that he was to get into the warehouse, as he had got his name into the Hermitage Wharf, and get among the men and just tell them that the men were not out for an increase of wages; they were simply out against a reduction, and if the employers were prepared to meet the men the dispute would not have occurred, but that inasmuch as the men were not taken into consideration were the words I stated to Shearer, and the reduction was forced upon them, the men were quite justified in the steps taken, and if he explained the position and told them that Mr. Laws stated definitely before the Labour Commission that he would not allow any of his men to work under such circumstances—if you explain that I says, mind you, having also fresh in my mind the conversation with this non-unionist on the craft in the middle of the night, I thought there was some truth in this man Shearer's statement that he could do some good, and the men were utterly under some wrong impression.

9160. Do good you mean by contradicting the impression as to the cause of the dispute?—Yes

Mr. Tom Mann—continued.

9161. Did you know of any instruction given contrary to that particular instruction?—No, there was none whatever but by me.

9162. Did you know of the 10s. being given?—Yes, but not till after it had been given; they then called my attention to the minute, and asked me whether I agreed with it, as it was not too far gone to get it back again if I disagreed, those were the words used. I happened to get into the hall just a man was told to go off with it, the money was sent to him in some way or other.

9163. And you concurred with the strike committee's decision to give that 10s.?—Exactly.

9164. For work done?—Well, in this way, he told me that he did not want anything for what he was going to do, as he felt that it was demanded of him to do all the good he could as a unionist, although not belonging to the same Union, all he required was this: what expenses he might be put to in the shape of getting this, or treating some of these men were the words he used—that he might get into conversation with them. I said, well, any expense that you incur we are prepared to refund to you, but understand, no violence has got to be used.

Mr. Livesey.

9165. There is one question I should like to ask, as it may save trouble in future. You said that the Shipping Federation in this case acted in opposition to Mr. Laws' statement before the Royal Commission, that they would not or did not interfere in labour disputes; do you know in what way the Shipping Federation came to the Carron Wharf?—Yes; but may I just say that I did not say at all that Mr. Laws made a statement that he would not interfere with these disputes, but only in those disputes where the men were out against a reduction.

9166. That is what I mean?—Perhaps, if you would not mind, you will excuse my asking you to repeat that question again—is it in what way I think Mr. Laws got the men.

9167. In what way Mr. Laws got to the Carron Wharf; perhaps it would be better if I put the question differently. Did the Shipping Federation come voluntarily to assist the Carron Wharf—do you know that?—I can explain it in this fashion. When I heard that the Shipping Federation men were working there, and they were coming from the Albert Dock, I at once took train to the Albert Dock, and I saw posted up outside of their office there—I cannot exactly give the figures or the wording, but it was to this effect:—"Seventy odd men wanted for up-town warehouses; two gangs wanted for stowing," giving the name of the ship—which I cannot remember now—for the P. and O., "one gang wanted for the 'British India.'" This was on the first day of my going to the Albert Dock, on the Federation office, or the little box they have there on a board stuck outside for the purpose with sliding figures and so on. I

24 November 1891.]

Mr. H. ORBELL and Mr. J. ROSS.

[Continued.]

Mr. Livesey—continued.

stood there myself, and saw them walk up giving their names, and then they adjourned into a shed at the back of the loading sheds of the P. and O.; I think it was No. 37 shed which was fixed up for the convenience of sleeping, and so on. There they stood, until they got sufficient, I suppose, to send off; and the next morning they were sent off. Two days after that I was down there again; then there were over a hundred men—how much over I do not know, but I know there were over a hundred men advertised by this board for the up-town warehouses. These men came by steamboat along the river, I suppose, and they were landed in many cases, in the middle of the night, or very early in the morning, of course.

9168. Of course, no one questions that men from the Federation dépôt did come to work at the Carron Wharf, but the question is, whether the Shipping Federation sent them or whether the Carron managers, knowing that the Shipping Federation had a dépôt of men, simply put up that notice asking for volunteers to come and help them?—Well, I do not know the London secretary's name of that Federation, but inasmuch as he was down there protecting

Mr. Livesey—continued.

the men, or supposed to protect and instruct the men while they were at work, I should imagine that they had an official hand in the matter.

9169. You suppose so?—Well, one would be ready to draw that conclusion, and when we hear such statements or see such statements as this coming through the press that they would not—this was supposed to come from Mr. Laws—that they would not open up negotiations to settle the dispute nor submit it to arbitration. The dockers did the same there as we asked them to do. At the Albert Dock they said: "Withdraw the pickets, and let us have a free hand, and the reply I gave to them was: "Yes; we are prepared to give you a free hand on condition that you will withdraw your men who are preventing ours going and discussing the matter in arbitration." There was everything, I think, to lead one to come to the understanding that the Shipping Federation directly supplied the men.

9170. That is only an inference though; you have no proof?—No; no further than what I have stated, mind, and what came through the press.

The witnesses withdrew.

Mr. JOSEPH HAVELOCK WILSON called and examined.

Lord Hartington.

9171. What position do you hold?—I am the general secretary of the National Amalgamated Sailors' and Firemen's Union of Great Britain and Ireland.

9172. How long have you held that position?—Since its formation in 1887, I was the founder of that Union.

9173. Previously to that time what had been your occupation?—I have been a seaman, I was 14 years at sea, and after I had retired from the sea service I entered into a business on shore.

9174. In what business?—I kept a temperance hotel.

9175. I see you wish to begin your evidence by some statement as to the condition of the seamen in 1851?—Yes, I have a reason for doing that. It has been alleged by the witnesses who have given evidence on behalf of the Shipping Federation that our Union has been a very coercive Union, and that had we been conciliatory in our tactics the Federation would not have been formed. I am desirous of showing that for years the sailors have been conciliatory, and they trusted entirely to the generosity of the shipowners, and as a result their condition has gradually grown worse. That is the reason why I desire to go back to that year.

9176. What statement do you wish to make as to the condition of the seamen in the year 1851?—The condition of the seamen in the year 1851 was much about the same as the condition of the seamen prior to the formation of our

Lord Hartington—continued.

present National Union. Wages were very low and the ships were seriously under-manned. The men were so much oppressed by the shipowners that they were compelled by their tyrannical conduct to bind themselves into a Union. We find in 1851 the wages of the men in foreign-going ships were from 1*l.* 15*s.* to 2*l.* 5*s.* per month, the men sailing on the coast by what is called "by the voyage" were paid 3*l.* 10*s.* to 4*l.* the voyage, which very often extended over five weeks, sometimes for longer periods, sometimes shorter. The work at that time was very laborious, as the men were compelled to work the ships up the river with the tides, which meant the continual dropping and hoisting of the anchor, and on arrival at the coal ports they had to discharge the ballast from the ships in the roads. The men then formed a Union which was named the Seamen's United Friendly Society. I hand in the rules of that Union (*see Appendix 61*).

9177. Were you connected with that?—No, it was before my time, but I have got the whole of the documents—the minute books—of this Union, which were handed over to me by the secretary of that organisation some years ago, on the formation of our present Union. I also desire to hand in a manning scale which was drafted by the members of that Union at that date (*see Appendix 62*).

9178. You have no personal knowledge of the formation of that Union?—Only from conversation with the members of that Union,

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

the officers of that Union, and from the documents which have been handed down to me from the officers of that particular organisation, the minute books, balance sheets, and rules.

9179. Was that Union instrumental in securing any advantages for the men?—Yes, the Union at that time became a very powerful one, branches were formed in about 30 different ports in the country, but they were not an amalgamated Union, they were a number of branches or separate societies federated together, their rules were not perfect, and there was no perfect system of central government. It will also be noted from the rules of this society that the wages in the screw colliers were 1*l.* 5*s.* per week with provisions found, and 1*l.* 13*s.* per week without provisions, meaning, of course, that the men would have to buy their own.

9180. What was the attitude of the owners towards this organisation?—The attitude of the owners at that time was much about the attitude of the owners at the present time; and, very strange to say, the same tactics adopted by the owners who are connected with the Shipping Federation were adopted by the owners in 1851. Free labour offices were formed in the various seaport towns, a sort of federation ticket was given at that time, and a preference of employment was given to all men who had those federation tickets.

9181. How is your information as to this obtained?—From the minute books of that society, and from the information which I have got from the secretary and officers of that Union.

9182. How long did this Union last?—The Union lasted about 11 years. I think it finally collapsed in 1859 or 1860.

9183. Do you know whether its collapse was in consequence of the owners' opposition, or to what cause was it due?—Entirely in consequence of the opposition of the owners.

9184. Did its collapse have any effect upon the condition of the seamen?—Yes, the condition of the seamen from the time when the Union collapsed gradually got worse. Considerable improvement took place from the year 1851 up to 1855. Then, as the Union gradually decreased in power, the men's condition got worse all round, wages fell. The number of men on board ship gradually lessened. Brutality, which had been frequently practised on men on board ship, began to increase—this has always been the case when the men have not had any organisation to protect them.

9185. You are not speaking from any personal knowledge of these facts, are you?—I am speaking from the documents which have been handed down to me, and which I consider are reliable because we have the minutes of what transpired at the meetings of this Union. Therefore, we can say that they are reliable in every sense of the word.

9186. Can you show in any way that during the period of the Union's existence, seamen's wages were higher than afterwards?—From the time that the Union collapsed in 1859 up to

Lord Hartington—continued.

1870, we find the condition of the seamen gradually gets worse; the wages which were 5*l.* per month to the Baltic falls to 3*l.* 10*s.* per month, and the wages in the ships bound to the Mediterranean declined from 4*l.* per month to 2*l.* 15*s.*

9187. You found that from what source?—From the minute books of this particular Union, and also from other documents. In 1859 the Union collapsed. In addition, I have got a number of newspaper reports which have also been handed over to me by the secretary of this Union; in fact, I have been making quite a collection of these things in order to trace the history of seamen's unions—what effect they have had upon seamen in general, and of what use they have been to the men.

9188. Were those unions in any way aggressive towards the shipowners?—They were not aggressive in any way; and I wish to put in documents of a later date—documents that I have had something to do with, to show that we were not aggressive; that we have always been most conciliatory in our tactics. We have tried to approach the owners in a way they have now stated before this Commission that had we done so everything would have been all right. At a later stage of the evidence I shall put in those documents to prove that we complied years ago with all that they wished; but in spite of our conciliatory tactics, they, believing that they were the strong and powerful men, ignored the reasonable requests of the seamen which have been made from time to time—since my connexion, however, with the Seamen's Union.

9189. You are now speaking of the time after the collapse of the Union?—After the collapse of the Union. A circular which I intend to hand in was issued in 1880; and with your permission I will read this circular to show the conciliatory attitude we adopted. It is after the formation—after the previous unions fell through—we had been continually trying to form unions, I may say for many years. In 1879 we formed a Union which is now in existence, and is known as the North of England Sailors' and Sea-going Firemen's Friendly Association. After the formation of this Union, the wages being very low and freights being very good, we thought we had a right to have a share of the profits. We were only a very small Union in one port only at that time, and we resolved to approach the owners, and this is a copy of the letter that we sent.

9190. To the owners?—Yes. "Dear Sir,—I am instructed by the Committee of the North of England Sailors' and Sea-going Firemen's Friendly Association to ask that you will carefully consider the advisability of making an increase of pay in the wages of the men employed in your boats. Freights are exceedingly good at the present time, and we think that we have a perfect right to share in the good times. We, therefore, ask that you will increase the wages of the men in your boats from 30*s.* a week to 32*s.* 6*d.* We will be prepared to meet you in conference on this

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

"subject at any time which is most convenient to yourself. A deputation has been selected ready to wait upon you at your earliest convenience."

Mr. Bolton.

9191. Was that addressed to the Union?—That was addressed to each individual ship-owner in the ports of Sunderland, Newcastle, Hartlepool, Middlesbrough, and Blyth.

Mr. Ismay.

9192. What date was that?—In January 1880.

Lord Hartington.

9193. What was the effect of that circular?—The effect was as follows:—The shipowners paid no attention to this circular whatever; in fact they entirely ignored the demand of the men. But in order to avoid any aggressive action and to show the owners that our desire was to be conciliatory, we appointed a deputation to wait upon the various shipowners of the North of England. The replies which we got from some of them were—"If other owners will pay the advance we will do so." Others, again, said that they were not in a position to pay. Others stated that they did not intend to pay, and that as they had no Union men on their boats, they did not desire to have any deputation from agitators. This was in 1880. That was the opinion of the shipowners at that time given to a very small and insignificant Union. When all efforts of conciliation had failed, the men resolved to strike, with the result that they got their demand for 32s. per week conceded to the extent of 31s. 6d. per week, which sum the men accepted. This association in 1880 numbered something like 1,000 members, but I should like to point out that whilst men on the north-east coast were able to improve their wages by this small effort on their part, the men in the large ports, such as London and Liverpool, received no increase whatever, and the owners in the north of England who engaged men there whilst their ships were in the north as soon as those ships arrived in London or other ports where the wages were lower, discharged those men, and those men who were engaged in the north were thus compelled to pay a considerable amount of their wages away in train fares to carry them back to the north of England again, which practically made their wages as low as what was paid out of Liverpool, London, and elsewhere, where no union was at that time.

9194. Did the employers on the north-east then again reduce the wages?—We made some considerable progress with this North of England Union up to about 1882. We had formed branches of this Union in other adjacent ports, but eventually those branches collapsed. As soon as ever the owners found that the men's organisation had gone down, they commenced to decrease their wages—reductions took place all round, not because freights were bad, because it can be proved that the freights at that time

Lord Hartington—continued.

were actually better than they are to-day, although the owners are paying nearly 30 per cent. more wages than they did at that date.

Mr. Bolton.

9195. What date is that?—It was in 1882. As soon as they found that the men's organisation had gone down, or, as they termed it, "the seamen had settled down to their work more, they had stopped their agitation," then the owners commenced to reduce wages—to reduce the number of men on board the ships, and to give a decided preference to foreign seamen. At that time thousands of our men were walking about the country unemployed. When they applied on board ship for employment, they were told by the officers that they had instructions from their employers that no English need apply, and that the best chance a man could have to get employment would be that if he could not speak the English language then he was sure to get a situation.

Lord Hartington.

9196. Of what time are you speaking now?—I am speaking now of the period from 1884 to 1886.

9197. That was the time in which you alleged that the men's organisation had to some extent collapsed?—Yes, we had not more than 200 members in this North of England Sailors' and Sea-going Firemen's Society. I was a member of it myself, and I believe our membership was about 200, and the total contributions for the year would not be more than about 80l. or 90l., so that it will be seen that we could not be termed an aggressive Union, nor one that was likely to inflict any injury upon the trade and commerce of the country. I hand in a document which the Board of Trade at that time sent out to the different shipping offices and to the different ship-owners in consequence of the complaints which had been alleged by the seamen of giving a preference to foreigners [*handing in a circular*]. I hand this in—it is too long to read, but it shows what the opinions of the owners were—that no preference was given to foreigners; that of course we deny, and we are in a position to prove that they did give a preference. The superintendents of the Mercantile Marine Offices, it will be noted, in their replies say that there was no difficulty for an English seaman to get employment. That we deny, because I was a seaman then myself, following my employment as a seaman.

Mr. Bolton.

9198. In what year was that?—In 1886. I have found myself considerable difficulty in getting employment in consequence of being an Englishman.

Lord Hartington.

9199. I see in the proof of your evidence you use the words "murder" and "robbery"—what do you mean by the use of those words?—I might deal first with murder.

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

9200. Are you speaking of the same period?
—Yes. When I charge shipowners with murder what I mean by using that term is this: If shipowners purchase vessels—old vessels some of them, that ought to be broken up, and effect temporary repairs upon those ships and send them to sea over-insured—cargo insured, wages that the men will be earning on the outward voyage and the homeward voyage, provisions which had been insured for the outward voyage and the homeward voyage which have never been on board the ship, if those men knowingly send ships to sea in this condition, and those ships are lost, I say that those men who are guilty of this crime are guilty of murder morally. I want to point out one case in particular. A steamer, a very old steamer belonging to the north-east coast of England. This steamer is going out of the Blyth Harbour—and there is a very small draught of water on that bar—

9201. In what year?—This was in 1886 or 1887 that I am now speaking of. In going out of that port this steamer had frequently struck the bar. This on being reported to the owner—

Mr. Bolton.

9202. May I ask whether you are speaking from your own knowledge?—From my own knowledge—I am speaking from my own knowledge now.

9203. On board the ship?—No, if I had been on board the ship—

9204. You said the vessel had struck the bar frequently, and you say that you speak from your own knowledge?—Yes.

9205. Perhaps you will state how you get that knowledge?—I will explain that if I am allowed to go on.

Lord Hartington.

9206. Very well?—Why, I say I am speaking of my own knowledge is because I knew the men who were in the ship. They were members of the same Union that I was a member of, and they had reported this to a meeting at which I was present, I should say, not two months before the vessel foundered with all hands. It was within the knowledge of the shipowner that the vessel had struck. No steps were taken to put that vessel into dock to examine her bottom, to see whether she had been seriously damaged or not. The vessel was allowed to go on voyage after voyage, until eventually, in October 1886—I believe that is the exact date—she went out in a gale of wind, and foundered with all hands on board. Now, I contend that the owner of that ship was responsible to a large extent for the loss of the vessel. It may be that the ship did not sustain any great damage in striking the bar, but every seaman who has a practical knowledge of ships and sea-life will know that a vessel taking the ground or striking a bar will not improve her seaworthiness in any way. Now, coming to the question of robbery, why I charge shipowners with robbery—and I think I shall be able to prove my case—is this:

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Lord Hartington—continued.

A certain shipowner in Aberdeen sends a very old ship to sea, which founders with all hands. The men had been nine months on board the ship, and the total amount of wages which they earned in that time amounted to something like 28*l.* The relatives of those men had drawn on what they call the half-pay note something like 12*l.*, leaving about 16*l.* or more which were due to the men at the time the ship foundered. The owner sent in his statement to the Board of Trade allotting to each of the relatives of the men 3*l.*, as he alleged that the men had drawn this money abroad. The widows of the men had letters from their husbands to prove that they were very careful, that they were drawing very little money abroad; and seamen know from practical experience that it is the usual custom for captains to give their men very little money abroad, probably not more than about 5*s.* at the end of the week—and we think we are extremely well off if we get that. The account was made up in this way:—In one port the men were charged with drawing 4*l.* in one week; in another place they were charged with drawing 5*l.* in one week; then they were charged with using about 15 lbs. of tobacco in seven months, when the usual custom is 1 lb. of tobacco per month for each man. We were not satisfied with this account, and we applied to the shipowner for a full statement.

9207. Of whom are you speaking as “we”?
—Of our Union. I am now dealing with a question which was fought by our Union.

Mr. Bolton.

9208. In what year was that?—It went on from 1888 until 1890, when we effected a settlement on the point of going into court to fight it out; the owner then disgorged this money that he had been holding back from the widows. I was going on to say that they offered 3*l.* We insisted upon the full amount, and we took out the necessary summonses to make the owner show his accounts in court, and the day before the case was heard he said: “Well, sooner than have any more bother, I will pay the full amount,” which he did. Since then we have had another case with the same man, and made him disgorge this money in the same way. I have documents here to prove that this is not an isolated case that I am speaking of, but a very common practice, I am too sorry to say, in the mercantile marine, where men have been lost, the owners making up their accounts in this way. That is why I charge them with robbery, and I say that I can find no other term to apply to any gentleman or any man who calls himself a gentleman, who will withhold from the widows and orphans that which belongs to them.

Lord Hartington.

9209. Then it was a part of the object of the Union of which you are speaking to secure to the men or to their relatives the pay which was due to them?—Yes. We provide each member

3 N

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

with legal protection, and on the death of a member, if we believe that his life has been sacrificed through the neglect of the employer, we take proceedings against the owners for compensation, and that is, I believe, one of the causes of the very bitter feeling which seems to prevail in shipowning circles with reference to myself and the Union which I have the honour to represent.

9210. Have you anything to state with regard to the general treatment of the seamen at that period?—Yes, the seamen at that period were very shamefully treated indeed, both on shore and on board ship. Men were murdered on board ship, men were brutally assaulted on board ship, and no steps whatever were taken to punish the offenders. I will refer you now to one case which I took considerable part in, namely, the case of the barque "Embleton," where a sailmaker on board this barque had been systematically ill-used for about two months. The crew in general were very badly treated; but this man, the sailmaker, was a very quiet man, and the second mate used to amuse himself by sticking sail needles into the flesh of the man.

9211. Were these facts proved in a court of law?—In a court of law. I had to do with the case myself, and I am speaking from my own personal knowledge of this. The second mate had been sticking needles into the flesh of the man; the man went to complain to the captain, who was a brute, and for doing so on this particular date blacked the man's eyes, made a running kick at the man on the poop, kicked him right off the poop of the ship, that is the quarter-deck; the man immediately jumped overboard, and was drowned. On the arrival of the ship in Sunderland the crew reported the matter to me; knowing that I was an official of the Union they reported the case to me. I immediately sent and had warrants issued for the arrest of the captain and the mate of this ship. The case was tried before three shipowning magistrates, who dismissed the case in the first instance, because the dead man was not there to prosecute. We were not satisfied with that decision, because we could not see how a dead man could possibly prosecute, and we then applied to the quarter sessions. We got an indictment preferred against the captain and mate. The second mate hearing that we were about to have them re-arrested, absconded. We captured the captain in Cockermouth. The case was then brought to the Durham Assizes; it was costing us a considerable sum of money because we had about eight or nine men to keep probably at an expense of 12*l.* or 15*l.* a week, and we had not a very strong Union then. However, we appealed to the various trades, and they subscribed pretty liberally in order to help us to keep those men on shore. When the case was heard at the assizes they applied for an adjournment in order that the captain might have time to get his witnesses together, which meant an additional expense for other three months to carry the case to the next assizes,

Lord Hartington—continued.

However, we persevered, and we succeeded eventually in the captain being convicted at the Durham Assizes.

9212. You said the captain was convicted?—Yes, he got one month's imprisonment.

9213. What were the names of the captain and the ship?—The name of the ship is the barque "Embleton," of Liverpool, and the name of the captain was Paul James Painter. The second mate's name I forget for the time, but I could get it.

Mr. Ismay.

9214. What was the result?—One month's imprisonment.

Lord Hartington.

9215. One month?—Yes, and a censure from the judge upon the magistrate and the magistrate's clerk for the manner in which they had behaved in the case. He said that they ought to have sent up the depositions which had been taken, &c. That is a proof of the difficulties which seamen had at that time of getting justice for such conduct as was perpetrated on them. I have several others, but I do not want to take up time.

Mr. Bolton.

9216. At what time was this?—In 1887 and 1888.

Lord Hartington.

9217. Perhaps you will shortly state the other cases?—Another one is the "Baron Blantyre."

9218. Is that the name of a ship?—Yes, where the captain and mate had systematically ill-used a man for four months until he eventually died. A few hours before he did die one of the officers on this ship had been cruelly beating the man; they were tried at the Liverpool Assizes, and convicted, the captain getting 18 months.

9219. The captain and mate were tried?—Yes. The captain got 18 months and the chief mate got 15 months. Their names I forget, but the case of the "Baron Blantyre" is well known.

9220. Have you any other cases?—There are many others that I might mention. There is also a case where the captain and chief officer named Logan, I believe, were tried at the Newcastle Assizes, and they got three years apiece for assaults.

9221. What is the name of the ship?—I forget the name of the vessel. This was in 1885. I could supply the Commission with the names of the ship, the captain, and the officers too. Those are only cases which we were able to get into court, and if the seamen had so much difficulty as we had in one case of getting them into court, that means that hundreds of other cases went unpunished or without ever having been brought to the light of day. I am sorry to say that this thing was not discouraged by the shipowners as I do not remember any one particular case where the owners had ever instituted a prosecution against

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

a captain for brutality to the crew, and, in fact, we find that it is encouraged. In a statement which was issued by the Board of Trade in 1886, I find a letter from one of the principal shipowning firms, Anderson and Anderson, they are applying to one of their captains to know why he gives a preference to foreign seamen, and from his letter I would like to read this to the Commission. He says: "We have an official logbook, the property of the Board of Trade, where certain entries may be made which must be read to the defaulters as soon as possible. That only tends to enhance their indignation against their officers, whereas, if we had power to put the malcontents in irons for a few hours whilst in a state of insubordination I am sure it would have a beneficial effect. Jack was always better under severe discipline." That is a letter sent by a captain of one of the principal and best firms in this country, and it shows the kind of feeling that was felt towards the seamen (*handing in copy of the letter*).

Mr. Bolton.

9222. Is that addressed to the owner?—Yes, and afterwards sent to the Board of Trade.

Lord Hartington.

9223. You state that the shipowners took no steps to prevent the maltreatment of men?—None whatever. I know of no case where the shipowners took proceedings against the officers for maltreatment, but the reverse—we find the owners defending and paying the expenses of the officer's defence.

9224. But did the facts as to the maltreatment of seamen come before the owners?—I am now looking at the cases of the "Baron Blantyre" and the barque "Embleton." The facts could not be otherwise than before the owners when they were present at the trial. What opportunity I would like to ask had a seaman at this time, a man who had no union, who comes off a long voyage? He is landed in Liverpool or other ports an entire stranger; he does not understand the laws; he has not the means probably of backing up his case. The result is that much of the maltreatment which was taking place on board ship at this time was passed by unpunished, and the people who have been guilty of this have not been brought to justice.

9225. Did any other agitation follow?—Yes. In 1885 the seamen not being satisfied with the existing state of affairs and the country being entirely overrun with foreign seamen again commenced to agitate. Their great complaint was that they were not able to get employment owing to the shipowners giving a preference to foreign seamen. Large numbers of English seamen were thrown out of employment, and a large number of officers gave preference to foreigners because they could keep those foreigners working as many hours as ever they thought fit—not that the officers of ships

Lord Hartington—continued.

were desirous of working long hours, but owing to the great reductions in the staff which had been made on board ship it was absolutely necessary if the work was to be done that the officers should keep the men working long hours. Had more men been on board ship it would not have been necessary, and had they had English crews instead of foreign crews, the seamen who had a better knowledge of the laws of their country would naturally have objected to this over-work.

9226. You are speaking now of the officers, are you?—Yes. Why the officers should give a preference to foreigners. I want to explain, as some people might want to know why they did give a preference, and there is a very good reason. One reason is, as I have stated already, that the officers cannot work Englishmen so long as they can foreigners, owing to our men having a better knowledge of the law. The next reason is that there is in the articles of agreement a special clause which says that in the case of any man who is incompetent to fulfil the duties for which he has signed the captain can disrate him down to an ordinary seaman. Well, a foreigner on board ship would be very much afraid that the officers might put this particular clause in force and reduce his wages; incompetent seamen the same; they would be afraid to stand up to their officers if the officers were abusing them, because at the end of the voyage they might find that the officers had said, "Well, you are not competent to fulfil your duties as able seaman, therefore we will reduce your pay to that of an ordinary seaman." As a result, of course, the officers would naturally have a better hold upon the foreigners and incompetent English seamen than they would upon *bond fide* seamen, because if a man had a full knowledge of his duties on board a ship and knew his work thoroughly well he would not allow any officer to impose upon him. I would not do so, and I know that the majority of British seamen would act in a similar way.

9227. In what way was the next attempt at organisation made?—In 1886, a considerable number of men enrolled themselves in this way: We then made another attempt to reorganise this North of England Society, which had got very low, and to do this we issued at that time what we called a privilege card. It had certain rules upon the back, and every member who would enrol as a privilege member without paying entrance fee got one of those cards on condition that he would act up to the rules of the Union. We enrolled a large number of men as privilege card men. We were still very conciliatory towards the owners; we did not in any way act aggressively, but whenever we wanted an increase in wages or to improve our condition in any way we approached the owners by circular or letter. At this particular period I remember that we sent out circulars to the shipowners saying that a special meeting of shipowners and of the representatives of seamen would be held in the Central Coffee Tavern, High Street, Sunderland, in order to discuss the

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

wages question and the employment of foreign seamen. We went to the expense of providing the room; it was a very comfortable room; the shipowners could not complain about us inviting them to a cold uncharitable room, we provided them with fires and chairs to the best of our ability, but there was only one shipowner out of about 400 who turned up. That was Mr. John Dent of Newcastle. The others wrote to say, some that they paid the wages that they thought were satisfactory. Others again said that the wages on the north-east coast did not affect their ships. Another gentleman wrote to say that he was not aware that he had any union men in his ships, and if we would kindly send him the names of the members of our Union who were in his ships he should discharge them. As I say, the shipowners did not turn up, and they ignored us entirely.

9228. Where did you invite them to meet?—In a large room in the Central Coffee Tavern in Sunderland, it must be borne in mind that we then were the only Seamen's Union in existence.

Mr. Tom Mann.

9229. What date was this?—1886. There were no unions in any other port—only on the north-east coast. The result in the other ports was that the wages were about 1*l.* a month less than what they were out of the North of England ports. The owners told us that it was not a question of freights, it was a question of supply and demand. If there was a large number of men in the market they were not going to pay us the wages; they would pay us what they thought fit. Therefore, we acted upon this principle: "Well, if you say it is a question of supply and demand, then we will organise the supply to make it valuable, and you must not blame us for doing so." I put in this document to show that we were conciliatory then, and have acted upon that principle right throughout (*handing in a circular*).

Lord Hartington.

9230. Do you consider that so long as you were conciliatory the owners took no steps to meet you?—None whatever; in fact they were more aggressive then than they are to-day, which is a clearer proof to my mind that the talk on the part of the shipowners about the aggressiveness of our Union is all moonshine; that if there has been any aggressive policy pursued it is on their side and not on ours. I am prepared to prove this in every step of my evidence by documents which I am prepared to hand in.

9231. You state that the seamen of London, Liverpool, and other large ports had no organisation at that time?—They had no organisation; we were the only men who were organised in the north.

9232. In the north-east?—Yes. There was some small attempts made in 1886 to form a Union in London, known as the Vigilance Association. They enrolled, I believe, about 1,000 members, but it did not last more than

Lord Hartington—continued.

about 18 months; it died a natural death. There were shipowners on the committee of this particular organisation, the same as another one that was formed in Shields. There was a committee of 12, and seven of the committee were shipowners. Mr. Matthew Kay, a very large shipowner on the north-east coast, was one of the committee. We would have thought that a society with the shipowners on the committee would have worked all right, but it did not; the owners generally pulled the strings of this particular Union to suit their own purposes. The men, on the other hand, pulled their strings to suit theirs, and it collapsed after about three months' life. It did not live more than three months, which shows that a society composed of shipowners and sailors together on a committee will not work very well; at least I have not found it to be so.

9233. An association of what?—An association which had for a committee of management shipowners and sailors.

9234. Do you wish to make any further statement as to the state of things before the formation of the existing Union?—I have found myself that the wages previous to the formation of our Union were very low. On the north-east coast the able seamen then were being paid 3*l.* 5*s.* and 3*l.* 10*s.* per month in steamers.

Mr. Bolton.

9235. By "our" Union, do you mean the present Union?—I am speaking of the time of the formation of the 1887 Union, when our Union was formed in September 1887. The wages in the sailing ships were 2*l.* 5*s.*, 2*l.* 10*s.*, and 2*l.* 15*s.* per month; that is on the north-east coast, but the wages out of Liverpool and London in many instances were much lower than that; just the same in Glasgow. After we formed our Union at the end of 1887 we had increased the wages on the north-east coast to 3*l.* 15*s.* for sailors and 4*l.* for firemen.

Lord Hartington.

9236. Will you state first what steps were taken for the formation of the existing Union?—I had been a member of this North of England Union for about nine years at that time, and I found that if the seamen wanted to improve their condition it could only be done by a national movement. We had tried local efforts for many years, and they had always failed, of course. Then I tried to induce the committee of the North of England Sailors and Firemen's Union to extend their organisation, but they were afraid to do so; they could not see how a National Sailors and Firemen's Union would work. Therefore I resolved to draft a code of rules, which took me some considerable time, and I founded this present Union with branches now in every port of the United Kingdom, 15 branches on the continent, one branch at Constantinople, and another one at Malta.

9237. A branch in every port in the United Kingdom, do you say?—Yes; also branches abroad.

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

9238. Have you the rules?—Yes (*see Appendix 63*).

9239. That was formed in 1887, I understand?—In September 1887.

9240. Can you give any particulars as to its progress?—In 1887 we had then only the one branch, which was situated in Sunderland. At the end of the year 1887 we had enrolled about 200 members. Up to the end of August 1888 we only had the one branch, but after August 1888 we then formed branches in Glasgow, Liverpool, Cardiff, and Hull. Those are all the branches we had formed then, that is, up to the end of 1888; we would probably have about 7,000 or 8,000 members, as near as I can judge, speaking roughly. Then in 1889 we had formed branches in about 45 ports, and we were enrolling at that time about 3,000 members per week. I am speaking roughly. I am not going to stand absolutely to the figures which I am giving now. Then, at the end of 1889, we had branches in every port, and we have enrolled up to the present time 130,000 members, which means that there are not more than about 20,000 men in the mercantile marine who have not been enrolled in our Union. There are about 230,000 men in the mercantile marine altogether, but then there are at least 40,000 officers out of that number, probably 40,000 engineers, and it may be 20,000 cooks and stewards. I should say we have almost enrolled the whole of the seamen in the mercantile marine in our Union. It is true that they are not all paying up at the present time.

9241. Do you allege that the tactics of this Union were at first conciliatory?—Yes, in every way. I put in another document to prove that at the formation of the Union our great desire was to work in harmony with the shipowners. This is a copy of a circular which was sent out (*handing in copy of circular*). As soon as our Union was formed the committee directed me to issue this circular. I do not know whether I should read it.

9242. What is its date?—It is dated the 20th September 1887. As soon as ever the Union was formed our desire was to get, if possible, the sympathy of the shipowners, and we thought if we could work in harmony with them it would be much better, and we could get along better.

Mr. Bolton.

9243. What date was it that you mentioned?—The 20th September 1887; this was on the formation of the Union. I had a notion myself at that time that the majority of the shipowners were not such a bad lot of men, and that it would be possible to find at least a number of them who would be sympathetic and pay some attention to the grievances of the sailor; but I am sorry to say, after three or four years' experience of dealing with shipowners, my opinion in that direction is very much altered.

Lord Hartington.

9244. I think you might read this circular?—“The National Amalgamated Sailors' and Firemen's Union of Great Britain and Ireland.

“Dear Sir,—For some considerable time the various owners out of the port of Sunderland and elsewhere have been complaining about the great inconvenience which they have been put to owing to men shipping on board vessels and failing to join at the proper time. The committee of the above Union, therefore, ask me to state that we are prepared to supply men to all ships that may require them, and to give a guarantee that these men will be on board the ships and in a proper condition and fit to work. Should they fail to join at the proper time, if they are reported to us by the owners of the ship, we will be prepared to find those men, and for the third offence to expel them from the Union; and in cases where ships have been put to expense owing to detention on the part of the members, we are prepared to allow reasonable compensation to the owners for any loss that may take place in consequence. We therefore desire that the owners will co-operate with us in this direction. We have made provision in our rules for the cashing of advance and allotment notes, so that there will be no inconvenience to the men, and they will have no excuse that they were not able to get their notes cashed, and that was the reason they were not able to join their ships. We sincerely trust that we will have the co-operation of the owners in this movement, as our earnest desire is to provide a better class of men for the merchant service. That is one of the principal rules in our book, and our object is to see that all men engaged will be on board at the proper time and in a condition fit for their work.”

It will be seen that in that circular we not only gave a guarantee that we could supply good men, but in the event of their failing to join, we said we would pay a reasonable compensation for any loss that the owners may have sustained, that we would expel the men for the third offence, and that we made provision for the cashing of the notes.

9245. Yes, but that circular only deals with a particular point; in what way did you bring before the owners any representations that you had to make as to wages or the general condition of the men?—We applied to the owners by letter or by deputation, and what I found at this period was this:—If we were able to fix the wages, say in November 1887 at 4*l.* for firemen and 3*l.* 15*s.* for seamen, perhaps the next day some other shipowner would come up with his vessel to sign on his crew and try to get the men for 3*l.* 5*s.* So continual conflicts used to go on day after day at the Mercantile Marine Offices in Sunderland and elsewhere because the owners would not abide by any fixed rate of wages. They came to the office and saw a number of men standing around looking for employment and then an owner would say: Try and get them for 10*s.* below the fixed rate, and they would try to get them.

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

9246. But was there a fixed rate?—It was fixed so far that what we would call a fixed rate was this: Supposing we say the wages are 4*l.*, and there are five or six ships in succession which had signed on for that rate, we would then say that 4*l.* was the fixed rate; but up comes another owner, and he sees a number of men idle, he says to himself: Oh, there's a lot of men in the market—not a question of freights, freight was just the same for him as it was for the other owner; but he sees a lot of men there, and he says: Now I will try to pull the wages down, I can afford to pay, of course, but there, is a lot of men wanting work—question of supply and demand—not a question of “could he afford it.” Then they say because we have fought them, and they have said it, “Ah, that is the aggressive Sailors and Firemen's Union again; they are always fighting.” We contend that if there was any aggressive policy at that time pursued they were the parties, and this circular that was sent out to them, which I have handed in, proves that there was no grievance on our part.

9247. Did you at this time approach the shipowners with a view of improving the scale of provisions?—Yes, I quote this as a further proof of our conciliation. We have a great deal to complain of with reference to the provisions on board ship. Much of the disturbance and much of the desertion that takes place abroad is entirely owing to the bad provisions which are supplied to the men. I have known men desert a ship and leave 2*l.* wages behind them. Now a man must have some very good reason for deserting his ship and leaving such a large sum of money behind. A great deal of the disturbance between officers and crews on board a ship is owing to the men being badly fed and the officers being desirous of getting the work done. However, to see whether we could not remedy this state of affairs, we approached the shipowners in Sunderland—a deputation of four of our men, I was one of the deputation myself, met four shipowners. They treated us with very little courtesy. One gentleman put himself into the chair without asking the leave of the meeting whether it was right that he should be chairman or not, and then they immediately commenced to scratch out various items in our provision scale. I hand in a copy of the scale that we proposed at that time showing the old scale of provisions and the one that we suggested (*see Appendix B4*). The shipowners scratched out a large number of items. For instance, when we came to the question of condensed milk there was immediately a scene. One shipowner wanted to know whether we wanted to feed the seamen like invalids when we talked about giving them condensed milk. However, we gave way on those points in order to be conciliatory.

9248. Where did this meeting take place?—In Sunderland.

9249. At what time?—In 1888. Mr. John Saunderson was one of the shipowners' deputa-

Lord Hartington—continued.

tion—the others were Mr. Booth, Mr. Frank Ritson, who is now deceased, and another gentleman named Brown. However, after we had agreed upon the provision scale, letting them all have their own way, they said they would bring this scale before the Chamber of Shipping and get a resolution moved upon the matter, to have it adopted throughout the mercantile marine. One of the gentlemen went to the meeting of the Chamber of Shipping of the United Kingdom, and he moved the resolution that this scale be adopted. They could not find any gentleman in the room who would second the resolution. The statements made were these: Oh, well, that does not affect our firm, we feed our men exceedingly well—they all feed their men well—there was no room for complaint whatever—it did not matter how you feed sailors, they would always be grumbling. The result was the resolution fell to the ground. That proves that they paid very little attention to the reasonable request. I say that men have been landed out of the ships rotten with scurvy. I have a report which I shall hand in from the Medical Officer of Health at San Francisco upon the crew landed from the barque “Royal Tar.” He says in his report, the bodies of the crews were actually decomposing, they were rotten, and the chief cause of it had been mouldy flour, bad biscuits, and beef that was not fit for the men to eat. He said that if he had his way he would give the owner who had sent the ship to sea in that state summary treatment. I do not think the scale I have handed in is an outrageous one.

9250. This case you now refer to, when did it happen?—At the end of last year.

Mr. Tom Mann.

9251. Whose report was that?—Dr. Lawler, the Medical Officer of Health at San Francisco; this is a copy of a letter sent by one of the crew to his father, it is dated September 13th, 1890 (*handing in copy of a letter*), and this is a newspaper cutting (*handing in extract*).

Lord Hartington.

9251. What is the newspaper cutting?—It is from one of the San Francisco papers—it gives a long report. “Fever and death. Terrible voyage of the British Barque ‘Royal Tar.’ Captain Franklin and Chief Officer Roger, succumb at sea. Terrible suffering from fever and scurvy.”

9253. Where is the report of the Medical Officer of Health?—I shall hand it in just now.

9254. To whom is it made?—To the authorities at San Francisco.

Mr. Ismay.

9255. Had the ship been disabled?—They had been on the west coast of Africa, and several of them were laid down with fever—at one period of the voyage, not more than three men had been able to work. The captain and

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

mate died; the second mate had to navigate the ship into port, and the men were in a fearful state.

Lord Hartington.

9256. In the papers you have handed in there does not appear to be an official report to anyone?—I have handed in the statement of the Medical Officer of Health, Dr. Lawler. He is not making a report to the Board of Trade; he is making a report to the authorities of San Francisco, whose officer he is. He is not a British officer, and it is not an official report to the Board of Trade.

9257. All I find is that in this newspaper cutting it is stated that when the quarantine officer came ashore Dr. Lawler said what you mentioned?—Yes.

9258. It does not state whom he said it to?—No, it does not, still it is there all the same.

9259. It does not appear to be an authenticated report of what he said—this is only a newspaper statement?—That is a newspaper statement.

9260. Is that all you have to go upon?—Yes, that is all, and the letter.

9261. Were any further proceedings taken in reference to this case?—No proceedings were taken because the ship was in San Francisco. Had she arrived in an English port we should have taken proceedings pretty quickly, but I have not heard any report as to whether the British Consul took any proceedings against the owners of the ship or not.

Mr. Bolton.

9262. What is the date of the "Royal Tar"?—September 1890.

Lord Hartington.

9263. Then nothing came of your approach to the shipowners on the subject of the provisions?—Nothing whatever; the provisions, if anything, are worse to-day than they were at that time, because the owners, being compelled by our Union to pay better wages have taken it out of the men in another way by putting poor provisions on board and less men. That is how they have made up for the extra pay.

9264. At what time, and in what way, did the new Union come into actual conflict with the owners?—We came into conflict with the owners more or less from 1888 up to 1889. We had frequent fights, but only on a small scale, not of much moment.

9265. Do you mean strikes?—Yes. Say at the shipping office, where a shipowner wanted to pull the wages down 10s. a month, we would fight him, and the result was that he would be compelled to pay the proper price, but we had not any strike of any serious consequence.

9266. Will you explain what you mean by fighting?—We would call our men to one side

Lord Hartington—continued.

and tell the owner that those were all Union men, and that the proper Union rate of wages was so much, and if he wanted our men he could have them at that and at no other rate. That is what we call fighting. We had not any serious conflict with the owners until 1889; then we had the great Liverpool strike, which lasted eight or nine weeks. Our men applied to the owners for an advance of wages; we had got an increase in every port throughout the country with the exception of Liverpool. We had increased the money then from 4l. to 4l. 15s. per month, and 5l., which is the present rate of wages now in the majority of the ports where the Union is strong. Our men applied to the Liverpool shipowners, and they ignored the demands of the men. Our men then were desirous of striking. I advised our men at that time not to strike. As I have been accused of being the chief strikemonger, I am desirous of putting in letters to prove that I have always tried to avoid strikes. I wrote letters to the Liverpool secretaries at that time, strongly advising them not to strike, not that I did not sympathise with the men in the wages that they were demanding. I believe that they were perfectly justified in demanding those wages, but that I was of opinion the men were not sufficiently well organised to strike successfully. Therefore I wrote this letter to our district secretary at that port. This was on the 15th of May 1889: "As to the rate of wages, there must be no strike until I am finished organising the few remaining ports. We don't want any strike, and we can only avoid it by being well organised, and I am working night and day for that purpose." That is a portion of the letter. The other letters are much about the same—all in that tone. I was deprecating strikes in every way because I maintain that there will be no necessity for strikes if the men are thoroughly well organised. It is only when the men are not organised that the employers take advantage of them and ignore the reasonable demands which are made.

9267. What was the result—was there a strike?—There was a strike, and we failed; but since then the owners have conceded the wages which were asked for by our men at that time. They got into difficulty with the dockers, and in order to conciliate our men they gave them an increase of wages.

9268. How long did that strike last?—The strike of 1889 lasted eight weeks.

9269. In Liverpool?—In Liverpool.

9270. And what part did your Union take in it. Was it the men of your Union who were on strike?—It was the men of our Union who were on strike. Of course, I did my very best to try and secure to the men a victory, although I was not in sympathy with it, but I was not going to tell the employers that. It was my duty to try and secure a victory for the men.

9271. Did they receive assistance from the funds of the Union?—As far as our funds would permit at that time; the funds were very limited, we had not much money then.

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

9272. Have you any allegations to make against the owners in connexion with your Union?—Yes. There are some very strong charges being made against me before this Commission, and I do not want to retaliate by making strong charges in return, as that is not proving our case in any way; but I must say that the owners, not the owners in general, but some of them, have acted in a very underhanded way with our organisation. Some of the owners have done this. I do not know how far the other owners were responsible for it; it is for them to say, and I intend to hand in documents to prove that what I am stating is correct, because I have evidence with which I intend to back it up. The owners, finding that our Union was getting very strong, then commenced to import men into our Union for the purpose of creating dissention. A man was sent to join the Tower Hill Branch of our Union by the shipowners, paid for by the shipowners, backed up financially by the Shipowners; and one of those owners is Mr. Scrutton, notably, and Mr. Roche, of the firm of Botterill and Roche, Solicitors. They concocted plans to bring about the downfall of our Union. A man named Hornsby joined the Tower Hill Branch of our Union, and we have since found out that he has received money from the shipowners and the Shipping Federation. This man, together with another man named Abbott, an expelled officer of our Union, commenced to circulate malicious libels with reference to myself and the Union in general. The object of the libels was to discredit me in the eyes of the seamen of this country, so that the men would lose confidence in the Union, and of course eventually bring about its collapse. When the trial of these men took place for publishing those libels I found that their expenses were paid by Mr. Scrutton, a shipowner, and Mr. Roche, of the firm of Botterill and Roche. I here hand in letters to prove this (*handing in letters*).

9273. You referred to a trial; what was the trial?—These men circulated a malicious and libellous pamphlet.

9274. Who, Hornsby?—And Abbott. One man, Abbott, was convicted and sentenced to six months' imprisonment at the Durham Assizes for circulating these libels.

9275. Who was he prosecuted by?—By myself, or our Union through me. His expenses were paid by the shipowners. Hornsby, who was circulating some of these libels in London, was prosecuted by me, and his defence was paid for by the shipowners.

9276. What happened in that case?—He was convicted, and my counsel said that we were not desirous of inflicting any punishment upon him, but as a deterrent, and the judge imposed a very nominal penalty and cautioned him as to his conduct in future. Since then this man has continually been employed by those people, the Shipping Federation in particular, and I shall put in letters to prove this. Their object all through has been to say, if we can crush this man Wilson, and discredit him in the eyes of

Lord Hartington—continued.

the seamen, then the Union will be bound to fall. That is the policy which they pursued from September 1889 up to September 1890 when the Shipping Federation was formed. I put in here letters which will back up my statement (*handing in copies of letters*).

9277. They are letters from whom?—The first letter is from H. H. Richardson, 2, Broad Street Buildings, London, E.C., and it is dated 2nd April 1890.

9278. Who is Mr. Richardson?—A solicitor who was employed by Botterill and Roche, shipowners' solicitors, to conduct a prosecution against one of our officers. I would like to read this to show the connexion between them and the conspiracy.

Sir John Gorst.

9279. To whom is the letter addressed?—It is addressed to Mr. Allison.

9280. Who is he?—A member of our Union.

Mr. Bolton.

9281. What do you mean by a conspiracy?—If you will allow me to read this, it will show how far it is.

"Dear Sir,—I am sorry to say I must still urge you to send me in the course of to-morrow, Thursday, without fail, a substantial sum by way of provision for costs. A firm of solicitors representing some shipowners have seen me with reference to advising their clients as to advancing a sum of money towards the costs; but, inasmuch as their clients are desirous only of having Wilson's misdeeds shown up, they will advance very little, if any, towards the funds."

That shows that their object was to get me into the law courts and to show up what they termed my misdeeds. Then we come to another letter.

Mr. Tait.

9282. Who is this next letter to?—To Mr. Allison.

Sir John Gorst.

9283. From the same man?—Yes.

"Dear Sir,—I have not yet received anything further from Messrs. Botterill and Roche." (Mr. Roche is one of the Shipping Federation Executive Council, and he is the man who is acting as solicitor for the shipowners.) "You know I relied upon the 10l., and as a matter of fact expected it to be paid during my absence from the office on the afternoon of the 16th April. I wrote out and signed a receipt for the money, which has been waiting in my office receipt-book since to be taken up. Please do what you can in the matter." I have the original document, which I am in a position to place before the Commission if you desire.

Lord Hartington.

9284. In connexion with what proceedings were these letters written?—A man named Fysh,

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

who was treasurer of one of our London branches, was charged with buying a safe for 8*l.* and selling it to the branch for 25*l.*

9285. And prosecuted by whom?—By a man who was then acting for the shipowners.

Mr. Bolton.

9286. A member of your Union?—He was a member, and was expelled, and afterwards admitted, and is a member, and will be, I believe, called before the Commission.

Mr. Tom Mann.

9287. Are you referring to Fysh?—To Allison; Fysh was the man, and the prosecution was being supported by the shipowners. Of course, the object was to get a report of this in the "Shipping Gazette" and "Fair Play," and then to circulate those paper broadcast and in pamphlet form. I have one that has been sent out specially by this paper. Special reports like this have been sent on board a ship criticising our Union and myself in particular. These are extracts from the "Shipping Gazette" (*handing in a print*). The object, of course, is plain to be seen.

Mr. Tait.

9288. Does it state that it is an extract?—Yes, from the "Shipping Gazette," the shipowners' paper. The "Shipping Gazette" and "Fair Play," expensive papers like those, are circulated broadcast on board ships for sailors to read. I do not know what delight sailors will get in reading shipowners' papers; if they read our "Seafaring," they might.

Lord Hartington.

9289. You allege that paid agents of the shipowners were introduced into your Union?—Yes. The man Hornsby was a paid agent, and is, I believe, now a paid agent.

9290. How do you know that?—I have evidence—further evidence, further letters which will prove this, and further witnesses which I hope I shall have the opportunity of calling, who have acted with this man, who have practically been in what I term the conspiracy. I am in hopes that the Commission will give me the opportunity of defending my character by putting the saddle on the right horse by showing that the charge of coercive tactics which has been alleged against our Union is not correct, and that it is part of the plan—

Mr. Jesse Collings

On a point of order, Mr. Chairman, is it the business of the Commission to go into personal character. Have we considered what extent of evidence, rebutting and otherwise, would be necessary, and what time of the Commission would be taken up if we go into personal matters about which we can never settle anything, I take it, as between Mr. Wilson and the Federation

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Lord Hartington.

I think we had better discuss this before we proceed any further. We will have to adjourn directly for luncheon, but I understand Mr. Wilson to assert that he thought the shipowners had endeavoured, by unfair means, to undermine his influence in his own Union—that is your assertion, is it not?

The Witness.

To undermine, to discredit, in order that the men should lose confidence, because I want to point out this,—our men are not like the average workmen, they are men on board ship and scattered to all parts of the world. If they get a report similar to the reports that have been circulated broadcast, they cannot get an explanation of that report in five minutes; a man may be in China when he gets a libellous pamphlet accusing me of robbery and our Union being a swindle. It may be months before that man arrives home to see whether there is any truth in it or not, and I say that I accuse them of doing this, and in doing so, I ask for a special privilege of this Commission for this reason—I have been charged, at least our Union has, of robbery.

Lord Hartington.

By whom?

The Witness.

By Mr. Laws in his evidence—we have been charged with sending men on board ships to brutally assault officers and of paying their fines.

Mr. Jesse Collings.

Again, on the point of order. If we are to be a jury to settle as to whether Mr. Wilson has been guilty of robbery or not, and we are to hear evidence on both sides, we shall be expected to give some opinion about this; but this is outside our work, or it seems to me to be so.

Lord Hartington.

We had better adjourn for luncheon, and we will discuss the point before the reporters come in.

(After a short adjournment.)

Lord Hartington.

9291. Do you wish to add anything to what has been already said as to the action of particular shipowners towards your Union?—Yes. We found that the conspiracy against the Union, which commenced in September 1889, was being financed by two or three shipowners at that time. In April 1890 a deputation of those men waited upon one shipowner, Mr. Scrutton, and he told them that they were prepared to subsidise those men in carrying on this work; further, that if they would start a rival organisation to ours the shipowners would be prepared

S.O

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord *Hartington*—continued.

to subsidise this organisation. Those men then commenced and formed a rival organisation, which is known by the name of the International Federation of Seamen, Firemen, Cooks, and Stewards. I shall hand in letters to prove the connexion between this organisation and those particular shipowners—in the first instance, Mr. Roche for one and Mr. Scrutton for another. After this organisation had gone on for some time it met with very little success, in fact I do not believe that they have taken more than about 200*l.* since its formation. It was thought advisable when the Shipping Federation came into existence in September last year that they would drop this rival union to ours, because they were afraid that it might get strong, and to use Mr. Laws' own language to those men, might become as aggressive as our own Union became. I shall also hand in a letter which was sent by Mr. Laws of the Shipping Federation to one of those men engaged in this work for him and others to go to Glasgow in the month of October 1889 for the purpose of upsetting our Congress. Their expenses were paid for by the Shipping Federation. In Mr. Laws' letter he refers them to a Mr. Neilson Bird, who is the Secretary of the Shipping Federation in the Glasgow district. Those seven men went to Glasgow and applied to Mr. Neilson Bird, and he paid them 25*l.*, or a sum equal to that for their trip to Scotland, for the purpose of annoying us at our annual congress. Their real object was to get up counter meetings, and the instructions given to them were these—be sure and get plenty of this into the newspapers, as our clients want to see good results for their money. Similar instructions were given by Mr. Laws to other men who went from London to Liverpool to circulate libellous literature with reference to our Union. Mr. Laws went himself personally to Liverpool to see that those men did their work thoroughly well, and attended a meeting in the Mariner's Parade whilst those men were distributing this literature, and making assertions that our Union was a fraud and a robbery. He left 25*l.* with a Matthew Callaghan, the agent of the Shipping Federation in Liverpool, to pay those men their expenses. This man Hornsby was arrested in Liverpool for circulating this libellous literature. His defence was undertaken in this way. The men first went to Hill and Dickenson, the shipowner's solicitors, but they said—well, we cannot be seen in this matter, we will refer you to another solicitor so that we will not be directly seen in this work; they went and took them to solicitors named Collins and Robinson, who were instructed to undertake the defence of Hornsby at the expense of the shipowners, instructed by Botterill and Roche. All the expenses in this action were paid for by those people, and they have from time to time financed those men in other directions.

9292. What was the result of this action?—The result was that we took an action against this man for libel, whereas we ought to have taken an action for slander, and we lost the case

Lord *Hartington*—continued.

through not taking it for slander instead of libel.

9293. Have you taken any other legal proceedings?—Yes. We were compelled to take proceedings against the shipowners' newspaper, "Fair Play," for a libel which they had published, and purporting to be a report of a meeting of a branch of our Union where this man Hornsby had joined, and we got 100*l.* damages for the libel. We also took an action for libel against the "Shipping Gazette," which was very active in inserting any reports which would in any way be calculated to damage our Union or mislead the men in reference to the Union in general.

9294. This was the third action, I understand?—Yes, the third action.

9295. What was the result of that?—The "Fair Play" trial and the "Shipping Gazette" were taken together. We got 100*l.* damages in the case of "Fair Play," and we withdrew the action in the case of the "Shipping Gazette" on the advice of my counsel, but not at my wish, because I would have punished them as severely as the others, because they have continued to circulate malicious and libellous matter ever since then, and are doing it now, when they are sending out extracts in pamphlet form. It is profitable for shipowners' papers to do this, I suppose, equally as much as our paper would publish matter of that kind for the benefit of our Union. I would like to hand in this letter from the International Federation of Stewards, Seamen, and Firemen:—"Head Office, 64, John St., Sunderland,"—the general secretary of this Union is agent for the Shipping Federation in Sunderland: he gets 2*l.* 10*s.* a week as agent for the Shipping Federation, and at the same time he is supposed to be the general secretary of this Union. Of course, I do not believe they have any members; they simply have a name, and that is all. This is a letter which he has sent to one of the men whom we shall call as a witness, I hope.

Mr. *Bolton*.

9296. What date?—This is the 3rd of September 1890.

Lord *Hartington*.

9297. What is this letter to prove?—This letter proves that the Union was being financed by the shipowners—by the Federation. They were paying the printers' bills for this Union. The business of this Union was being conducted in the offices of the Shipping Federation, and one letter proves that every man who got a Federation ticket in the office in Sunderland, by this general secretary's statement, was compelled to join this Union as well.

9298. Do you want to read that letter?—Yes. "Dear Darby—Yours to hand. I note the contents. Mr. Roche"—that is the Mr. Roche who is connected with the Shipping Federation—"informs me that you are in communication with an owner, Mr. Bird"—Mr. Bird is the secretary of the Shipping Federation in Glasgow

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

—“who, no doubt, will relieve and assist you for the time being. I think we shall soon have the powder and shot supplied to us, so that we shall be able to settle Mr. J. H. W. Mr. Allison and Mr. Clark have gone to Liverpool with Wilson to oppose Hornsby. If I had the means I should have sent Abbott to Liverpool, but I have sent him to London. We will open out there, and then leave the branches there with some good men under the supervision of Pleasance. Then we will come back to the north. I hope to be able to have both Hornsby and he with us next month, when Mr. J. H. Wilson comes to Glasgow. I have not heard from Hornsby for a few days. There is no doubt he is having a hard time of it down there.” This man Lawrence refers to their going to Glasgow for the purpose of interfering with our annual meeting. Now I should like Mr. Laws’ letter read to prove that Mr. Laws paid their expenses. This is a letter of Mr. Laws:—“Your letter of the 1st received and carefully noted.”

Mr. Tait.

9299. What date?—This is the 2nd of October, and our conference commenced on the 5th of October 1890. “Your letter of the 1st received and carefully noted”——

Lord Hartington.

9300. This is to whom?—This is addressed to Mr. Darby from E. J. Laws of the Shipping Federation, Whittington Avenue, London.

9301. Who is Mr. Darby?—He was a man who was formerly an official of our Union, then he was engaged by the Shipping Federation and those owners after he left our Union to join in this conspiracy to break our Union up. Since then he got so badly treated by the Shipping Federation that he has rejoined our Union, and I hope to put him as a witness to prove this: “Your letter of the 1st to hand, received and carefully noted. No arrangement whatever has been made with Captain Lawrence with regard to yourself. I saw Mr. Bird yesterday and asked him to hold a meeting of his district committee, and see what arrangement could be made with you in regard to the district offices, and I hope you will call and see him on the subject. Personally, I think that yourself and one delegate and a boy should be enough for the Glasgow office; but of course this is a matter which will be entirely subject to the decision of the local committee. It appears that a National Sailor’s and Firemen’s Union general meeting is to be held in Glasgow on Monday, and that you are likely to attend.” Mr. Darby informs me that they did, and I know that they did attend, because I saw them there, and they got 25*l.* from Mr. Neilson Bird, the secretary of the Shipping Federation in Glasgow, for their attendance.

9302. They attended in what capacity?—They attended there to get up opposition meetings to our Union, and to criticise.

Lord Hartington—continued

9303. Did they attend your meetings?—They were not allowed to attend our meetings because they were not members of our Union at that time; they had no business at our congress, they had no right to be near our congress in any way, but their instructions were to criticise the balance sheet of our Union and to throw as much discredit upon me as they possibly could. Those were their instructions.

9304. At other meetings?—At the meeting in Glasgow, so that it would get into the papers that there was dissention in our ranks. That was the object of the visit to Glasgow.

9305. Those were not members of your Union?—They were not members.

9306. Why should they not go to Glasgow at the same time?—They could go to Glasgow as many times as they like, but that did not justify them in coming near our meeting and trying to get up——

9307. You say that they did not come to your meetings?—They did outside the doors, they were not allowed inside the meeting as it was a private meeting of the Union, but they were outside the doors holding small meetings, if they could get a crowd of men together, and denouncing the Union as a fraud and a sham.

Mr. Livesey.

9308. Have you finished Mr. Laws’ letter?

Lord Hartington.

9308*a.* Did you read the whole of it?—No, the letter goes on “Allow me to suggest that any remarks exceeding the bounds of fair criticism would only damage your position if you are afterwards to be connected with the registry offices. A copy of this, with your letter, will be handed to Mr. Bird, who will no doubt write me on the subject.”

9309. I think you stated that some charges had been made against you by Mr. Laws—do you wish to refer to them?—Yes. I have been charged with several offences. Mr. Laws charges the officials of the Union—and I presume that I am one of the officials—with giving instructions to members of the Union which are entirely subversive of discipline. I deny that charge. We never have given any such instructions and there is no rule in our book which would support any such statement being made by Mr. Laws or any one else.

Professor Marshall.

9310. Can you refer to the number of the question?—I have read Mr. Laws’ evidence through and I have noted down the charges—some of them I have numbered and some I have not numbered.

Mr. Bolton.

9311. Can you give the number of this question?—I cannot.

Lord Hartington.

9312. You deny that the officers of the Union have done anything subversive of discipline?—I

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord *Hartington*—continued.

deny that. On the contrary our instructions have always been for the men to obey all orders—all reasonable orders—on board ship.

9313. Is there anything else that you wish to contradict?—I wish to contradict the statement of Mr. Laws that the Union has used methods of coercion. I do not know that we have used any methods of coercion, not so much coercion as the shipowners have used. Then there is another charge; that the officials of the Union have called out crews of steamers on the point of sailing unless the masters and officers would agree to become members of the Union. That I deny. We have refused to allow our members to sign articles in some—well, in many cases—unless the officers were members of the Officers' Union, but we never have called any men out of any ship after signing articles because the officers were not members of their Union. Another charge is that the officers of the Union have assaulted and robbed seamen of advance notes and that the Union fees were being extorted in that way. That we deny. We never assaulted any seaman; we never robbed any seaman of his advance note.

Professor *Marshall*.

9314. I happen to have question 4943 before me, and I think there is nothing about the officers of the Union there; "Intimidation and violence were openly resorted to and seamen were assaulted." It is not specified that the officers of the Union were assaulting?—There are several parts of Mr. Laws' evidence where he charges the officials with robbery and violence. The statement was made more than once by Mr. Laws in his evidence.

Mr. *Bolton*.

9315. Give the number of the question?—Unfortunately I did not put the number to the question. Another statement made by Mr. Laws was that the officials of the Union stated to the men, "You shall not be allowed to sail on a ship where the commander and officers are freemen, but you shall be the servants of our Union." That is at question 5284. In question 5296 Mr. Laws charges the officials of the Union with robbery in the following words: "Yes, I say it was a robbery to prevent any sailor, whether foreigner or British, from getting employment by taking his advance note from him for 2*l.* 5*s.*, and returning him 27*s.*—I say it is worse than crimping." That we deny. In answer to question 5297 Mr. Laws says, "I say he was deliberately robbed by the Seamen's Union delegate." That we deny.

Lord *Hartington*.

9316. Can you do more than state that, as far as you are aware, these things have not happened. Can you undertake to state they never did happen?—I can; I can undertake to state that they never did happen. The only case of that kind that did occur was in Newport, but the man was not robbed of his note. The

Lord *Hartington*—continued.

case was simply this: The captain was engaging a crew and he undertook that he would ship Union men only. He had signed all his men on but one. The men after signing articles had gone away—then the captain brought up a foreigner, who was a non-Unionist, and signed this man on. The delegate of the Union knew that if this man went to join the ship the other men would then say to him, "Are you a Union man?" He would probably say, "No." Then they would say, "We are not going in the ship," and as a result there would have been a dispute on the point of sailing. To avoid this, the delegate then said, "Well, if you do not join the Union those other men will not sail with you." "Well," the man said, "I am quite willing to join the Union, but," he said, "I have got no money. I have my advance note if you have a mind to cash that I will join." The man then willingly gave his advance note. So much was to be deducted out of the note to pay his entrance fee, the remainder of the note he was to get in cash on the point of sailing. If he had got it at once the man need not have gone into the ship, and the Union would have lost the money they had advanced. When the man went to his boarding house the person who kept this boarding house was one of the men who was supporting a bogus Seamen's Union by the name of the Seamen and Tradesmen's Union, which has never had any meetings and is not controlled by seamen in any way. He says, "Now look here, you have been robbed of this note; we will at once take proceedings against this delegate," and persuaded the man to go and take—at least he went with the man to a court and took out a summons against our delegate. The case was tried and it was dismissed, because there was nothing whatever to prove that the man had been robbed of his advance note. The man was perfectly aware of what he was doing, and it was in order to get over the difficulty of having the crew objecting to him at the last moment. That is the only case of the kind that has ever occurred, and that is the explanation.

Mr. *Jesse Collings*.

9317. How much was taken from the advance note?—The entrance fee at that time in Newport was 30*s.*, and probably, if the note was a 2*l.* note, 30*s.* would be taken out of the note and the men would get the balance, 10*s.*, upon the sailing of the ship. If we gave him the balance before, of course he might clear out, and the money would be lost.

Lord *Hartington*.

9318. That case which you have been referring to was one given by Mr. Laws himself, was it not?—Yes, to support his charge of robbery.

9319. Are you able to state more than that; you are not aware of any case in which that took place?—I can state emphatically that no such case ever took place.

9320. How can you state that?—I can state that in my official capacity as general secretary

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

of the Union. The secretaries make a report to our head office every week, and if any man was robbed of his note he would of course report the matter to the head office of the Union, and no such reports have ever come to our hands; and I do not believe this case would have ever been mentioned except at the instigation of the boarding master who was trying to float a rival Union to our own. That is the whole explanation. It was a matter of spite on the part of the boarding master to trump up a case against the Union if he could.

9321. Have you any further statement to make as to alleged aggressive action on the part of the Shipping Federation?—Yes, as soon as the Shipping Federation had decided that they should open their registry offices in the various seaport towns they commenced a system of coercion. No man was to have employment unless he had a Federation ticket. I am now speaking of November 1890; and numbers of our men who had been in the ships five or six years with no complaint against them in any way—men who were well able to do their work—were discharged unless they took a Federation ticket. Our men refused to take the Federation ticket; they did not believe in it; they do not believe in it now. This went on from time to time until at last we came into actual conflict with the shipowners; but I would like to point out that the aggressive action which has been alleged by the shipowners against us is rather on their side, as several companies out of the port of Liverpool refused to employ any of our men unless they signed a statement to the effect that they were not members of our Union, nor yet would they be members. That was continued until about June of this year in the Allan line boats, so I am informed by our secretary at that port. He wrote to Mr. Allan as late as June of this year. I believe the order has now been cancelled, but it has been carried on right up to that date. Then again, as far as aggressive action is concerned, our men formed a branch of the Union at Dover. As soon as ever the company who own the boats running from Calais to Dover heard that the men on those boats were joining the Union immediately dismissed them. The men had not put forward any demand; but simply because they had joined our Union they were dismissed, and members of our Union cannot find employment on this particular company's boats, and the Federation ticket being strictly enforced at that time brought us into conflict with the Shipping Federation much against our will; as we had no desire to come in conflict with that body, but we would rather have been prepared to have met them in conference and tried to settle our differences.

9322. At what ports have you come into what you call actual conflict with the Federation?—London, Liverpool, Shields, Newcastle, Aberdeen, Leith, Hull, Glasgow, Hartlepool, Middlesborough, Carlisle, Newport, and Swansea.

9323. In what form?—In strikes against the Federation ticket. Our men refused to take this

Lord Hartington—continued.

ticket, and they were discharged because they refused to take it, and even at the present time men are being discharged because they do not take this ticket. A case was tried at the Aberdeen Police Court last week, where one of our members had shipped on a Federation ship without a Federation ticket. They went down to some port in the north of Scotland. The official of the Shipping Federation getting to know that this man had shipped wrote to the captain to say that the man was to be discharged from his employment. The man was discharged and we took action against the captain, and we recovered damages to the extent of 6*l.* That case was tried before the Sheriff in the Aberdeen Police Court last week, which clearly shows that they not only object to men having a ship without the ticket, but that if they discover an unfortunate man is getting on board a ship without one, they chase him out of the ship at the first port that they possibly can. I may point out that they are more aggressive in this direction of Aberdeen than they are in other ports.

9324. You say your men were discharged, but that you struck. Will you explain?—We struck. If the shipowners discharged one set of our men because they had not the Federation ticket then we would say to our men, "Do not you ship in that vessel, because they have discharged some of your fellow Unionists because they had not this ticket." Of course, I am speaking now of what occurred at the commencement of the dispute. Since then we have taken the Federation ticket.

9325. You allow your men to take the Federation ticket?—We do now, because they have struck out of the ticket the preference clause. They have also dispensed with the payment of 1*s.* for the ticket. That was the great objection that we had to the ticket when it was first issued. It was a parchment ticket, for which our men were compelled to pay 1*s.* without their consent, and there was a preference clause in the ticket giving preference to men who had it, and also the name of a bogus Seaman's Union, a Union that has been dead for about 10 years. The name of this Union was printed on the back of it. The name of it is the Amalgamated British Seamen's Protection Society, and I hand in a document to prove that this Union has not sent in a return since 1882, and the total income of this Union at that time was 6*l.* 13*s.*, and their total outlay was 6*l.* 19*s.* (*See Appendix 65.*)

9326. What was the general result of these strikes at the places you have mentioned?—The general result has been that we have got the preference clause put out of the original Federation ticket, and we have also got the tickets free instead of paying 1*s.*

9327. Were the ships manned, or did they cease working?—No, they were not manned. In the port of Cardiff, where the strike was on for some seven or eight weeks, hundreds of ships were detained in that port the whole of the time of the strike. Unfortunately for us trade was very slack at that time, and the owners could

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

afford to let the ships lay idle for a month or two ; otherwise I am confident that the victory would have been on the side of the men. As an illustration that the owners were not able to be supplied with men, I may say it takes about 1,000 men a week to man the ships in the port of Cardiff; in a busy week there will be close upon a thousand men sign, but at no time during the strike were they able to get more than 150 men. These they brought from the dens in Denison Street, Liverpool. The crimps who had been convicted frequently in Liverpool of taking tramps out of the workhouse and supplying them to the liners during the strike there in 1889 were employed by the Shipping Federation in supplying men to the Cardiff strike. They got through about 150 men a week, and out of that number about 70 would be wasters—men who had never been on board a ship before—dock labourers who had been drugged and brought through by trains to Cardiff. Several of these men came into our hands and we took proceedings against the Federation in Cardiff for illegally bringing these men there in the way they did. Men told me they had never been on board ship before, but that they left work at 4 o'clock on Saturday afternoon; that they were drugged and placed in the train and on the road to Cardiff by 12 o'clock at night. Shoemakers were shipped and navvies and anybody at all in the shape of a man that could be rigged up in a pair of blue trousers and a fireman's cap.

9328. Did these strikes as a rule end in a compromise between your Union and the Federation?—Unfortunately I say we have not been able to compromise our grievances up to the present time; and I do not believe we ever will until the owners show a more conciliatory spirit and are prepared to stop their conspiracy against our Union to recognise us as a Union, and to deal with us as a Union. Then I believe the difficulties will be got over, but not until then.

9329. You say they have made some alteration in their ticket?—Yes. We have got the preference clause put out of it; but I have heard that the Shipping Federation intend again to re-issue the parchment ticket—making every man take one whether he will or not, and that the preference of employment is to be given to the men with the parchment ticket. If that takes place then we may expect another very severe tussle between the Federation and our Union.

9330. At present your men are not excluded from employment?—If they have not got a ticket they are. If they have a Federation ticket they can get employment, but not otherwise.

9331. What is your complaint against the Federation at present?—Our complaint against the Federation is that they have no right to force on our men this ticket. We also say that the Federation, although not in a body attempting to reduce wages, the individual members of the Federation are doing this. The individual

Lord Hartington—continued.

members of the Federation are discharging our men abroad and shipping foreigners in their place. Our agent reports to me from Rotterdam that whereas the English ships last year only used to discharge about two crews a week, they are now discharging them at the rate of 13 crews per week. Even where there is a special clause that the men shall be discharged in the United Kingdom they have been forced out of their ships in Rotterdam, although those ships will be in England probably in four or five days after the discharge of their crew. Then they of course ship foreigners at 3*l.* 10*s.*, whereas the wages for our men are 4*l.* 15*s.* We say that the Federation are backing up this sort of thing. It has been repeatedly stated that they do not interfere in wages questions, but our experience is that if our men refuse to sign under the money, the agents of the Shipping Federation then go in search of men who will. They are used for that purpose. In addition to that we object to the officials of the Shipping Federation supplying men, because we believe that it is a system which will not encourage crimping, and that good men will have no opportunity of getting employment. The boarding masters go to the agents of the Shipping Federation—men who are getting 2*l.* 10*s.* a week—and they say to these agents, "Now, if you will tell me when a captain wants a crew, and you can get my men shipped, I will give you 5*s.* for every man that you take." The result is that respectable resident seamen, men with wives and families, have no chance of getting employment unless they are prepared to make overtures to the agent of the Federation and say: "If you will give me the preference of work I will give you so much money for it." That is just the very thing that we have been fighting against for years. It was for that purpose that the Act of 1854 was framed, to prevent any person supplying seamen other than those who were the owner, the captain, the mate, or the agent, and we say that if the Federation gets this right or opportunity for their men to supply seamen in the way that I have described, crimping will increase to a tremendous extent, and respectable men will have no chance of employment whatever.

9332. Do you allege that their action is illegal?—I do. I say that the law of 1854 provides only for the owner, the captain, the mate, or his agent. Then I mean to say that a man who is the agent of a body of shipowners is not the agent of any particular owner, and that if he supplies the men he is breaking the law, and ought to be punished for it.

9333. If the action is illegal, why cannot it be tried?—It has been tried. We got a conviction against one of the officials of the Shipping Federation in Glasgow last year. He was fined 20*l.* and costs for supplying men, but I am sorry to say that at a recent deputation which waited upon the Right Honourable the President of the Board of Trade it was understood that no further proceedings should be taken in this direction. The shipowners applied for licences for their agents; this was refused. Then Mr. Laws put

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

the question as to whether the Board of Trade would take action against their agents if they supplied men, and I understand from the answer given by the Right Honourable the President of the Board of Trade that no action would be taken.

Sir Michael Hicks-Beach.

9334. Or had been taken?—Or had been taken. The action that was taken was at the instigation of our Union. We got a conviction, and we intend to try to get further convictions if possible, because we say this is the very system that will encourage crimping in every direction.

Lord Hartington.

9335. On what ground do you allege that the Federation have no right to insist upon men taking their ticket?—We say that they have no right to organise what they call "free labour," because we do not look upon it as free labour in any sense whatever. We say that men are not free who are compelled to accept any terms that may be offered by employers, and that is the position of the men who are not connected with our Union, and who are Federation men. In a question on dispute about wages, who is going to protect them? The Federation will not protect these men against their own body; and, therefore, we say it is a direct blow against the principles of trade unionism for the Federation to insist upon our men having this ticket. I may say I have evidence which will prove that this ticket was issued for the purpose of crushing our Union. It was issued for this purpose. We have always looked upon it in that light, and we do look upon it in that light at the present time. The Federation said that their only reason for issuing this ticket was to get our members to carry out their articles of agreement. Then what I want to point out is this—that if our men were to break 20 articles of agreement, this ticket in no way would prevent it. The only prevention is to punish the man by the laws which are provided by the country. This ticket would not punish him, not if he broke 20 articles of agreement. This is only a dodge to break up our Union. We have looked upon it in that light, and we do so to-day.

9336. Have you put forward the claim that only Union men should be employed on board ship?—Yes; we have put forward that claim, and we put forward that claim to-day. We say that if you want to obtain competent men on board ship it can only be done by a proper system which provides that every man shall have so much servitude. We are convinced, from practical experience, that a number of ships are lost entirely through the incompetency on the part of the crew. To get over this difficulty, our Union makes a special rule that every man who joins shall have four years' sea service as a seaman. Every fireman must have 12 months' sea service as a trimmer. We will not let them join unless they provide us with that amount of

Lord Hartington—continued.

service in the way of discharges. We then say: If the men can show this amount of service, then there is a guarantee that they have some ability, because if a man is not a seaman after being at sea that length of time, he ought to be. Then we are not prepared to allow our men to ship with any man who comes along with a discharge, because discharges have been manufactured. Very often men ship on other men's discharges. Sometimes men have stowed away on board a ship, and, at the end of the voyage, they get a discharge from the captain, marked able seamen V.G. Then to ensure that all men are competent, we say that they must join the Union and show us the amount of sea service. The reason we make that claim is this: In about 20 or 30 different trades that principle has been conceded by the employers. Amalgamated engineers in the majority of the engine works throughout the country will not work with a non-Union man. The Boiler-Makers' Union, they will not work with a non-Union man. The Carpenters and Joiners, they will not work with a non-Unionist. The Shipwrights, they will not work with non-Unionists. This principle has been conceded to these men, and we say that if it is necessary with regard to works on shore, that this principle should be conceded, we, above all, have the right to ask this. For this reason, when we sign articles with a man, we do not know what kind of a man that may be, if he is not in the Union; and then probably when we get to sea we find, instead of there being five competent firemen, there are only three; and then there is no opportunity for us to say to the captain: "There are two or three incompetent men here, we are not going to do their work." We are compelled to go on, and we have to do the work of these men, whether we like it or not. I may refer you to one case, the "Lizzie English," which has been quoted by the shipowners as a specimen of our tyranny, where two of our men refused to sign with an incompetent fireman, and as a result they were taken on shore and sentenced to eight weeks' imprisonment. When the ship came back we got hold of this incompetent man and we asked him for his discharge. He had one discharge, which did not belong to him, but belonged to another man, and he had never been to sea in his life before. He was a painter. Yet our men were convicted for this offence, and had to go to prison. On those grounds we put forward the claim for Union men, only in order that we may have some guarantee at least that we will not sign with incompetent men.

9337. You consider the discharges are not sufficient proof of competency?—We do. We have always complained of the present form of discharge. We say it is simply a sham and no use whatever. It is no guarantee of a man's ability; no guarantee of a seaman's conduct. We have seen an excellent man get bad discharges, and very inferior men get very good discharges. It is no guarantee whatever. We would sooner go back to the old system of the

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

register ticket; that is to say, that the seaman should have a certificate the same as the officer of a ship. He should show so much sea service, pass a simple examination, and then he ought to get a parchment certificate, on the back of which ought to be a description of the man, so that another man could not personate him in any way, and on signing on a ship this ought to be handed in to the captain. Should the man fail to join then, it could be handed over to the Board of Trade, who would probably be in a position then to deal with the man for neglecting to join. There is a law already in existence—the law of 1880—with reference to able seamen. It says that no seaman shall be entitled to the rating of A. B. unless he has had four years' sea service. But, unfortunately, that section of the Act has not been put in force; it has not been acted upon. In addition to that, it does not go far enough; it does not prevent a shipowner from signing men on as ordinary seamen.

9338. Then, although it is in abeyance now, you intend to raise a claim, as soon as you are in a position to do so, to prevent your men sailing in any ship where non-Union men are employed?—We put forward that claim. We always have done, and we do so now.

9339. You are not asserting or insisting upon it now?—Yes, we are in many ports.

9340. Not in all?—Not in all. Where we are strong we do; where we are weak of course we have got to ship with anybody; but where we are strong, then we say Union men only.

9341. Do you believe that by any action on the part of the owners the friction which has existed between your Union and the Federation could have been avoided?—I am decidedly of opinion that had the owners been more conciliatory and met us in a proper spirit, we should have been able to check desertions and been able to prevent men from attending ships in a drunken state, and been able to insist upon their being on board ship at the proper time. The facts are that numbers of our men have been expelled from our Union for committing offences against the owners, and when these men have shipped in other vessels we have blocked them until such times as they paid the fines inflicted for the offences against the owners. Then the owners of those ships which they have joined have tried their best to defeat our Union in this object. What I wish to point out is this: We have rules where if a man signs in a ship and he does not go, if he is reported to the Union, we inflict a fine upon him varying from 10s. to 5l., and for several offences he is expelled. We have dealt in this way with a number of our men. Then they have gone and engaged in a ship, and when they have come up to the shipping office to sign these men have been pointed out by the delegates. "There is a fine of 5l. on that man; do not sign with him until he pays his fine." Then the owners, instead of assisting us in that direction, have gone on against us and tried to get other non-Unionists to complete their crews. That has

Lord Hartington—continued.

taken place in almost every shipping office throughout the country.

9342. Have you any other suggestions to make to the Commission?—If I may be allowed to add to the statement I have already made about the membership of our Union, I would like to say it is very difficult to estimate really the membership of our Union, because our men go away on such long voyages, and sometimes these men pay 2l. 10s., 1l. 10s., and so on, arrears of contributions; and I hand in here a few of what we call our non-local receipts, showing that that is so. These are contributions that have been paid in October by different members who were in arrears; and, therefore, I say it is very difficult to really estimate our financial membership, because a man might be two years in arrears and yet a member, but not able to pay until he arrives home; and these "non-locals" prove that.

9343. Have you any other suggestion to make to the Commission?—I have several other suggestions which will come up in the form of suggestions for alterations of the different laws which we consider are not very satisfactory as far as seamen are concerned. We are not satisfied with the present scale as to provisions. I will hand to each member of the Commission a copy of the Bills that we propose. (See Appendix 66). There is a Bill with regard to the scale of provisions and of accommodation.

9344. You wish, I understand, to provide a legal scale of provisions?—Yes, there is no legal scale at the present time. There is in the agreement what they call the Board of Trade scale. The Board of Trade have a form which is filled in by the shipowners and inserted in the articles of agreement, providing that the men shall have so much provision; but, unfortunately, the scale as drafted at the present time is not satisfactory. We think that it wants revising, and we have a proposal in one of those Bills for the revising of that scale.

9345. Will you state the object of the Bill?—We want it made an Act of Parliament, so that there will be no strikes in getting this enforced. That is the principal thing that we want to avoid. We are accused of fomenting strikes. We want to avoid strikes, so we propose to ask Parliament to legislate upon the question of provisions, and to pass our scale or some other suitable scale, and then that will be inserted in the articles of agreement, so that a man will be in a position on board ship to know what the law is, and to say: "I demand to be fed in accordance with the law as laid down." Then we want to have an amendment of the Act of 1880. The Act of 1880 was altered so as to provide that if a seaman wanted to absent himself from his vessel after signing he was to give so much notice—48 hours' notice. Well, that might have been very well in 1880, when there were not so many steamers as there are at the present time. But now sometimes a steamer will come into harbour and load and be out again in 24 hours, sign on and sign off a crew in that time. Therefore, there is no opportunity for a man to

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Lord Hartington—continued.

give proper and sufficient notice; and I believe that many of the desertions that are complained of by owners on the part of the seamen at the present time are entirely owing to they themselves not giving the men sufficient time to sign on and get ready for sea. I have seen vessels sign on at 12 o'clock in the day and the crew ordered on board at 3 o'clock in the afternoon—giving a man only three hours to get ready. I am now referring to "tramp" steamers. I do not allege that this is the custom in the large liners or the better class of ships. I am now referring to the large majority of the "tramps." They sign on the men some three hours, six hours, 12 hours, and so on before the ship sails. Well, there is no opportunity then for a man to give notice if he did not intend to go in the ship, and that is the reason many of them soon find that they have not got time to get ready for sea. Then they absent themselves, and say nothing about the matter, and it has been put down as desertion. Now we propose that "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 12 hours previous to the ship sailing, providing he has been on the articles 24 hours prior to the sailing of the vessel. Should he, however, have been signed on a lesser period than 24 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 on it in section 247 of Merchant Shipping Act, 1854." Then the new Bill is with reference to the payment of wages. It is a Bill "to amend the Payment of Seamen's Wages Acts of 1854 and 1880." In 1880 an Act was passed providing that a seaman should have an allotment note—an allotment note which meant that after he had been a month on board a ship his wife could draw half the wages that he had earned in that period. Well, we say that is not satisfactory. We can see no reason why a sailor's wife should not receive a portion of his wages at the end of each week, that is to say, that if a man has earned a pound we think that his wife ought to be able on an allotment note at the end of the week to claim 10s. of that pound, and we propose to amend this Act in that direction. We also propose further that the seamen shall be allowed to leave an allotment note in favour of a savings bank, or any registered trades union or registered trade or friendly society—as we say that men ought to have an opportunity, if they think fit, to make an arrangement for the owner to pay over to his friendly society or trade union his contribution during his absence, and we ask that the law shall be amended in that direction.

9346. Could these matters be regulated by agreements between the owners and the men?—They could be altered but the owners and the men would have to be in a very different state

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Lord Hartington—continued.

or frame of mind from what they are at the present time.

9347. Have the owners been approached on any of these subjects?—Yes, we have approached the owners on almost all these subjects for many years from time to time. They have pooh-pooed the idea. I waited on a shipowner, a most respectable shipowner, with reference to the payment of seamen's wages every week to the wives. He pooh-pooed the idea. He said: "Do you think we are going to be bothered with seamen's wives coming to our offices every week; we should have to employ a special clerk for the work." I said: "Surely other employers have to keep clerks to do this work? Why should not you do the same." He replied: "We are not going to do it; if the Government have a mind to make regulations for the payment of this money, it is all right, but we are not going to do it." That is the reply I received from one of the most respectable shipowners. I do not know what the others would say.

Mr. Ismay.

9348. You admit there is one?—I admit there are a good many. The next Bill is with reference to the deck loading. The law at the present time provides that it is illegal to carry more than 3 feet deck-load of timber to any port in the United Kingdom in the winter months, that is from the beginning of October to the end of April. Yet, whilst the law provides it is illegal to carry the timber to the United Kingdom, they can carry 14 and 15 feet of timber to the continental ports. We say that the deck of the vessel is made for the men to work on, and to do their work, and that it is not right that it should be lumbered up with deck loads of timber, and that many of the ships that arrive in this country in the summer months are a disgrace to be sent to sea. Some of them have got a tremendous list; the water is actually upon their decks; the port holes are under water. I have had numerous photographs taken of ships in this condition, which I shall ask to hand in to the Commission as a proof of what I am saying. We say that deck-loading should be entirely abolished, or that if they do carry any it should be not more than 3 feet in the summer, and none whatever in winter. This law should apply to foreign ships as well as to British ships, because if we put restrictions on the English vessels carrying deck loads of timber to the United Kingdom, and do not apply the same law to foreigners, it will put our owners at a disadvantage. Of course, the law does apply to foreigners now, so far as the winter months are concerned, but not in the summer months. We also want an alteration of the law in this direction, to apply to English ships in continental or foreign ports as well as British ports. The next Bill is with reference to the "conveyance home of distressed seamen from foreign and colonial ports." I notice in the evidence given by one of the witnesses for the Federation there was a statement that the owners provided the seamen with medical

3 P

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

attendance and hospital expenses. That I want to deny, and to say that the expenses are paid by the seamen themselves. Hundreds of men are discharged in Constantinople, Malta, Suez Canal, and other ports, and they send home men who have been injured in the service of the ship—men who have been put ashore with the fever. I remember being landed at Constantinople myself from a vessel. I had been in her nine months. I had about 15*l.* or 20*l.* money wages due. I was in hospital about three or four weeks, I was then put on board of a ship to convey me to Liverpool. Instead of going direct from Constantinople to Liverpool we went down to Smyrna to load fruit. We laid there about five weeks, and I was eventually landed in Liverpool. When I applied at the shipping office for my wages, to my astonishment I was told that I was in debt—that I had been charged 3*s.* a day hospital expenses, and 3*s.* a day on board the ship for my conveyance home. Since then, of course, I have seen hundreds of cases where men have lost their limbs abroad, and they have been put on board a ship in this way, and charged 3*s.* a day, and they are charged that now. So that instead of the expenses coming out of the owner's pocket, unfortunately it comes out of the seaman's pocket; and very often the owner is responsible for the injuries of the man. Now we say that an alteration should be effected in this way—that if a seaman is sent to a hospital abroad through injuries or through sickness over which he had no control, the hospital expenses should be paid by the shipowner. Then as soon as the man is convalescent and able to be sent home, his wages ought to commence from the time that he is put on board the ship, and continue until he arrives in the United Kingdom. We say that the wages should not continue while he is in the hospital because that might encourage men to loaf and take advantage; but we say that while he is on his road home his wages should continue, and that the hospital expenses should not come out of the man's wages. We are also dissatisfied with the constitution of local marine boards. The local marine boards at the present time are generally constituted of shipowners. There are about 180 members of those boards throughout the country, and 140 of that number are shipowners. The law at the present time provides that the shipowners shall elect six from their body; the Board of Trade shall appoint four; the magistrates or sheriff or mayor are *ex officio* members of this board. In the majority of boards we find the Board of Trade, instead of appointing independent people as their representatives, as they ought to have done, have appointed shipowners, and there are a number of the boards where they are entirely constituted of shipowners. Now these local marine boards have entire charge of the Mercantile Marine Offices, where men are engaged. They are also the court of inquiry into the loss of a ship, and we are confident that no railway director would be allowed to sit on a court of inquiry where an

Mr. Ismay—continued.

accident had happened on any particular railway, and we fail to see why the shipowners should constitute these courts of inquiry. However, if they have to constitute the courts, we ask that we shall have equal representation with the shipowners. For that purpose we propose that the Board of Trade shall appoint four persons who shall not be interested in shipping in any way; the shipowners shall elect six representatives, and the seamen shall elect six. That is how we propose that the board should be constituted in future. Then we believe that the Merchant Shipping Act would be administered in a proper spirit, and that the inquiries which are held from time to time would not be so much in the form of what we call whitewashing courts, because we do not look upon them as anything better than that at the present time; we are very dissatisfied with that indeed.

9349. Who would you propose to form the seamen's constituency?—The Seamen's Union shall elect their own representatives, the same as the shipowners elect theirs.

9350. The Seamen's Union you propose?—Yes, the Seamen's Union.

9351. At the port?—At the port at which the boards are constituted. We provide the manner in which they shall be nominated and elected. We also propose that some alteration should take place with reference to the rating of seamen. We say that the law at the present time is very unsatisfactory. No man should be allowed on board a ship unless he is competent to fulfil his duties. There are various ways by which we can arrive at that. One is by an examination. Then we say in respect to that, some men may make very good seamen in four years: with others it may take 12; and that therefore the best system would be to take it upon a ticket of servitude—that the seaman should produce four years' sea service as an ordinary seaman or a boy, and then should pass a simple examination, such as heaving the lead, or stowing the topsail, or splicing a hawser, or some necessary work that is required on board a ship, and then he ought to get his parchment certificate to prove he is a *bond fide* able seaman. Then it ought to be a penal offence on the part of any shipowner to take a man unless he has got this certificate, just the same as they are not allowed to employ an officer on board a ship without a certificate. They are not allowed to take a ship to sea unless the captain has a certificate; they are not allowed to take a ship if the mates or the engineers have not got proper certificates. Therefore, we say that the crew ought to be in the same position. We ask that certificates should be also granted to firemen and to the cooks and stewards. A number of the cooks and stewards at the present time are so incompetent that we call them "food spoilers." I have known men myself who have been drapers and have become bankrupt, and they have had some friend a managing owner who has given them a note to go down to the mate telling him to ship him as a steward or a cook

24 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

to practise, of course, upon the food of the seamen. We do not care about having men of that kind on board the ship. We would sooner have a practical man. We do not like our food to be spoiled, and it is very unsatisfactory. Therefore, to get over this, we say that they should be practical men, that they ought to commence their trade on board ship as engineers' stewards or cook's assistants, and work up from that until they become cooks or stewards. Then, we come next to a very important grievance that we have, and that is the accommodation on board ship. I have seen statements made before this Commission that the accommodation on board ship has vastly improved of late years. Now I know, I think, all the principal firms in the country. There are very few ships sailing out of the different ports that I do not know, because whenever I visit a sea-port town, I always make it a rule to take a run round the docks and go on board the ships and inspect the men's accommodation. Now we say that the 72 cubic feet which is allowed by the law at the present time is not sufficient space for a man. When we consider that a convict is allowed 380 cubic feet, we say that surely a sailor, who is a man of some value to his country, ought to be allowed something like reasonable accommodation, and, therefore, we propose that instead of having 72 as it is at the present time they shall have 120 cubic feet of space, and that is not too much. We also object to paint, liquors, and oil stores being placed in the men's sleeping room. In many ships there is no ventilation, at least the only ventilation there is is what comes in at the door, and paint, liquor, paraffin oils, naphtha, and all kinds of chemicals are in the men's sleeping room, and sometimes the drums of turpentine and other inflammable oils get adrift and ignite, and the forecastles are burnt out and men's lives are lost in this way. It is only two months since a case of that kind occurred on board a ship leaving Cardiff. We say these things have no right in the men's sleeping places. The fumes from the oils and so on are something terrible. We also say that a proper place should be provided for the men to dry their clothes in. At the present time they have to dry their clothes in the forecastle where they sleep. These are very small—some of them not more than 10 feet long by about 8 feet broad at the very widest part of the forecastle, and five or six men have to sleep in there. Very often when the men want to pass in and out they have got to turn into their beds to allow a man perhaps at the top end of the forecastle to get out. I say this is not right, and there is no necessity for it, because there is plenty of space on board a ship that might be used for the purpose of giving the men more accommodation, and I do not complain of "tramps" only. In regard to this matter of accommodation, but I am sorry to say that on board some of our fine Atlantic liners sailing out of Liverpool the accommodation is very very bad indeed. Last year I went on

Mr. Ismay—continued.

board one of the finest vessels we have out of this country—went down into the men's accommodation—the Trades Union Congress had an invitation to visit this vessel, and I found that the men's accommodation was on the third deck down, and there were no ventilators, and the only ventilation that could get down there was what could come down the hatchway. I went into one of the small berths that was partitioned off from the other part of the fore-castle, and the men showed me some boots that had been only lying there two days which were all green with mould, which, of course, proved the damp condition of the fore-castle. The accommodation has not improved in any way.

9352. What ship was that?—I think it was the "City of New York." It was one of the Cities. The accommodation has not improved in my experience, indeed, I think it has been getting rather worse if anything; because in the times of the old wooden colliers we could rely at least upon having dry beds; but the majority of the men in the tramps now cannot rely upon their beds being dry, because the fore-castle is in the fore-end of the steamer, and the anchor and the windlass which works the anchor is above the men's heads, and all the strain is upon that portion of the deck, and it is continually leaking, and very often they have iron decks above them, and these are not covered in with wood, and with the heat inside and the cold outside it causes the iron to sweat, and, as the ship rolls, all the sweat drops down on to the men's bunks or beds, and they are continually wet for days and days in the week until they get into harbour and they have some opportunity of getting their clothes dried. In this way a number of men get chest diseases, rheumatics, &c., through the damp accommodation that they have. We say that an alteration should take place, as it is absolutely necessary that men should have some protection against such a state of affairs as exists at the present time. Just to show you how unsatisfactory the law is, I want to point out one case where the captain of a steamer, not satisfied with filling the hold of the ship with cargo, actually proposed to fill up one side of the men's fore-castle with cargo; the sailors had to go over on to the firemen's side. They objected to that. They went on shore to see the Consul. They were not able to see the Consul at the time. The captain went away and left these five men behind, and they lost their wages because they refused to live with the firemen, and their side being filled up with cargo. We pointed this out to the Board of Trade at the time, and they could not see their way clear to take any steps to punish the captain for doing this, as the law did not allow them to take any action. The next point is as to the manning of ships. We say that ships at the present time are seriously under-manned. Vessels of 1,000 tons register which used to carry 29 to 35 men at the present time are being manned with 18 and 19 men, and a number of the tramp steamers have not got more than four able seamen

24 November 1891.]

Mr. J. H. WILSON.

[Continued.

Mr. Ismay—continued.

on deck to work the ship. Well, that means that of a night time there is one man at the wheel, one man on the look-out, and the officer on the bridge. If it is necessary to turn the yards around, the man has to come off the look-out, the officer off the bridge, and very often collisions occur through this. Now we say that at least there ought to be sufficient men on board a ship to keep the look out and to steer the ship without taking those men off those very important posts to go and do the ship's work. In addition to that we say that numbers of sailing ships are lost because they have not sufficient men on a watch to take in the sail when the ship meets with a squall. They have to call the watch below. It takes some time to get the men on deck, and before they do get on deck probably the masts and yards go over the sides, and the ship turns over and all hands are drowned. We have had many cases of that kind brought under our notice, and we propose therefore to put in this Bill, which provides for the manning of ships by their tonnage—both steam and sailing ships. Those are the whole of our propositions.

Lord Hartington.

9353. These Bills are, I see, stated to have been drafted by yourself?—Yes.

9354. Have they received any sanction from the executive of your Union or any other body?—They were submitted to our annual general meeting which was held in October this year, and approved of by that body which represented we will say 120,000 men.

9355. By the executive of that body?—At the annual general meeting, which is the supreme government of our Union. We have an executive council, which is appointed by the annual meeting; but the delegates to the annual meeting are the supreme government of the Union. They are a higher authority than the executive council.

9356. That consists of delegates?—Delegates from each branch of the Union.

9357. When do you say these Bills were approved by that body?—In October of this year.

9358. They have not been introduced yet?—Not yet; we are making arrangements for them to be introduced next session. I do not know whether we shall be successful or not, but we shall try.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

25 November 1891.]

Mr. J. H. WILSON.

EIGHTEENTH DAY.

Commission Room, Westminster Hall, Wednesday, 25th November 1891.

PRESENT :

THE RIGHT HONOURABLE THE MARQUIS OF HARTINGTON, M.P., in the Chair.

The Right Hon. Sir MICHAEL HICKS-BEACH,
M.P.

Mr. J. C. BOLTON, M.P.

Mr. T. H. ISMAY.

Mr. TOM MANN.

Professor MARSHALL.

Mr. H. TAIT.

The Right Hon. A. J. MUNDELLA, M.P. The
Right Hon. LEONARD COURTNEY, M.P., SIR
J. E. GORST, Q.C., M.P., Mr. GEORGE LIVESEY,
Mr. M. AUSTIN (Group C.), and Mr. E. TROW
(Group A.) also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. JOSEPH HAVELOCK WILSON recalled and further examined.

Sir M. Hicks-Beach.

9359. In your evidence, yesterday, you made considerable reference to the quality of the provisions supplied to the crews of the merchant service, and you suggested that there should be a scale of provisions laid down by law?—Yes.

9360. Will you describe to us what is provided by the law at present in that matter?—Yes; the general scale that is in existence on board a ship that the men sign for on board is: on the Monday they get $1\frac{1}{2}$ lbs. of salt beef; they are allowed, per week, so much coffee; they are also allowed 1 lb. of biscuits per day; they are allowed $\frac{1}{4}$ oz. of tea per day and 2 ozs. of sugar; that is the fare for Monday. I may add, in addition to that, on Monday they are allowed $\frac{1}{2}$ lb. of flour. On Tuesday, the scale is varied by giving them pork instead of beef; they get $1\frac{1}{2}$ lbs. of pork and $\frac{1}{2}$ pint of split peas, which, of course, is used for making pea-soup. No vegetables are allowed, and they do not sign for them, and they are not allowed them; and no potatoes are allowed, because they do not sign for them. If the steamers have given potatoes they take away the flour, and they give the potatoes as a substitute for flour. On Wednesday the fare is the same as the Monday; Thursday is the same as Tuesday, and it goes on that way every day throughout the year, so that a sailor commencing a voyage to-day can tell by the scale exactly what he will have for dinner 12 months hence.

9361. But my question was not so much as to the provisions that were actually given, but as to what the law lays down in the matter. Does not the 149th section of the Merchant Shipping Act of 1854 require that the agreement between the employer and the employed shall contain, among other particulars, a scale of the provisions which are to be furnished to each seaman?—It is true that the law does provide that there

Sir M. Hicks-Beach—continued.

shall be a scale, but the law does not say what that scale shall be.

9362. But, as a matter of fact, is there not in the form of agreement sanctioned by the Board of Trade, a scale laid down of the bread, meat, vegetables, tea, coffee, and so on, to be provided by the owner for every day in the week, leaving it to the owner and the sailor to agree as to the amount to be provided; is not that so?—No, the law does not. It is not the law which provides that they shall have so much. The law says there shall be a scale, and it is perfectly true that the Board of Trade have sanctioned a scale. The Board of Trade have sanctioned a scale, and the same scale has been in force for over 40 years. There has been no alteration in that scale at all. It is not an Act; it is simply a regulation.

9363. I am quite aware of that. What I mean is that the law provides that a scale—never mind what scale—but a scale shall be laid down in the agreement, and in the agreement there is a form which is to be filled up, showing what that scale should be?—That is so.

9364. Does not the law also provide that the superintendent of the Mercantile Marine Office should ascertain that the seaman understands the agreement with the owner before he signs it?—The law does provide that, but I may point out that I am prepared to say that out of every 100 seamen who sign articles in a mercantile marine office, you would not find 70 out of the 100 who could tell you exactly what had been contained in the articles of agreement, because, when it comes to the scale of provisions, the shipping masters, or the clerks in the office who read out this scale, read it out so rapidly that the men do not actually know what is contained in the scale, and they do not know until they have signed articles and got on board of

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

the ship. Then, by the law, they are supposed to have a copy of this agreement hung up in the ship's fore-castle, containing, of course, a copy of the scale of provisions for which they have signed; but every seaman knows that the scale that they sign for, what we call the Board of Trade scale—we call it that—we know that it is not sufficient, but we generally sign the articles on the understanding that the scale will not be adhered to; but, I am sorry to say, it is adhered to too strictly.

9365. But still the seaman has it in his power, has he not, to take exception to the details in the dietary scale before he signs that agreement, just as he may take exception to the amount of wages in the scale?—Before the union was formed I am prepared to say that if the shipowners were to draft a scale of any kind, even half the amount given by the Board of Trade scale, they would have been able to get men to sign that scale without any doubt. Since the union have been a power, our men have been better protected and in a better position to say we are not going to sign that scale; it is not satisfactory. But we are met with this difficulty, that as soon as our men object to sign the scale as provided by the owner, he immediately goes to seek a non-union crew, or another crew, probably to sign that onerous condition; and if we tried to block those men from shipping, and pointing out to them that things are not satisfactory, then we are told that this is coercive policy; some more of the dictation from the agitators of the Union. How dare we attempt to dictate to shipowners as to the way in which they feed the men.

9366. Does not the law also provide for the survey of the provisions, and also for compensation for short or bad provisions?—There is a law which provides that the provisions on board a ship shall be inspected, that law has been in force 35 or 40 years; and I am prepared to say that there has never been an inspector appointed by the Board of Trade to examine the provisions of cargo-carrying steamers. The provisions are inspected of passenger steamers by the Board of Trade officials, but not so on board the cargo steamers, although the law provides that each local marine board has the power to appoint a medical inspector to examine the provisions and the medical stores that they are bound to provide by the Act. I may also point out that, although the law provides that there shall be scales and weights for weighing out the food to the seamen, there is no law which provides that they shall be kept in proper order; and I have seen scales on board a ship that have been on board for 10 or 20 years, probably never adjusted once in that time.

9367. Do you say that the local marine boards have not acted upon that power of providing for inspection?—I do say that, although it is contained in the Merchant Shipping Act.

9368. In no case has that been acted upon?—In no case that I know of in the United Kingdom, except the passenger ships. There, of

Sir M. Hicks-Beach—continued.

course, we admit that they do it. They are compelled to do it.

9369. Now let me turn your attention to the question of the allotment note. Are you aware that the section of the Merchant Shipping Act of 1854, which I have already quoted, provides that the agreement between the employer and employed shall be so framed as to admit of stipulations to be adopted at the will of both in each case as to the allotment of wages, and the 168th section requires that all allotment notes shall be in form sanctioned by the Board of Trade?—I am aware that the law is so, but I am also aware of the fact that seamen do not know of this section of the Act.

9370. But are not these two forms of allotment note which I have in my hand, one applying to cases of which the seaman desires to make the allotment in favour of his wife, father, mother, grandfather, grandmother, child, grandchild, brother, or sister, or in favour of a savings bank; and the other applying for an allotment in favour of any other person, are not those forms issued by the Board of Trade?—They are issued by the Board of Trade, but I would just like to explain the difficulty in the way of seamen. As I say, the men do not understand the law. If I want to sign on a ship I should say nothing to the captain of the ship about demanding an allotment note until I was signed on the articles. Then if I had signed articles I should tell the captain I want an allotment note, and I would compel him to give me one by the law. But the majority of seamen not understanding the law, they ask the captain for the allotment note before they sign articles, with the result that he says, "If you want an allotment note I won't take you; we are not going to give an allotment note. Therefore, if you cannot go without an allotment note I shall not have you at all." Of course, I am speaking now of what is not the general practice, but that is very often done with men signing on board ship. They refuse to give an allotment note. The men not understanding the law, of course, raise this objection before they sign on.

9371. But supposing that the men understood the law, and, of course, it is in your power, and it is in the interest of the members of your Union to bring that fact as to the law before them, what objection have you to do so? I do not quite understand your objection to the present system. It seems to me that there is perfect power of allotment in favour of anybody, if the seaman desires it?—My objection to the present system is this: A man gets an allotment note. It is not payable until one month after the ship sails. Now this man has to provide himself with clothes, because you cannot go to sea like you go to church, you must have an outfit. The man must take this note to some person and say, will you advance me 2*l.* on the note; I will give you 5*s.* to the *£* for cashing this note. The person cashing the note at 5*s.* on each *£*. for a 2*l.* note, the man

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

would get 30s. He has to provide himself with an outfit, and then the wife has to go two months from the time the man sails until she gets a payment on the note, because the person who has cashed the note gets the first payment. Now, what we advocate is this: If the man had a weekly allotment note at the end of the first week, when the man had earned 1*l.* his wife could draw 16*s.* of that, leaving only 4*s.* in the hands of the man, and it would be much better for the seamen, and it would be much better for their wives, because it is a very serious matter indeed to them, that a woman with five or six children has to be unprovided with money for two months, and the probability is that the husband may have been out of work six weeks before he got the ship.

9372. Do you want power for a man to give an allotment note to obtain his own necessaries, and to give a further allotment note to his wife, beyond the extent to which he can now give it?—That is the point. We say that if the payments were made more regularly, more often, the seamen would not lose so much money as they do at the present time. I have known as far as 10*s.* to the £ being charged for cashing a note, which, of course, reduces the amount of the seamen's wages to about 2*l.* 10*s.* per month.

9373. Could not a man allot 10*s.* per week now?—Not at the present time; he can only allot the half of his wages, that is to say, if the wages are 4*l.* 15*s.*, then 2*l.* 7*s.* 6*d.* would be allotted to his wife at the end of the month. A case came under my notice last week, when a seaman, who had been seven months on board a ship, and his wife's mother had died, and the wife had no money wherewith to bury the mother, and she applied to the shipowners in London for so much of the wages which were due to the man; they told the owner the circumstances of the case, and the owners told the woman to go to the parish authorities to get them to bury the woman's mother, although there was probably due to that man 16*l.* or 20*l.*

9374. Is the pith of your objection this: That you wish to prevent the owner from retaining as much of the seaman's wages as he does at the present time?—That is so. We say that they have no right to make capital out of the workmen's capital. That the man should be able to have his money deposited in a bank, or in a society, or anywhere he likes, and that it should not be left to accumulate, as it very often does, for twelve months in the hands of the employer, for which no interest is paid.

9375. Is not it right that the employer should be able to retain a certain proportion of the seaman's wages so as to secure that the seaman should have an interest in fulfilling his contract and not desert at some foreign port?—I do not see that there should be any more interest to the shipowning employer than any other employer ashore. We would think it a strange and extraordinary thing if an employer ashore were to retain a man's wages in order that he should complete his contract. The shipowner, I might

Sir M. Hicks-Beach—continued.

point out, gets his money in advance. He can draw upon his freight before his voyage commences.

9376. But his position with regard to his crew, say, going to a foreign port, is not the same as that of an employer in England. Now the employer in England can get someone else?—So can the shipowner get someone else abroad.

9377. It may be possible?—In all my experience I have never seen a ship—and I have travelled in every part of the world where ships can go—and I have never found a ship detained abroad for 24 hours from the want of men. It was so at the time of the Australian gold fever; ships were then detained for some time; but that is a long while ago when everyone was mad to get to the gold diggings.

9378. The owner may have to pay considerably higher wages to fill his ship with men abroad, may he not?—Not necessarily so. I know of no port where the owner would have to pay more wages than they pay in this country with the exception of Portland, in Oregon, and San Francisco, and the reason why they have to pay more there is because the captains deliberately connive with the crimps there to steal men out of ships. Other captains drive men out of ships who may have a large amount of money due to them, and then they get 60 dollars, what is called blood money, for every man that is shipped on board a British ship. Probably 20 dollars of that 60 dollars goes into the pockets of the captain; and men are stolen in San Francisco daily. They are kept two days in a boarding-house and then they are put on board another English ship and out of that payment of 60 dollars blood money there are 25 dollars. That is an every day occurrence. I have seen men deliberately carried out of ships without their consent.

9379. You justify your principle of not allowing your men to ship with non-union men, I think, by the necessity of securing competent seamen?—That is so.

9380. And you suggested that certificates should be obtained by examination and service as a necessary requirement for everybody serving on board the ship?—I suggest that in order to get competent men and to check desertions and to check men—there are a number of men—probably about 1,000 or more, who make a living by signing on in ships, getting an advance note, and getting someone to cash the note and defraud them of the money. There are about 1,000 men knocking about the country of that kind. If there were certificates we should block those tramps from acting in this way.

9381. Supposing the competency of the seaman or person serving on board ship were secured in that way, would you contend then that there would be any justification for your refusal to serve with non-union men?—Yes, we would.

9382. Why?—Because we recognize that men who are not organized are entirely at the mercy of the employers. If we could depend upon the generosity of the shipowners, well, probably we would not see any use for our Union at all;

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

but seeing that we cannot depend upon their generosity, that we have been compelled to organize for our protection, we say that every man who goes to sea has a right to pay for that protection. I know of no men who object to it.

9383. Then it is not a question of competency only?—It is not a question of competency only; it is a question of protection.

9384. You spoke, I think, of having enrolled 130,000 men in your Union?—Yes.

9385. You meant, I suppose by that, that that number of men had passed through the Union?—That number of men joined the Union since its commencement. They enrolled themselves as members, and paid an entrance fee.

9386. They do not all belong to it now?—That is a question that I cannot answer, because as I pointed out yesterday, our men go away for long voyages. A man comes back and may pay 2*l.* 10*s.* arrears of contribution, that is for two and a half years. In many organizations they would strike a man off for being three months in arrears, but we cannot do that. Although a man may be two and a half years in arrears we keep him on the books, because he may be on a voyage to Australia or China or elsewhere. I handed in receipts the other day to show that that is so.

9387. Did not you return the membership of your Union at the end of 1890 as about 60,000?—That is so; that is financial members. What we call a financial member is a man who has paid up within reasonable dates, say three or four or six months, we call him a financial member, as a good member.

9388. How many financial members have you got now?—That I cannot answer definitely, but I should say about 40,000.

9389. Then you have 20,000 less than you had at the end of 1890?—Financial members?

9390. Yes?—The reason of course is, without doubt, the coercive policy that has been pursued towards us by the Federation, and the extensive circulation of libellous literature trying to convince the men that the Union was a fraud and a sham.

9391. What is your financial position now? You returned, I think, a balance of 31,000*l.* at the end of 1890?—I would rather not answer that question unless the Shipping Federation are prepared to put in their balance sheet.

9392. Of course you need not answer it?—I have no objection personally, but I know that they are very anxious to know our financial position, and I am just as anxious that they should not know it, unless they are willing to show us theirs.

9393. It is open to you to object to tell us anything you do not choose to tell us, but I must repeat the question. You had at the end of 1890 a balance of 31,000*l.* What have you to your credit now?—Well, I do not know whether I am justified in refusing to answer that question. I do not say that I need be ashamed of answering it; probably we have 10,000*l.*

Sir M. Hicks-Beach—continued.

9394. Then both as to number of financial members and as to the amount of funds your Union, never mind from what reason, is in a very much worse position now than it was at the end of 1890?—I am not prepared to admit that. We may not be so strong financially because it must be remembered that we spent some thousands of pounds on the Carliff and other strikes, but so far as the Union is concerned, I believe we are much better off now than we were, although we may not have that amount of funds.

9395. Can you tell us what you spent in strikes in 1890?—We did not spend a great deal in 1890, not more than probably 7,000*l.* or 8,000*l.*

9396. Did all that go in strike pay to the members of your Union?—In strike pay to the members of our Union.

9397. Did not part of it go in contribution to the strikes of other Unions?—We sent 1,000*l.* to Australia, and we sent 500*l.* to the strike in Scotland, the railway servants strike, and if we had it we would send another thousand pounds.

9398. Is it the fact that only 5,500*l.* out of the 7,000*l.* you have spent, went to the members of your Union?—I do not know that; I have not got our return before me.

9399. But does not that appear from your return of 1890?—I cannot say that.

9400. Surely you are acquainted with your own returns?—If I had one of our own returns I might speak from it, but I was not aware that we should be called upon to enter into the financial position of our Union.

9401. What was your other expenditure in 1890?—Well, our other expenditure would deal with the payment of our officers in the various branches—wages and salaries in general. I might point out that we have to maintain a much larger staff of men than any other Trades Union in the country, and we have got to maintain permanent secretaries and delegates in every port, whereas in other trade societies, the men being on shore, the societies can always get honorary secretaries. We cannot do that; if we did then the power of our Union would gradually decrease.

9402. Is it correct to state that, whereas your Union only spent in 1890 a sum of 7,385*l.* in strike pay, including contributions to other unions and shipwreck relief and in sick pay, you spent in that year 32,346*l.* in stationery and printing, salaries, general expenses, and law charges?—That I cannot say.

9403. Can you deny it?—I cannot deny it or assert it.

9404. I think it is only fair to say that this return (*see Appendix 67*) which has been sent to me has been republished as a circular and reprinted from the "Shipping Gazette"?—I am aware of the circular from which you are quoting, but I have not my balance sheet before me, and I decline to admit any statement that may be published by the "Shipping Gazette," because I find there one statement they make that we arranged a

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

special ball to have a jubilee over the imprisonment of a man who was to be put upon his trial for a libel—a more malicious statement could never be made by any paper—a deliberate falsehood, wilfully concocted for the purpose, of course, of discrediting the Union, without a shadow of a doubt.

9405. I am not dealing with that statement, but here is the balance sheet which you return under the Trades Union Act. (*See Appendix 68*). Will you take it; I quote it from your own report?—I do not know that that is my own report.

9406. Will you take it?—I will take it. I will not admit that it is one of my reports. Seeing the methods that have been adopted by the Federation I am prepared to say that they are capable of even manufacturing a report if necessary. It looks like one of my reports, and it bears my signature; whether it is or not I am not prepared to say.

9407. Are the figures that I have quoted found in that report, or are they not?—I see the general balance sheet here; what figures, might I ask—

9408. I asked you whether it was the fact that in 1890 you had expended a sum of 7,385*l.* in strike pay, including payments to members of other Unions in shipwreck relief and in sick pay, whereas in the same year you spent 32,346*l.* in stationery and printing, salaries, general expenses, and law charges?—I see on this return there is dispute pay 7,118*l.* 12*s.* 2*d.*; shipwreck claims and relief, 908*l.* 1*s.* 8*d.*; law charges and legal defence, 6,202*l.* 11*s.* 11*d.*; sick pay, 973*l.* 2*s.* 2*d.*; making a total of 15,202*l.* 7*s.* 11*d.*

9409. Yes, but why do you classify law charges with strike pay and sick pay?—We do not classify law charges here with strike pay and sick pay. It is entered as a separate item, law charges and legal defence, 6,000*l.*

9410. Were all these law charges incurred in defence of the members?—Yes, in defence of the members and the general work of the Union—the legal work.

9411. Is there a sum of 13,790*l.* for general expenses?—There is.

9412. How is it you expended so large a sum—double what you expended in 1889?—Because the Union had doubled in size; whereas we had only 40 branches in 1889 we had from 90 to 100 branches in 1890, and double the number of officers.

9413. What do general expenses mean; speaking roughly, can you give us the principal heads?—General expenses would mean rent of offices. In every seaport town we have a club room for the members; the telegrams posted, any special meetings, demonstrations, and railway expenses, travelling expenses for delegates, and all the general expenses. A pretty fair statement of the expense of branches will be found in the branch returns.

9414. Does that include publishing "Seafaring"?—Yes.

9415. Do you consider that that is a defensible proportion between the expenditure for the

Sir M. Hicks-Beach—continued.

items which I have read out and the strike pay, and the shipwreck relief and sick pay in that annual balance sheet of the Trades Union?—Yes, I do; I think so for this reason. We will take law charges; we have spent 6,000*l.*, and the probability is that we recovered 20,000*l.*; and the probability is that we have settled many a point in law which the shipowners will not try to deny our men the right of again. Take one case in point: five men at Bowness were illegally arrested. That case alone cost us 750*l.* We took an action against the owners for illegal arrest, and, I am prepared to say, that that will not occur again. Another case took place at Gibraltar, where 18 men were sent to prison for refusing to go to sea in an unseaworthy ship. We defended the case of these men, and it cost us about 500*l.* After the men had been in prison two weeks we got the sentence quashed, and we also got compensation from the shipowners for illegal imprisonment. Other cases I could name that have cost no less than 250*l.* One case in the Law Courts last week probably cost us 300*l.*, and we intend to take that case to the House of Lords, and probably, there will be another 300*l.* A few charges like those soon make up 6,000*l.*, and, we think that we are perfectly justified in spending that money, considering for what purpose the money is subscribed.

9416. Do you make the same contention with regard to the 2,766*l.* spent on stationery and printing, and 9,588*l.* spent on salaries, and 13,790*l.* in general expenses?—We do, for this reason: the 2,000*l.* odd for printing is for the whole of the printing throughout the Union, the rules, cards, account books, circulars, weekly returns, and all other printing matters—bills—a large number of bills and pamphlets that we print from time to time to point out to the men the benefits which they derive from the Union.

9417. Now, can you tell us what you have paid in strike pay in 1891?—I cannot; not till our return is made up.

9418. It would, owing to the Cardiff strike, be very much more than it was in 1890?—I should say about four times as much.

9419. Are the other items on the same scale for 1891 as in 1890?—I should say so.

9420. Then, in spite of your balance of 31,000*l.* at the end of last year, does not your expenditure fully account for the present state of your finances. Did you make any levy on your branches for the expenses of this year?—No. We had a voluntary levy last year of 10*s.* per man; that is to say, that any member could pay the levy of 10*s.*, and, in the event of his being on strike, instead of getting the usual strike pay he would get 10*s.* per week extra. I do not think there were more than 4,000 men who paid special levy, and some of the men have got as far as 30*s.* per week during the strike.

9421. There has been no such levy this year?—There has been one levy this year. We have a levy on, but not for that purpose.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

9422. For what purpose?—I do not know whether I ought to say. But, however, I may say it is to present a certain gentleman who has been a friend of ours with a testimonial. His name I do not choose to mention.

9423. If you like, I will strike that question out of your evidence?—No, I do not object.

9424. What number of men, according to your calculation, are employed in the merchant service?—I should say there are at least 230,000 men employed in the service, of which number about 120,000 or 130,000 are seamen, firemen, and cooks, and stewards; the remaining number is made up of engineers, carpenters' mates, and second mates.

9425. Taking your calculation of 120,000 or 130,000—those are men who would be eligible as members of your Union?—That is so.

9426. What proportion of them are foreigners?—Well, we have never been able to get any reliable figures as to the number of foreigners in British ships. Some say there are about 30,000, and others say there are 20,000, but I should say myself that 20,000 foreigners would probably be the right number. There are a large number of foreigners who claim to be Englishmen, and they have English names—such as Thompson and Johnson and Wilson, and such names as those. They are men who are foreigners who have been sailing in British ships for a considerable time, and they claim to be Englishmen. I have known foreigners ship on an Englishman's discharge, and then they immediately became Englishmen. I have seen a man answer in a shipping office, the clerk asked his name and he said Johnson, and he could not say one word of the English language more than to say Johnson.

9427. But, at any rate, your estimate of the number of persons claiming to be foreigners will be something over 20,000?—I should say that is about the number. I have no reliable figures to go by.

9428. I think you have said, have you not, that about 18,000 foreigners are members of your Union?—I have not stated so to the Commission. I may have made a reference to that in speeches that I may have made, and I have not any reliable figures to put forward as to the number who are members of our Union, but I know there are a large number of them who are members, and I might say our very best members and some of the very first men to join the Union and help us all along.

9429. What proportion of those 40,000 financial members who are now members of your Union are foreigners?—I should say, probably, 6,000 or 7,000. I should say, roughly speaking, that is so. Of course I have no figures to go by.

9430. Then, in speaking of the 18,000, you referred us, probably, yesterday, to men who had been enrolled rather than to those who were financially members?—That is so. Of course the foreigners would drop out of the Union the same as the English would.

Sir M. Hicks-Beach—continued.

9431. But your 40,000 financial members is less than one-third, not much more than one-fourth of the total number of men eligible for admission to your Union who are in the merchant service, is it not so?—That may be so as to the financial members, but then, I say, we have enrolled 120,000 members, and I had a report from our agent at Malta in which he informs me that 85 per cent. of the men who call at Malta are union men on board the ships. The same report I get from Constantinople where we have agents; the same report I have from Rotterdam. Where the non-union element is strongest is in Liverpool and London. In the northern ports in the Bristol Channel you will scarcely find one man who is not a union man and a financial member. Liverpool and London of course, being the largest shipping centres, that is where the non-unionist element is the strongest.

9432. Still, when you made your financial return of membership for 1890 you considered that what was meant by a member of your Union was a finance member?—A man within reasonable compliance; we say that three months in arrears or six months in arrears is out of compliance. We look upon him as a doubtful member, although he may be a very good member, but he has not got the opportunities of paying his contributions until his return home.

9433. What claim have 40,000 men to justify your proposition that they are to dictate practically as to the service in a ship to the remaining 90,000 in the merchant service?—But, Sir Michael, we do not admit that there are only 40,000 men claiming membership. We do not admit that. I should have rather said that 90,000 men would put forward that claim.

9434. I take your own interpretation of the word "member" as being that of a financial member, which seems to me a fair one?—But I have pointed out, that although a man may be six months in arrear he is a good member, but has not got the opportunities of paying his contributions till his return home, and that man will put forward the same claim as a man who is in compliance. Therefore, some allowance should be made for those men.

9435. What course do you adopt towards men who have been members of your Union and have fallen out of it?—When we find a man in arrears and we have the power, we say, "Now, if you do not pay up the arrears of contributions we are not going to sign with you," and the man generally pays up his arrears which he has a right to; if a man is a member of a union he has a perfect right to pay his share towards the maintenance and the contributions of that union.

9436. Supposing he does not pay the arrears and leaves the Union?—Then we do not sign with him.

9437. You have, I think, in your official organ "Seafaring," been responsible for some rather serious statements with regard to the

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Sir M. Hicks-Beach—continued.

conduct of union men towards such men, have you not?—I have no knowledge of that myself. I do not write to our official organ. It is generally done by the members, and I am not responsible in any way for any remarks or any articles of the members of our Union.

9438. Still, it is the official organ of the Union of which you are secretary. Now, is this correctly quoted from it under the date of November 14th, "I do not go so far as to advise a whole crew of union men to back out of a ship against one or two mean contemptible curs who choose to be black-legs. I do not think it advisable to do so. My advice is, suil with them by all means, but when you do so do not forget to make their lives as miserable as you possibly can without jeopardy to yourselves. Refuse to eat with them, drink with them, or speak with them; in fact, have nothing in common with them further than is absolutely necessary in the working of the ship. That is the way to deal with the scurvy knaves who would sell their comrades." Now, is that correctly quoted?—I believe that is correctly reported.

9439. Do you justify it?—I do not. I am not responsible for the articles of any of the members. That is the opinion of that man, and that may be the opinions of many more of them.

9440. Have you done anything to express your disapproval of them?—I have not. I do not intend to do it.

9441. You do not consider it your business?—That is not my business; that is that man's opinion.

9442. The man being a person describing himself as "The Man with a Carpet Bag," who is a regular writer in this organ?—I do not know him.

Mr. Ismay.

9443. Can you tell the Commission the number of members that you had in 1887, 1888, and 1889?—Well, I cannot quote reliable figures, but I should say that, at the end of 1887, we probably had 300 or 400 members. At the end of August 1888 we had probably 1,000 members, and, at the end of December 1888, I believe we had 7,000 or 8,000 members, because the men then commenced to join the Union very rapidly, and I have known as many as 400 men enrolled in one day in Glasgow; the same number in Liverpool and elsewhere. At the end of 1890 we had, I believe, 40,000—I am speaking as near as I can—and we had 60,000 financial members. Of course, 120,000 at least had joined.

9444. Can you tell the Commission how you account for the falling away of the members now?—I have already explained that at length, owing to the malicious reports and to the conspiracy which has been adopted by certain shipowners. I do not say that they are all responsible for it, because I know they are not, and I believe there are owners who would repudiate the action of those men when it is

Mr. Ismay—continued.

brought to the light of day. But those individual owners—the officials of the Shipping Federation—have evidently brought this about, and I believe that my imprisonment in Cardiff this year, was brought about by the Shipping Federation; I believe that. I had a letter from an ex-official of the Shipping Federation three weeks before my conviction to say that the executive were preparing to get me convicted in Cardiff, and, what was most remarkable, the "Shipping Gazette," after I was convicted, should have a paragraph in it, saying, "Now, will Mr. Samuel Plimsoll any longer identify himself with the Union, and identify himself with a criminal?" That was the opinion of the "Shipping Gazette," trying, of course, to discredit me and discredit the Union.

9445. But have you any other reason than simply this letter of an ex-Federation officer for making that serious charge?—Yes, I have other reasons and other evidence which I do not intend to put forward now, because they will come forward in a court of law; proceedings are pending.

9446. Were you, at one time, manager of the Shipmasters and Officers' Union of Great Britain?—I was honorary manager of that Union for about 12 months.

9447. I think we have not heard anything of that Union?—No.

9448. Will you tell us about it?—Yes. In 1888 the officers were very much dissatisfied with their condition, and they resolved to organise. They commenced an organisation named the National Amalgamated Certificated Officers' Union of Great Britain and Ireland. Captain Lawrence, who is now the agent of the Shipping Federation in Sunderland, and also the general secretary of the International Stewards' and Cooks' Union, was the general secretary of that organisation. The members were very dissatisfied with his management, and they resolved to leave it. He would not be discharged, as he had made a provision in the rules that he was to be appointed for life; so, seeing that they could not get clear of him, owing to that safeguard that he put in the rules, they resolved to leave, and they left, and formed another union, the name of which is the Certificated Officers' Union of Great Britain and Ireland; they left out the "National Amalgamated." A deputation of the officers in 1889 waited upon our executive council, and they asked if they would allow me to assist them in organising the officers of their Union. After some consideration—we did not care about it; I did not—we resolved that we would assist them, and they then appointed me as honorary general manager. I never attended one executive meeting of that officers' Union. I never attended any of their committee meetings, and I do not believe that I was more than three times in their offices in the 12 months. I did form four branches for them—one in Glasgow, one in Leith, one in Liverpool, and one in Hull. After forming those branches I had no further

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

connexion with them; I left them entirely to their own management.

9449. Then you can tell the Commission nothing about it?—I know nothing about their financial affairs; I know nothing about their management; all I know is that I supported them in forming those branches, and gave them advice how to extend their organisation, as the officers had a great deal to complain of, and they have a great deal now to complain of. Their objection to joining the other officers' unions that were already established was, that on the committee of management of the officers' unions there are a majority of shipowners, and whenever the officers put forward a claim to better wages or conditions on board ship, the shipowners on the committee of management of the officers' union always took good care to burke the question; therefore the men could get no protection at all.

9450. You do not surely mean to tell us that there are shipowners on the committee of the officers' union?—I do.

9451. On the executive committee?—On the executive committee of the Shipmasters' and Officers' Union in Sunderland there are no less than five. That is the principal officers' union alive now, and there are five shipowners on that committee of management who, of course, conduct the business of that union. That was the reason of the di-satisfaction of the officers against it; it was on those grounds only.

9452. In that case the shipowners would be in attendance whilst the officers might be at sea?—They conduct the business of that particular union.

9453. During the strike of 1889 were the shipping offices at London, Liverpool, Cardiff, and Hull systematically blocked by your members against all seamen?—No, that was not so; what we did was this: all the union men refused to sign in them, but they were quite open for other men to sign, and, in fact, a large number of men did sign.

9454. But were the approaches to those offices not blocked?—They could not be blocked.

9455. Were they not blocked by your men around them?—They could not be blocked, because the superintendents of the shipping offices would see that they were not blocked, and there is always a policeman on duty at the shipping office who would also see that they were not blocked. In no case was any shipping office ever blocked; that is to say, that our men surrounded those offices and said, you shall not go near them; such a case never occurred, and I myself have been present at the majority of the shipping offices when any disputes have taken place.

9456. Then if that is stated it is not true?—I say it is not true, and I can speak with authority because I was there in Liverpool during the strike in 1889, and I can vouch that the office was not blocked.

9457. And the delegates of the Union did not force men back because they had no tickets?—I

Mr. Ismay—continued.

never saw that. Our system is generally this: that when a ship's crew is going up to sign, the men, of themselves, say, now, union men, show your cards; well, the men pull out their cards to show each other that they are union men; if there is a man who cannot show his card, they say, well, we are not going to ship with you until you pay your arrears or join, if you can get a crew of non-unionists all right, but we are not going to ship with you, we have no guarantee that you are a sailor, and perhaps you have backed out of some other ship that you have signed in.

9458. Was it not a reason for the shipowners asking that the articles might be signed on board because the offices were blocked?—I do not think so. The shipowners had no difficulty in signing their crews on at the shipping offices if they chose to do so; they would have difficulty in procuring crews, that is true, unless they were prepared to concede the demands of the men.

9459. But why, then, did they sign articles on board the ship?—My interpretation of the conduct of the shipowners was this: when the men are in a body and they are going in to sign, they can ask each other to show their cards, to show that they are union men; but when they sign on board ship, one at a time, the men have not the opportunities of seeing whom they are going to ship with; they might be shipping with labourers, navvies, or anyone else they do not know. When they are at a shipping office in a body, they are all taken into one compartment, then they see the kind of men they are going to ship with, and if they see any tramps or navvies they say, well, I am not going to sign with that man. I think it is only right that men should have the opportunity of seeing their future shipmates, and judging as to their appearance and conduct, and whether they would be men they ought to sign with.

9460. But if they are signing on board ship, is there not a fixed hour for their doing so?—There is a fixed hour, but the men do not have the opportunity of seeing the men they are signing with, because they sign in the cabins and they all go in one at a time to sign on.

9461. But are they not about the decks before signing?—They are about the decks, but how is a man going to judge whether the men about the ship's decks are going to sign or not when there are probably 50, or 60, or 100 men working on board that ship; how is he going to know whether he is going to sign with those men or not? He may have an idea that they are working the cargo, working about the ship, or something else.

9462. Do they not all sign before the shipping master?—One at a time; they are called in one at a time.

9463. Are they not waiting around before going in?—It is true they are waiting about the decks.

9464. There is really no difference as to whether the articles are signed at the shipping

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

office or on board the ship?—I do not quite understand.

9465. I mean as regards the articles themselves; they are the same articles?—Yes, there is a great deal of difference.

9466. Will you explain?—If the men sign in a body, and they find any clauses in the articles that are not satisfactory, they can protest in a body, but in signing on board ship, signing on one at a time, they do not have that privilege. Supposing, for instance, that a captain inserted in the articles that 5s. would be stopped out of every man's wages for any frivolous offence, if the men were in a body they might then have courage enough to say, Well, we do not agree with that. Or supposing that the captain had reduced the number of men from ten firemen down to eight, the men in a body would protest and say, eight firemen are not sufficient; but if they were signed on singly they would not protest, because the one man would say, if the other fellows have signed I do not see why I should not.

9467. Did your members object to signing on board?—Yes.

9468. Can you tell us any case?—Yes. The first objection we had to signing on board ship occurred in London. I was not in London at the time. I was away down in Glasgow and in Ireland, and our secretary at the Tidal Basin sent me a wire to say that one of the companies insisted upon the men signing on board in future, and that the men had refused to sign on board. He asked me for instructions. I said, "You had better call the men together, and take a ballot as to whether they are willing to sign 'on or not,' because it is always best to take a ballot of the men; then they can give their opinion without being chaffed by others."

9469. Where did you take the ballot?—In London.

9470. What is your system of taking a ballot?—We print papers, "For signing on board," "Against signing on board," and each man gets a ballot paper and puts a cross opposite to the system which he intends to support. Then the papers are carefully counted; we select the scrutineers from the members, and whichever has the largest majority then, of course, that is the instruction.

9471. Do you take a ballot in a similar way in case you are going to decide about a strike?—Yes. Say that we were going to put forward a demand for an increase of wages, we should take a ballot of the whole of the members of the Union; but in a case where we had not time to do so, then of course we should not be able to take a ballot.

9472. Give us an illustration of where the executive would order a strike without taking a ballot?—In support of any other Union.

9473. In support of any other Union?—Yes. At least we would appeal to the men, and of course the men are always ready to respond.

9474. Is that not a very serious power to put in the hand of an executive?—I do not think so, because we recognise this: that the real

Mr. Ismay—continued.

principle of Trades Unionism is not only the combination amongst the particular Union, but is the combination amongst the many Unions. I believe—it is my honest opinion—that many of the strikes would be avoided if there were more federation amongst Unions, because if the employers saw that in entering into a dispute with one section of men they would have to face numbers of Unions, they would not do so; they would try conciliation; they would try arbitration; they would try every means sooner than face a large combination of men. Therefore strikes would be avoided, without any doubt.

9475. Then you are an advocate for sympathetic strikes, as they are called?—I am. I believe in that principle. I believe it is the surest way of bringing about a better feeling between employers and workmen, and putting an end to strikes in future.

9476. And you would claim the right to call out your 50,000 or 60,000 men for a sympathetic strike?—If it has the approval of the executive of the federation of trades. What I say is this: that in no case should a strike be entered into unless the various trades that you intend to call upon have been consulted. Having consulted those trades and got their sanction, then I say that it is the duty of all Trades Unionists to back up their opinion.

9477. And yet many of your members are absent, and have no power of expressing an opinion?—Then those members are not affected by the strike.

9478. They may arrive while the strike is in continuance?—Then of course they must bow to the decision of the majority; but I have known of no case where the men did not agree with the decision of the majority.

9479. Has any member of your Union really suffered through taking a federation ticket?—What do you mean by suffering?

9480. I can scarcely describe it better than by using the words suffered in pocket or person, or in any other way, in outfit; in anything?—Yes, I believe our men have suffered, and I believe they will suffer more if the federation ticket continues to live. Under the present system, as I pointed out yesterday in my evidence-in-chief, a decided preference will be given to men who can pay the officials of the shipping federation for preference of employment; a decided preference will be given to the men in boarding master's houses, who give the officials of the shipping federation money for a preference of employment for their men. That will mean that thousands of married men, and single men who reside with their parents, will have long spells of un-employment, whilst the men in the boarding houses and the others who can afford to tip the officers will have continuous employment. Such effect it is having already, although the men have got the federation ticket. One case I wrote to Mr. Laws about the day before yesterday.

9481. I do not know whether I made my question clear. I rather wanted you to explain

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

where your men have suffered through having the federation ticket?—I am explaining now; were the federation system done away with, the men would have a better opportunity of employment, and without preference, than they have at the present time.

9482. Then your charge is that the officials of the Federation accept payment for obtaining situations?—I do say so. Of course, you will understand it is very difficult for me to prove that. I am now relying upon the statements of several ex-officials, men who have been employed until a very recent date in the Federation Office, and who are now willing to give evidence before the Commission, to say that they did take money, that they were offered money both by boarding masters and by individual seamen, to the extent of 5s. and 10s. per man.

9483. Do you think ex-officials who have been discharged good authorities to draw information from?—I think so, backed up by our knowledge of the numbers of men who go out of the boarding houses in preference to the men who do not live in boarding houses; putting the two together, we have very good grounds for making that statement. In addition, I might point out this, that some years ago the same system went on with the out-door staff of the Board of Trade until the Union became a power, and then we stopped that, because whenever we found a Board of Trade officer giving undue preference to a seaman, we immediately had the matter investigated by the Board of Trade, and that was stopped, and it has not occurred since.

9484. Have you made any complaint to the federation officials that this system is going on?—Yes.

9485. In writing?—Yes; I wrote the other day to Mr. Laws with reference to a fireman. The chief engineer selected this man; he is a good man. The chief was perfectly satisfied with him, and took him up to the Federation Office to get a ticket. The official in the Shipping Federation Office says, "No, I will not give him a ticket. I have got a man here that you must take"; and the engineer had to take that man in preference to the man he had selected. That was at the South Shields Shipping Federation Office last week, or the week before. I may say that I have written other letters on the same subject to the officials of the Shipping Federation.

9486. I think you stated yesterday that from 1851 to 1859 or 1860, sailors had good pay?—No. I said that during the time their Union was a power the wages were pretty good, but, by the end of 1859, the Union had gradually declined, and, as a consequence, the wages came down.

9487. Did the scarcity of seamen in England not arise from the Australian and Californian goldfields?—Not in England; it could not do, because, if a ship signed her crew on in England, and they deserted in Australia, that would in no way affect the supply of men on this side.

9488. Would not the ships come back short-handed in consequence of scarcity of men?—

Mr. Ismay—continued.

They were short enough when they commenced their voyage, without coming back with any reduced staff; they had to have men to work the ships back, surely?

9489. But still, is it not a fact that a large number of seamen did desert to the gold-fields?—That is true; but that did not affect the supply of men in this country in any way.

9490. It continued?—It continued for a few years, but then the owners used to sign agreements to put the men in prison on arrival in Melbourne, Adelaide, and Sydney, and keep them in prison until the ship was ready to leave again; they signed those conditions.

9491. But did not wages go up during that time greatly?—Wages went up in Australia.

9492. And in England?—Owing to the action of the Union.

9493. Not owing to the action of the laws of supply and demand?—No; because it did not affect the supply on this side at all. There is a scarcity of men in San Francisco and Portland—Oregon now—but that does not affect the supply here.

9494. Are you too young to remember, do you think?—I can get plenty of evidence, although I was not born at that time.

9495. I am afraid I am old enough to remember. Then a period of depression in the shipping trade followed afterwards?—From 1860?

9496. Yes?—Not so serious a depression as we have had at the present time; at least, not at the present time, but some years ago. I do not think that the depression was so severe as it was some years ago.

9497. Or as it is now?—I do not think there is any depression now. It is very evident that the freights are improving considerably. I noticed a ship got 2l. a ton for carrying a cargo for which, some five months ago, not more than 24s. was paid, so that there is evidently some great improvement in the freights at the present time—in certain trades, of course.

9498. Am I right in saying that you stated wages were 30 per cent. higher now than they were in 1884 and 1886?—Yes, about that I should say.

9499. And yet freights are lower?—I do not say that they are lower at this present date, but during the year there has been a great improvement in freights; towards the latter end of the year, owing to the Black Sea trade being closed, and the ships having to go longer voyages.

9500. I want to take you back to the statement you made about a vessel crossing the Blyth Bar, that she touched the ground on several occasions, and that she ultimately foundered with all hands. Would it not be within the knowledge of the crew that she had touched?—It was within the knowledge of the crew, and they reported the matter to their society.

9501. And yet they continued to sail in the ship?—Yet they continued to sail in the ship, because if the men left that employment then it

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

meant starvation, and many seamen face death rather than starvation.

9502. But if it was reported your Union, did you take any action in the matter?—It was not our Union then. I was a member of the North of England Sailors' and Sea-going Firemen's Friendly Association—not the present Union; we were not formed then.

9503. Did you call for a Board of Trade inquiry after the ship was lost?—We did not, because we were not quite so well acquainted with the law at that time as we are now; we are getting a little more knowledge of the Merchant Shipping Act.

9504. But, surely, if a vessel which had previously been on shore several times, and members of your Union were in her, went to sea, and foundered with all hands, was it not the duty of your Association to have brought that forward?—A very good reason why we did not bring it forward, and, I believe, a very good reason now, was that we do not trust so very much to the Board of Trade inquiries. We have had some experience of them. We have attended courts of inquiry where the ship-owners have been Judges in the Court, and we have had very little opportunities of putting our side of the question forward. In fact, I have myself been ordered out of a Board of Trade inquiry, because I chose to put questions to the witness which did not quite suit the Judge, who was a shipowner.

9505. Where was that?—In the North of England.

Sir M Hicks-Beach.

9506. Are you referring to a Local Marine Board of Inquiry?—Yes, they objected to my questions, said they were frivolous and had no bearing on the case, and so on.

Mr. Ismay.

9507. Then you told us of a vessel belonging to Aberdeen which also foundered?—Yes, two vessels.

9508. One where the owner declined to pay the proper wages due?—That is so.

9509. In the case of a ship lost, is it not the duty of the owner to make a return to the Board of Trade of all people on board?—It is; that was done in this case.

9510. With a statement of wages due?—Yes.

9511. And of the deductions?—And of the deductions; the shipowner makes the account up.

9512. And he made that account and sent it to the Board of Trade?—Yes.

9513. On what authority did he make those deductions?—On his own authority.

9514. Had he no letter from his captain advising him of the advances abroad?—No. When he was put to proof as to the money the men had drawn abroad he put up this plea: He said, "I sent 200*l.* to the captain, and I have no doubt that he has disbursed the money amongst the crew." That was the only

Mr. Ismay—continued.

evidence. The captain might have used the 200*l.* for ship use. That was surely no evidence upon which he could deduct any portion of the wages from the men. I have another case here equally glaring.

9515. We will deal with this case. Did the Board of Trade officials assist you in the matter?—In no way whatever.

9516. Did they impede you?—No, they did not.

9517. They were neutral?—They were neutral.

9518. Is it not part of their duty to see that seamen are protected in these matters?—What can they do more? The owner furnishes the Board of Trade with what we may call a true statement of account; he is supplied with a form to do that; he does so; the Board of Trade do not put him to the question of proof to show receipts for the money which the men have drawn, and they accept the statement of the owner as a truthful one, but it is quite another question as to whether we accept the statement as a correct one or not; in fact, we do not intend to do so.

9519. Then you also referred—I am dealing with the charges against the shipowners—to the case of the "Embleton" and the "Baron Blantyre"?—Might I hand you this other case, it further corroborates my statement with reference to this system.

9520. I think you had better not put it in now. The captains and the officers of the "Embleton" and the "Baron Blantyre" were convicted, I think you told us?—Yes, the captain in the case of the "Embleton," and the chief mate and the captain in the case of the "Baron Blantyre."

9521. And punished?—And punished.

9522. Do you know whether the owners retained the services of these men after their conviction?—In the case of the "Embleton" I believe they did.

9523. But you do not know?—I will not say. I believe so, because the owner took a very active part in the defence of the captain. I may say that other charges had been alleged against this same captain on a previous voyage. I do not know that I would be justified in repeating the charges, but the owner under cross-examination, in defence of the captain, admitted that such reports had been made; that came out in evidence.

9524. And yet he defended him?—Yet he defended him.

9525. And, you believe, re-employed him?—I believe so.

9526. If the man was discharged that would be a further punishment?—That would be, but I do not believe in this case he was.

9527. You told us of a meeting in 1886, which you called in Sunderland; about what number of invitations did you issue?—I should say we sent out about 300, that is for owners on the north-east coast.

9528. You did not send them to any other owners?—No, only to those on the north-east

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

coast—Hartlepool, Blyth, Sunderland, Newcastle, and Shields.

9529. Why did you not favour Liverpool and London shipowners?—Because our organisation at that time was only situated on the north-east coast; we had only the branch in Sunderland, you know; therefore, we were only speaking then for the men on the north-east coast, otherwise we might have given you an invitation, and been very pleased to have done so.

9530. Thank you; and in spite of the comfortable room you had only one?—One gentleman, Mr. Dent, of Newcastle.

9531. I hope you treated him well?—We did, and he treated us very well.

9532. Do you think that the reason why they did not respond to your invitation was the reputation you had obtained of being the most aggressive of the trades unionists?—I was not known then as a Trades Union leader at all; I was only in my infancy at that time, and was not known as an aggressive individual; in fact, I was looked upon as a very mild, good young man.

9533. Do you think they would be more likely to respond now if you were to repeat the invitations?—I do. I do believe they would respond now.

9534. From a different feeling?—From a different feeling.

9535. You told us something about the "Royal Tar," and you put in an extract from a San Francisco paper, which is here. I will just ask you to look at it again; it is headed, you see, "Murder to save money"?—Yes.

9536. Did you know when you made that statement that the "Royal Tar" had been for two or three years engaged in running between Australia and a port in the State of California?—I did.

9537. Do you think it was quite fair to put that statement forward?—I do.

9538. The ship was not trading either to or from Great Britain, and may not be owned in Great Britain?—Surely a sailor has a right to claim protection in any other part of the world besides Great Britain.

9539. Certainly?—The majority of our men sail abroad or are employed abroad, and if the protection of our laws is only to apply to this country when ships are in this country, then, I say, that it is time they were altered.

9540. I admit that they ought to apply generally, but the impression which you gave in your evidence yesterday, was that this ship was within touch of the Board of Trade and of the owners, and that they were resident in England?—I say so now; that is my opinion.

9541. The "Royal Tar" is a ship owned in Sydney?—She is a British ship nevertheless, and the same laws that apply in this country apply in the colonies; the same Merchant Shipping Act, the same local marine boards, there is no difference in the law so far as shipping is concerned, at least it is applied to sailors in the same spirit when they are taken up for refusing duty.

Mr. Ismay—continued.

9542. But might you not have got a case nearer home which would have served your cause better?—We could get any number of cases. There has already been a Royal Commission held with reference to the scurvy which has occurred on board of British ships, and the report is not a favourable one to the shipowners.

9543. There have not been any recent cases, to your knowledge, have there?—I do not know of any recent cases which have arrived in this country, no more than I have seen men with slight touches of scurvy myself, but those cases have not been brought before any court, of course. The reason why there are not so many cases of scurvy in steamers is, that the voyages are shorter, the men get more fresh water, and there is not time for them to get the scurvy before they are discharged. If they had to make the same length of voyages on the same provisions that are supplied, I am confident that there would be numbers of cases of scurvy, even at the present time.

9544. But do not owners in many cases put on board provisions in excess of the Board of Trade scale?—In some cases, yes; in the majority of cases, no.

9545. And vary the scale with a view of improving it?—I give the same reply, in some cases, such as the principal liners, Gray Dawes, and all those liners, the food is very good.

9546. And the cooking?—The cooking is very good also, but in the thousands of tramp steamers the food is bad, and the cooking is bad. There is no complaint the men have to allege against the principal liners, so far as the food is concerned.

9547. They generally get as much as they can eat, and it is varied, too?—They generally get as much as they can eat.

9548. And fairly cooked?—And fairly well cooked; that is the character we have to give to the principal liners.

9549. You told the Commission yesterday that the chief cause of desertion was the bad food and the poor accommodation?—Yes, I say that that is so. That, owing to the poor food, the men, after they have been five months on a passage, say, to San Francisco, or four and a half months on salt junk of a very inferior kind, and very inferior coffee and tea, they are glad to be liberated at the end of that time, even if they have to sacrifice a large sum of money in doing so.

9550. But they go to another ship which is equally bad?—Yes, but in the meantime they get freshened up in the boarding-houses. Although the boarding-houses buy and sell them, this we will say, they freshen them up; the few days he is in the house, Jack gets as much as ever he can eat in the way of pancakes, &c.

9551. But it is a very heavy penalty to pay for the change?—I imagine there are very few men who would not be as ready as they are to leave if the conditions of life were the same; I would do it.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

9552. Would you be surprised to hear that some ships have gone out to San Francisco, and come back without the change of a single man?—I would not be surprised, because I know it is perfectly true.

9553. In spite of the blood-money?—In spite of the blood-money. That proves my case; that proves that the men have been well attended to and well fed.

9554. You admit that?—I admit that.

9555. The Federation was started in September 1890, I think you told us?—Yes.

9556. Do you object to their becoming aggressive?—If you say do I object to the Federation, that is, to the owners, combining as other people combine, I should say no; I am rather pleased that they have done so, but I do object to the system that they have adopted in dealing with our Union. They say—(I take the statements made by the prominent men only)—“We do not object to the Sailors’ Union at all”; but yet I find those same men concocting all kinds of plans to cripple us, and, in fact, to break our Union up, and that the opinion of a number of them is that we ought to be broken up. So far as their combining is concerned, I am very pleased with it, provided they would be prepared to work more in harmony with us, and recognise us as a Union.

9557. But they seem to find a difficulty in doing so?—No difficulty so far as I am aware. They have never yet held out the olive-branch; we have, we have held it out; they have not. They have treated us in this high-handed sort of way: “Oh, we can do without you; we are getting along all right with our men; we can get plenty of free men without applying to you, and we want nothing to say to you whatever.”

9558. Is that not because they are afraid of your action interfering with the proper working and discipline on board a ship?—They have not yet put forward any evidence to back up what they call interfering with the discipline on board a ship. Our Union, instead of decreasing that discipline, have, I believe, increased it, because the men know now that if they are reported for breaches of discipline they will be punished by the Union in addition to any punishment that may be inflicted upon them by the owners. But what I want to know is first, what do the owners term breaches of discipline on board a ship. We have not had that defined; if that is defined then I should be better able to answer the question.

9559. How do you define it?—I define a breach of discipline in this way. If the captain tells a man in his watch on deck to go and steer the ship, and he refuses to do it, I would call that a breach of discipline; if a man is ordered on the look-out in his proper watch and he refuses to do it, I would call that a breach of discipline; if a man refuses to do any work on board a ship in his proper watch, I would call that a breach of discipline; but I do not call it a breach of discipline if a fireman has done four hours in a morning on the fires, and in the

Mr. Ismay—continued.

afternoon he is told by the engineers to go down and wash out the skylights of the engine room when he ought to be sleeping, and the man refuses to do that—I would say that is not a breach of discipline; if a captain calls upon men in the afternoon watch to paint the ship or scrub decks, or scrape masts when they are legally entitled to be below, and they refuse, I would say that is not a breach of discipline.

9560. How many hours does a fireman work on board a steamer?—Four hours on and eight hours off; in some cases now they have got to work six-hour watches—six on and six off—owing to the reduction of the staff.

9561. But, as a rule, they work eight hours out of the 24?—Eight out of the 24, of four-hour watches, that is four hours work and eight hours rest.

9562. And they got 5*l.* a month for that?—Well, not in all trades; in some trades they get 4*l.*

9563. Do they in the Western Ocean trade?—Yes, that is so there.

9564. And they get their food?—Yes.

9565. And reasonable accommodation?—Well, of course we differ about that; some dog kennels are much better.

9566. You complained about the present discharges given to the seamen as being worthless?—Yes.

9567. And you gave your reasons?—I gave my reasons, that is, a number of them (*producing several discharges*).

9568. I do not disagree with your reasons, but I want to find whether you can help us with a remedy?—Yes; I should say do away with the present form of discharge altogether, and in the place of that discharge substitute a certificate to be given to a man proving his qualifications to be a seaman of four years service; do away with the certificate for character and ability entirely, because it is misleading. Just to show how misleading it is, one of our members was in a tramp steamer to the Baltic, and they took in a deck load which made the ship very unseaworthy, and the crew protested against this. This man happened to be the spokesman for the rest of the crew, and on arrival at Hamburg he was discharged; the captain gave him a discharge, declining to report both for ability and conduct, whereas the chief engineer, who was the fireman’s master, gave him a written recommendation to say that he was a capable, good man, and a man who had had 15 years’ service, and had had good discharges for the whole of that period. The present form of discharge places in the hands of a tyrannical captain the power to brand a man as worthless; on the other hand, it places in the hands of a captain the power to give a worthless man who may have been cringing and crawling to him a very good discharge. Now we say that ought not to be, no other workmen have to suffer such an injustice. Working men in this country would think it very strange if when they are discharged from their work they had to have one of those discharges, and could not

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

get employment unless they could produce it, and it was "V. G." all through. That is most tyrannical.

9569. In the Royal Naval Reserve, there is a continuous discharge, is there not?—I have been five years in the reserve myself; we have what is called a reserve book, which gives a record of the ships you signed in and when you are discharged, but I do not agree with that.

9570. What would please you?—A certificate.

9571. Granted by whom?—By the Board of Trade, the same as the officers have got.

9572. After a certain period of sea service?—Four years sea service for a sailor as an ordinary seaman.

9573. For an ordinary seaman, how long?—We would not give them any certificates at all, because an ordinary seaman cannot be looked upon any more than as a boy on board ship, a sort of an apprentice. We would prefer the apprentice system to such boys.

9574. What would prevent an owner shipping all ordinary seamen then?—Our manning scale, and the proposal that we have put forward that he shall not take a ship to sea unless he has got a complement of able seamen with the necessary certificate that we propose. Then he would not be able to ship ordinary seamen.

9575. Have you ever dealt with any of your members for misconduct at sea?—Yes, we have, numbers of them who have been reported by mates and engineers. When I say numbers of them, probably three or four dozen.

9576. Only three or four dozen out of such a large membership?—Yes; but that speaks for the good conduct of our members.

9577. Does it also speak for the good conduct of shipowners when you can only bring so few cases?—A few cases of what?

9578. Against them?—But which?

9579. Of cruelty, and so on?—I have not brought any cases of cruelty against shipowners. I charge them with sending unseaworthy ships to sea, and with defrauding men out of their money. I could bring a number of other cases, but I do not want to take up the time of the Commission in doing so, but I wish it to be understood that those are not isolated cases.

9580. Then you say that out of all this number of men you have only dealt with three or four dozen?—Yes.

9581. And for what cases of misconduct, might I ask?—Insolence to the officers.

9582. Only?—That is all; that is all the complaints that have been alleged. Perhaps in the case of a man getting drunk abroad, going ashore without leave, being reported by the captain, then we have inflicted a fine. Strange to say, the men that we have fined in this way have always had the protection of other owners, when we have tried to make them pay the fines, blocked them at the shipping offices, saying, "Now do not ship with that man, he has got a fine of 3*l.* to pay" for backing out of such a ship, or doing some misdeed; then the other owners have come to his rescue.

Mr. Ismay—continued.

9583. You have told us of your experience in coming from Constantinople, which was a hard case from your statement; does not the law compel a shipowner to provide medical attention and hospital care in a foreign port?—The law compels a shipowner to provide a medicine chest on board ship, but no doctor; the law provides that the shipowner when the men are sick on board ship in a foreign port shall pay the medical officer his expenses, but once a man is landed from the ship into the hospital if he has any wages then he must pay the expenses, even in cases where men have had their legs taken off, all have been treated in the same way in which I was, and I say there are hundreds of similar cases in every year—not one or two, but hundreds of them every year.

9584. Where men have received an injury in the service of the shipowner and have been discharged unrecovered?—I will not confine myself to injury. I say men who have been discharged through sickness and injury; there are hundreds of cases of that kind.

9585. Do you know of any case where a man has been injured in a shipowner's service and unable to follow his occupation and left abroad?—Two hundred or three hundred, I should say.

9586. Can you call to mind one?—Yes, I know of one case; a man named Kitchener, we paid him 20*l.*, that is the payment we make by our Union for a superannuation grant. This man had his leg taken off on board of a steamer, and judging from the statement made to me I should say that the owner, if we had the Employers' Liability Act, would be held responsible. However, this man was put on shore at Port Said, and left there until he was able to be sent on board ship and he was sent home, not one penny of compensation was paid. In another case a man named Cross, to whom we have recently paid the 20*l.*, was ordered by the mate to paint the funnel of the ship, the board which he was compelled to use was defective, when he got to the top of the funnel the board broke and let him down on to the fiddle, his legs were both broken, his back was injured, his shoulders were out, and he was put in hospital, sent home, and his wages were taken at the rate of 3*s.* per day to pay his hospital expenses. The same in the case of an engineer, and I could go on enumerating dozens of cases which have occurred.

9587. Do not shipowners sometimes bring their men home and pay the expenses, and also their wages up to the time of arrival?—They might do it in the better class of steamers, such as the liners, but in the tramp steamers as soon as a man has become defective they pitch him ashore like an old log, and try to get rid of him and of the responsibility as quickly as possible.

9588. I want to ask you about the crew space; 72 cubic feet, I think you said it was?—That is what the law allows, I believe—I think it is 72 or 76.

9589. Well, whatever it may be, you told us of a ship coming from New Orleans, where they

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

stowed cotton, I think you said?—Yes, in one side of the fore-castle.

9590. Had the men still 72 cubic feet left?—No, they would not have. You see the way they measure the fore-castle out at the present time, is that they measure the whole of the space. Probably there are not more than six bunks—that is six beds, as, of course, you know—for the men to sleep in, yet according to the space which is allowed by the Board of Trade, it would be certified to accommodate 12 men, but if they were to put 12 bunks in, there would be no room for the men to get in and out; there would only be a narrow passage perhaps of about 7 or 8 inches between the bed space on each side. Therefore, the Board of Trade do their duty so far as certifying to the accommodation which is allowed on the 72 cubic feet space, but if they were to put that into force, of course there would not be room for the men to get in or out. In this case the sailors were placed on the firemen's side, and the cargo was put on the sailors' side. I am told that that is a very common occurrence at that port.

9591. Then it was originally measured for the firemen and for the sailors, to accommodate both?—No, that is not quite it; the fore-castle is divided into two; there is a partition runs up the centre, and the firemen are on the one side and the sailors on the other.

9592. Which side do the sailors generally take, port or starboard?—The starboard side generally.

9593. The sailors on the starboard side and the firemen on the port?—That is so.

9594. They filled up the starboard side with cotton—that is the sailor's side—and then wanted the sailors to go into the firemen's side?—Yes.

9595. And yet there was only sufficient, according to the Board of Trade regulations, for the firemen?—There would be six bunks, but nevertheless, according to the Board of Trade's measurement there would be accommodation for 12.

9596. As a matter of fact, all the sailors are not down at the same time?—That is so, nor are all the firemen down at the same time.

9597. But if the firemen and sailors occupy the same bunks, they must clash with each other because their watches would?—It would mean if you and me were shipmates taking watch on deck, I would sleep in your bunk, and when it was my watch on deck you would come into mine, and so on.

9598. Why was this not taken up when the ship arrived here, and the owners prosecuted?—I will tell you. We communicated with the Board of Trade with reference to the matter, and the Board inquired into the case, and their reply to me was that they could not do anything in the case as the owners had complied with the regulations of the Board of Trade, which, of course, was quite correct.

9599. Then the men had all the cubic space which the Board of Trade certified as being sufficient?—That is so.

Sir M. Hicks-Beach.

9600. The Act, not the Board?—So far as the Act goes, the men had what was allowed by the Board of Trade.

Mr. Ismay.

9601. Then there was nothing to complain about, except that you and I had to occupy the same berth?—Well, of course, we would complain about that.

9602. You referred to a manning scale. You propose that it shall become law, I suppose, to be passed by Parliament?—Well, or something approaching that. That is our idea of what a ship would be if properly manned.

9603. I see in a vessel of 300 tons registered tonnage, you say that nine men ought to constitute the total crew?—Yes, that is so.

9604. And in a vessel of 400 tons, you say that 15 men ought to constitute the total crew?—That is right.

9605. That is six men you advance for 100 tons?—It is not quite 15 men; you will take note that there are boys there.

9606. There is only one boy more?—We start with one boy in 200 tons, and we go up to three boys in 400 tons.

9607. But in the increase of six hands there is only one boy?—Yes, that is so.

9608. Yet if you look further down you will find that from 500 to 600 tons, which is a similar increase of 100 tons, you only go up one man?—Yes.

9609. Surely that cannot be correct?—From 500 to 600?

9610. Yes?—One man—yes,—we would be very well content if we could get it.

9611. And yet you would claim six men from 300 to 400?—Yes.

Mr. Bolton.

9612. Six hands?—Yes. You see there are three boys out of that number, which would only leave actually 12 men.

Mr. Ismay.

9613. There are two boys in the nine, and there is only one boy out of the additional six?—Of course, a ship of 400 tons registered tonnage means a vessel carrying 900 tons, you know.

9614. Yes, but they are both registered tons you see; the scale is on registered tonnage?—Yes.

9615. You do not contend that a ship ought to be manned on the tonnage scale alone, do you?—Yes, we do; we think that is the only way in which you could arrive at a manning scale. Of course, we mean to say that there would be some difficulty in arriving at a manning scale which would be satisfactory, but it must be borne in mind that the same difficulty was overcome with reference to the load-line. It was contended by the owners that you could not apply a load-line to ships. A special committee was appointed, and they did arrive at a load-line. The same with a manning scale. We only put forward those proposals, as we believe they are near our ideas.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

9616. Then as regards the payment of wages, you contend that the seaman is entitled to some consideration, and I must say I think properly so, as regards long sea voyages?—That is our contention—and short voyages as well—to make an alteration in the system of payment.

9617. Still, if a man is sailing from an English port to an American port and is away a month, you would not provide for that, would you?—I would provide a weekly allotment note for his wife.

9618. Even for the month?—Yes, for the month. At the end of each week his wife would be able to draw a portion of his wages.

9619. Is the present system not partly the outcome of the old sailing-ship days, when owners could not hear from the master in case of desertions?—Yes, but the present laws, of course, are based upon the laws of 1854, which are quite out of date with the merchant shipping of the present time.

9620. But has the sailor not benefited by the steam and shorter voyages, and through earning his money more quickly in that way?—I should say that he has benefited considerably, the voyages being shorter and the wages better, although at the same time there must be set-off against that that the sailor loses more time now than he did in the sailing-ship days, because I have known men lose four and five months employment out of the 12 months in steamers.

9621. Why?—We will say a ship signs on to go a voyage from the Tyne to Bilbao and back; on arrival in the Tyne the men are discharged until the ship has put out her cargo and taken in another cargo. Then if they want to go in the vessel again they can do so, but they are off pay, off the articles; but then they may sign for a similar voyage. The same in ships going to the Baltic. The average voyage to the Baltic is not more than 22 days in a steamer; yet they are paid off at the end of every voyage. Sometimes they can go in the same ship again, but at other times they do not, and they have to look for other employment. In this way the men lose a great deal more time now than they used to do.

9622. You told us, I think, that you disapproved of the strike in Liverpool?—I did. I do not mean to say that I disapproved of the men making the demand for the money, but I disapproved of the men striking until they were sufficiently organised; then I believe that a strike would have been avoided.

9623. But could you not control Liverpool?—Control it; yes.

9624. Why did you not?—For this reason. The men in the other ports had got an advance on wages, and although we did not agree with the men striking at the time, yet we were in full sympathy with them trying to get an advance of wages equal to what the men got in other ports.

9625. But you had the power as an executive, as an association, to prevent the Liverpool branch from striking, had you not?—We could cut off the supply of money.

Mr. Ismay—continued.

9626. The wages were reduced prior to 1888 in Liverpool, were they not?—Well, they were jumping up and down. On some days the wages in sailing ships would be 2*l.* 5*s.*, on another day 2*l.* 10*s.*, and on another day down to 2*l.* 5*s.* again.

9627. What would it be in steamers?—In steamers, in the African boats, the wages were as low as 2*l.* 10*s.* and 2*l.* 15*s.* In the Western Ocean boats the wages were 4*l.* 10*s.* for firemen and 4*l.* for sailors.

9628. 4*l.* for sailors?—Yes; and in the ordinary tramp steamers the wages varied from 3*l.* 5*s.* to 3*l.* 10*s.* up and down, some as low as 3*l.*

9629. But in the Western Ocean trade were there not two rates?—Only one rate; that was the 4*l.* for sailors and the 4*l.* 10*s.* for firemen.

9630. Was there not a lower rate paid by some of the cargo-carrying steamers?—I have said that I call the cargo boats “tramps.” We will call them tramps.

9631. Call them cargo boats; it is a better name?—That is the name the owners call them themselves, and I surely cannot do wrong when I say that I call them by the same name as the owners apply to them.

9632. The cargo boats were about 10*s.* a month under the liners?—Yes, and 15*s.* in some cases.

9633. The liners did not reduce the wages at the time of the depression, did they?—That is so.

9634. Then towards the end of 1888 the ship-owners began to advance wages?—Well, the Union began to compel them.

9635. The Union compelled the shipowners to advance wages, if you prefer it that way?—Yes.

9636. That was the 4*l.* to sailors and trimmers, and 4*l.* 10*s.* to firemen?—Yes.

9637. You had then recently opened a branch in Liverpool, I think?—Yes, in September 1888 we opened the first branch in Liverpool.

9638. And, although the passengers or liners or mail boats had not reduced their wages you demanded that they should go up correspondingly?—We did, because we were faced with this difficulty, that if we said to the other owners now you must pay 4*l.* 10*s.* for sailors, and we did not say the same to the liners we would have been met with this statement: “Oh, well, it is not fair that you should make us pay 4*l.* 10*s.* for our sailors when the liners are getting men for 4*l.*, they get more profits, they carry passengers, they make more money than we do, and therefore it is very unfair of you to do this.”

9639. Was that a fair way of putting it, bearing in mind the consideration which had been shown; is the employment harder in the liners, is the food worse, is the accommodation worse?—Well, I would say this, there is more continual employment in the cargo boat than there is in the liner. If you sign in a cargo boat, say, to go to America and make a round voyage, you would probably be two or three months on the boat, whereas in a liner you would make the

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

voyage in 28 or 30 days and be paid off at the end of that time. You would lose a week's employment, say, before you signed on again, therefore, that brought the wages in the liner down to the same level as the wages in the ordinary cargo boat.

9640. Do not the men on the liners get put on for what is called the over-haul?—Some of the men, such as the tank men, the electric light men, and the donkey-men, they are generally kept on the ship continually.

9641. And leading firemen?—Yes, and the leading firemen; that is only one man, say, in 20.

9642. More than that?—Not more than that. If there are 20 firemen, they would not have more than one leading man for 20 firemen, and all the firemen are paid off, and all the sailors are paid off.

9643. What followed then?—There was a strike. Of course the men were very badly organised at that time, because the branch had not been opened many months. They were not successful in getting their money.

9644. They did not get their money?—In some ships they did; they made a difference of about 10s. or 15s. a month in the ordinary cargo boats; they did get an increase, but not in the liners.

9645. The liners already having paid it during a period of depression?—Yes, they resisted the increase.

9646. An increase beyond?—Beyond what they had been paying.

9647. Having paid it during a period of depression?—That is what they alleged.

9648. Have you any reason to suppose it was otherwise?—I do not think so.

9649. Then what did the owners do when the strike commenced?—Which strike do you refer to now—the strike at the end of 1880, or the strike of 1889?

9650. I will not go further back than 1889?—The owners then applied to the crimps for men, which were supplied in hundreds by boarding-house masters of the very lowest kind from Denison Street and elsewhere. The men were taken out of the Brownlow Hill Workhouse, scouts were sent along the roads to pick up tramps or anyone else they could get. I have known men to be taken right from the goal doors, and put on board the liners.

9651. As trimmers?—As trimmers and as sailors.

9652. As sailors?—As sailors.

9653. Were men not got from the out-ports for sailors?—Some; they got a large number of fishermen, but not anything like a sufficient number to man the ships. The statement had been made to me that men were being taken out of the workhouse. Well, I thought I would like to see whether it was true, and I went myself one Sunday, and represented that I had come from a certain boarding-house master in Denison Street, and that I wanted 15 men. The 15 men were immediately supplied out of the tramps ward. I then handed my card over to the

Mr. Ismay—continued.

task-master, and told him he would know more about it. I may say that other five men were taken out of this same workhouse, and shipped on board of a steamer. I afterwards got those men, and brought them up to the President of the Board of Trade, showing the sample of men which was being supplied to the large liners.

9654. Then, in 1889, there was a conference between the steamship owners and a deputation of the men?—That was before the strike commenced.

9655. Not after?—Not after. I was in Liverpool during the whole of the strike, and I do not remember any deputation meeting the owners afterwards; we did before the strike commenced.

9656. Did you not address a letter to the shipowners in 1889?—I may have done so. I believe we did before the strike commenced, asking for a conference.

9657. And they declined, did they?—They did not decline the conference. We had the conference, but they declined to concede the advance.

9658. When did they give the advance?—In 1890.

9659. In 1890?—During the dock labourers' strike.

9660. Did you wait upon them?—I did not.

9661. Who waited upon them?—Some of the local officers.

9662. Upon the shipowners?—Upon the shipowners.

9663. And they gave the advance without a strike?—Yes, because they were faced with this difficulty: that the dock labourers were on strike in Liverpool, and to conciliate the sailors they gave them the advance.

9664. So that the sailors might not go out?—Yes. If the sailors had gone out of course it would have been hard for the shipowners.

9665. What was the advance of wages then made?—From 4*l.* for sailors to 4*l.* 10*s.*, and for firemen from 4*l.* 10*s.* to 5*l.*, which is the present rate of wage.

9666. For all classes of steamers?—No.

9667. Trading to the Western Ocean?—No, I am not prepared to say that, because I know that now there are some of the cargo boats sailing for a less rate than that; they have taken advantage of the men, owing to the Shipping Federation, and when our men tried to keep up the wages in the cargo boats the same as the liners they immediately apply to the offices of the Shipping Federation there, and a crew, of course, is got at once. Therefore they are getting their men cheaper than the respectable Liverpool shipowners.

9668. Are they members of the Federation?—They are outside steamers. The regular liners are paying the money, but the outside steamers are not—only in some cases.

9669. Was there not one line which applied to the Union to supply union men only?—And is at the present time. We supply Mr. Holt's line with our men, and no difficulty has ever arisen; there is perfect harmony.

25 November 1891.]

Mr. J. H. WILSON.

[Continued]

Mr. Ismay—continued.

9670. Was there not one of the Western Ocean lines that you supplied?—We applied to the Western Ocean lines to supply them with men, and offered to have substitutes ready to put on board of the ships at any time any of the men were short. They have never accepted that offer. They would rather prefer to have their crews from some of the Denison Street crimps.

9671. With reference to the "City of Chicago," were not the men on board of that ship chiefly union men, do you remember?—I remember we had a number of men on the "City of Chicago."

9672. And because there were two non-union men on board they refused—?—They refused to go in her.

9673. She was a ship with 1,000 passengers on board?—I believe so.

9674. And they refused?—I may say that we do not approve of that in any way. We condemn the men, because we say this: "If you have signed with non-unionists you must go, you have a right to go. If you decline to sail with non-unionists it must be done before you sign articles. Once you have entered into an agreement you must carry it out."

9675. But you could not compel them?—I was not consulted. Had I been there I would have compelled them.

9676. And the branch there could not compel them?—They were not consulted. The men refused one hour, and the next hour they were in prison. Had the officials of the branch been applied to, I am certain they would have compelled them, and the ship would have gone on her voyage all right. The officials were never applied to.

9677. Substitutes were obtained then, were they?—They would have to ship another crew in place of the men who were taken ashore.

9678. And they had no difficulty in getting substitutes?—None whatever.

9679. You told us there were certain ports where union men only are shipped, could you name those ports?—Yes, Blyth is one. A very few non-unionists are shipped there, very few. Then Sunderland, Hartlepool, Middlesbrough, South Shields, North Shields, Newport, and Glasgow. In many of the liners out of London they are all union men.

9680. The P. and O.?—The P. and O. employ Lascars.

9681. Donald Currie's line?—All union men.

9682. Do they see that they only get union men? Does that take place?—No, it is generally an arrangement with the men. The men themselves settle that; the company do not interfere in any way.

9683. The company do not inquire whether men are union or federation, or anything else?—When the men go up to sign, they generally ask each other for their cards, and look at the cards. If there is a man in arrears they tell him, "Now you had better go and pay up your arrears; we are not going to sign with you." It is the men who do this. They do so, and there is no difficulty whatever. I do not believe any of Donald Currie's ships have ever been

Mr. Ismay—continued.

stopped or that there has ever been any difficulty, and there are some of the finest men on those ships that there are in the mercantile marine.

9684. It is a favourite trade, is it not?—A good line.

9685. It is a favourite trade?—The men are pretty well found, and there is reasonably fair accommodation.

9686. If your Union gets sufficiently strong you will extend it to Liverpool, London, and other places, I presume?—We already have about 8,000 men in Liverpool, and about 20,000 in London.

9687. But you are not sufficiently strong to do what you are doing in these other ports?—Yes, we are doing much the same here.

9688. In London?—Yes.

9689. And in Liverpool?—Much the same. There are a few outside boats which ship non-unionists, but in the majority of cases they are nearly all union men.

9690. Do the owners take any exception to union men as union men?—Some do and others do not. Some of the most aggressive parties in the Shipping Federation try all they can to get non-unionists and to make non-unionists, but the majority of the owners do not take that view. We have not got so much to complain of in the conduct of the owners as we have in the officials of the Shipping Federation. They chase our men about and try to drive them out of employment.

9691. Then it really amounts to this: your fight is not so much with the shipowners as with the Federation?—With the officials of the Federation and the general policy pursued by the Federation. I believe the majority of owners do not agree with the policy that is being pursued.

9692. You are afraid that the Federation may weaken the influence of the Union?—I do not admit that. I say that the conduct pursued by the Federation and some individual owners is not creditable, and is likely to cause the men to think that the Union is not what it should be, through unfair means. But I do not believe the men will ever give up the Union, and I believe their faith in the Union is stronger to-day than ever.

9693. But your evidence generally is more against the Federation than against the shipowners, of course, the shipowning interest is a large interest, and it is carried on under every difficulty and under trying circumstances, and you must expect that cases against shipowners will crop up; but still I take it from the tenor of your evidence that your fight is more with the Federation?—Our fight is more with a class of owners. Of course, we say that there are bad sailors as well as good sailors, and the same applies to the owners. Our fight is more with the unscrupulous portion of the shipowners, and there are a considerable number in the different ports whom we have more or less to contend with; but we do not mean to say of the shipowners in general that we have to contend with them, because I believe that it would be possible to compromise our difficulties

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Ismay—continued.

and to get along very well with the majority of the shipowners. It is only the more unscrupulous owners who are backing up the Federation.

9694. Do the foreigners pay the same fee for admission as the British sailor?—At the present time we have altered the fee. At one time we had a prohibitive fee. A foreigner who had been in English ships before, at least who had not been, say, more than 12 months in an English ship, was charged an entrance fee of 20*l.*; a foreigner who had been two years on an English ship we charged an entrance fee of 10*l.*; where he had been three years on an English ship 5*l.*; and in the case of one who had been four years on an English ship we charged him the same entrance fee as an Englishman. Our reason for doing that was this: In 1885 and 1886, as I pointed out to the Commission yesterday, we were being overrun with foreigners. Had we made a rule to say that we would not have any foreigners in our Union then the shipowners would have had 18,000 foreigners with the men who were not in the Union to work against us, so we resolved upon this plan that we would take in all foreigners who were eligible to join, and with the new comers, in order to prevent them from coming into this country, we would put on a prohibitive entrance fee. I may say that the foreigners who had the service were the most enthusiastic advocates of the full entrance fee for the new comers.

9695. Naturally so?—Yes, they were more so than the Englishmen.

9696. Why are foreigners so anxious to get into English ships, which are badly provisioned, which have bad accommodation, and where the men are liable to cruel treatment; why are the foreigners so anxious to get into these English ships?—Better wages.

9697. Better wages?—Yes.

9698. It is not better ships?—Not better ships; nor because they are better fed. I have been on board a German ship where the food was much superior to the food on any English ship that I had ever been in.

9699. Did you make a voyage in her?—Yes; about three months.

9700. Where to and from where?—From one of the Society Islands to San Francisco.

9701. Was she trading out there?—Yes. It is the wages that bring the foreigners.

9702. The wages?—Yes.

Mr. Bolton.

9703. I think I am right in assuming that the object of the Union in your view is to secure to the sailors and firemen a fair rate of wage, reasonably comfortable quarters, and proper food?—And several other conditions which are named in the rules.

9704. Are those not the main points?—Some of the main points, but not all of them.

9705. Would you add anything?—Our objects are: "To improve the condition and protect the interests of all classes of seafaring men. To

Mr. Bolton—continued.

" establish homes for seamen in all places where
" the executive council may deem it expedient.
" To endeavour to obtain reasonable hours of
" duty, to maintain fair rates of wages, and to
" promote the parliamentary representation of
" the seafaring classes. To assist members
" whose interests have been damaged by reason
" of prominent services rendered to the Union.
" To afford legal assistance to the members, and
" to use every effort to provide for the safety of
" ship's work, in order to prevent loss of life at
" sea. 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. To provide assist-
" ance to shipwrecked mariners. 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. To provide a fund for
" the relief of men on strike."

9706. I do not think that I for one, at all events, can differ much from, or object to those views. I understand, further, that you expect to attain those ends by banding the men together in a Union which shall comprise, if possible, the vast majority of the seafaring population of this country?—That is our belief.

9707. If you can attain that object then, you would be able, you think, to impose on shipowners such terms of service, as in the opinion of the Union, were reasonable and proper?—Why "impose"? I do not think that we would be prepared to impose any conditions on the shipowning employers, which are not already imposed on other employers of labour generally.

9708. I think we may leave that on one side. Your intention is, if possible, to obtain for the seafaring population those advantages which you lay down in those rules of yours?—Yes, that is so.

9709. I think I do not misquote you or misstate your views, when I say that you expect to derive the power of securing those terms, if you like, in place of saying "imposing them upon the owners" for the men by means of one large association?—By combination.

9710. By combination?—Yes.

9711. But that combination must be so extensive, and be adhered to by so large a proportion of the seafaring population, that in reality you must have the control, practically, of the whole?—The larger the combination, the surer we are of getting our reasonable conditions fulfilled.

9712. I come then to my question. Is it not the object of a union so established to impose upon shipowners such terms as the Union think fair and right?—Yes; after they have been settled by negotiation, or conciliation, or any other method.

9713. But assuming that negotiation, or conciliation, or any other method fail, you would hold in your hands the alternative of a general strike?—We would.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

9714. That is what I mean by imposing upon the shipowners. Then you further propose, I think, by means of this association, to provide all the men necessary for fully manning the vessels sailing from these islands?—We are trying to endeavour through our organisation to get Parliament to fix a manning scale for vessels, so that they will not be allowed to send their ships to sea under-manned to the danger of the lives of the men on board any passenger steamers.

9715. And I think you have undertaken already, or have said so, to provide the necessary men for the full manning of all ships?—That is so.

9716. You further are willing to guarantee the efficiency of the men that you provide, and also to guarantee their good conduct?—As far as we possibly can.

9717. That is to say, you impose punishment upon the men if their conduct is not good?—We do.

9718. In endeavouring to carry out these aims, I think your complaint is that you have not had the assistance of shipowners?—We have had no co-operation from the owners whatever, except in one or two cases; that is, in the case of one or two companies and individual owners. Outside of that they have generally striven to prevent the progress of our Union, and to cripple it wherever they could.

9719. They have not, in fact, responded to your conciliatory advances?—They have not.

9720. But they have, as a last resource, established a union of their own which they call the Shipping Federation?—Yes, a union of shipowners.

9721. And you say that the main object of that Shipping Federation is to bring about the collapse of your organisation?—We believe so; that has always been our opinion, and is our opinion to-day.

9722. I think you have stated more than once here that you claim that the action of your Union has not been in any sense either coercive or aggressive?—We do not think so.

9723. But, on the other hand, you accuse the Shipping Federation of being both coercive and aggressive, and you say that it has sought to bring about the collapse of your organisation by underhand means; I think those were your words?—That we do assert.

9724. I think that you claim for your Union the right to determine whether or not your members shall sail in ships where the crew is not exclusively composed of unionists?—We do claim that right.

9725. And failing the conclusion of that right, you claim and have exercised I think, the power of, as far as you can, preventing that vessel going to sea or obtaining a crew?—We could not prevent the vessel from going to sea, but we have done our very best to stop them from getting union men.

9726. And have you not done your best, as far as you can, to even prevent that vessel

Mr. Bolton—continued.

getting a crew to go to sea?—I cannot go beyond saying that we have prevented them from getting members of our Union.

9727. Will you deny then that your Union has ever taken any further steps adverse to the shipowner in such circumstances than merely withdrawing the union men?—Would you give me any particular case in point?

9728. No, I would rather ask you to give it to me. I ask you whether you will declare positively that your Union has never in any instance done more than withdraw union men from a ship which was about to go to sea in consequence of there being on board that vessel others than union men?—It is very evident that if we withdrew our union men and we saw the owners trying to, say, ship another crew, an incompetent crew, I would try, and the officials of our Union would try to prevent them from shipping that crew. I remember a case in point in Cardiff, where we took our union men out of a ship; they then got a boarding-master to ship a lot of tramps, and we did our very best to get those men out, and we did so, and as a result a Board of Trade prosecution took place for shipping those incompetent men. Perhaps that may be a case that would do.

9729. Hardly, I think. In regard to the action you have taken then, you will admit that you have withdrawn your men?—Yes.

9730. But you declare that that is not coercion?—Certainly not.

9731. Nor aggression?—Nor aggressive.

9732. Although these men have signed articles without any stipulation that there shall be no other men on board?—Excuse me, I did not say that; I did not admit that, nor say that. I said that we would stop our men from signing in a ship, and we would stop other men, incompetent men, from signing if we could, but I did not say anything about taking other men out who had signed.

9733. Has there been no case in your experience where the Union has taken out unionists who have signed articles in consequence of non-union men being on board?—Oh, yes, several cases I have; no doubt of it.

9734. And have those cases been punished by the Union?—For men refusing to sail with non-unionists.

9735. All having signed articles?—Yes. We have not punished them, but I may say that those cases have not been brought to our knowledge as complaints from shipowners. Then, again, in other cases the men have been perfectly justified, in our view, in refusing. Take the case of the "Lizzie English." There the firemen refused sail with a non-unionist. The man was a substitute in the place of a man who had already signed, and the captain brought this non-unionist down. The men said, "We will not sail with that man." He said, "Why?" "Well," they said, "He is a non-unionist, and he is not a fireman." "Oh," the captain said, "I insist upon having him." The men said, "There are other union men looking for employment." He

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

said, "I do not care, I am going to have this man"; and he shipped the man. The other three men, the firemen refused to work; they were arrested, and sent to prison for eight weeks. On the return of the ship we found this man and got his discharge. We then discovered that he had shipped upon a false discharge—upon another man's discharge. This man was a painter, and had never been to sea before. I believe the Board of Trade prosecuted this man for shipping on a false discharge. Now, there is a case in point where we would not punish our members for refusing to sail with a non-unionist on grounds of this kind.

9736. Have you in any case punished your members for refusing to sail with non-unionists?—No, we have not: not to my knowledge. We have censured them, repeatedly censured them, and I do now. I say that once they sign articles they have a right to fulfil those articles; they have a right to do it.

9737. An obligation you mean?—Yes.

9738. The withdrawal of union men from ships in consequence of non-union men being on board, while it has not had openly the sanction of your Union, has occasionally, at all events, been done in spite of your Union?—Not many cases, not more than about 12 ships in two years.

9739. But it has been done?—About 12 cases in two years.

9740. Do you think that is coercion as far as the 12 ships go?—I think it is very wrong on the part of our men to do so.

9741. That is coercion. On what ground do you object, as I think you have done, to the Shipping Federation, declaring that they will issue a ticket to any person applying and proving his eligibility for the A.B. degree, they will issue him a ticket and the members of the Association declare that they will engage those men without reference to whether or no they belong to your Union or to any other Union. Do you consider that that is coercive conduct on the part of the Shipping Federation?—I do consider it coercive conduct on the part of the Shipping Federation for this reason:—First of all they say, "We have no desire to crush this Union" They say so. But we find that they introduce a ticket which must imply if carried out according to the instructions on the back of this ticket, that union men will not be able to get employment, and that a preference of employment will be given to certain men. On those grounds we object to the Federation ticket, and we say it is coercive on the part of the employers, the shipowners, to enforce upon our men a ticket that no other employers on shore dare to attempt to do to the workmen on shore.

9742. We had it, I think, in evidence from the Shipping Federation that they do not demand a preference for their tickets?—Then I have given it in evidence—

9743. I was going to ask you to refer to that particular clause on the back of the ticket which proves your statement?—I do not know that I

Mr. Bolton—continued.

have got one of the tickets left with the special preference clause inserted, as it was afterwards taken out after the first lot had been issued. (See Appendix 11.) There was such a strong objection on the part of our members to this ticket that the preference clause was taken out, the clause saying that a preference of employment will be given to all seamen holding this ticket. Those tickets I have are those which were issued at a later date.

9744. So that the present rules of the Federation are not objectionable in that particular?—Not so far as that particular clause is concerned, but there have been fresh instructions sent out to the officials of the Shipping Federation that on and after January next the preference of employment is to be given to men with a parchment Federation ticket, for which they will be compelled to pay a shilling.

9745. Have you got a copy of that instruction?—I have not here, I have in my office; they were sent out privately.

9746. May I put the statement in this way: that whereas when the Shipping Federation was first established they did insist on preference being given to the holders of their ticket; subsequently they withdrew it, and now they have made public their intention of insisting on preference being given to the holders of their tickets?—Not publicly, privately. I have seen the private instructions that were sent out to each Shipping Federation office. The instructions are marked "private and confidential." A special clause is inserted that the captains and officers must, on pain of dismissal from any Federation ship, give a preference of employment to the men with the parchment certificate, for which they will be compelled to pay a shilling. This comes into force on the 1st January. Those are instructions that have not been made public.

9747. I understand you cannot put that in?—Yes, I daresay I can; not to-day. I can get it, probably, to-morrow. (See Appendix 69.)

9748. And in the meantime can you say by whom is that signed?—By Mr. Laws, of the Shipping Federation, on behalf of the executive council of that body.

9749. That is what is termed coercion on the part of the Shipping Federation?—Part of it.

9750. Now, who is coerced?—Seamen.

9751. What seamen?—Seamen of the United Kingdom.

9752. Are the seamen of the United Kingdom compelled to take those tickets?—Or go without employment.

9753. Are all the owners members of the Shipping Federation?—I should like to correct my previous statement there, when I say all the seamen of the United Kingdom, I was forgetting that there are a large number of owners who are not in the Federation. Take the principal Liverpool owners, they are not in the Federation, and they do not insist on the ticket. A large number of other owners in other ports are not connected with the Federation, and they do not insist upon the ticket, but if any seamen

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

who are now sailing in the liners, or in the other owners' ships who are not in the Federation, want employment in a Federation ship they must take the ticket.

9754. Would you mention, generally, amongst the large lines, those that are in, and those that are not in the Federation?—I may have some difficulty in answering correctly that question; but we will say the White Star line are not in it; Alfred Holts, of Liverpool, are not in it; the Inman line are not in the Federation.

9755. The Cunard?—The Cunard are not in the Federation.

9756. The African?—Donald Currie's are not in the Federation. The African line—

9757. The Union do you mean?—Yes.

9758. Did you refer just now to the African line from Liverpool?—Yes, the African, from Liverpool. Then there is the National line, they are not in the Federation; and there are several other lines in the north of England who are not.

9759. The British Shipowners, Beasley's, are they in?—I do not think they are.

9760. Now in London?—In London the National line sailing out of London are not in it; Donald Currie's line sailing out of London are not in it; and the Union Steamship Company, I do not believe they are in it.

9761. The General?—The General Steam Navigation are in it. They are connected with it; and Gray, Dawes, & Co. are connected with it.

9762. The British India?—The British India are connected with the Federation, but they do not enforce the ticket, nor yet do, I believe, Gray, Dawes enforce it. Mr. Furness is in the Federation, but he does not enforce the ticket; he takes all union men. Hill, Dickinson's are in it. There are a large number who are not in it.

Mr. Ismay.

9763. Hill, Dickinsons are not shipowners?—They are managing owners then.

9764. Are they not solicitors?—I am referring to the Hill line out of London. I forget the exact title.

Mr. Bolton.

9765. You said just now that they did not enforce the ticket?—Yes.

9766. I understood you to say a little while ago, that at present the ticket is not enforced anywhere?—I do not think I said that. I have been complaining that it is enforced on all Federation ships.

9767. Then what was the necessity for this private circular if it is enforced now? Why have a circular to enforce it?—I will tell you why. At the present time the men get the Federation ticket free; they do not pay anything for the Federation ticket, they get it free; but on and after January 1st, they are going to give them a parchment certificate the same as they introduced at the first going off, and which we had a fight over, and they are going to

Mr. Bolton—continued.

charge a shilling for it. This is the reason why those fresh instructions have been sent out to say that the parchment certificate will have to be enforced.

9768. Yes, but that is not my point quite. You said that Gray, Dawes, & Co.—that was an instance you gave—do not enforce the ticket at present?—I do not believe they do.

9769. But is there any enforcing of the ticket just now?—Yes.

9770. Then, do you deliberately state that the evidence we have had before us that no preference whatever is given to the Federation man over any other applicant is incorrect?—Let us see. I do not quite catch your meaning.

9771. I will put it differently. We have had it here in evidence by, I think, more than one witness, that while the Shipping Federation grant tickets to all applicants who prove themselves deserving of the ticket according to their view, none of the members of the Federation insist upon the production of that ticket when they engage men. What they do insist upon is, that all men shall sign the articles whether they are unionists or non-unionists, without any reference to their belonging to, or not belonging to any union or federation?—That is not correct. In a large number of the ports there is a special circular sent out to all captains and officers belonging to the Federation to the effect that when they want a crew they are to apply to the registry offices of the Shipping Federation, when a crew will be supplied to them; and should the captains or mates or engineers fail to apply to those offices for their men then they are threatened with dismissal. If a man goes on board a ship—a sailor or a fireman—and applies to the captain or engineer for a situation, the engineer may say "Well, I would take you, but I cannot, I must apply to the Shipping Federation for my crew." Here is a notice of the kind that is put on board ship. This is a Federation document.

9772. What date is that?—There is no date, this is a copy of a notice which has been sent on board, and, of course, it has to be filled up. This is recently issued by the Shipping Federation.

9773. How recently, because a good deal depends upon that?—Up to the present day, at the present time.

9774. It is being issued now?—It is being issued at the present day. "Sir, it is a condition of your retaining the command of this vessel that all crews shall be selected at the District Registry Offices of the Shipping Federation, and in the following manner: 1. The production of a union card must not be required from any applicant for service in your vessel. 2. Every seaman of whatever capacity, must, upon application for employment, be asked to produce his Federation ticket, together with his discharges. 3. When a seaman is engaged, his Federation ticket, together with his last discharges, must be deposited with the ship's officer. The practice of accepting papers from more men than the number required to sign

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

" articles should be avoided, as it constitutes a just grievance of the men. 4. All cases of failure to join, desertion, or gross misconduct, must be reported and the register ticket of the offender returned to the registrar of the district, as such cases are black listed, and the offenders are dealt with whenever practicable. 5. A copy of the requisition for your crew be attached to the crew list and sent to our office. This may be done either on leaving the dock or afterwards, as may be most convenient."

9775. Who issues that?—The Shipping Federation:

9776. It cannot be. It says, "It is a condition of your retaining the command of this vessel"?—Yes.

9777. And then there is "owners" at the bottom?—Yes, that is so.

9778. Are the Shipping Federation the owners?—Yes.

9779. Surely not?—This owner is one of the members.

9780. Surely the word "owners" here, means that the owner or owners of a particular vessel will sign his or their name there?—Yes, that is so.

9781. It must be from the owners that this must come and not from the Federation, this must come from the particular owner?—Yes, but those are supplied to each owner by the Shipping Federation.

9782. I suppose any person could print these?—I know for a fact that a number of them are supplied to each owner the same as we might supply contribution cards to our members.

9783. But you do not allege that the Shipping Federation have insisted upon each one of their members issuing this ticket to all their ships?—I do say so.

9784. On what authority?—On the authority that I know that it is done.

9785. But why, how, it cannot be by this?—I may tell you that from information which I have received from officials of the Shipping Federation, men who are now officials of the Shipping Federation.

9786. Who are acting?—As officials of the Shipping Federation.

9787. And as spies of the Union?—Oh, no, not at all.

9788. What, then, do you term those?—I have known the time when the Federation has got information about our Union from our secretaries. I remember Mr. Laws promising to hand in the names of several secretaries who had communicated with him privately expressing their opinions.

9789. I do not think two blacks make a white?—I do not say that there is a black in the Federation officials informing us as to what is the intention.

9790. However, that is a difference of opinion. Where do you find in this notice the condition that no one but a holder of a Federation ticket shall be engaged?—Clause 2, "Every seaman of whatever capacity, must upon application for

Mr. Bolton—continued.

" employment be asked to produce his Federation ticket."

9791. He must be asked to produce?—Yes.

9792. But it does not follow that he will not be engaged if he is unable to produce it?—Then I can put in other instructions to say that any captain employing a man without a ticket will be dismissed. I have not them here, but I can get them.

9793. That is practically giving a preference to holders of the Federation ticket?—They are not to be employed unless they are members of the Federation, that is just the very point we are upon.

9794. That is the very point I want to get at. Assume, for the moment, that the Shipping Federation have resolved only to employ men who take their Federation ticket, in what respect does that differ from the action of the Union who have resolved, that as far as they can manage it, no sailor shall get employment unless he holds the Union ticket?—The difference is this: the Union is for the protection of the members of the seafaring class got up by themselves, managed by themselves, and paid for by themselves. The Shipping Federation is a combination got up for the protection of the owners, managed by themselves, and they are desirous of managing other peoples affairs as well as their own by pretending to manage the affairs of the free labour portion of the men, if there are any such people as free labourers.

9795. Then you think that the members of the Shipping Federation are not entitled to combine for the protection of their own interests?—I have always expressed my opinion that I was very pleased that they did combine, and the stronger the combination on their part the better, providing they do not interfere with other people.

9796. But still, when they do combine, and amongst other things propose to employ only the men (I do not admit that is the case at present, at least I do not wish to do it, because your evidence conflicts with other witnesses on that point) but if they were determined to employ only men holding a Federation ticket they would be guilty of coercion, whereas the Union insisting on the employment only of men holding their ticket are not guilty of coercion?—We have always founded our objection upon this: first of all why was the Federation ticket instituted; the private opinion of shipowners was that it would be a good means of getting the men to desert the Union; the second reason was that by the men taking the Federation ticket, the employers would have the absolute control of a majority of men who were not connected with the union in any way, and that they would be able of course to defeat the union policy, no matter in what direction they intended to move.

9797. Is that not conduct on their part on behalf of their Federation identical with the conduct on your part on behalf of your Union?—No, not at all.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

9798. Let me see how that is?—For instance, they desire to have all non-unionists; the reason for that is because they know that they will be better able to govern men who are not organised, and better able to reduce their wages whenever they think fit, than if they otherwise organised. We, on our part, are simply protecting our interests, and we do not, I say, coerce the ship-owners; we have a perfect right to ask that we will have a share of the profits of labour, and that the capitalist shall not take all the gilt off the ginger bread. We know that the only way to do this is by combination.

9799. By combination which you think legitimate in the case of the unionist, and illegitimate in the case of the shipowner?—I have not admitted that. I say it is illegitimate on the part of the shipowner to try and organise free labour, because it is evident to every one that there is no love between the shipowner and the free labour men, there is no love between the two parties. The reason why they talk about protecting the interest of free labour men is because they know that is a force which they can use on their side to the detriment of the unionist, it is not because they have any love for them or respect.

9800. That is, they are striving by their Union, their Federation, to impose their will upon the men?—That is so.

9801. You have admitted, I think, to me before, that the object which you have in view, as a Union is to impose your will, only you term it reasonable, and fair, and right, upon ship-owners?—Well, you can put it in that way if you choose.

9802. Is that not really it—is it not a mistake to say that one is using coercion and aggression, and the other not?—I do not think so, because the shipowners say that the reason why we want those federation tickets is not to defeat the Union, so they say publicly, but in order to say that we will be able to compel the men to comply with their agreement. This ticket is a piece of worthless paper so far as compelling a man to fulfil his agreement; it is of no use whatever. The Federation cannot put any law in force because a man breaks the conditions of this piece of paper.

9803. Yet if he were a union man he would have the assistance of your Union?—We would inflict a heavy fine.

9804. And without that he might not?—If he were to take our union card he would have more assistance than he would have in asking us to put in force this piece of parchment.

9805. Now, with reference to that conciliatory meeting which you proposed to hold in Sunderland, you were then, I think, rather a small Union, comparatively?—Not more than about 200 men.

9806. What you proposed to do then was, I think, pretty much what you desire your present Union to do?—No; we did not put forward the same claims then as we do now; we put forward the claim that an Englishman should not be

Mr. Bolton—continued.

discarded because he was an Englishman; we thought it was no crime to be an Englishman, and we wanted to see whether we could reason with the owners, to put a stop to this cry of "No Englishman need apply." That was one condition. The next condition was that we were not satisfied with our wages, and we asked for an advance of wages, or for them reasonably to consider the advisability of granting an advance, which, of course, was ignored.

9807. Then you quoted one reply, I think, only which you got; which was in effect telling you to mind your own business, was it not?—That was one reply.

9808. Give any others that you had?—Another reply was that the owner was not aware that there were any union men in his ship, if we would only furnish him with the names of the men he would discharge them. Another reply was that their ships were not sailing out of Sunderland, and it did not affect them. Another was that they could not afford to pay the money. Another was that they did not want any dictation from agitators; and, mind, there were no agitators at the time, because I did not class myself as an agitator at that time.

9809. Perhaps you were not doing yourself justice?—Well, as I said, I was a very mild young man.

9810. I think you said that you sent out that circular to between 200 and 300 firms of shipowners?—Yes.

9811. And that your Union consisted of about a couple of hundred members?—Two hundred financial members, but I explained yesterday that there was a large number of men joined on what they call the privilege card; men who were willing to abide by the rules of the Union, and who, when they got money were prepared to join.

9812. Was it of such importance as respects numbers and power as to be able to fulfil any engagements as to the manning of ships and so on, into which it might have entered with the shipowners?—I do not think that it was of such power and strength—as a Union, mind—as a Union, I do not think the power and strength of it was anything at all at that time, but still it represented the seamen in general.

9813. How could you tell that?—By public meetings, at which the non-unionists were assembled the same as the union men.

9814. But if you have a public meeting where the people interested who are unionists are very few, and the general public a great many, you do not say that the mere fact of the general public attending that meeting is to lead to the absolute conclusion that all are sympathisers with the Union?—If we convene a meeting of seamen, which may be a public meeting, and every one of those men who attend are sailors and firemen interested in the sea question, if those men express an opinion in favour of an increase of wages, or of more opportunities being given for Englishmen to ship, we say then that

25 November 1891.]

Mr. J. H. WILSON.

[Continued]

Mr. Bolton—continued.

that represents the feeling of the whole of the sailors and firemen.

9815. Are you acquainted with many sailors who would not be in favour of an increase of wages?—I do not know of any, at least I have not found any.

9816. Who are not in favour of larger wages?—I have not found any who were not.

9817. I mean the probability is that if it was a proposal that they should increase their wages everyone would agree with it who was present?—Not necessarily so; seamen are not the most unreasonable of men. I have known men who have said, "We are fairly well satisfied with the present wages at the present time; take a rise when freights get better." That is much about the position of the men for these last 12 months.

9818. What I am coming to is this: was that Union of such importance, considering its nominal strength was some 200 and its probable strength something a little more perhaps, as to warrant 300 or 400 shipowners, or whatever the number was, coming to Sunderland on your invitation to discuss questions of the kind suggested?—Yes. That meeting did not represent 200 seamen; it represented about 8,000 seamen; the wish of 8,000 seamen; got up by 8,000 seamen at their desire. A special deputation was appointed from large meetings of men to attend this meeting to meet the shipowners in conference. Therefore I say that it was of the greatest importance, and had the shipowners been conciliatory at that time they would have met the men.

9819. But the invitation did not go from these 8,000 people?—Yes, it did.

9820. How did these 8,000 people concur in the invitation; did they appoint someone to do it?—By public meetings and a special committee which was appointed to carry out their instructions.

9821. You have advocated, as a remedy for some of the existing evils, that discharges should cease and that certificates of competency should take their place?—Yes.

9822. That is, competency of seamanship?—We say that men should pass an examination the same as mates and engineers have to do; not so severe, of course.

9823. Where should that certificate of competency be obtained; what board would you charge with the power of granting it?—Appoint a special board, under the direction of the Mercantile Marine Office, the same as now is appointed for the examination of officers; they meet once a fortnight, or once a month, for the purpose; three members of the Local Marine Board are appointed to see that the men perform the necessary examination. Now, it would be one of the easiest things in the world for the Board of Trade to appoint a practical boatswain and two members of the Local Marine Board, say, to be present at the examination. It might put up a proper yard, rig a mast up, and sails, lead lines, &c., and allow the men to perform

Mr. Bolton—continued.

certain duties, and then for the certificates to be granted.

9824. That would be an A.B. certificate, of course?—An A.B. seaman's certificate.

9825. Would you preclude the shipowner from asking for a certificate of character as well?—Not so far as certificates of character are given by other working men. The employers on shore, when they employ a workman, do not ask for his character except it is for a position of trust. Thousands of engineers are employed, thousands of boiler makers and carpenters, who never produce a character; in fact, the employer never sees them; they are engaged by their foreman, and produce no character whatever, and I do not see why any special exemption should be made in the case of seamen.

9826. Are you perfectly sure that your statement just now is correct?—So far as engineers, boiler makers, joiners, and carpenters are concerned in large firms. Probably where there are only about three men employed and a boy they may ask for a character, but not in the large firms.

9827. Is not the question frequently, "Where were you last; where have you been working?"—Only in firms where they are able to carry out what they call the black list system. There have been several very severe strikes in the north of England through this very same principle. A man leaving an employment goes to apply elsewhere; he is asked "Where have you worked last?—Well, I worked at such a yard." Then they send down to this place to see whether there is anything against him. If they find anything against the man, according to their idea, then he is dismissed. There have been some heavy strikes in the north from that. That is what they call the character note system, and it is now entirely abolished. It is not carried out at all by the employers.

9828. Are you sure that the private inquiry is abolished?—I am certain of it; they could never find time.

9829. I think I can speak from personal knowledge that it is not abolished?—On railroads probably it may not be.

9830. And in other employments also?—Not in my part of the country, however.

9831. You have spoken with some bitterness, I think, of the employment of foreigners, especially the employment of foreigners by the Shipping Federation?—I said in my evidence in chief, yesterday, that a large number of our members were being discharged in Rotterdam, Antwerp, Hamburg, and other continental ports, and foreigners were being shipped in their places at 3*l.* 10*s.* per month where the wages of our men were 4*l.* 10*s.*

9832. Then it is not the employment of foreigners that you object to, but the employment of foreigners at a lower wage than Englishmen?—We object to the importation of more new foreigners into the country; that was the reason why we put such a prohibitive

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

entrance fee upon the new comers, for that purpose.

9833. But you have altered that a little, I think?—We have altered it a little, but still it is a prohibitive entrance fee.

9834. You have got 10,000 of them?—I said that at one time we probably had 18,000.

9835. Eighteen thousand?—I said probably; but, at the present time, I think I put the number at about 5,000 or 6,000, and they are mostly all men who have been resident in the country for many years.

9836. Does that make a difference; do you mean by resident in the country, sailing in British ships?—Married men; married foreigners with wives and families. You might call them naturalised; they have equally as much right here, I suppose, as any other man; they pay their rents, rates, and taxes.

9837. You spoke of a union of officers of which you were formerly honorary secretary, I think?—Yes.

9838. And you objected to the fact that owners were on the executive?—That was the objection which the officers had to other officers' unions then in existence.

9839. Who put those owners there?—That is a question that I cannot very well answer, because I was not present at their election on the committees; but some of them are also owners who have been sea captains as well, and probably they joined the officers' union at the time they were following the sea.

9840. And they are elected now by the present members?—That I cannot say; they might be elected at a meeting where there would not be more than 12 or 13 officers present, but they do not represent the opinion of the majority of the officers.

9841. Do those sort of things happen in your Union?—Not to such an extent as in the officers' union, because we have got more members.

9842. You spoke with reference to your own Union and its general management, and you were asked by Mr. Ismay, I think, some questions with respect to the powers of the executive; is it not the fact that seven members of the executive could, under these rules, order a general strike?—No, they could not.

9843. Will you show me where it is prohibited there?—"In the event of every effort by appeal and memorial failing to attain the end sought," we will say whether for wages or otherwise, "it shall be the duty of the executive council, when required to do so on behalf of the men, to offer to the owner or owners in whose services the men are, to refer the matter to arbitration. This offer of arbitration shall be repeated if unnoticed or not accepted on the first occasion. Should the owner or owners refuse to consent to arbitration, or ignore the requests made for reference to arbitration, it shall be open to the members to appeal to the Union, through the executive council, to support them, should they deem it

Mr. Bolton—continued.

"desirable to withhold their services from the owner or owners till such times as arbitration or other demands had been acceded to. It shall be the duty of the executive council to state the circumstances of the dispute to the branches of the Union, and to take a vote of all the members at home able and willing."

9844. Does that over-ride this (Rule 3, Article 1): "For the general management of the Union there shall be a Committee, termed Executive Council, consisting of a President (or in his absence a 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, with power to act, provided always that the Annual Meeting shall alter the number of representatives if deemed expedient." Then lower down, Article 4, it says, speaking of the executive council, "it shall diligently fulfil the duties prescribed for the protection of members, and seek first to settle disputes by arbitration." Now, is not there full power there to this executive council, a quorum of which is 7 members and the President or Vice-President, to act at once?—No, not at all. It must be in accordance with the rules prescribed for conducting such disputes.

9845. They can ask for arbitration, and then, if arbitration is declined, they can order an immediate strike?—That is not so. It says, in accordance with the rules prescribed for conducting such disputes.

9846. I think not?—I think you read it out.

9847. It says "it shall diligently fulfil the duties prescribed for the protection of members"?—That is so. Then you must refer to the rules with regard to the protection of members. It says, "prescribed for the protection of members." Then it is prescribed for the protection of members that before a dispute is entered into they are to take a vote of the members. So that you see that rule works with that special rule which is provided for that purpose.

9848. Provided the circumstances are not such, in the opinion of the executive, as to demand immediate action. In that event, I think that clause which I read provides the executive with the power of immediate action, and I would ask you, have you never had a strike until all those formalities have been gone through?—I daresay we have had strikes when the formalities have not been all gone through, strikes which have been forced upon us, not through our own seeking, but through the employers. We will take a case for instance. Supposing that the shipowners discharged some union men to-morrow, and they wanted to sign other men to put in their places, there would be a strike at once, and we would not have an opportunity of appealing to the whole of the members.

9849. Has your Union in the past been always able to control its members?—In the majority of cases I think it has.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Bolton—continued.

9850. Has it always?—Not always. There are strikes that have taken place that I have had to put my foot down on, and have put my foot down on them and stopped them.

9851. Then, seeing that you are unable to control your members in such questions as a strike, why do you expect that shipowners and others should be able to place confidence in you to provide sufficient men for manning their ships, and that your guarantee of efficiency and so on should be a sufficient security to them?—In the first place, I have not admitted that we cannot control our members. I have not admitted that, for I say that we can. We can control our members; we do control our members; and if in any case our members should go contrary to our instructions, it is possible for us to replace those men with other men, and we would do so if we thought that the owners were justified in the action that they had taken; or if they approached us in any way and applied for help we would render them assistance.

9852. Do you find, as a member of the executive of your Union, that you are always in a position to do what you yourselves think right?—That cannot be expected. There are always differences of opinion. One man has one line of policy and another man has another.

9853. I was thinking rather of where you come to the conclusion that a certain rate of wages was the proper wage; have you been able to support the shipowners in their objections to increase it always?—We have never supported the owners in their objection to increase wages, because we say that they were not justified in objecting to the increase.

9854. I think, in answer to Mr. Ismay, you said that there was a rate of wage being paid by the Atlantic liners which had been paid during the time of depression, and that that had to be raised because other wages were raised simultaneously; and I think you expressed yourself as adverse to the action that was taken up?—You are in error there. I said, in answer to Mr. Ismay, that although they may have paid their money in the time of depression, the difficulty which we were faced with was that, if we did not compel them to pay the same rate of wages the other owners would raise this objection.

Mr. Ismay.

9855. The same increase; the same relative increase?—No, the same rate of wages. We were demanding 10s., I think you remember.

Mr. Bolton.

9856. I may have misunderstood Mr. Ismay, but I thought I heard that they had to pay an increased rate of wages?—Yes, that is so.

9857. Although they had paid, during the depression, a rate of wages which had not been paid by the other owners, yet when a good time came you insisted on these other owners increasing their wages, and then, because they paid an increase you had also to insist on the payment of an increase by those who had acted

Mr. Bolton—continued.

properly during the period of depression?—Yes, but you will remember that I also pointed out to Mr. Ismay that the men who had been sailing for the other employers at a lower rate of wages were equally as well off as the men were in their particular lines, because they had had more constant employment, and were not so often discharged from the ships at the end of the voyage, so that their wages were equally as good as the men in the liners. I pointed that out at the time.

Mr. Tait.

9858. Your organisation was opened for foreign and British seamen?—That is so.

9859. And you are a Trade Union within the full meaning of the Act?—We are a registered Trade Union.

9860. A principal part of your work lately has been the devising of better conditions of work and wages for the men?—That is so.

9861. You make a departure, I think, from other Trade Unions in so far as that you are proposing to establish homes in the large ports of the country?—Yes, that is our intention. We think that our men, being such a migratory lot of men, and having suffered for many years at the hands of crimps and boarding masters, it is desirable that we should establish our own homes, and we have made a move in this direction by purchasing a large building in Cardiff at a cost of 10,000*l.* odd, and we are going to spend about another 2,000*l.* upon it, which will enable us to accommodate about 200 or 300 men, and we have also our own store where we provide the men with clothes and all the necessary outfit to go to sea, and we intend to adopt that course in every town throughout the country.

9862. The principal reason of your getting up this home has been to do away with crimping as much as possible, and the evil results of it?—That is our object.

9863. You have heard the evidence which was given by the shipowners, and those speaking on behalf of shipowners here, depreciating crimping?—I have heard the evidence given by Mr. Laws and one or two others with reference to crimping.

9864. Have the shipowners assisted you in getting up this home?—They have opposed it as much as they possibly could.

9865. Notwithstanding that that was your effort?—That is so.

9866. In another part of your rules you make a provision for assisting men who may be interfered with, simply because they are members of your Union?—That is so.

9867. Have there been many cases come under your notice where either captains or shipowners, or those for whom shipowners are responsible, have interfered with your men?—In large numbers of cases men have been discharged because they were union men. Men have been refused employment at the shipping offices because they were union men.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

9868. Can you tell me if this has increased since the formation of the Shipping Federation?—It did exist before the establishment of the Shipping Federation, but now it exists under a different system, of course. Before the Federation was started a large number of owners used to give instructions to the captains not to employ union men if they could avoid it. Captains would come to the Mercantile Marine Offices and say, "I want a crew, but I do not want any union men." Then, if the captain failed to get a non-union crew we would say to him, "Well, now we will not ship unless they are all union men." So that they were actually the aggressors in the first instance, and that was a very common thing indeed in the various ports.

9869. In reply to Mr. Ismay, you have stated what were the hours of seamen. Was I correct in interpreting you to say that they worked four hours on and eight hours off?—That is the firemen. The firemen in the majority of boats work four hours on, and they have eight hours off. The sailors work what they call four-hour watches—four on and four off; and then from four o'clock till eight o'clock at night is divided into what they call dog watches—divided into two watches of two hours each, so that a man actually works 12 hours and 14 hours in the 24.

9870. That is when they are at sea?—Yes.

9871. What are their hours when they are in port?—When they are in port sometimes they work from six o'clock in the morning till eight o'clock at night, and if the ship has to go away that night, perhaps they have an hour's rest, and they would have to work another seven or eight hours.

9872. Do they get any extra for that?—No extra. They do get extra pay if they work at the winch in order to discharge cargo. If they work over six o'clock at night they get pay, but they cannot compel it, and if the captain chooses at the end of the voyage he can stop this overtime, as the law says that a seaman must be at all times obedient to the lawful commands, and "lawful commands" is a term which has a very wide scope.

9873. At Question No. 4974, in the evidence given by Mr. Laws, in reply to Lord Derby, the question being, "Can you tell us what are the standard hours for sea service?" Mr. Laws replies as follows: "The standard hours for sea service are in effect six hours for work, but 12 hours on duty; that is to say, the actual work of the ship is seldom longer than six hours, but the men must be on duty 12 hours, naturally every four hours and the two dog watches. But the greater part of that time on duty he is smoking his pipe on the fore-castle deck, or promenading the deck, the same as he would be in his garden if he were at home; it is not work, it is merely exercise and no more." Is that a correct statement?—I think I was present when that evidence was given, and I could not help smiling about the gentle exercise that seamen get. I do not know whether that

Mr. Tait—continued.

gentleman would say that it was work to steer a ship. A man has been working all day, he has done the usual work of the ship, such as painting, chipping, and scraping, and other work. Then at night time he has got to do two hours at the wheel, and two hours on the lookout. Well, I do not know whether that might be termed gentle exercise or not. The man has to be grinding at a wheel for two hours, and then on a fore-castle head where the seas and sprays are washing about him for two hours, and I do not know whether that might be equal to working in a garden. I should prefer the garden of the two. Well, that is much about the gentle exercise that they get. Sometimes, by way of diversion, they turn the yards round, hoist up the sails, and pull them down again, coil up the ropes, do a run or two up to the mast head and down again to either set or lower sails. Of course, that may be termed gentle exercise, but it is a kind of exercise that I would not care about.

9874. At Question 4976, on the Chairman asking, "Are there any holidays habitually given?" the reply is, that they get the ordinary holidays; but there is a further statement, that on Sundays no one works except for the manœuvring of the vessel, which is not work, but simply exercise, and very pleasant exercise. Do you accept that statement as being a correct one?—I should say it is not correct, by a long way, because I have had to do four hours' pumping on Sunday, up to the waist in water. Well, I would not call that gentle exercise. I have had to reef topsails, probably in the morning watch, of a Sunday, set 15 or 20 sails, or perhaps set 20 or 30 sails, turn the yards round half-a-dozen times in four hours, coil the ropes, and then take a turn at the wheel. Well, I would not call that gentle exercise. But that is Sunday's work. The officers on board some ships try to compel the crew to clean the brass work and wash decks on Sunday. That also takes up time, and perhaps that would not be called gentle exercise.

9875. Now, with regard to the strikes which your Union has been interested in, have most of them been for advances of wages or resisting reductions of wages?—Yes. The majority of strikes that we have been engaged in have been for that purpose.

9876. Before undertaking the responsibility of a strike, has it been customary for your Union, or the branch of the Union locally, to make any approachment to the managers or shipowners?—Whenever we have made what we may call a general demand for higher wages, we have always approached the owners; but we have had numerous strikes that have taken place in this way: We will say that the wages have been fixed at 4*l.* 10*s.* a month, and a captain has come up to the office and tried to get his crew for 4*l.*, without any notice to our side that they were going to do this. Then we have resisted that reduction, and we have tried, of course, to prevent them from getting a union crew.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

9877. I was wanting to get a general answer to the question as to whether, when you seek for a general advance of wages, you make overtures before striking?—We have always made all the overtures that we possibly could to avoid strikes, because we do not believe in them.

9878. It has been stated here that in some of the strikes which your Union has taken part in, there has been violence and brutality used to those who have been working for the owners. Is it within your knowledge, as the secretary of your Union, that either your executive committee or any of your branch local committees have connived with anyone to do either of those things?—We have not, in any way; and I am prepared to answer that question in this way, that there are not near the disturbances at the Mercantile Marine Offices now, and during the time which our Union has been in existence, to what there were prior to the formation of our Union. I have seen knives drawn and bricks knocking about in all directions at the Mercantile Marine Offices in Liverpool and other ports before the formation of our Union, and when the men were disorganised.

9879. Then am I correct in interpreting you to say that any statement of that kind, as far as your knowledge is concerned, is untrue?—That is so.

9880. Can you tell us approximately how much money your Union has spent in strikes since your existence, taking all the strikes that you have had?—I should say about 50,000*l.*

9881. Can you give us, on the other hand, an approximate idea as to the amount of money that you have been able to place as wages in the sailors' hands since the formation of your Union, which, previous to that, used to go to the ship-owners?—About 3,000,000*l.*

9882. That is from the time of your formation?—From the formation about 3,000,000*l.*

9883. Therefore, at a cost of about 50,000*l.*, you have secured to the sailors and firemen, and your members generally, 3,000,000*l.* of wages?—Yes, that is so.

9884. You made reference to the Glasgow strike, but you did not explain what led up to that strike. Was it with reference to an increase?—We had two strikes in Glasgow in 1889, and they were both for increase of wages. We had a strike in January 1889 and also in June 1889.

9885. Before the introduction of your organisation into Glasgow, what were the wages of the men in weekly and monthly boats?—The wages of the men in the weekly boats were 21*s.*, in some boats 24*s.*, in others 27*s.* In the monthly ships the wages were 2*l.* 5*s.*, and 2*l.* 10*s.* in sailing ships; 3*l.* 5*s.* and 3*l.* 10*s.* in steamers bound to the westward, whereas in Liverpool they were paying 4*l.*

9886. Can you tell us the wages now for weekly or monthly boats?—The wages in the weekly boats now are 28*s.*, 30*s.*, and 32*s.* 8*d.*; the wages in the sailing ships are 3*l.* 10*s.*; the wages in the steamers to the westward are 4*l.* 10*s.* and 5*l.*

Mr. Tait—continued.

9887. Therefore, since your branch was laid down there, the men have received considerable advances of wages?—In monthly ships we say about 1*l.* 10*s.* a month more, and in weekly boats 8*s.*, 9*s.*, and 10*s.* a week more.

9888. But that was not generally conceded without strike?—It was not conceded in Glasgow without a strike.

9889. There were some firms that conceded it without striking?—I cannot say that. I do not know whether in Glasgow there were any firms conceded it; but that was the rate of wages which we were then being paid in the North of England. The wages have always been better there than any other port.

9890. You made one statement in answer to Lord Hartington, I think, yesterday, that during the continuance of the Cardiff strike the men who came to supply the places of your members were drugged?—Yes; I saw five men who were landed from the "Speedwell." That was the receiving ship which was lying off the roads at Cardiff. These men were brought to me, and they reported that on the Saturday night (this was on the Tuesday night) they had received their wages at four o'clock in the afternoon, and that a man, one of the Denison Street boarding masters, met them and asked them into a public house to have a drink. They went in to have a drink. They had several drinks, and the men remembered no more until they found themselves on board the "Speedwell." These men had been working in a cotton warehouse—were not out of employment, but were ordinary labourers in a cotton warehouse. We took proceedings against the Federation in Cardiff for bringing the men there on false pretences. However, we were not able to get at the person who had actually brought them; and, therefore, the proceedings fell; but there were many other cases of a similar kind where men had been kidnapped and detained on board the ship by force. There were two policemen on board who prevented any man from going on shore. The only way they could get out of the "Speedwell" was by consenting to ship in any vessel that applied there for a crew, whether they had been at sea or not before.

9891. You also stated that they shipped inexperienced men?—A large number of them. Ships had to put back after getting half-way down the Channel. They had to put back and re-ship fresh crews.

9892. Do you think that the fact of these inexperienced men being there was the result of the unsatisfactory system of discharges which you complain about?—Partly that, because, had they been compelled to produce proper certificates, of course, these men would have been of no use to them. They would not have been brought.

9893. Does the Merchant Shipping Act not secure competency as a condition of employment?—No; the Merchant Shipping Act does not. There is a section of the Act which says that no man shall be entitled to the rating of A.B. unless he has had four years' sea service. But then it does not go on to say that an owner shall not employ a man who has not got such a

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

certificate. We made some stir about this during the time of the Cardiff strike. We applied to the Board of Trade to put this section in force. However, they gave instructions to the superintendents of the Mercantile Marine Offices that in future, on signing on the men, they were to ask them if they could prove four years' sea service. If they had not their discharges to prove their sea service they had to put opposite their names "not proven," "N.P.," and if they could show their sea service they put "P."—proven. But that was no protection whatever, because they did not refuse to sign men on who could not produce this amount of service—four years.

9894. Notwithstanding the suggestion came from the Board of Trade?—And notwithstanding the law says that they are not entitled to that rating unless they have that service.

9895. Does the Merchant Shipping Act meet all the requirements of your case with the exception of the one or two points which you have in your evidence-in-chief placed before the Commission?—The law at present does not meet our requirements, and we have put in a Bill to amend that; that is to say, that the men shall show four years' service, and they will get a parchment certificate, and then, we also want an additional clause to say that owners will not be able to ship any men unless they have got this certificate; because, if it is not so, they would ship the men without certificates; and then the law would be of no use whatever.

9896. You say it is a matter of serious complaint of the unsanitary condition of the men's accommodation at sea; and you complain that there is only some 76 cubic feet of space allowed—there would be some ships that have more than that?—There are no ships which have more than what the Board of Trade allow. It is true that in some ships there are only six men in the fore-castle, whereas above the door it is certified to accommodate 12; but, as I have already pointed out this morning, if they were to put the 12 men in there, there would be no room for them to sleep or get out of their bunks. In fact, I have inspected some ships' fore-castles where the men at the fore end of the fore-castle—if they wanted to get out, the men at the aft end had to turn into their bunks to allow them to pass; and yet it was certified outside to accommodate nine men, and there were only five in.

9897. In the Bill which you have laid before us you propose to alter that 76 to 120 cubic feet of space?—Yes; we think that that is little enough space, and we are backed up in that contention by the Report of the Medical Officers for Health for Hull and London recently issued, where they condemn in very strong language the present accommodation which is provided for seamen, and advocate that they should have more.

9898. Did you or your Union personally consult any medical men in regard to the 120 cubic feet of space as to whether that is sufficient or not?—No, we have not consulted

Mr. Tait—continued.

any medical men upon the point; but we know what we get for the 76 cubic feet; and, in order to be conciliatory and not ask too much, for fear we should get up the backs of the shipowners, we thought we would be reasonable and only ask for 120.

9899. Notwithstanding the fact that the Government Medical Officer of Health thinks that 320 feet should be allowed to a convict?—Yes; that is what the law provides for these gentlemen.

9900. May I ask you if you have got a copy of the extract upon which Sir Michael Hicks-Beach asked you this morning—the extracts from the "Shipping Gazette" sent you?—I have not had one sent me.

9901. Had they been sent to you, perhaps you might have been better prepared to answer the questions that were categorically put?—Yes, I would.

9902. You are connected with the Federation of which Mr. Edwards is the general secretary?—We are connected with that body.

9903. How long is it since you became connected with it?—Since its formation.

9904. How long since it was registered as a federated body?—I should say about three months ago.

9905. Therefore you were not federated to any organisation previous to the introduction of the Shipping Federation?—No, we were not.

9906. Did you see the replies that Mr. Clem. Edwards made to myself, as to what had been the cause of that Federation coming into existence; that it was owing to the action of the shipowners, and the fact of the Shipping Federation having come into existence?—I did not see that statement.

9907. Was that one of the reasons why your Union did so?—Yes; we federated because the owners had federated.

9908. You have had a considerable, and perhaps, an unfortunate experience of strikes. Can you suggest to the Commission any remedy for strikes?—Yes, my remedy would be perfect organisation, first on the part of the men, and on the part of the employers. The stronger their organisations become, the better for both sides; because I recognise this, that if the men's organisations became very strong, and the employers were not in an equally good position the men might become unnecessarily aggressive, and might become unreasonable. It is just the same with reference to the employers. Therefore, I am of opinion that if both sides were strong and attending to their business, instead of the employers attending to the business of "free labour" men, then we would be able, whenever we wanted to alter the conditions of labour, or alter the wages, to meet each other upon equal terms. The employers knowing our strength would respect us; we knowing the employers' strength would respect them in return; and, I believe, that is the only way by which we will get over the strikes and difficulties that we are faced with at the present time.

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

9909. Then I take it that you mean that the more perfect the organisation, the less will be the number of strikes?—I do; I believe the more powerful the Union becomes financially, and in numbers, the less chance there will be of strikes. That has always proved to be the case in all the larger Unions in the country. When they were weak they had numbers of strikes; when they became strong then the strikes gradually diminished; and, I believe, our Union will have to go through much the same experience as the others.

9910. Of course, it would be necessary that these two combinations should meet from time to time and confer?—I believe that if we were to adopt a similar plan to the one which the miners of Northumberland and Durham have adopted for many years, we should get along all right. They have what we may call a conciliation board. Whenever any question arises between the employers and the men, the matter is generally referred to that board, and, each side being pretty strong, they have got to respect each other, and they always manage to settle their difficulties—at least they do generally. The miners, I believe, had an experience similar to ours when they first commenced their Union. They had, at first, continual strikes, until at last they were able to maintain their position, and the employers said “Well, it is no use trying to crush these men, we have got to recognise them as a power, and make the best we can of it.”

9911. In the event of the conciliation board failing to come to an understanding on any question, would you be inclined afterwards to submit the question to arbitration?—No; I do not believe that arbitration would be the best means of settling trade disputes; because the men are not always satisfied with the arbitrators' award, and I am afraid that in our case we would have difficulties in getting the men to arbitrate upon questions of dispute who would give satisfaction to both sides. Therefore, I would prefer to meet the owners individually, or through their combination, each party having the same amount of respect for their own Union. I believe we should then be able to argue the matters out, and settle the points.

9912. But, failing your not being able to settle a particular question?—Then I should be prepared to take arbitration on; but otherwise, I would prefer that the matter should be settled between the employers' union and the men's union.

9913. Would you have an arbitration court, of any kind, established for your particular trade?—I do not know. I have not quite made up my mind upon that point, and I do not quite see my way clear, at the present time, to support a proposal of that kind. I do not say that I would not do so, but I have not quite made up my mind as to whether it would be beneficial or not. However, probably it might be better than calling in some person who might be interested either on one side or the other.

Mr. Tait—continued.

9914. I think at various meetings of your organisation, and at your annual meetings, you have decided to call upon the State to interfere in the hours of labour?—We have. We believe that not only should the State interfere in the hours of labour, but, as far as we are concerned, we think that the State should also provide against under-manning, against bad provisions, and, in fact, they have done so to a certain extent, and we intend to ask them to go beyond that, just to avoid strikes. If we were to make any of the demands on the owners that we have put forward in legislation, we would be in continual strife with the owners; and even if we carried our point to day we might lose it tomorrow. Therefore, we prefer legislation.

9915. That is the number of hours at which you ask Parliament to fix the limit?—The firemen have an eight hours' day practically at the present time, and we want the eight hour day for sailors, and we say that there will be no more difficulty in applying the eight hours to sailors than there is in applying it to firemen, who have had it, of course, for many years; but in some cases now they are trying to lengthen the hours of firemen by compelling them to work the six-hour watches.

9916. When they work the six-hour watches how much does that increase their day?—It increases their day four hours.

9917. I think you have also asked the State that it should give your members the same privileges under the Employers' Liability Act, as are conferred upon workmen on land?—Yes. We do ask that we should have the same privilege in that direction; because the law at the present time is very unsatisfactory so far as the seamen are concerned. Numbers of men are injured through the neglect of the employer to provide proper equipment on board the ship. We have two Acts which apply to seamen; one is Lord Campbell's Act, and the other the Act of 1876; but Lord Campbell's Act says that the employer shall not be held responsible for any accident that may occur through the neglect of a fellow-servant, and the judges have held that a captain is a fellow servant; therefore we are debarred from compensation for any neglect on the part of the captain or officers. Then again, the Act of 1876 provides that there is an implied contract or warranty between the master, the owner, and the crew, that the ship shall be seaworthy on leaving the United Kingdom, and kept seaworthy during the whole of the voyage. Well, now we thought that we were secure on that section of the law at least, to say that if a captain took a ship to sea when she was unseaworthy and she was lost, and men's lives were sacrificed, we should get compensation. But there is a case which was tried last week in the High Court, where the judge held that the owners should not be held liable for the neglect of the captain to provide that the ship was seaworthy, and he also held that the captain was a fellow-servant. Well, that ruling puts the sailor in a very queer position; because he is bound

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

to obey the orders of the captain, otherwise he is imprisoned for refusing duty; and, therefore, we stand in this position: that although we may see that it is dangerous to perform a certain duty, we have to have no judgment of our own, because the magistrate says, "You must bow to the superior judgment of the master." Therefore we are bound to obey. If we obey the orders and we lose our lives, then the judges say there is no compensation, because this is the neglect of a fellow-servant.

9918. Is that under the Common Law?—Yes, or under any section of the Merchant Shipping Act.

9919. The Protection to Property and Conspiracy Act is one which has been brought under the notice of your Union?—Yes.

9920. Have you noticed the clauses of it which appertain to picketing?—Yes; I notice what has been said here with reference to picketing.

9921. You will be aware that the judges in the country have disagreed in their definition of some of the clauses of the Act as to the powers of picketing?—Yes; I think I have seen something about that in the papers.

9922. May I ask you, as one who has had considerable experience, do you think that sufficient power is given to the workman to protect his interest during the running of a strike?—I do not think that the power is sufficient at the present time, and after what was done in the Cardiff strike by the employers, I think it is absolutely necessary that some alteration in the law should be made, because we find this: when the employers go in search of free labour men they do not tell the men the whole of the circumstances of the case; that is to say, they do not say to those men, "There is a strike on in a certain port; will you go and fill the places of the men on strike." They do not say that. They put out misleading objects, and say that a certain number of men are required at a certain wage; and when the men apply for the situation they ask, "Is there a strike on?" The agent of the employers says "No, there is no strike on, it is simply the scarcity of men;" they get these men to come perhaps two or three hundred miles away from their homes, and there is no opportunity for the Union delegates or pickets to reach these men and point out to them the facts of the case; and we say that the law is too stringent with reference to picketing.

9923. I forgot, when dealing with the question of the Federation, to ask you, as a practical seaman, if you consider the federation ticket a guarantee for competency in any way?—In no way; because hundreds of these tickets have been given to men who never produced one discharge—hundreds of them. They have been given to foreign seamen who were never in English ships before, although on the card it says they should have so many years' service in an English ship. That condition is not being carried out. It may be carried out a little more

Mr. Tait—continued.

now than it was some time ago, since the union men have consented to take the card; but whilst we refused to take the card they took any kind of men, and under any kind of conditions, without showing discharges to prove they were sailors. In one case the same man went to Hull and got tickets again with the same discharges he had shown at another port, without any questions being asked.

9924. It has been stated here that the Federation was not opposed in any way to Trades Unions?—Their actions show it.

9925. It has also been said that it does not, as a Federation, seek to reduce wages; do you know, as a matter of fact, whether it has attempted to reduce wages?—The Federation officials have not, to my knowledge, sent out any instructions to reduce wages; but the members of the Federation have sent out instructions to reduce wages, and have been supplied with men in the places of men who have refused to go in the ships on the reduced wages.

9926. Supplied by whom?—Supplied by the officials of the Shipping Federation.

9927. Can you give me a case in point?—Yes. I have a letter, I think, here, where we wrote the owner, and, in Aberdeen, there are about four firms who are in the Federation that have reduced the wages from 32s. 8d. to 30s. per week; and the places of the men who refused to work for this wage were supplied by officials of the Shipping Federation. In many other ports the same thing has been done.

9928. Can you give us a case in point where federation men have been employed where trade unionists have been refused employment?—Yes. I mentioned a case this morning where a man went with an engineer to get a federation ticket, who was a trade unionist—a member of our Union—and he was told by the official of the Shipping Federation that he would not give him a ticket, and that he would have to take another man.

9929. I might put one question to you with regard to the eight-hour question: Are the eight hours a day to be formed out of the crews to be provided under your proposed manning scale?—Yes; we think that on the scale which has been suggested by our Union, that it would be possible to form the eight hours, both for the sailors and the firemen, and the officers as well.

9930. Do you know of any case where the men have been given bad discharges who were competent men, and whose conduct was good?—Yes, I mentioned one case this morning—the case of the man Rudd, who had complained of the unseaworthiness of the ship, and was discharged, and got a bad discharge, although the engineer gave him a good reference.

9931. Is it a common practice for crimps to supply men with seamen's discharges which they have got in a dishonest way?—It is a very common thing, indeed. In fact, some of the crimps manufacture those discharges. In the early part of this year there was a man con-

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Tait—continued.

victed in London of manufacturing discharges. This is one that they can easily manufacture; it is a coasting discharge. They can buy these at the mercantile stationers, and fill them up with any ship that they may choose to name.

9932. And you have known such forgeries to be committed?—Yes.

9933. Do you know of any convictions?—Yes, several. There have been many convictions for that, and many convictions for supplying men with other men's discharges. A boarding-master gets half-a-dozen men in his house who have never been at sea before, and if he wants to supply them to ships, he would give so many of them able seamen's discharges, and others firemen's discharges—men who had never been at sea before.

9934. Now, has your Union lost much money in consequence of the cashing of advance notes?—Yes; since our formation, I should say that we have lost probably 300*l.* or 400*l.* These notes are some of what we have lost. Money has been advanced to the men, and they have either left the ships or failed to join.

9935. And, therefore, your Union, as well as the shipowners, will have lost a little by advancing on these notes?—The shipowners have not lost at all on the cashing of the notes, because the notes are not paid until, in the case of an allotment note, a month after the ship sails, and, in the case of an advance note, until three days after it sails. Then, if the man is not on board the ship, the note is not paid, therefore the owner does not lose; it is the man who cashes the note who loses the money.

9936. Now, on the 13th of February of this year, a manifesto (see Appendix 16) was issued, signed by Mr. Laws, to this effect: "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 shipping offices, or on board ships, as may be most convenient to them. In adopting the above resolution, 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, the Federation is not seeking to effect any reduction of wages, and it earnestly invites all industrious and well disposed seamen 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." This is signed by Mr. Laws. Can you give the Commission any evidence of cases where this circular has been acted upon?—In what respect?

9937. Such, for instance, as where your members have been discharged because they were members of your Union, and because they had not the federation ticket?—Yes, I mentioned to the Commission this morning one case where a man, named Sullivan, was discharged in one of the northern ports in Aberdeen, because he had not a federation ticket. The result was, that the captain was fined 6*l.*, because the man

Mr. Tait—continued.

was on articles. That was one. I have a report of the case here.

9938. Can you also give the Commission any evidence as to where your members have been forced by the agent of the Shipping Federation to join other Unions than yours?—Yes, in Cardiff, the official of the Shipping Federation at that port was a boarding-master named Graffunder. This boarding-master was an agent of the Shipping Federation, and all the men who went through the federation office were compelled to join the Union which Mr. Laws described as having 7,000 members. Well, I know of my own knowledge that they have not in reality more than 1,000 men since its formation, because the total income of this boarding-master's union for last year amounted to 700*l.*, and the men who went through the federation office in Cardiff at that time were all compelled to join this boarding-master's union. The boarding-master used to deduct the entrance fee off the men's advance note without consulting them. Then, again, in Sunderland, we found the agent of the Shipping Federation there, that is Mr. J. T. Lawrence, whom I referred to yesterday, writes to a man named Darby to say, that every man who goes through the Federation office has to join the International Union of Seamen, Cooks, and Stewards. He makes them join. If they do not join then he puts a difficulty in the way of their getting a federation ticket, and, if they do join he gets them preference of employment in the first ship that wants men, in preference to a man who is not a member of it. Those are the only two unions—at least I do not call them unions because they are not unions—the men have no say in the management of them; and I do not believe they can say they have any *bond fide* members.

9939. You look at this as being the means of diminishing the strength and the numbers of your society?—I look upon it as one of the methods that has been adopted by the Federation for the purpose of crippling our power.

9940. Then, one more question in regard to this masters and officers union. It has been stated in evidence here that you manage that union?—I have already stated this morning, that I never managed it no more than that I formed about five branches of it, and I have never attended any of their meetings.

9941. And whatever position you occupied in that union, was it a position that you were asked to fill or to take?—I was asked by a deputation which waited upon our executive.

Professor Marshall.

9942. In describing the services conferred by your Union upon the sailors, it seemed to me that they fell within two clearly marked classes—those in which you had to deal with the employers as a body, regarding them as more or less inimical; and those in which you dealt with the misdoings of particular shipowners, and more especially of particular officers of

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Professor Marshall—continued.

shipowners, and particular captains. Is not that so?—That is so.

9943. Do not you think there would be a certain advantage in keeping the distinction between the two classes of work done by your Union rather clearly marked?—In what direction may I ask?

9944. I suppose that a sailor is really more in need of some defence against petty injustice than almost any other class of workmen?—That is so; because we have so many different laws which affect seamen which other working men have not got. There are about 270 special clauses in the Merchant Shipping Act which directly affect seamen, and other workmen are not bound by those laws. Therefore it is absolutely necessary that we should have some kind of protection to see that the laws are applied in a proper manner.

9945. Is there not a special difficulty with regard to seamen that when a ship gets into port the crew scatters, particularly if the journey has been a disagreeable one, and the witnesses who would in any ordinary case be available to prove any misdoings on the part of the captain are not generally to be got?—That is so. That is the great difficulty that we find in taking proceedings, say, where a ship has been lost through the neglect of the employer to see that she was seaworthy. If a portion of the crew was saved, and they were landed in a port, if we were not very sharp to get hold of those men they would be scattered to all parts of the country, and then we should not be able to get the necessary evidence.

9946. Is there not then a special need for a union, regarded as a defence, so to speak, in the seamen's trade?—Our Union has a special department for that purpose which we call the legal department.

9947. And would you not expect to find that all right-minded owners, and captains too, for the matter of that, would be inclined to co-operate with you if this part of your work could be to a certain extent separated from the other?—Our experience is quite the reverse of that. That is the part of the work of the Union that the owners object to more seriously than any other part. Even the right-minded owners, as we may term them, object to "the dictation," as they call it. Suppose our men have got a salvage claim—men who have risked their lives to save another ship—and we put the legal department in motion to apply to the owner for an account showing how much money is received for the services rendered, and to show an account of what money is due to the men; they seriously object to that. They do not like us either to take up cases of unseaworthiness. This is the department, I believe, that has brought us more into conflict with the owners than anything else, and has caused the owners—I do not say generally, but a large number of them—to dislike our Union more for this than for anything.

9948. A man who had wrongfully sent to sea an unseaworthy ship would dislike your taking

Professor Marshall—continued.

any action in the matter. I can quite understand that; but do you think that those shipowners who send their ships to sea well found do not stand to gain by anything you may do in the direction of compelling other shipowners to do likewise?—I should say that, if a man has taken every precaution to see that his ship is seaworthy, he ought to court inquiry into the loss of his vessel, because it would reflect great credit upon him to show that all had been done that was necessary. But we should ask that the courts of inquiry should be constituted rather differently to what they are at the present time.

Mr. Ismay.

9949. The question was, whether a right-minded shipowner would not benefit by the wrong doing shipowner being made to level up?—Yes, I should say that would be so.

Professor Marshall.

9950. Then, to come back to the main points do not you think if you could get that part of your work which consists of defending the sailor against the misdeeds of individual shipowner, and individual captains separated from the rest, you would get a great deal more assistance from public opinion and from right-minded shipowners than at present?—No; we have tried it. In 1885, we tried an organisation of that kind—what we call the North of England Sailors and Sea-going Firemen's Legal Protection Society. The rules were framed entirely to deal with providing legal protection for the men. It met with no response from the men; very few joined it; and it met with a great deal of opposition from the shipowners, as they said "Here are a few scheming agitators and a few sharks of solicitors are putting their heads together to put us to great inconvenience and costs." And, therefore, they looked upon that proposal with more disfavour than they do on our Union at present.

9951. Does not that rather mean that in that particular case they suspected the motives of some of the people?—They are always suspecting the motives of the people who have anything to do with Trade Unions. The shipowners have been suspecting my motives for many years.

9952. Supposing that the Federation were to succeed completely in all that it aims at achieving, would the result be anything more than that unionists would be compelled to ship with non-unionists?—Yes; I believe that if the shipowners succeeded in crippling the force of our Union, the loss of life at sea would rapidly increase, as rapidly as it would increase since our Union was a force.

9953. Pardon me. You are not answering my question. I did not ask what would happen if the Federation succeeded in injuring your Union. I asked, supposing the Federation succeeded in compelling their ticket to be taken by everybody, would any result follow other than that unionists would be compelled to ship with non-unionists?—Although I may say that at the present time in the majority of the ports our men are taking

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Professor Marshall—continued.

the federation tickets, at the same time they insist that their shipmates shall be union men as well as men having a federation ticket.

9954. You have not quite answered my question. Supposing that the Federation succeeds in obtaining all its ends, could any grave injury result to the body politic? Would it not only result in this, that unionists would have to ship freely with non-unionists?—I do not quite follow the question; and I do not know what answer I can give other than the one I have already given.

9955. Is the public aim of the Shipping Federation any other than to compel unionists to ship freely with non-unionists?—We believe so. We believe that their policy is to push our Union out of existence altogether.

9956. Of that you have no evidence; that is a surmise?—I think that I put in sufficient evidence yesterday of that. At least I was in hopes that we should be able to prove that that was their object—at least of certain members of it. I am not going to accuse the whole of the shipowners connected with the Federation with what has been done by individual members and officials. I will not go that far, because I do not believe they are aware of what has been done.

9957. Anyhow, you would assent to this, so far as the avowed policy of the Federation goes?—The avowed policy of the Federation is, that they are in perfect sympathy with Trade Unions.

9958. If, on the other hand, your Union should succeed in attaining all the ends which it avows, would not the whole of the commerce of the country be completely at the mercy of the discretion of your Union?—If it should come to pass that our Union should become so powerful as you predict, and the employers were not combined at all, the possibility might be that the commerce of the country would be in the power entirely of the Trade Unions. But I do not believe that day will ever arrive when the Trade Unions will have such power, and I do not believe that they would use it in the direction which has been indicated, because if we ruined the trade and commerce of the country, then we recognise that we ruin our own interests, because our interests, after all, are identical with the interests of the capitalists in this respect—that the driving away of the trade of the country means injury not only to them, but to us. But we ask for, and we shall strive to have, a share in the capital that is produced. We think that we have a right to that.

9959. I spoke of your action as controlled by your own discretion. But am I right in supposing that you aim at uniting all the seamen employed into one union so that there shall be no one who can get service on a ship who is not a member of the Union; and, secondly, federating your Union with other trades connected with shipping, so that when you uttered an order that order would have to be obeyed; the only safeguard being that which you have just mentioned—that if you ruined the trade

Professor Marshall—continued.

you would yourselves suffer?—Our object is to avoid strikes. We do not believe in them.

9960. Pardon me. That is not quite an answer to my question?—I will come to that. We think that the only way to avoid strikes is by having all the seamen, not only of this country, but of the world (and we are moving in that direction) federated. We are already opening branches of our Union in Denmark, Norway, Sweden, and other foreign countries, and have met with great success. We believe that when we have got them all in federation with other kindred societies, such as the dockers and the miners, in the event of a dispute we shall have the support of those Unions. But no dispute can be entered into, or would be entered into, where we would have the support of those Unions unless we first bring the matter before their executives, and, of course, all attempts at negotiation had failed. That must be complied with, otherwise no support would be given.

9961. I do not dispute that; but on the other hand, I may take it your answer is "Yes" to my question?—Yes.

9962. There are one or two other small points. You have attributed a very great deal of the influence upon wages to the action of the Union. Mr. Ismay has asked you some questions in particular with regard to the years following 1850. He called your attention to the gold discoveries. Is it not true that shortly after the gold discoveries there was a great expansion of trade, partly connected with the gold discoveries about that time?—Yes; but there was no great expansion of the shipping, and I am in a position to prove that the shipping has increased of recent years more than it did at that time. Since 1880 the shipping industry has developed almost four times as much as it did from the year 1851 up to the year 1859.

9963. We will get to the figures presently. Was it not true that shortly after that came the Crimean War?—That is so.

9964. With an immense demand for freights?—Yes.

9965. You say that there has been a very great increase in shipping of late years. No doubt that is so. But has there been any parallel increase in the number of men? Do not the ships now require less men per 1,000 tons than formerly?—For instance, the number of seamen in 1854 was probably 360,000, whereas the number of seamen now (and when I say seamen, I refer to all men on board ship, captains, officers, and everyone else) is only 230,000, although there is a difference of nearly 6,000,000 of tonnage.

9966. So that that argument of yours is really not quite to the point. The point is, whether the rise in wages in 1850 was not due to other causes than the formation of your Union; whether it was not due really to an increase of trade, and by the demand for sailors consequent on the Crimean War?—I am prepared to say it was not so; because in 1870 there was a considerable briskness in the shipping trade; and, in addition to that, a large number

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Professor Marshall—continued.

of seamen found employment in the mines—some hundreds of them in the north of England; and there was a great scarcity of men. Yet, notwithstanding there was such a scarcity of seamen, the wages were as low at that period as at any other period during the last 30 or 40 years. Although trade was exceedingly brisk and there was a scarcity of seamen, wages were low, because they had no organisation.

9967. I think you said it could not have been the increased demand for sailors that raised wages, because shipping has increased since. My point is that, though shipping has increased since, the demand for sailors has not increased in proportion, and in that connexion I want to ask you what you make of the following figures. The total number of men employed exclusive of masters in all vessels is given in the official returns at 141,000 for the year 1851. From that it rises almost at once to 170,000 in the year 1853. It remained about that level without any considerable rise till about the time when your Union, as you say, collapsed, and wages fell. About that time it diminished. Does it not appear to you that these changes in the demand for seamen had probably more influence on wages than the formation of the Union?—You are quoting figures now, I presume, of men who were actually employed—not the total number of men who were in the mercantile marine.

9968. Of course, those are the figures that I want?—There is a great deal of difference between the number of men that are actually employed, and the number of men who are in the mercantile marine. I believe that there are at least 60,000 more men in the mercantile marine than those who were actually employed at any one period. If you understand what I mean.

9969. Quite so?—Men actually on board of ships abroad and on board of ships in British ports. I should say that there are at least 60,000 men in addition to those, who may be scattered in the various ports of the country, some of them working on shore in shipyards and factories; some of them in America, who frequently flock again to our market. Therefore that creates a difficulty in making any calculations.

9970. That is so, but I do not see that that has any bearing on my question, my point being that the rise in wages was due to this increased demand for men at sea?—That is not so according to the minute books of the old seamen's society, and the secretary is now alive and some of the committee; and I am informed that in 1854, by their minute books, there was a strike of some 19 weeks' duration, in 1854 and 1853, and there was a large number of men out of employment at that time.

9971. That may be; in 1854 there was a small fall. But is it not true that in the main wages rise and fall with the increased demand for men for ships, that is, that as the demand increases wages rise. It so happens that the Union was formed at the same time; and of course unions always do flourish when trade is

Professor Marshall—continued.

prosperous, but ought we not to look at the changes in the demand for men rather than at the history of the Union for changes in wages?—That is not so in this particular case.

9972. Then as to another point. You lay stress on the fact that there was a Union on the north-east of England and not elsewhere, and that wages there were a pound a month higher than elsewhere. Is it not true that the wages to the Baltic are generally rather higher than elsewhere, and that a great part of the north-eastern shipping is in connexion with the Baltic?—From the north-east coast they trade with all parts of the world. There is not any part of the world to where ships do not load in the north-east coast to go—India, Australia, China, all over.

9973. I know that; but is it not true that a larger share than anywhere else of the sailors go to the Baltic?—Yes, very well; but then I was speaking of the wages of the men who were sailing in ships going to India, and they on the north-east coast at that time would be getting 3*l.* 5*s.* and 3*l.*, whereas ships sailing from Liverpool and London to India, the men would only be getting 2*l.* 5*s.* and 2*l.* 10*s.* So that you see they were in exactly a similar trade.

9974. There is one other very small point; you said you would like the Government to secure that your cooks were properly certified?—Yes.

9975. Is it not true that the captain selects the cooks, and that the cook cooks the captain's dinners?—Not always.

9976. Generally?—The captain does not always select the cook. Sometimes the cook is selected by the steward. Sometimes he is selected by the shipping manager, sometimes by one of the agents in the office, who sends him down with a note to the captain to say, "Here is a man who wants a cook's situation, will you give him a situation?" And in the majority of cases the cook does not make the captain's dinner. The steward does that. All that the cook has got to do with it is to put it in the oven and attend to it, if it is meat being roasted, or if it is pies being baked, but they do not make the captain's dinner.

9977. I was only wanting to suggest that perhaps the Board of Trade official would hardly examine the cook so carefully as the captain, when the cook had to cook his dinner?—What use would it be to commence to examine the cook after you get out into the Bay of Biscay on your vessel going out to China? You would not want to turn your ship back to get a new cook, so that the examination on board would be a very useless one.

Mr. Mundella.

9978. You said just now that loss of life at sea has rapidly decreased, since your Union had been in existence?—Yes, we believe that.

9979. And that in case your Union ceased to exist, or indeed if the Employers' Federation should materially cripple it, the effect would be an increase, in your opinion, of the loss of life?—

25 November 1891.]

Mr. J. H. WILSON.

[Continued.]

Mr. Mundella—continued.

We do believe that, and we are prepared to prove it.

9980. Then you believe that this important reduction of loss of life at sea is rather traceable to the action of your Union than to legislation?—We attribute it to both. Laws are very little use unless they are carried out, and many of the laws which have been passed for the benefit of seamen in past years have not been applied as they ought to have been. But since the Union has become a force we see these laws are applied. Taking the load line, for instance, as one. When our agents find a ship leaving a foreign port abroad overladen, he sends home a report to the head office of our Union. We then communicate with the Board of Trade, and call their attention to the fact that a ship will arrive about a certain date which is overladen. The Board of Trade will then instruct their officers, and if it is true as we state, a prosecution takes place. In addition to that, with respect to ships leaving ports abroad with heavy deck loads of timber, and in an unseaworthy state, we get reports of those leaving home ports when the crew find that they are overladen, and the men refuse to sail in them until the cargo is taken out. If the captains threaten our men with prosecution for disobeying their orders, then we defend them. Cases of this kind were very numerous some 12 months ago, but they are decreasing rapidly, and by the Board of Trade returns we find that the number of lives that have been lost during those last two years has shown a considerable decrease upon the loss of any previous years.

9981. Then your opinion is, that the machinery set in motion by the Board of Trade is not sufficient to enforce the regulations for the protection of seamen?—No, I do not quite state that; because it would take a whole army of Board of Trade officers to superintend the loading of every ship, say in a port like Cardiff, where 60 or 70 ships leave the port at a time. No half-a-dozen Board of Trade officers could superintend the loading of those ships; but if our members have confidence to know that the Union will support them in refusing to go in an unseaworthy ship, they themselves then become Board of Trade officers.

9982. And your contention is, that your Union, in co-operation with the Board of Trade officials, gives more effectual protection to seamen than would otherwise be the case?—That is the effect that we have found that our Union has had.

9983. You said, in answer to Mr. Bolton, I think, or to Mr. Tait, that for an expenditure of 50,000*l.* or 60,000*l.* you had secured a sum of 3,000,000*l.* in wages. Will you be good enough to explain what you meant by that statement?—Yes, I will. If there are 120,000 men in the mercantile marine, and we have been successful increasing their wages 1*l.* a month, of course that would mean 120,000*l.* a month; and our union has been able to increase the wages to that extent for the past two-and-a-half or three years.

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Mr. Mundella—continued.

9984. You believe you have increased the average wages of seamen to the extent of 120,000*l.* a month through your organisation?—If the figures are correct that there are 120,000 sailors and firemen in the mercantile marine, and we have increased their wages 1*l.* a month, which I think I have already stated in evidence several times, then that would mean 120,000*l.* a month additional wages to what they got previous to the formation of the Union.

9985. I understand you, then, it is not hypothetical that you have increased the wages; you maintain it is a fact that you have increased the wages 1*l.* a month?—Yes, we have secured that.

9986. You believe that all round you have increased the wages 12*l.* a year for the seamen?—We say so.

9987. Now, you said that you had very much diminished the percentage of foreigners in the mercantile marine?—Yes.

9988. How?—During 1885 and 1886 and the early part of 1887, a large number of foreign seamen were being imported into the country by boarding masters, who put advertisements in the foreign newspapers to the effect that there was a scarcity of men in this country, and that seamen or any foreigners could get plenty of employment. There were landed in the Tyne every week from 120 to 200 foreign seamen. They were taken charge of by the different foreign boarding masters there, and supplied to English vessels. The same thing was done in Liverpool, London, and other ports. The consequence was that the number of foreigners in British ships rapidly increased. But in 1887 and 1888, when we put forward the demand that none but union men should be employed, these foreigners who were new comers, and could not talk our language, could not get employment. Therefore the boarding masters found these men were a drug in the market, that they were no use to them, and the supply stopped instantly, and has stopped ever since.

9989. And do you believe that the percentage of foreigners in the British mercantile marine is lower to-day than it was two or three years ago?—I do not think it is lower. I believe it is about the same. We have stopped the wholesale importations.

9990. You have stopped the increase?—Yes; and had it gone on as it was, the number would have been considerably more.

9991. You say that you advocate perfect organisation on both sides in order that capital and labour might meet on equal terms?—Yes.

9992. And you state that your object was to bring about conciliation between the two parties?—Yes.

9993. Suppose the negotiations do not succeed, what do you then contemplate?—Then we should be compelled to refer the matter to arbitration.

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25 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Mundella—continued.

9994. You are willing to do that?—Yes, in the event of all negotiations between the employers and the workmen failing; but I should prefer that they should try to settle the question before it did go to arbitration.

9995. You said your desire was that the two parties should meet, and endeavour by conciliation to settle all questions in dispute, if possible?—Yes.

Mr. Mundella—continued.

9996. And failing that, you say that when everything has been done to exhaust negotiation, you are willing then to remit the matter to a fairly constituted board of arbitration?—Yes; provided the arbitrators can be agreed upon by both parties.

9997. Fairly constituted?—Fairly constituted.

The witness withdrew.

Adjourned to to-morrow morning.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

NINETEENTH DAY.

Commission Room, Westminster Hall, Thursday, 26th November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

Mr. J. C. BOLTON, M.P.
Mr. T. H. ISMAY.
Mr. TOM MANN.
Professor MARSHALL.
Mr. HENRY TAIT.

Mr. E. TROW (Group A.), The Right Hon. A. J. MUNDELLA, M.P., Sir J. E. GORST, Q.C., M.P., The Right Hon. LEONARD COURTNEY, M.P., and Mr. GEORGE LIVESEY and Mr. M. AUSTIN (Group C.), also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. JOSEPH HAVELOCK WILSON re-called and further examined.

Mr. *Livesey*.

9998. I wish to ask you one little matter about wages. I have here a table, No. 22, from the Parliamentary reports on the progress of British shipping, which gives the rate of wages at the various ports from the year 1848. I daresay you are acquainted with the report?—I would rather prefer to see the report before I make any reply. I do not know the contents of it.

9999. I will take the case of the rates of wages paid to the Mediterranean from Newcastle and Shields, which is the port about which you know most, I believe?—At what period?

10,000. In 1848 the rates of wages are put down as 55s. per month, and then in 1850 they are put down at 50s. per month. There is something exceptional in 1848, but we will take 1850 as the starting point. They were put down as 50s. per month as the rate of wages. In 1860 they got up to 60s. There is no distinction between sailing and steam; I suppose they were all sailing?—They were principally sailing.

10,001. Drop the sailing and I will take steam exclusively. In 1870 the steam wages were 70s. per month; in 1875 they got up to 80s. per month. You will remember, probably, that between 1870 and 1875 there was a great briskness of trade, a great demand for shipping and everything else?—But I do not admit that the wages were 80s. per month in 1875. I remember at that time sailing on the North-East Coast that the wages averaged from 3*l.* 7*s.* to 3*l.* 15*s.* A chance boat might sign on at 4*l.*, that is 80s. per month; but probably the next week the wages would be down again, and that was the custom previous to the formation of our Union. The wages would rise and fall about 10s.

Mr. *Livesey*—continued.

10,002. The only point I wish to bring out of it is this—I cannot go behind this table—it is stated that “the above rates of wages have been obtained from the books kept by the superintendents at the mercantile marine offices at the several ports mentioned.”

Mr. *Austin*.

10,003. How many ports?

Mr. *Livesey*.

The ports of Bristol, Glasgow, Liverpool, London, Newcastle, and Shields. But I am dealing with Newcastle and Shields only. All that I wanted to say was to ask you this: You know there was a coal famine which took place between 1872, 1873, and 1874?—Yes, there was a great rush to the mines at that time. I stated yesterday in the evidence that a large number of seamen at that period found employment in the mines—some hundreds of them.

10,004. Well, then, that reduced the number of seamen seeking employment at the ordinary rate?—That is so.

10,005. And do you not think that had something to do with causing an increase in wages?—No, because I am prepared to prove that at that period ships signed on at Newcastle, Shields, and Sunderland for as low a rate as 3*l.* per month for seamen on the steamers. We have got the accounts of the wages of the men, and I was a seaman myself at that date; and we have other seamen here from that particular part of the country who will give evidence to prove that what I am stating is absolutely correct.

26 November 1891.]

MR. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

10,006. Then you do not agree with the figures of this table?—Decidedly not. I mean to say that the superintendents of the Mercantile Marine, in compiling a statement of that kind, probably may take the last vessel that signed on her crew. Probably the wages for that ship might be 3*l.* 15*s.* or 4*l.* per month, but the next week or the next day probably there would be a fall again in the wages.

10,007. Do you deny that in such a case as you have mentioned, where numbers of sailors went into the mines, and so reduced the available number of sailors seeking employment, therefore wages did not rise?—I say that although there may have been a scarcity of seamen the wages did not rise in consequence of the scarcity.

10,008. I will not trouble you any further upon that. Then it is not any use going on through the other years. I may, however, ask you whether you assent or not. I have said in 1875 the wages for steamships were 80*s.* per month, and in 1880 they went down to 70*s.* per month?—Yes, that is so; 70*s.* per month, and as low as 60*s.* per month in steamers. We are now speaking of steamships.

10,009. I am speaking of steamships. Was not 1880 rather a slack time as compared with 1875?—The year 1879 was rather a slack year for shipping. A number of vessels were laid up at that time, but still comparing the freights paid at that period with the freights paid at the present time there was very little difference, if any.

10,010. I go on. In 1880 I said it was 70*s.* per month; in 1882 it was 80*s.* per month; in 1883 it was 80*s.* per month; in 1884 it was 70*s.* to 75*s.* per month; in 1885 the same, and in 1886 it got down again to 70*s.*?—Yes.

10,011. Was that a time of slack trade?—No, the trade was not what I may say slack at that period, not nearly so slack as it was in 1879 because there were very few ships laid up at that date in comparison with the year 1879.

10,012-3. I have not 1879 here, but in 1880 it was 70*s.*?—Yes. And I stated yesterday that the shipowners at that period were importing a large number of foreigners who got a preference of employment over the Englishmen.

10,014. That was the reason of your agitation at that date. Then I go on: In 1886 it was 70*s.*; in 1887 it was 70*s.* to 75*s.*; that is when your Union started?—In 1887, yes.

10,015. In 1888?—What wages did you say in 1887?

10,016. 70*s.* to 75*s.* in 1887?—Yes.

10,017. From Newcastle to the Mediterranean; that is what I am speaking of all the time?—Yes, but I want to call your attention to the fact that the wages at that period were always 5*s.* and 10*s.* per month less in Newcastle than in Sunderland and Shields, and it is so now; not so much now as it was formerly.

10,018. Now, 1888. They had gone up from 70*s.* to 80*s.* per month. In 1889?—I beg

Mr. Livesey—continued.

your pardon; the wages in 1888, what about them?

10,019. They were rising, that is all?—Yes, rising to 85*s.* in 1888.

10,020. They were rising in 1889 when they were from 80*s.* to 90*s.*; and in 1890 from 90*s.* to 95*s.*?—The wages got up in June 1889 to 95*s.* and 100*s.* per month.

10,021. You stated yesterday that since your Union was started wages had gone up 1*l.*, and these figures which I have read corroborate that?—From 25*s.* to 30*s.* per month.

10,022. I want to ask a few other questions. Going back to your Union you gave us yesterday the number of members in the Union in 1887, 1888, and 1889. Did that include the members of the North of England Union, Mr. Friend's; and the Hull Union, Mr. Butcher's?—No.

10,023. Were they not included in 1889 or 1890?—No, they are not included at the present time.

10,024. They are not included at the present time?—Not in our Union.

10,025. Are they affiliated with you?—They are federated with us.

10,026. Is this the fact: I have here a manifesto issued by and signed by Mr. Friend of 80, High Street, Sunderland. There is no date to it, but I believe it was issued about the end of 1889. In this manifesto he complains of the aggressive action of your Union against his, and he says, "Our members have been driven out of old employment for no other fault than because they would not forsake their old and well tried Union; and now at last, an unholy alliance has been concluded between Mr. Wilson and the officials of the London Coal Porters, by which the latter have agreed not to discharge any North Country coal laden vessels in the Thames which are not manned with seamen of Mr. Wilson's Union." Did you enter into an alliance with the London Coal Porters not to unload any vessels that were manned by the members of Mr. Friend's Union?—That circular would require me to explain at considerable length; if I may be allowed to do so I will answer the question.

Mr. Livesey.

I suppose, my Lord, he must answer the question?

Earl of Derby.

I cannot interpose to prevent a witness answering a question merely because he says that his answer will be a long one.

Mr. Livesey.

10,027. (To the Witness.) Perhaps you will curtail your answer as much as you can?—I will, but I want fair play for our side. My answer is this: In 1889 one of the men, who has been employed by the shipowners to create dissension in our Union, and to circulate their

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

libellous literature, worked himself into the North of England Sailors' and Firemen's Union, and caused strife between that body and ours. The result was there was a conflict on both sides. Their members refused to sail with ours, and our members refused to sail with theirs. The result was that the National Coal Porters' Union decided that they would not discharge boats upon which the members of this Union were employed. The cause of the grievance was the difference in the contributions of this Union and the entrance fee. Two months afterwards I am pleased to say that the differences were all adjusted, and we have been federated and have worked together ever since. Mr. Friend is here to give his evidence.

10,028. Well, now, I want to ask a question or two about the Shipmasters' and Officers' Union. Is it correct to say that you attempted to force the officers and masters to become members of this Union?—It is correct to say that our members refused to sign articles,—not to sail,—to sign articles; there is a difference. When a man has already entered into an agreement he must go, but he has a perfect right before entering into that agreement to choose as to whom he will sail with. Our members did object to sign with officers unless they were members of the Officers' Union, at the request of the officers by resolution, which we are in a position to put before this Commission if necessary.

10,029. That quite agrees with a report of a speech in "Seafaring" of December 7th, in which you are reported to have said: "But he" (that is you) "was there to tell them that the day had arrived when that dread was to be removed, and that henceforth the seamen and firemen of the National Union would no longer sign articles or sail in ships until their mates and officers joined the Union of Ship Masters and Officers of Great Britain and Ireland"?—That is substantially correct.

10,030. You have told us a good deal about your objections to strikes. Do you mind telling us what strikes you have been engaged in; for instance, was your Union engaged in assisting the dockers in their strike?—In 1889?

10,031. In 1889?—Yes, our London branches were so engaged.

10,032. And then coming to the next; did you assist in the strike of gas stokers?—We did.

10,033. In what way?—We assisted by taking our members out of all vessels which were carrying coals to the South Metropolitan Gasworks; the strike which you know very well, Mr. Livesey.

10,034. I know?—We had very good reasons for doing so, and we had a great deal of sympathy with the gas stokers, as we believed, and do believe now, that your object was to crush that particular Union.

10,035. Well, we will not go into that just now. You said you had very good reasons?—Yes.

Mr. Livesey—continued.

10,036. In what way were you connected with the gas strike that gave you your good reasons for assisting the stokers?—In what way were we connected? Well, in the first place we are a Trades Union,—the gas stokers are a Trades Union,—and we have found that the employers have always and do take the part of the employers by assisting them in fighting any particular Trades Union that any one employer may be engaged in, and we thought if it was good for the employers to assist each other it was equally good for the workmen, through their combinations, to assist each other, and we assisted the gas stokers out of sympathy, because we recognised this, that the defeat of the Gas Stokers' Union would in all probability at a very early date have meant the defeat of our own Union also.

10,037. Putting it in another way, what should you say if the coal porters, for instance, engaged in unloading the gas company's ships should say, "We will refuse to unload all ships where the members of the Sailors' and Firemen's Union are employed"?—If the gas stokers were to say that they would refuse—

10,038. At the present time, for instance?—Let me have the question in my mind and then I will answer it. If the gas stokers refused to unload any ships where our members were employed, well, I should say that we would retaliate and say that we would not carry coals to any wharf where these particular coal porters were engaged who were trying to boycott our members.

10,039. You would not justify such conduct on either side, would you?—We would not justify such conduct, because I think it is a very foolish policy for Trades Unions to fight each other, and I have tried all that I possibly could to avoid it.

10,040. But you did this. You said our men shall not carry coals to be unloaded by free men?—We did so, and we have done our very best to prevent it.

10,041. Do you know what your very best amounted to?—Oh yes, at least we have a very pretty good idea.

10,042. How many ships did you stop?—We stopped a great many and delayed a good many.

10,043. Do you know how many ships came to the Metropolitan Gas Company in these two months?—I do not know the exact number.

10,044. You may take it from me that it was 100?—In all probability there would be, but we understand you had a large stock of coal before the strike commenced.

10,045. Of the 100 ships how many did you stop?—I do not know exactly the number. There was a number stopped, but there was a larger number delayed among those. Where they would have done the voyage in four or five days, they probably took 18 or 19 days.

10,046. I think you have been misinformed. As a matter of fact there were 14 vessels in London that you interfered with, and you called out about 88 men?—But we also blocked a number of the North steamers as well before

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

they started on their voyage, and our difficulty was to know exactly where those steamers were bound for. Had we known that before they commenced their voyage, the probability is that a larger number would have been stopped.

10,047. You were prepared to stop all the coal coming to London to that company, and for all London if necessary?—Oh, no.

10,048. If you could I mean?—All London is not the South Metropolitan Gasworks.

10,049. But if necessary to win the day you would?—That is a very unfair question, I think, to say that we should go to stop all London because Mr. Livesey is not altogether friendly with his men.

10,050. Did not Mr. Michael Henry say he would?—I am not responsible for Mr. Michael Henry, or what anybody else said.

10,051. You were in close association with him?—I met him about four times.

10,052. And acted with him?—Not with him, with the Union.

10,053. Then did you not try to stop the tippers and trimmers in Tyne Dock from loading the ships?—I believe that our members did try and persuade the trimmers and teemers not to load those ships.

10,054. Did not you go into Tyne Dock one day and address the trimmers?—I did.

10,055. But pressing them and telling them not to load coal?—I pointed out to them what the South Metropolitan Gas Company were doing to their workmen, and that we had been appealed to, and had sympathy with them, and that we were assisting them, and we asked for the assistance of the trimmers and teemers likewise.

10,056. I do not want to defend the South Metropolitan or to bring them in. I only want to get from you what you mean by this federation of Unions, that if there is a dispute on the part of one Union with the employers, all other Unions in a like trade should strike. Is that so?—That is not quite so. In our federation of Unions we would not go to the assistance of any Union which was forcing a strike without consulting that federation; if they brought the matter before the Federation, and we gave our consent to assist them, we should do so by calling upon every Union connected with that Federation to block that particular employer in every direction, the same as the employers act towards the workman by boycotting the men and getting other employers to carry their goods.

10,057. You are president, I think, of the Federation of Labour Unions?—I hold that position at the present time.

10,058. And Mr. Clem Edwards is secretary?—Yes.

10,059. Take the latest case of the Hermitage and Carron strike. You did attempt to carry out that policy of the seamen and firemen to strike, and to get them to leave their ships in the matter of the Carron?—We did.

10,060. And you would carry that to any extent that might be necessary to win the day?

Mr. Livesey—continued.

—Just the same as the employers do. We have taken a leaf out of their book.

10,061. Take another case. You remember the Silksworth strike at Lord Londonderry's colliery?—Yes, very well.

10,062. That was a strike, I believe, on the part of the miners—some dispute about the deputies being members of the Union?—That is so.

10,063. And the pit was laid idle for some time?—That is true.

10,064. That company had contracts with a gas company; not the South Metropolitan Company, but another gas company in London. That gas company were urging them to fulfil their contracts, and at some considerable trouble they loaded the vessel called the "Black Diamond"?—That is not correct.

10,065. Not correct?—No.

10,066. That Lord Londonderry did not load the "Black Diamond" in August 1890?—The Londonderry strikes, I think, was towards the end of 1890.

10,067. It was in August 1890?—Was it not this year?

10,068. No?—However, I am prepared to say that no coals were loaded into the "Black Diamond" from the Silksworth Colliery.

10,069. Do you remember the "Black Diamond"?—I know her very well. I have seen her thousands of times.

10,070. Did you call her crew out?—We called the crew out of the "Black Diamond," not for carrying the coals of Lord Londonderry. It was another dispute entirely. You have got hold of the wrong case. I will, perhaps, put you right, if you do not mind. The "Black Diamond" was loaded at Monkwearmouth Colliery, which is the property not of Lord Londonderry, but Mr. Frank Pemberton Stobart, and others.

10,071. I mean the Monkwearmouth and not the Silksworth. That is my mistake?—You said the Silksworth Colliery, which is about five miles distant from the Monkwearmouth Colliery. The men at Monkwearmouth Colliery were 13 weeks on strike. During that time the overlookers and viewers (that is the men who superintend the work of the mine so far as propping the mine up is concerned, and stone work), whilst the miners were out on strike the 13 weeks for a reduction of the hours, had been hewing the coals in the place of the hewers. At the end of the 13 weeks they managed to hew sufficient to load the "Black Diamond." She was under the Monkwearmouth tips to carry this coal to London that had been hewed by the overlookers. The miners appealed to our members, and we refused to allow our members to go into the ship; so you see it is entirely a different case from the one you have quoted.

10,072. It is the same case, only you call it Monkwearmouth, and I called it Silksworth?—I beg pardon. I lived there; at least I did until a few months ago, and there is a difference of five miles between those places.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

10,073. It is the same colliery that I mean ; if the report is altered by substituting the word Silksworth for Monkwearmouth, that will do. Now, you called out the crew from the "Black Diamond" ?—Yes.

10,074. And did they get another crew ?—They got a mixed crew. They had no sailors amongst them, and they got a mixed lot of men.

10,075. They managed to bring the "Black Diamond" safely to London, however ?—They did.

10,076. And did you block them ?—Then the coal-porters refused to discharge her.

10,077. At your request ?—At the request of the miners.

10,078. Not yours ?—We had done our duty. We had performed our lot.

10,079. They did, at any rate, refuse to unload the "Black Diamond" ?—Yes.

10,080. How did the miners act upon the coal porters. Your Union and the coal porters Union are federated, but the miners and coal porters Union are not federated ?—The miners and coal porters are federated, and we are not federated. The miners are not federated with us ; that is, the miners of the North of England were not federated with them ; but we are bringing about that federation shortly.

10,081. You say that the coal porters and the miners are federated ?—I understand so.

10,082. You do not know it ?—I understand that negotiations took place some twelve months ago and it was decided to federate, and I believe they are federated to the best of my knowledge.

10,083. Are you prepared to say that the negotiations did not fall through ?—I am not prepared to say that ; I am prepared to say that they did not fall through.

10,084. But you do not know absolutely that they are federated at this moment ?—I know there was a resolution passed as far as twelve months ago for the miners of the county of Durham to federate with the coal porters' Union. That resolution was passed, and I believe it has been acted upon, to the best of my knowledge.

10,085. You do not know as a positive fact ?—I do not.

10,086. But you denied it. That was a mistake. Surely you said that you were not federated with the coal porters ?—That is true.

10,087. Why, the coal porters are one of the Unions in the federation of labour Unions of which you are president ?—That is not correct. There are two coal porters' Unions. There is the National Amalgamated Coal Porters' Union, and then there is another coal porters' Union in the east end of London at the Albert Docks, and one or two other places ; it is a smaller Union—that is, the one on the federation, not the amalgamated coal porters.

10,088. At any rate the result was this : that you blocked the "Black Diamond" in the North, and the coal porters blocked her in the South ?—That is correct.

Mr. Livesey—continued.

10,089. And you did something in the same way with the "Eastern Star" ?—That was a different case.

10,090. The "Eastern Star" had a free crew, had it not ?—There is a little explanation required there. The "Eastern Star" had some men on board, Union men who had been in the ship six, seven, and eight years, and had never left her ; and when they arrived in Sunderland the agent of the federation told the captain that those men had to take the Federation ticket or leave. The men preferred to leave, and a crew of tramps were put on board of her, and she was sent to London. When she arrived here she was blocked by the coal porters, so that the tyranny was actually commenced by the employers.

10,091. And you and the coal porters acted in sympathy ?—We did.

10,092. Now I want to ask you whether it is a fact that in the latter part of 1889, the shipping ports of London, Liverpool, Cardiff, and Hull were blocked by your members against all seamen who might apply ?—That is not true.

10,093. If the seamen said that they could not approach the offices without a Union ticket, would that be true ?—It would not be true—far from true ; and I am prepared to say that there has never been a seaman who has made that statement. There are men who have had employment in the Shipping Federation who have made that statement for the purpose of getting that employment, and now they are prepared to recant from that statement and say it was a deliberate lie.

10,094. Then you would not admit that the delegates of the Union stood at the entrances of those offices and forced men without Union tickets to go back ?—Well, no ; what would you call force ?

10,095. You know as well as I do ?—I do not know. Supposing a delegate of the Union was near the shipping offices and he said to the men, "Now men, before you go in to sign see that you have got the Union card," and the Union men showed each other their card, if there is one who has not got a card the other men will not go in to sign with him ; would you term that force ?

10,096. It has the same effect ?—Then we say the same with reference to the Federation ticket.

10,097. Do you know the "Wade's Arms" manifesto (see Appendix 13) of the 3rd December 1889 ?—I remember there was a manifesto issued from the "Wade's Arms" ; I do not remember the contents of it, nor yet did I in any way assist in the framing of that manifesto.

10,098. Was it done by your London agent, Mr. Welch ?—I do not know who did it. I was some 400 miles away at the time that that was drawn up and issued.

10,099. Did your Union take part in the dispute with the three lines—the British India, the New Zealand, and Shaw, Savill, & Co. ?—Our Union had a dispute with those three lines.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

10,100. What was the beginning of this dispute?—I understand the first beginning of the dispute was a friction that arose between a society called the Hammermen's Society and our tidal basin branch. I was in Ireland at the time, and our secretary wired me to say that his branch and those men were in conflict, and they were on strike. I wired for them to return to work at once. As soon as I got back from Ireland I attended a meeting down there, and I insisted upon a deputation from the Hammermen's Union and the Seamen's Union meeting together and settling their differences. They did so, and that was the end of the dispute.

10,101. Well, then, it soon broke out again?—No, it did not, not so far as the men were concerned. After that dispute had terminated then the companies insisted upon the men signing on board of the ship. I was away in Scotland then. The men went out on strike against that. I ordered them back to their work, and insisted upon their taking a ballot of the members as to whether they should sign on board or not. The ballot was almost unanimous in favour of refusing to sign on board, and then the strike commenced in the three lines.

10,102. Have you any other complaint to make of those three lines; are they good lines of steamers—good for the men?—As far as I can learn I believe they are three very good lines. I have no knowledge of them myself, but I believe they are three fairly good lines—not like the ordinary common tramps.

10,103. I should like to know what is the proportion of firemen to sailors in your Union. Have you more firemen than sailors or more sailors than firemen?—I should say they are about equally divided.

10,104. What proportion of your branch, secretaries and delegates, are firemen?—I believe the majority are firemen. I think the larger number of delegates are firemen, and I think the secretaries are about equally divided between the firemen and the sailors.

10,105. Now we get to the Cardiff strike. Do you remember the steamer "Moravia," being manned in Cardiff Roads in February of this year?—I remember that very well.

10,106. Did you go alongside that vessel to press the men to go on shore?—We did.

10,107. And some of your delegates did so also?—Our delegates went off in a boat as we were informed. There was a large number of men on board the ship who wanted to get on shore, but they were being detained by force. A boat went off with our delegates, and one man who had tried to get into the boat was prevented by the violence of the officers. He then jumped overboard and was picked up by our boat, and he informed a public meeting that there were at least 50 men who had been drugged and kidnapped and were being detained on this ship by force. He made that statement public in the Colonial Hall in Cardiff.

10,108. Then only that one man had left the ship?—Oh no, indeed; dozens of other men left her. Numbers of them were taken up in a

Mr. Livesey—continued.

steamboat from the "Speedwell" to Sharpness Point, which is about 20 miles distant, and were landed there so that the delegates of the Union might not get hold of those men and get the statements which they had to make with reference to the condition of the men on board of that particular ship.

10,109. That brings us to another question which was raised yesterday. You said that the Shipping Federation obtained men. I do not know that you used the word by false pretences, but it came to that—that when they wanted men they suppressed the fact that there was a strike?—That is true.

10,110. Have you read Mr. Laws' evidence?—I have.

10,111. On page 272, in answer to question 5434, he quotes a letter from Glasgow—a letter dated February 4th—and the writer of this letter says: "I see by to-day's papers an account of a great strike at Cardiff between the dock labourers, seamen, and firemen. I wish to inform you that you can get plenty of both seamen, firemen, or dock labourers here in Glasgow if you require them. Work is very scarce here just now, and men are plentiful, both Union men and others. Of course the Union men do not like to go in Federation boats from Glasgow, because they are known here, and would get boycotted, and perhaps hurt, as the Union has 12 paid pickets constantly watching the Federation office door here, and anyone that is seen going out of it is followed, and in all cases gets beaten; but if you were sending here for the men and take them in the train quietly, it would be a different matter." I only read that to show that it was generally known that there was a strike at Cardiff?—Would you be surprised to know that that man is in the employment of the Shipping Federation?

10,112. I daresay he is now?—And that is the reason that he got the job; because he wrote that letter.

10,113. At any rate, does it not prove that here was a man wanting work, and knowing that there was a strike at Cardiff, wrote to the Federation, "If you send for us we will gladly come"?—You would not call a man who told a lot of falsehoods to get a situation a *bond fide* workman. I would not.

10,114. I was only quoting it to show that it was well known that there was a strike on, and that it was known all over the country at all shipping ports?—It was well known, and they could not get a single man to go to Cardiff outside of the men that were captured and drugged by the crimps in Liverpool, which Mr. Laws admits himself in his evidence. He admits that: "We applied to the crimps, I am sorry to say"—so he states in his evidence.

10,115. But you said yesterday that the Shipping Federation obtained men by suppressing the fact that there was a strike?—That is true.

10,116. Looked at from a common-sense point of view, do you think that any sensible man could suppress such an important fact because

26 November 1891.]

MR. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

men who were taken in in that way, if they were taken in, would at once have good ground for complaint?—Would you allow me to give a case in point where 51 men were procured in Shields to join a ship in London? Their tickets were taken out by Captain Davidson, an official of the Shipping Federation, at Newcastle for London; their baggage was labelled for London, and the men were locked in the carriages and kept there by force until they were landed at Cardiff station. As soon as the men found that they were in Cardiff instead of London they came over to our side, and we sued the Shipping Federation for damages, and of course we had difficulties in the way because we could not get at the persons who had actually employed them.

10,117. Some agent of the Shipping Federation did that stupid act?—Not at all; under the directions of his superior, not a stupid act; directly with the instructions of his superiors.

10,118. Did the railway companies conspire with them to lock the men in the carriages?—I do not know whether the railway directors actually did, but under the direction of Captain Davidson all the doors were locked, and one of the men broke the carriage window at Leeds in trying to get out; and they kept them locked in the train at Leeds until it was shunted and put on another line to carry them to Cardiff. We can put that case in evidence; it was tried in the Courts.

10,119. Admitting that it is a strong case of force, I ask you now whether it would not be folly on the part of the Shipping Federation to practise such a deceit on the men generally; the case would be found out?—How can it be a folly if they are successful in getting the men down to the Cardiff Docks and they meet the trains and take them down to the docks. There are 200 policemen ready to receive them and to guard them from the train right into the boat. The train is inside the docks; there are no unionists inside to intimidate them; but there are 200 policemen to marshal those men on board. If they try to leave then they are immediately collared by the policemen and shoved on board the tug which is there to take them out.

10,120. But those 200 policemen were not there?—No, they did not run into the docks because the train could not get into the docks and the men were landed at the station. The boarding masters were ready to receive them, but the men went in a body to our Colonial Hall.

10,121. That showed the folly of practising a trick of that sort on a body of men?—Well, they did not lay their plans as nicely as they might have done and they failed in that particular case.

10,122. Turning back to the Cardiff strike, was it at your request, or at the request of the branch secretary, that the tippers refused to load the "Glen Gelder" steamer?—It was at the request of the members of our Union in Cardiff.

Mr. Livesey—continued.

10,123. You requested the tippers not to load?—I did not; I was not there.

10,124. Did not your Union then?—Not our Union; the members of our Cardiff branch did.

10,125. That is the same thing?—No, there is a difference. You cannot saddle the crime on one man, admitting there was a crime. We do not admit that.

10,126. Do you know whether that steamer had been under repairs for some weeks, and the crew were paid off?—I believe she had been under repairs about a week or perhaps two weeks, and the crew were standing by ready to rejoin her. They had been four or five years in the same ship; the captain was very fond of his crew. When they went to sign, after she had finished her repairs, he says, "I cannot take you unless you join the Free Labour Union." They were Union men. They said: "We will not join the Free Labour Union," and then he applied to the Cardiff Boarding Masters' Association, and they supplied him with Boarding House Masters' Union men.

10,127. Then you blocked the ship next?—The tipper refused to load her as those men who were on board had taken the employment of our men.

10,128. At the request of the branch?—At the request of the Cardiff branch and the officials of course.

10,129. Has it ever been reported to you that members of the Union have threatened both masters and officials with boycotting in the course of their duty?—Well, now will you please to define that a little more clearly.

10,130. In your manifesto, or rather in a document of the date of February 1891, you made certain suggestions for more amicable working, and amongst them you say in No. 10, paragraph (a): "In order to maintain discipline on board we propose that 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." I suppose you would not have made such a proposal unless the members of your Union were stronger than the officers and captains and were in the power of the Union?—That is so. When we had the dispute in Cardiff the shipowners alleged that our members had threatened the officers with the power of the Union. No case of that kind had been reported to me officially by the shipowners, and to please the shipowners and to try and conciliate them, in drafting the manifesto I put in that special clause to please them, so that if there was such an offence committed they would have a remedy. That is the reason that the clause was inserted.

10,131. Very well. Now I want to ask a question about "Seafaring." You spoke of it as "our 'Seafaring'"; that is, that it is the organ of the Sailors and Firemen's Union?—We pay for it.

26 November 1891.]

Mr. JOSEPH HAVELock WILSON.

[Continued.]

Mr. Livesey—continued.

10,132. Is it correct to say that the paper induces the seamen to look upon shipowners as their natural enemies. I will read one little bit. Sir Michael Hicks-Beach read an extract from the number of "Seafaring," of November the 14th. I will not repeat that which he quoted, but in the same paragraph it goes on to say, "The blackleg is the meanest cur and the most contemptible. The shipowner is an open enemy and we know what to expect at his hands." That is the sentence I draw attention to: "The shipowner is an open enemy and we know what to expect at his hands"—Is my name attached to that?

10,133. No?—Then I am only responsible for any letter or article in the paper where my name may be attached.

10,134. But have you not said in this room over and over again in the last two or three days that you regard the shipowner as your enemy?—I think I have said differently. I think yesterday in answer to the questions put by Mr. Ismay I said I believed there was a large number of very respectable good men in the shipowning community.

10,135. I am glad to hear that?—At the same time I said there are a number of the greatest scoundrels.

10,136. Have not you lumped them too much together in the past?—Not so much as the owners have lumped the seamen together, because I want you to bear in mind that they have been slandering the sailors for over 30 or 40 years, which I can prove by their official paper, where they have described us as a drunken, dirty, useless lot of men and a nuisance in fact, and they would dispose of us if they really could do without us; they would not employ us at all, that we are thriftless and we are a dissatisfied body. Our language is not so bad as that.

10,137. Do you say that the shipowners have applied that language generally to all sailors?—Some of the most respectable shipowners have applied that language to seamen—all seamen.

10,138. To all seamen?—Yes, we have been degenerating for about 50 years; still we are here yet.

10,139. Is the language true of some seamen?—I beg pardon.

11,140. Is it true of some seamen?—It is true. The tramps, the refuse that have been imported on board ships are a lot of useless men, but the shipowners themselves are responsible for importing that class of men into the mercantile marine.

10,141. Is it true what outsiders like myself have read over and over again that sailors when starting on a voyage very commonly start in a drunken state?—Have you any proof of that.

10,142. I have read it over and over again?—You have read it.

10,143. Yes?—That is one of the slanderous statements made as a pretext by men who have actually employed crimps to procure the men

Mr. Livesey—continued.

who have given them a bottle of whisky and made them drunk before they started. What can they expect.

10,144. It is not said of all men, but it is true of some that in some cases, in a good many cases the men have got drunk just before starting?—I believe that a percentage of men who come out of boarding houses are the worst men, the worse the boarding house the worse the men. I believe they do go on board ships drunk, but remember that there are thousands of married respectable men in the mercantile marine and thousands of single men who are respectable in the mercantile marine.

10,145. I quite believe it. I accept that fully, and then I say you complain of the shipowners tarring all the sailors so to speak with the same brush, but do you mean to say that the shipowners in making the statement you have quoted intended that all sailors were drunken and thriftless?—I am not complaining; you are the complainer, not me. They have stated many very hard things with regard to myself, and I have replied pretty effectively.

10,146. But you have already admitted that there are sailors who are drunken and thriftless?—No, I do not quite admit that they are sailors. I admit that some of the refuse that are imported are drunken and thriftless.

10,147. Have you not committed the same error yourself in generalising with regard to shipowners and tarring them all with the same brush too much?—I have never attempted to do so. Some of my very best friends are shipowners. I have one or two very good friends who are shipowners, men whom I respect very much, but there are a lot of others that I would not walk on the same side of the street with.

10,148. Is not this—"the shipowner is an open enemy and we know what to expect at his hands,"—making a general statement that ordinary sailors would take to apply to all shipowners?—I do not know what the writer may have meant, but I should have put it that some shipowners were open enemies of the seamen, which is perfectly correct—men who trade on other people's money—shipmongers we commonly call them, who trade on other people's money and are not shipowners within the sense of the word; they are only managers, and I think the writer ought to have described them more fully; but I am not responsible for that.

10,149. But still you would not approve of such a general sweeping sentence as that?—I should not say that all shipowners are open enemies, because it is not correct.

10,150. Is it not possible that shipowners have got this impression of your Union that you denounce them all as being bad, and that is the cause of the antipathy?—People who live in glass houses ought not to throw stones. When I have seen shipowners complain of statements that have been made by the members and officials of our Union, I have referred them

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

back to some of their speeches which have been reported in the newspapers for many years.

10,151. Some of the shipowners' speeches?—
Yes.

10,152. What sort of thing did they say?—I have already repeated some of it.

10,153. My point is this: there seems to be a strong feeling of antipathy between shipowners and your Union, and I just ask you whether it is not likely that that is due to some extent to the strong language that you have applied, or your Union, or your officers, or your papers to shipowners generally?—No, I do not believe that; I am convinced it is otherwise. I believe the strong feeling has arisen because we have compelled them—that is I am speaking of the inferior lot—we have compelled them to comply with the Merchant Shipping Act. We have stopped them from sending unseaworthy ships to sea from abroad. When our men have refused to go in unseaworthy ships and they have been convicted, we have got the sentence quashed and had the men liberated. Members of our Union have been treated in this way. We have taken action against shipowners for sending unseaworthy ships to sea, and recovered large sums of money, as much as 250*l.*, for the widows of our seamen. Such cases as those have caused the shipowners to be most hostile. I say some of the shipowners have been most hostile towards our Union, and myself in particular, because we have grappled with questions that have never been grappled with by any seamen's Union in past years.

10,154. Do not you think the better class of shipowners would have been rather glad to help you in those matters?—They have not shown any sympathy in that direction up to the present time, but they have rather been prepared to support the bad shipowners, that is what we have got to complain of.

10,155. Is it not a fact that they have been opposed to your Union in such cases as those three lines you mentioned—the British India, the New Zealand, and the Shaw Savill, which you say are good lines?—To the best of my knowledge.

10,156. And yet you have made them your enemies?—I have not.

10,157. But the Union has?—I do not think so.

10,158. At any rate you had a fight with them?—We had, but I believe there is a very good feeling prevailing in those companies towards the Union; at least they do not boycott us the same as the Federation does.

10,159. What is really wanted is, as you have said over and over again, you want to work with the shipowners?—Decidedly.

10,160. Now, if you do want to work with the shipowners, do you not think it would be right and wise to drop all these general expressions treating them as enemies, and to show them that you are anxious to do what is fair and honest and for the benefit of the sailor?—

Mr. Livesey—continued.

Do you not think it would also be advisable for the shipowners and their papers to stop describing men like myself as robbers, parasites, and thieves.

10,161. I am not defending the shipowners papers?—We are only workmen; such language from one like myself is excusable, but such language from men of education is not excusable.

Earl of Derby.

Does it not come to this, that abusive language on either side is no good and some harm?

Mr. Livesey.

10,162. But you would not say it is excusable in such men as yourself to call other men thieves?—I should say that I would have a little more excuse than a man who had probably a better education than myself.

10,163. What I mean is this, that if you want to work with the shipowners and with the Federation you are not likely to do it unless you show a conciliatory and friendly spirit, and cause your papers to drop such expressions as they give utterance to?—I believe that the shipowners will never work satisfactorily with us until they know that we are a power which intends to remain; then they will accept the inevitable, and try to arrange with us. If they can crush us they will do so, but if we can withstand their crushing then they will try to come to terms.

10,164. Have you never had letters from Mr. Laws offering to meet and to discuss questions?—No, I have received very few letters from Mr. Laws, and I do not believe that I have ever had one in which they have offered to discuss matters. We have generally got a good deal of bounce from that direction.

10,165. Here is one other thing about this, taken also from "Seafaring." Do you remember the case of the man Conway at Liverpool who was tried and executed for murder?—I do, but I hope, Mr. Livesey, that you are not going to follow the example of other people in importing such—well, I call them side issues—into this question.

10,166. I only want to do it in this way to enforce what I have been saying. Here is a cutting from "Seafaring" of the 13th January 1891:—"Seafaring" puts it in this way: "The Liverpool murder. Startling theory. Conway innocent." A correspondent writes—they do not give his name:—"There can be no contempt of Court, or injustice to the accused, in saying that if Conway, who is charged with the atrocious murder and mutilation of the boy Martin at Liverpool, be guilty, he is either a monster who well deserves hanging, or a lunatic unfit to be at large. Nevertheless Conway has the same right as anybody else to be held innocent till proved to be guilty, at once it is admitted that there are ship

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

“ owners capable of murdering whole crews, which is a notorious fact.” “ Seafaring ” puts in:—“ And that there are shipowners who do not stick at crime to injure the Seamen’s Union through its officials, which is also a notorious fact, the theory is quite reasonable.” Now this is the part I want you to notice:—“ The theory is quite reasonable that in order to bring odium on the Union through getting one of its officials charged with the crime, some wicked shipowner or shipowners had the crime committed, and to mislead the police employed somebody the exact image of Conway to purchase the incriminating articles to steal Union paper and place it in the bag with the body, to smear Conway’s premises and clothes with blood.” Then it goes on:—“ Conway may possibly be quite innocent, and the whole crime may have been devised and executed to bring odium on one of the Union officials, and consequently on the Union itself, which wicked shipowners fancy it to be their interest to do. If shipowners complain that such a theory is hard on them, the answer is that they have proved some of them will stick at nothing to damage the Union.” I do not want to say anything about that, only this, to put it to you whether if you want to work amicably and for the benefit of the seamen with the shipowners, it would not be wise on your part and on the part of your Union——?—I beg your pardon.

Earl of Derby.

Wait a moment till he has done.

Mr. Livesey.

Whether it would not be wise on your part and on the part of your Union to say whatever the shipowners do, whatever abuse they heap on us, we will set them a better example, and we will not allow anything of this kind to appear in our paper?—Now, I presume, my Lord, I have the right to reply.

Earl of Derby.

10,167. Certainly?—I do not wish to enter into great detail. I am surprised that Mr. Livesey should have read that out, but I want to say this, you must remember that is written by a sailor, and every allowance ought to be made for such a man. But as far as example is concerned, what a beautiful example has been shown by some of the respectable men in my case as the evidence which I have put before this Commission as to their treatment towards myself and the Union shows. Can a man commit a worse crime than to try and take away the character of an innocent man? When they steal that they steal all that I am worth, therefore the example set by those respectable men I think shows that they are the people to commence to set the example, and not what they term the common ignorant mob of sailors.

10,168. But if they have not done it, there is the better opportunity for you to begin?—I

Mr. Livesey—continued.

have shown that by example; I began years ago.

10,169. What I am most anxious about is that employers and workmen should work amicably together?—Have you shown that yourself, Mr. Livesey?

10,170. I shall have the opportunity of speaking about that some other time perhaps, but in dealing with this matter I put it to you whether you cannot adopt some different tactics which might result in greater success?—I am quite prepared to adopt any tactics which would bring the shipowners and seamen more in harmony, because I can assure you that it is of no interest to me to be in conflict with the owners; it means instead of eight hours a day’s work, very often 16 and 20; therefore it would be a decided advantage to myself personally to work more in harmony with the owners.

10,171. Can you tell me when you first approached the manager of the Shipping Federation with any conciliatory overtures?—The first interview that ever I had with the manager of the Shipping Federation was in the early part of this year, and it was with reference to some libellous literature which was being circulated by a man who was in touch with them. I do not say that he was employed, but he was trying to be employed. That was the first interview, and it was not a very satisfactory one.

10,172. That was about the 23rd of February of this year when you called on him with a manifesto, I think?—No; I think it was a little earlier than that. I am not sure as to the date.

10,173. You called on him in February of this year, did you not?—We called on him with reference to this manifesto, and he pooh-pooed the idea and said that they would not discuss it for five minutes; they would not look at it, in fact.

10,174. Did Mr. Laws give you the reason why he would not?—His reasons why he would not discuss it had nothing to do with the question of discussing it. I had reasons that it should be discussed; he had reasons that it should not. But still that did not alter the fact that it was the place of the Shipping Federation to consider the manifesto; they ought to have considered it.

10,175. Did not Mr. Laws inform you that it did not appear to offer any basis for conciliation, and then did not he also say especially as you were engaged at Cardiff blocking Federation vessels at that time?—As to a basis, when two parties go into a conference, is it the duty of one party alone to state the basis of the conference? It would not be a very satisfactory one. That rather tends to show the high-handed policy which was being pursued. “If you enter into a conference it must be upon our conditions only.” There is not any conciliation there.

10,176. I suppose it would be on the condition of an armistice; you cannot go on fighting very well. If you were to enter into a con-

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

ference for the purpose of settling your difficulties, fighting should be suspended, should it not?—That is so, and I offered in the Cardiff dispute that if they withdrew the Federation ticket we would withdraw our pickets, and compel our men to resume work at once. That offer was made, that offer was rejected; they said, "No, no; our Federation ticket is out, and we will sink or swim with it."

10,177. They could not withdraw their Federation ticket?—Yes, they could.

Lord Derby.

10,178. Excuse me for interposing; did you say you would compel the men to resume work?—Yes.

10,179. What kind of compulsion would you use for that purpose?—We would have said to the men, the conference has decided that work shall be resumed, and it would of course be decided by the majority of votes, and if any men decided that they would not commence, we would stop their strike pay, and be prepared to supply men in their places. That is what we mean by compelling them.

Mr. Livesey.

10,180. You stated yesterday, I think, that the Federation ticket amounted to very little, but is not this what it amounts to: that the men agree to abide by their articles?—The men do not agree to anything of the kind, because when a man signs the ticket or gets a ticket the conditions are not read out to him, and hundreds of men who have got this Federation ticket, and signed in a ship, have never gone, and not one prosecution has taken place because those men have broken their agreement. So that it is worthless so far as compelling men to fulfil their contract.

10,181. The only clause is this, I think: "Every seaman by registering pledges himself to carry out his agreement in accordance with the Merchant Shipping Act." You do not object to this Federation ticket now, I believe?—We do not object to a thousand tickets if they like, but we do object to them putting on the words contained on this card. I will read it; this is issued from the Federation offices: "It is of the greatest importance that owners instruct their masters, engineers, and officers that they must on no account give a preference to Union men, but to the men who produce the Federation ticket." There must be no preference given to a man with a Union ticket, but they must give a preference to a man with the Federation ticket.

10,182. The Union men are quite free to take the Federation ticket, and to be members of the Union still?—And the preference given to the Federation ticket. We object to pay a shilling for any Federation ticket, and so create a fund for the shipowners over which we have no control.

10,183. But I thought you said the other day that when a certain clause was withdrawn, or a certain alteration made in the Federation ticket,

Mr. Livesey—continued.

you had no longer any objection to it?—That is so, after they had dispensed with the charging of a shilling for the parchment ticket, and struck out the names of the bogus Unions which were printed on the backs, and took out the preference clause, then we had no further objection to it; we have not now, but in the London district they compel the men to pay a shilling for this Federation ticket; they are doing so now.

10,184. What do you compel the men to pay for a Union ticket?—Various sums.

10,185. A good deal more than a shilling?—Oh, a good deal more.

10,186. 30s. entrance fee, or more?—As far as 2l. entrance fee, for which they get a large number of benefits.

10,187. What benefits?—They get 2l. for a shipwreck claim, as in the case of a man losing his clothes; the relations get 4l. on the death of a member; members get legal protection, and sometimes we have spent as much as 70l. on the case of one man; then there is the superannuation grant, that is 20l. in any case where a man is permanently injured by an accident; then there are sick payments of 10s. per week, and a payment of 10l. on the death of a member who is in the sick fund, and a number of other benefits in addition to those I have already mentioned.

10,188. Yes, but to the sick fund they pay an additional subscription?—That is so, and they get additional benefits. Then we have strike pay 12s. a week, and a shilling for each child.

10,189. The greater part of your income has been spent on strikes?—That is not so; I may say that this last year or so it is true we have spent a large amount.

10,190. We will go back to Mr. Laws; did you write a letter to Mr. Laws on the 24th of January?—I may have done so.

10,191. And in Mr. Laws' reply did he not say that he would always be glad to discuss with you any matter concerning the welfare of our sailors and firemen?—Yes; and some other conditions, I think, were put in.

10,192. I suppose the two difficulties are that the Federation say we will not withdraw our ticket, and you say we insist on all men being Unionists?—As I have pointed out, we do not object to the ticket.

10,193. Not now?—But we say, do not give a preference of employment, and do not charge us a shilling for it, and do not engage the men at the district registry offices. What we have to contend with most seriously is the engagement of the men at the district registry offices. Take any of the Federation offices in the country—and I have seen a lot of them—the worst kind of our seamen hang about those places ready for a job; the respectable men will not mix with them. The captains are instructed by the Federation that they must apply to those offices and get their crews there; the captain has not the right of selecting the men, they are selected for him by the official of the Shipping Federation; and as I pointed out yesterday, if

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Livesey—continued.

the system continues, crimping will go on everlastingly.

10,194. Do you know whether there are 70,000 men registered in the Shipping Federation?—I do not believe it; I know this, that in some districts they have commenced the numbering of men say at 100, then the next ticket they have put down at 700—big jumps you know—leaving a lot between to make up the number. I know that has been done.

10,195. Is not the real difficulty between you that you insist on all men being Unionists—that is what you are aiming at, is it not?—Well, that may be their contention.

10,196. But is it not yours?—I do not know; I tried to justify our position yesterday.

10,197. If you had the power would you not say to all your men "Refuse to sail with non-unionists"?—We do do that.

Mr. Austin.

10,198. You stated in your evidence that you had been 14 years at sea; how long have you been connected with the organisation of seamen?—I have been connected with the organisation of seamen since 1879.

10,199. The Union of which you are secretary, I believe, was established in the latter part of the year 1887?—In September 1887.

10,200. What is the subscription to the Union?—Sixpence per week.

10,201. Would you kindly mention the benefits derived by the members for such subscription?—The benefits are that they get travelling relief when in search of employment, their train fares are paid from one port to another; that is one benefit. Another benefit is that they get *2l.* now upon being shipwrecked: they also get *20l.* on being permanently disabled. They also get the benefit of the sailors' homes that we are establishing in the different ports, where the men can say that they live in their own homes, their own property; and there are several other benefits in addition, which I have already mentioned I think.

10,202. Has the Union been able to meet all the obligations imposed upon it since its establishment?—Everyone of them; we have never had any claim put in that we were not able to meet; we have paid *20s.* to the pound.

10,203. Your Union is so different from other organisations that there is a great expense attached to it, is there not?—We have got to maintain in everyone of our branches a permanent secretary, and delegates. Take the Glasgow branch for instance, they have 12,000 members, and there are six permanent officials attached to it—of course 10,000 members is an organisation in itself. The same applies to almost every port. Were our members men employed on shore, we would get honorary secretaries who would do the work at a very small cost; we cannot do that, we must get a permanent staff; we have about 450 paid officers.

10,204. It has been stated that the seamen are a thriftless lot of men; can you give us any idea as to the savings of the seamen during any

Mr. Austin—continued.

particular year?—Yes, I find from a Parliamentary return that the seamen had in the mercantile marine office savings banks in the year 1889 the sum of *172,129l. 16s. 9d.*, and that the men had deposited in the same bank during 1890, *87,789l. 8s. 11d.* The interest received on this money by seamen was *4,750l. 19s. 1d.*, making a total of *264,670l. 4s. 9d.* The money drawn out by the seamen during the year was *78,742l. 8s. 6d.*, and the balance left to their credit at the end of the year was *185,407l. 16s. 3d.* Of course this is only the money which was deposited in the mercantile marine office savings banks, the men may have had money deposited elsewhere. That is the return (*handing in return of "Seamen's Savings Banks, Money Orders, and Transmission of Wages," 853; 1891.*)

10,205. As regards the hours of labour, did I correctly understand you to state yesterday that in deep-water ships, and in the home trade firemen worked four hours on and then had eight hours off?—In different steamers it varies a little. In some of the small steamers sailing out of Cork, Dublin, and other similar ports, the firemen work four hours on and four hours off; others again work six hours watches six on and six off, and in the larger steamers they have four hours on and eight off.

10,206. But in those coasting vessels when you say four hours off there is a certain time to be taken from that for getting ready for the next watch, is there not?—If a man comes out of the stokehole covered all over with coal-dust and dirt, it will probably take him three-quarters of an hour to get washed and ready to sleep, which would mean that he would actually have three hours and a quarter's sleep in that time.

10,207. Is there an inquiry held into the loss of all ships, that is to say a Board of Trade inquiry as to the cause of the loss of each vessel where lives have been lost?—No, there is only an inquiry into the loss of about 10 per cent., I think, of the ships that are lost, I have a return from the Board of Trade for the year ending June 1891, and I find from that return that out of about 79 vessels which were lost there was only an inquiry into seven. The number of men lost in those ships amounted to close upon 800, and there was only an inquiry held into the loss of 150 speaking, roughly so that there is no inquiry into the loss of the lives of the majority of men—no inquest, no inquiry of any kind in fact. That is one of our reasons for complaining. We say that if anyone is killed or dies on shore under suspicious circumstances there is always a coroner's inquest, yet hundreds of the lives of our men may be lost and no inquiry is held whatever.

10,208. As regards compensation to seamen, have you seen the answer of Mr. Laws?—Yes, I saw the answer given by Mr. Laws to the effect that ample compensation is provided by our laws; but that is not correct. The Employers' Liability Act does not apply to seamen neither at home nor abroad. The Act of 1876 only applies to the seaworthiness of the ship, and

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Austin—continued.

before a man can get compensation he must prove that the shipowner knowingly sent a ship to sea unseaworthy. Well, if a vessel is lost with all hands, who is going to tell the tale; who is going to give the evidence to prove that she was unseaworthy before she left port? But unless that can be done there is no compensation. Under Lord Campbell's Act, which also applies to seamen, no compensation can be got if it is through the neglect of a fellow servant. Therefore the seamen at the present time practically are debarred from any compensation for injuries or for the loss of their lives.

10,209. Mr. Laws also states in his evidence that all hospital and medical expenses are paid during the voyage in case of sickness or in case of accident, in fact he says that the seaman or marine labourer is in a position which is not accorded to any other kind of labourer in this Kingdom?—We do not admit that we are labourers, because we have to serve our apprenticeship to learn our trade to be seamen, and we reckon it to be a very good trade. But it is not true that the hospital expenses are paid by the shipowners, because I have hundreds of cases similar to the one I quoted yesterday with reference to myself where not one cent of expenses was paid by the owners, but it was deducted from the wages of the seaman if he had any wages; he gets nothing; he is landed destitute in Liverpool, or elsewhere it may be, hundreds of miles from his home, and then the workhouse must pick him up if he has nowhere else to go to.

10,210. Are desertions from ships on the increase or decrease?—The desertions from ships are on the decrease, and have been since the arrest without warrant was abolished in 1880. I am now speaking from statements that have been made by the superintendents of the mercantile marine offices in Shields, North Shields, and Cardiff, which are the principal shipping ports. I believe that desertions would further decrease if ships were to sign on say not less than 48 hours before sailing where possible.

10,211. A good deal has been said about the aggressive policy you have pursued towards shipowners. I presume you can give some evidence as to the conciliatory attitude you have adopted also?—Yes; I would like to put in a document here which proves in itself that we have tried all we possibly could to oblige them. I might read this. This is to the Tyne district: "Dear Sir,—Shipowners have from time to time complained of the difficulty, inconvenience, and expense they are put to by men failing to join ships at their appointed time. We are therefore desirous to assist in preventing such causes of complaint, and with a view thereto, it is proposed to establish call offices with telephonic communication with the principal offices of the shipowners, whereby men can be kept in readiness day and night, for any vessel, steam or sail, that may require hands at short notice. Annexed hereto, you will find a plan showing the places where the call

Mr. Austin—continued.

"offices will be, together with the telephone number, and we ask for your co-operation in furthering the objects we are desirous of attaining." On the back of this circular there is a map of the river Tyne, with our offices and the number of the telephone. We keep men in a special club room, which we have erected at the expense of the Union. We keep about 10 to 20 men there day and night, with their bags fitted up ready for sea, so that all the owner has to do when he finds that his men are not on board is to telephone to our call office, and men will be there inside of 20 minutes. I applied to the owners to get their sympathy and support for this scheme. I went to the principal members of the Shipping Federation in the North and they all boycotted the scheme, and said they could not have anything to do with it without the Executive Council's consent in London. Therefore they have refused to even accept this offer, which I think is sufficient proof of our desire to help them.

10,212. And you still are anxious in every way to meet the shipowners of the United Kingdom in an amicable spirit?—That circular I think tends to prove that. It is now some four months since I approached them.

10,213. To your knowledge as a seaman, since the establishment of the Shipping Federation, how many incompetent seamen have been introduced into the Mercantile Marine?—I should say some hundreds—men who have never been at sea before, and foreigners who have never been in English ships before.

10,214. Is it the fact that the Board of Trade officials have themselves taken incompetent men out of ships who have been going to sea in those vessels?—I cannot say that the Board of Trade officials have taken them out, but we have caused the Board of Trade to move in the matter by communicating with them and pointing out that there were incompetent men shipped on other men's discharges. The Board of Trade have no power under the present laws to take incompetent men out. A shipowner can put on board of his ship whom he likes, providing that he is not an officer; the officers must have certificates; he can take men from the shore who have never been at sea, who have never seen a ship, and put them on board as able seamen and as firemen, and there is no law to prevent him from doing that.

10,215. So that the Seamen's Union is a useful medium of communication for the Board of Trade in directing their attention to those matters?—Yes. One of our aims and objects is to call the Board of Trade's attention to any infringement of the Merchant Shipping Act, and to try and prevent unseaworthy ships, both so far as the crew and the equipment are concerned.

10,216. I think you stated yesterday that the Shipping Federation are going to re-introduce the preference clause?—Yes. From a circular which I saw issued by the Federation, I understand that on the 1st of January next the parchment ticket is to be re-introduced; and in

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Austin—continued.

one special clause in the circular sent out instructions are given to captains, on pain of dismissal or the forfeit of all right of benefit under the proposed pension scheme, they must give a preference to men who have got the Federation ticket; if they do not, then they stand the chance of losing their employment, and of losing any of the intended benefits which are to be given by the Federation. What they may be, of course I do not know, or how they may act.

10,217. The Shipping Federation advocates free contract, does it not?—They say they believe in freedom of contract.

10,218. In your opinion, is that free contract of labour?—I say that the only time that men are free is when they are in a position to demand from the owners what I would call their rights. I would not term a man a free man who was compelled to sign at a low rate of wages and in an unseaworthy ship; either do that or starve. I would not call him a free man. I would say that he was compelled by starvation or that he was compelled by want of employment; but if he were backed up by a union which would support him and prevent him from starving, then I would say that he was a free man.

10,219. You would not call a man who was compelled to take a ticket and to pay a shilling for it, from which he derives no benefit, a free man?—I would not call him a free man, and I would not call him a free man if he was bound to accept any price that the shipowners offered.

10,220. If this ticket was introduced what effect do you think it would have upon your Union?—I cannot say what effect it would have upon the Union, but I know what effect it would have upon the crimping system; and that I have already pointed out at length.

10,221. It would be a revival of the old state of things, I suppose?—It would make things worse than they ever have been since I or any other seaman knew of the sea.

Mr. Tait.

10,222. I have a question to ask on behalf of Sir John Gorst, who has had to leave the room. Can you inform the Committee if, as a matter of grace, upon any seamen or firemen being injured they have received any compensation from the shipowners?—I do not remember any one case where any man has received any compensation as a matter of grace without steps being first taken by the Union to try and attach the liability to the owners; then they have tried to wriggle out of it by every possible means.

10,223. You do not know of any case in point where compensation was given before the owners were approached by your Union?—I know of no case in point.

10,224. Under the same conditions can you say whether anything has been done for the families of those who have been killed?—Nothing whatever; and as I have pointed out in my evidence at length some of the owners

Mr. Tait—continued.

have actually—well, I will not say defrauded, but I will say, however, unfairly kept back the wages which the men were legally entitled to.

Mr. Bolton.

The witness yesterday referred to a private and confidential circular which he had seen, and which was issued by the Shipping Federation instructing the members, I think, under a penalty to give the preference to or to exclusively employ seamen holding the Federation ticket, and he promised to produce that to-day. I wish to know whether he is now prepared to do so.

The Witness.

I had a search last night and this morning for that document. I have not been able to find it, but I have wired away to Cardiff where I believe it is, and I will promise you that if I do not get you the original document I will get you an extract from it which was published in the Cardiff "Express" or "Echo." (See Appendix 69.)

Mr. Bolton.

I understood the witness to say that he had seen the document itself and read it.

The Witness.

I have had it in my hands and, I believe, I supplied the newspapers with a copy of its contents, which was published.

Mr. Courtney.

10,225. I think you have distinguished between what you call "financial members" and "other members" of your Association; did you use those terms?—Yes; we do.

10,226. You meant by "other members" persons who have joined you and who had gone on a long voyage?—That is so; that is the difference.

10,227. Are they bound as members to pay at any port they call at?—We expect them to do so, and we have agents in almost every port that they call at. For instance, we have agents at Constantinople. We have one at Malta, Rotterdam, and a number of ports in Sweden, so that they can pay at any part of the world almost.

10,228. Is it their duty if they wish to continue members to pay their subscriptions whenever they call at a port where you have agents?—Yes; providing that they can get the money off the captain to do so; but money is not given to men abroad, only in very small sums, say 3s. or 4s., and of course they cannot afford to pay any contributions out of that, as they will require it for other necessities.

10,229. The contribution is not great?—Sixpence per week. I put in some receipts yesterday, which proved that some of our men pay as far as 2l. 10s. arrears of contributions when they come off long voyages, numbers of them.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Courtney—continued.

10,230. What is the maximum sum that you have received for arrears?—I have known a man pay 6*l.* in advance. Numbers of them have paid 3*l.* and 4*l.* in advance, paying two years ahead; they have had so much confidence in their Union, and believed in it so much, that they have actually paid sums of money in advance, some of them for three or four years; the receipts of course we can produce.

10,231. Do you allow them any interest in that case?—We could not allow interest upon their own Union; it is their own concern; it is not a bank; it is their own property.

10,232. You do not keep any kind of savings bank in connexion with your Union?—No; we have not any savings bank, except that the men when they are paid off in a port, and are afraid, say of the crimps getting hold of them, may deposit with our secretary for a time their wages, 20*l.* or 30*l.*, then as soon as they are ready to go home, our secretary hands the money over to them. He has it for safe keeping. That is done in many ports.

10,233. How long a time are you prepared to recognise a man who is on a voyage as a member, although he did not pay any subscriptions?—We would be prepared to recognise him as a member for two years, in fact, we would always recognise him as a member, provided that he comes to pay up, because we cannot say that a man is not a member when he is willing to be a member, only he has not the opportunities of paying.

10,234. I am supposing the case of a man who is on a voyage, and who does not pay—possibly it is not his fault—how long in that case would you recognise him to be a member?—If a man is unable to pay, all that he has got to do is to bring the matter before the branch committee, and if he has been sick or out of employment, we grant him so much relief; we pay him an unemployed donation.

10,235. That is not what I was putting to you; I did not make myself clear. I put the case of a man who had been a member who had joined you, and went on a voyage and simply did not pay, whether able or unable, simply did not pay. For how long a time would you recognise him as a member?—If we knew that he was not going to be a member we would scratch him off at six months; but if we had no statement from him that he did not intend to sever his connexion we would keep him on for two years.

10,236. How much do you pay in the way of wreck money?—Last year I think our returns showed something like 1,000*l.*—950*l.* odd. This year we have paid a good deal more, because large numbers of the men who joined last year were not then entitled to the shipwreck claim. A man must be three months a member before he is entitled to shipwreck money. Therefore, this year we shall have paid about six or seven times that amount. Some weeks we pay as far as 200*l.* shipwreck money. We have had some exceptionally heavy weeks these last two months, owing to the number of vessels which have been

70839.

Mr. Courtney—continued.

lost, and, therefore, the amount spent in that direction this year will be nearly five times as much as last year.

10,237. He must pay a certain number of contributions before he is entitled to shipwreck pay?—He must be a member three months.

10,238. Must he have paid the contributions within any interval of time before the shipwreck?—He must. We will suppose that a man joins and has been three months a member, he must have paid up at the time of the wreck, or if he has been a longer period a member, he must be within compliance at the time, that is to say, he must be not more than 13 weeks in arrears at the time that he is wrecked; if he is within that then he is entitled to his shipwreck money.

10,239. Then it comes to this. If a man went away on a voyage and was away 12 months, and came home, you would re-admit him, but if he was shipwrecked on arriving home he would not be entitled to his shipwreck money?—If a man was going away on a long voyage he would make arrangements with the secretary that he would be kept in compliance during the whole of that time. If he made such an arrangement.

10,240. I am supposing the case of a man doing nothing; a man does nothing but pay up everything which is due when he starts, and he has been a member for three months; he is away for 12 months. You would call him then a member, and if he came back you would reinstate him upon paying his subscription; but he does nothing at all, and on his arrival home he is shipwrecked—on arrival?—If he had done nothing he could not get any compensation.

10,241. Though he is a member in one way of looking at it?—Though he is a member.

10,242. Yet you would not give him the benefit of the membership?—We would not because there is a provision made in the rules for them to comply with certain conditions if they want to be kept in membership, and if they do not do that, of course it is entirely their own fault.

10,243. If you strike off from that large list of members which you gave, those who are not in compliance in consequence of not having paid anything in three months, what would be the reduction?—I should say probably 5,000 men.

10,244. Not more?—I do not think so.

10,245. I understood just now that you said you contributed to the cost of the newspaper "Seafaring"?—We do.

10,246. It involves a certain loss, does it? I do not wish to ask you how much, but you do subsidise it?—We do subsidise the paper.

10,247. But you do not directly and personally control it?—No, I have nothing to do with the control of it at all.

10,248. But if anything appeared in it from which you dissented, you might be able to withdraw the subsidy?—I could not withdraw it after it had been printed.

10,249. Withdraw the subsidy, I said?—Yes, decidedly.

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26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.

Mr. Courtney—continued.

10,250. That would be an effective sort of control?—Well, I could not do that; that would have to be done by the executive council or the annual general meeting; I could not myself personally do it.

10,251. The executive council could do it without waiting for the meeting?—No, I do not think they could, because the annual general meeting is a higher power than the executive, and a resolution passed by that body is binding both on the executive and on the members, and can only be rescinded by a special general meeting which we can call or at the next annual meeting. We can call a special general meeting, but it costs a considerable sum of money to do that.

10,252. No doubt the general meeting is a bigger power than the executive, but has the executive the power in the interval of withdrawing or suspending the subsidy?—No, they have not. I do not think so.

10,253. Has the annual general meeting at any time declared that you shall keep up the subsidy?—Yes, by resolution at the annual meeting.

10,254. "Seafaring" is the organ of the whole body established by a resolution of the annual meeting?—That is so.

10,255. Does the annual meeting appoint the editor?—No; the editor is the man who belongs to the paper.

10,256. Have they committed their fortunes entirely to this editor?—It is his property; we only subsidise the paper.

10,257. Do you mean to say you are bound until the annual meeting, or a special meeting at least, to go on subsidising, however much you may dissent from what is printed?—If we dissented, if there was a general complaint, say, on the part of the branches as to the way the paper was conducted, they would instruct me to call a special general meeting together, which I would do. Then if it was necessary to withdraw the subsidy, it would be done.

10,258. And you yourself, without complaint from the branches, or the executive council at all events, might call a special meeting for the purpose?—Yes; but we cannot call a special meeting without the consent of the branches.

10,259. You cannot?—No.

10,260. How many branches are required to concur in that?—Say, that there was any question which the executive council could not solve themselves, they would send out a resolution to the branches; the branches then would consider the matter; and the majority of the branches would pass a resolution, even if it was only a majority of one, and would then give instructions for a special general meeting to be called.

10,261. Then "Seafaring" is to a very large extent independent of you?—That is so.

10,262. Although you are bound to keep paying the money?—We are not bound. As I say, the special meeting or the annual meeting can alter that.

Mr. Courtney—continued.

10,263. Yes; but you are bound until that is done, and there is a considerable difficulty in getting that done, except at the annual meeting?—There would be no difficulty if there was a desire on the part of the branches. We could alter that in one month from now.

10,264. But it must be a desire apparently of the majority of the branches?—Yes.

10,265. There might be some difficulty in getting that done?—Not at all. If I had to send out a circular to-day, I would have a reply back from the branches inside of two weeks. Then probably it would take other two weeks to get the special meeting together.

10,266. Then from that point of view your control of "Seafaring" is effective?—Yes.

10,267. You have an effective control over "Seafaring"?—Yes, that is so.

10,268. And if anything does appear in it which is open to condemnation, you in a measure are responsible for it?—Not I myself.

10,269. No, I mean your body?—Yes, our body. Of course they are the people who have the purse, and they can close the purse up if they choose.

10,270. Wages of course went up and down with seamen before your union was established?—Yes; they varied 5s. or 10s. a month.

10,271. Not more than that?—Not within my recollection.

10,272. When was your Union established—you have given it before?—Our Union was established in 1887.

10,273. I have before me an official return of the Board of Trade, and I see from it that the wages of sailors going from Shields to the Mediterranean were 57s. 6d. a month in 1870?—I do not know of any steamers—

10,274. Sailors, I said?—But were they men on sailing ships or steam ships?

10,275. Sailing ships?—That would be the wage.

10,276. You assent to that?—Yes.

10,277. In 1875 the same return says that the wages of sailors making the same voyage in sailing ships were from 70s. to 75s. a month?—That may be correct.

10,278. There is an increase on an average of 15s. a month there?—Yes, but I do not agree with that return.

10,279. You have assented to each item?—But I say "may"; I do not agree with it.

10,280. The first you said you did agree with; the second you said might be correct?—Yes, might be.

10,281. Now you are disposed to differ?—I have already differed with that return when Mr. Livesey had it. I say it is in many instances very misleading.

10,282. I suppose you admit that there was some increase; it may be an exaggerated increase, but some increase, between 1870 and 1875?—I do not know that there was; it depends upon when the report was compiled. If that report was compiled, say, in December 1875, probably the wages might be a little higher in that particular month; more towards

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Courtney—continued.

Christmas than it would, say, two months before or two months after. There was a great fluctuation in the wages at those periods.

10,283. It is quite immaterial to me how or when the fluctuation arose if you admit it did arise; great fluctuation?—Yes.

10,284. Independent of your Union?—But never to the same rate as what was attained by our Union.

10,285. I do not care about the greater or less?—Yes, but I do.

10,286. Fluctuations arose before your Union existed?—Yes, but always on a lower scale.

10,287. I do not care about that. The only point is that there were fluctuations before you came into existence?—Quite so; that is perfectly correct.

10,288. You assume to yourself the merit of all the fluctuations since?—We assume the credit of have increased the wages up to their present rate and maintained them at their present rate.

10,289. Is it not possible that some increases might have arisen?—No, I believe we would have had a decrease instead of an increase.

10,290. That is a matter of belief. You would not say it is impossible that there should have been a fluctuation in the way of an increase, there having been fluctuations in the way of increase before?—I say that if the men had not combined it would have been impossible for any increase to have taken place.

10,291. At any time?—At any time during these past three years.

10,292. How would you distinguish that; how would you establish that impossibility during that period, when the thing was not impossible in the preceding period?—Of course there have always been plenty of men in the market during these periods, and judging from the tone of the shipowners that the freights were not profitable, and that instead of paying an increase they ought to have a reduction, had the men not combined they would probably have put that into force, seeing that there were sufficient men in the market. In addition I might say that, had the importation of foreigners increased at the same rate in 1887, 1888, and 1889 as it did from 1884 to 1886, the wages of the seamen would have been very low indeed, as the market would have been decidedly overstocked with labour.

10,293. Have the shipowners always spoken in that strain?—Well, I will qualify my answer by saying "some." I have been to a very respectable shipowner, and when I appealed to him on the score of sympathy with the wives and families, he has said to me "What have we got to do with the wives and families—why do seamen get married?" Not one has said that to me, but several. They say it is not a matter of sympathy, it is a question of business with us; we do not want you to come on the sympathetic lay and talk to us, we have our business to attend to.

10,294. That is wandering from my question. You said there would have been no increase of

Mr. Courtney—continued.

wages during the last three years for two reasons, one was that shipowners said that freights were bad and trade was dull, on which I asked you in reference to that, have the shipowners generally talked in that strain?—Yes.

10,295. The other was that foreigners would have come in if it had not been for your action. Were not foreigners in considerable force in our merchant ships before 1875?—Not to such an extent. I have a Board of Trade return which shows that the percentage of foreigners went up from 10 per cent. or 15 per cent. to 30 per cent. at this time. That is a Board of Trade return issued in 1886, and it showed that the employment of foreigners was decidedly on the increase at this period.

10,296. That return you do not quarrel with?—I should say that that return is as likely to be as misleading as the other, on our side, for this reason; we contended that there was more than 30 per cent. of foreigners in our ships, as a large number of foreigners signed articles as Englishmen with English names. The superintendent of the Mercantile Marine Office never saw those men, they were signed on by clerks, and I mentioned in my evidence yesterday that I have signed articles with men who could not speak a word of English; yet they call them Bill Johnson or Andrew Thompson, or some name of that kind; so that we quarrel with that return equally as much as we do with the other one.

10,297. Would not that criticism apply to the first as well as to the last percentage?—In what direction?

10,298. I mean if you say that 30 per cent. is too little now, might it not be also said that the 10 or 15 per cent. was too little before?—Quite possible.

10,299. So that you cannot, even admitting that criticism, say anything about the inaccuracy of the relative increase?—It is a matter that cuts both ways.

10,300. Do you know whether the P. and O. boats before 1875 were entirely manned by foreigners, except the superior officers?—I do not know whether you call Lascars foreigners; we consider them Britishers I presume. I do not know whether they were manned by Englishmen prior to that date or not.

10,301. You do not know what the nationality of the quartermasters would be?—Englishmen; at least they are at the present time. What they were prior to that I do not know.

10,302. Universally now?—I believe so; all petty officers are Englishmen.

10,303. And you would be sceptical as to the petty officers being Turks and Swedes in 1875?—I would not be prepared to contradict the statement that the majority of them may not have been Norwegian or Finns; there may have been a large number of them Norwegians and Finns. I have no evidence to prove otherwise, but I should rather be inclined to believe that they were Englishmen.

10,304. If I told you that I sailed on board a P. and O. boat at that time and found that they

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Courtney—continued.

were Norwegians and Finns, would you accept that?—Yes, but I would not believe nevertheless that all of them were Finns. Because you sailed in one boat where some of them were Finns that would be no proof to me that the majority of the other men were Finns.

10,305. Quite so; but if I found that in that boat the quartermasters were all from Norway and Sweden, and they said that their countrymen were in other boats of the company, it might be accepted as some evidence?—I would believe your statement of course, but I would rather doubt their statement as to their countrymen being in all the other boats.

10,306. You said just now that you went down to the Tyne, I think, with a proposition about supplying men, and having recognised homes for them, and that the shipowners said they could not look at it without consulting the London Executive Council?—That is so.

10,307. Did you take any steps to bring it before the London Council?—No, I trusted that the chairman of the District Committee, Mr. Gracie, at Newcastle, would do so, also a Mr. Runciman. They both promised to have the matter brought before their Executive Council; they have not done so as far as I know, we have had no reply, and although we have sent this circular out to each shipowner, we have not had one inquiry at any of the call offices which we have established. We have established four call offices and I do not believe we have ever been rung up once by any of the shipowners on the Tyne, which proves that desertions are not so rife as alleged.

10,308. How long ago was it you went down with that mission?—In June or July.

10,309. You said yesterday that you complained of the law about picketing, did you not?—Yes.

10,310. What is the complaint you bring in that case?—We say that a man should not be arrested because he follows another man and tries to dissuade that man from working for a certain employer; as long as he does not use any violence we say that he ought not to be arrested.

10,311. Has there been any recent case of a man arrested simply on that charge?—There have been cases, I believe, where men have been arrested on charges similar to the one I have named.

10,312. On a charge of following and urging men not to engage in a particular employment?—Yes; we had one case similar to that in Leith, where the crew of a steamer informed our secretary that the steward of a certain boat—the “Moravia”—was a non-unionist, and that he had been continually running down the Union the whole of the voyage, trying to persuade the men to leave. They said that unless the man joined the Union they would not sail in the vessel. The secretary went on board and saw the steward, and he said “The crew have informed me that unless you join the Union they are not going to sail with you.” He gave the secretary abuse. The secretary then went to

Mr. Courtney—continued.

the captain, and said, “If you intend to carry the steward you will have to get another crew, because those men will not go with him.” The captain said, “Well, I don’t care whether they do or not, I will get others.” The secretary applied to the dock labourers when other men were brought in; they refused to work. Our secretary was arrested, and fined 10*l.* for alleged intimidation towards the steward. Now, I fail to see where the intimidation came in there.

10,313. The allegation was something different from what you admit to have happened; the allegation in the charge was for intimidation?—That was intimidation; he was charged with intimidation.

10,314. The allegation goes beyond what you say?—Very well.

10,315. Is there anything which you want to alter in the law of picketing; that is what I want to know?—Yes; I say it is not right that a man should be arrested for following another man and persuading him not to go to certain works.

10,316. But this man was arrested on a different charge?—Well, it was a very similar case.

10,317. I want you to bring a case—a recent case—in which a man has been arrested simply for following another and asking him to leave a particular work?—I have not any in my mind, but I have no doubt I could look up several.

10,318. But before you complain of the law and desire to have it altered, you ought to be able to bring some specific case?—And so we would, too, without any doubt.

10,319. Is there any other point on which you wish to reform the law about picketing?—That is our general complaint, I think, with reference to the law of picketing. I have not had a great deal to do with the law of picketing, and I have not myself personally any great desire for changes. I say that a man ought to be protected from a mob following him and threatening him with violence or anything of that sort. I think a man ought to be protected. But it is quite another thing that if a number of men— Now, I have a case when I come to remember, during the Cardiff strike one of the men on strike went up to a tipper and he placed his hand on the man’s shoulder “Well, Bill,” he said, “it is mean of you to go in there and work in the place of another man.” This man shoved him to one side, and he followed him a little further up the road. Then the next day a summons was issued and the man was taken up to the court, and he was sentenced to two months imprisonment.

10,320. What was the charge made against him?—The charge was that of intimidation and trying to prevent a man from doing what he had a legal right to do. That took place at Cardiff, and the man underwent his sentence. Now, I say that was not right; something more definite than that ought to be decided as to what is intimidation.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Mr. Courtney—continued.

10,321. I do not think you have given us the words of the charge against the man; you have given us your view of the evidence against him?—Well, I cannot do more than that.

10,322. You do not venture to say what the charge was?—I have already given it.

10,323. What is the definite alteration in the law you desire for instance?—I have already given the charge, at least, I think so.

10,324. We have had a good deal of complaint made before us, as you know, on the other side, that the law is not severe enough, and we always asked those to explain exactly what alteration they wish to have made. You complain that the law is too severe, and we ask you to say what is the alteration you wish to have made?—Well, I must say this, that I am the secretary of a Seamen's Union, and I am more conversant with the laws relating to shipping than I am to shoremen. I do not think that I could give the best possible evidence upon the laws of intimidation as applied to workmen on shore. I do not think I could help the Commission very much in that direction; not without time to look up cases.

10,325. But you did yesterday intimate an opinion that the law required amendment?—In answer to a question.

10,326. Do you send round instructions to your branches to take action of a general or specific character?—Action in what direction.

10,327. As, for instance, not to engage on a particular class of ships or not to join a particular set of sailors?—If the members decide upon a strike in a certain firm, or in a certain port, we would send out instructions to the members that they were not to ship in any of the vessels belonging to that firm no matter what part they were in, or to sail in any ships out of the port if it was a general strike. We would send those instructions out to our members, and make them known far and wide.

10,328. Did you ever instruct any of your branches not to ship with a particular owner, or with the owner of a particular boat?—Yes; I daresay we have done that frequently.

10,329. You give it as an order to the branch?—Yes; if we knew an owner who sent unseaworthy ships to sea or, say, did not pay the Union rate of wages, we should send general instructions to all branches, calling their attention to this.

10,330. Did you ever send instructions to a branch at a particular port, telling them not to ship on board the vessels of that port unless the shipowners of the port abolished the Federation ticket?—We sent that to almost every port, I think, in the United Kingdom.

10,331. Without consulting the branches?—Not without consulting the branches.

10,332. Do you consult the branches first, and then send out the order afterwards?—Yes. In September or October of last year, when the Federation ticket was first being introduced, we sent out a circular to the whole of the branches

Mr. Courtney—continued.

calling their attention to this, and desiring them to express their opinion as to whether this ticket ought to be accepted or not. The resolutions were unanimous from every branch in the Union to object to this ticket, and that all members were to refuse to take it, or to sail with men who did take it. My duty then was to instruct the members to act accordingly. We did so. Those instructions were carried out generally, and of course we know the rest.

10,333. You consulted the branches, and they were unanimous?—Yes.

10,334. And you then issued the orders?—Yes.

10,335. And those orders you say were carried out generally?—Carried out throughout the country.

10,336. They were not resisted anywhere?—Not by any branch to my knowledge.

10,337. I had sent to me, a little while afterwards, I think, a report of some meeting at Leith at which some men there affected to have received such an order and to refuse to obey it?—That is not so. I remember, during the Cardiff strike, a deputation of men came from the branch in Leith to Cardiff to interview me as to what they were to do. The owners were pressing upon them the Federation ticket, and the men were desirous of coming out on strike against this ticket. I am now speaking of a time when the strike in Cardiff was almost brought to a close. We had practically had the ticket modified, and the probabilities were that the next week the dispute would be settled. I gave those men instructions in writing to carry back to their members that they were not to strike on any consideration whatever. The letter was countersigned by each of the men who attended. Two days afterwards a deputation from this branch waited upon the shipowners, and one of the men who had made up the deputation—the shipowners had stroked him down the back a little bit—said that he was an honest, sensible fellow, and that if all the members of the Union and officers were like him things would be fine. After doing this he then commenced to make a speech in which he stroked the shipowners on the back, and said that if all the owners were like them things would be all right, and that they had been led into this strike against their will. This was one of the very men who came specially from Leith to Cardiff to ask me to call out the whole of the men against the ticket, and the very man who carried back my instructions in writing to say that on no consideration should a strike take place. A copy of that letter I am prepared to put in to this Commission.

10,338. Then he bamboozled the shipowners of Leith?—He bamboozled the shipowners and—well, I say that he acted very foolishly, because it was not right for the man to make use of such a statement, when he had been so prominent in desiring the other men to strike against the ticket.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Lord *Hartington*.

10,339. I think you have claimed some credit for your Union in having put an end to or diminished the use of unseaworthy ships?—We have to a large extent, and I believe that our efforts will tend more in that direction.

10,340. Would you describe a little more what the action of the Union in regard to unseaworthy ships is?—If men had signed articles on board ships, say in England, and after going on board they find that the ship is overladen—we call an overladen ship an unseaworthy ship—the men would report that to us; we should then immediately communicate with the Board of Trade officers, who would detain her and compel them to discharge the cargo. Dozens of ships this year have been compelled to discharge cargo after they had loaded, and a large number of shipowners have been convicted at the instigation of the Union for bringing their ships here overladen from foreign ports. Numbers of convictions have taken place, more this year than any other year I believe for some time.

10,341. Then the action of your Union consists in giving the sailors who may be dissatisfied with the ships they are engaged on the means of making a complaint to the officials?—That is so, and in protecting them. I have numbers of cases where our men have been protected, one case in particular, the "Strathendrick," which arrived in Gibraltar in December last four inches overladen. The men refused to go in the vessel. The captain went ashore and got warrants and had them all arrested. They were taken on shore, tried before two magistrates, and convicted for refusing to obey the lawful commands. We employed a solicitor, who took the case to the high courts in Gibraltar, where the sentence was quashed and we got damages from the owners for false imprisonment. Numbers of cases of that kind have occurred this year. We say that will all tend to make the owners careful that the ships shall not leave port in an unseaworthy condition.

10,342. And to that action on the part of your Union you attribute some of the hostility of the shipowners?—We believe that is the cause of the hostility on the part of, not the shipowners in general—I will not say that—but the shipowners and the most unscrupulous portion of the shipping community. That does not apply to the liners, they do not send their ships to sea unseaworthy. A ship that costs 400,000*l.* to construct is never laden over deeply, but a tramp steamer which costs perhaps 10,000*l.* or 15,000*l.*, a paper ship we call them, is loaded right down to the lowest possible depth.

10,343. I am not sure whether I understood from you that you are still connected with the Shipmasters and Officers' Union?—I have not been connected with it for over twelve months. I severed my connexion with it last September.

10,344. But you were at the same time secretary of the Sailors and Firemen's Union and honorary general manager of the Shipmasters and Officers' Union?—That is so.

10,345. Was any action taken by the Sailors and Firemen's Union to compel officers to belong

Lord *Hartington*—continued.

to that other Union?—Yes, in many instances in the north, and other ports, the crew refused to sign—to sign, not to sail—until the officers joined the Officers' Union—at the officers request by resolution sent by their council to ours—at which of course I was not present—no connexion with it at all.

10,346. What is the interest of the Sailors and Firemen's Union in compelling the officers to belong to that Union?—A great interest. We say that the more working men are combined the better it is, and the officers feel that they are not in a position to get their demands redressed until they have got the combination of the sailors to back them up. The sailors on the other hand reckon that that would be an additional strength to their power. Say that the seamen are on strike, if free labour men were introduced on board a ship in their place in a wages dispute, then the officers would say, "We are not going to sail with those men;" therefore, it would tend to strengthen the hands of the sailors, and it would tend to strengthen the hands of the officers as well. That was the object.

10,347. I understand you to claim that the sailors have a right to insist upon the officers belonging to some particular Union?—No, we do not claim that, and we could not have assisted the officers had they not applied to us; we do not care whether they belong to a Union or not, it is better for us if they do belong to a Union, but if the officers did not request us to assist them we would not do so.

10,348. Is that one of the grounds of complaint of the owners against the action of your Union?—I believe it is one of the grounds that have been alleged, but then the owners see the importance of the officers being organised, and, therefore, they are very desirous that they should not be organised, because the officers then would be able to command a better rate of wage than they get at the present time. In some instances certificated officers have not got more than about 1*l.* a month more than the men. Although they have to spend pounds to pass an examination, yet the shipowners will not pay them anything like reasonable wages.

10,349. But have the shipowners alleged that coercing the officers to belong to some particular Union is subversive of discipline?—They have alleged that, but that is not correct; it is not correct to say that because a man is an officer and belongs to a Union he will not be able to maintain discipline on board a ship, because if that were true, how is it that the officers who are connected with the present officer's Union, which is managed by shipowners, are able to maintain discipline. The question of a man belonging to a Union would not affect the discipline of a ship in any way, because there are special laws provided for the maintenance of discipline.

10,350. Your allegation is that you only acted in this matter at the request of the officers' Union?—At the request of the officers themselves whose condition is very deplorable indeed;

26 November 1891.]

MR. JOSEPH HAVELOCK WILSON.

[Continued.]

Lord Hartington—continued.

they are much worse off than the seamen, much worse off both in pay and in treatment. They have a better position to maintain, they have to live in a better house, and they do not get the money to do it; they have to work longer hours, they have a certificate that is always at the mercy of the Board of Trade, and "I am inclined to believe that many officers lose their certificates who ought not to lose them; the responsibility for the loss of the ship ought to be placed on the proper shoulders, the ship-owners, who neglect to provide the officers with sufficient men and proper equipment.

10,351. I think in your evidence you have denied generally that intimidation is being practised by your Union, intimidation of an illegal character?—We deny it.

10,352. You do not deny that picketing is carried on by your Union?—We do not deny it, and that of course is one of our means of carrying on our strikes which is legal according to the laws, I believe.

10,353. Would you describe what you consider as the legitimate use of picketing?—I should say that the legitimate use of picketing ought to be for men to be placed at different centres where men are likely to be brought into a strike, and it ought to be the duty of the pickets to get amongst those men, talk to them, point out what is the cause of the strike, and to persuade those men not to go there.

10,354. By what sort of number of men can that be carried on?—I would not say whether the number would be one or more, it would not matter if it was half a dozen. I should say that at times it is very necessary that you should have a big number. I will tell you why. I have seen cases where the owners have had a number of men who were procurers of black—well, I will say free labour men who have been prize fighters; there are one or two of them employed now in London, they get 5s. for every man that they procure, and if one solitary picket were to go up to, say, 50 free labour men who were in charge of one or two of these pugilists, who were armed with knuckle-dusters, &c., it would probably be rather a rough half an hour for him. Therefore, the best thing to meet that would be to take at least other 20 or 30 men to see that he got protection.

10,355. But do I understand you to deny that under the instructions of your Union picketing has been carried on by very much larger bodies than that?—Well, during the Cardiff strike I have been down at the shipping office when there have been fully 400 men there.

10,356. Your men?—Our men and myself.

10,357. Doing what?—Standing at the shipping office; our men, of course, refusing to go in to sign. But we could not term them pickets, because they were men who were ready to sign in any ship that wanted hands which was clear of the dispute. The whole of the shipping at Cardiff was not closed; there were a number of ships which were not Federation ships; they were requiring our men and our men were signing in them, and those 400 men were ready

Lord Hartington—continued.

to ship in any of those vessels if they were required.

10,358. What was the attitude of those 400 men towards a free labour man who might be brought to the shipping office?—The attitude would be that the man could go and ship if he wanted; there would be no shouting and yelling, because there was plenty of policemen to prevent that. My advice to the men was this, do not create any disorder or strife under any circumstance.

10,359. Disorder or —?—Or rows of any kind, because I say that when disorder takes place that is a sign that you are getting the worst of it.

10,360. Do you deny that any disorder or intimidation ever did take place in connexion with your strikes?—I do not remember any case of disorder or strife which has taken place, not at the present time; in fact we have had some of the most peaceable strikes which have occurred in any part of the country. We have had 5,000 or 6,000 men out on strike, and not a fight has ever taken place.

10,361. Did you see in Mr. Laws' evidence that he stated that the cases of brutal assault which he could put before us were too shocking almost to describe; that he spoke of people in a damaged condition when they were brought up to his office, with their faces and other parts black and blue, and like jellies. Can you undertake to state that no results of that sort took place?—Well, I shall prove in one place that Mr. Laws did not state the truth. In his evidence he charges the union delegates with having sent emissaries on board a steamer in Hartlepool, named the "Bavaria"; that those men were sent on board by the union delegates; that the chief officer of that ship went forward to turn out the crew to work at night; that the emissaries of the Union jumped upon the mate, bruised his face and maltreated him, in fact he said he was in a fearful condition to look at, and that the fines in this case were paid by the Union. I applied to the clerk of the peace at Hartlepool to know if any such case was ever heard in that court. No such case was ever heard in that court; therefore I say that such never happened, or there would have been a report in the records of the police court at Hartlepool.

10,362. That was a case of union men going on board a ship?—Emissaries of the Union, that is to say, that union delegates went round and got pugilists.

10,363. But I am asking you about violence alleged to have been inflicted by union men picketing or surrounding shipping offices?—I may say that I saw a man who had been to the Shipping Federation offices, and who afterwards came to my office; he had a black eye and a cut across his nose, and looked as though he had been fighting. But this man had come out of Fulham Workhouse, and he was the man whose letter is quoted in Mr. Laws' evidence; and he was referred to as a boatswain who had excellent discharges, and who was not able to

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Lord Hartington—continued.

find employment. This man had written this letter to the "Times."

10,364. I am not asking you about particular cases, I am asking you whether—you may not know of it—you have any reason to believe the assertion Mr. Laws made, that men constantly came before him in a very much damaged condition from the violence to which they had been exposed; have you any reason to believe that that is not the fact?—That is the reason why I just wanted to explain that this man had been to Mr. Laws in this damaged condition, and probably that would be one of the cases which Mr. Laws was referring to, and I wanted to show, if I could, by making this statement, that this man had not been near the Shipping Office, but was, well, I will say, a drunken man, who had recently come out of the workhouse. If the other cases quoted by Mr. Laws are similar to that one, then I should have no hesitation whatever in denying it.

10,365. One other question I wish to ask you is whether you know of any cases of violence yourself?—I do not. I know of plenty before the Union was formed; black eyes I have seen in numbers prior to the formation of the Union.

10,366. You are prepared to say of your own knowledge that, as far as you are aware, no violence has been committed by members of the Union against free men?—That is so, against free men. I have seen any number of fights between union men who have been drunk and who were fighting between each other; that is an occurrence which takes place very often; but never to my knowledge do I remember any free man being assaulted by a unionist at the Shipping Office.

10,367. I think you stated that your action has been confined to preventing men signing or inducing men not to sign articles?—Yes, to refuse to sign articles until their conditions were complied with.

10,368. In Mr. Laws' evidence the expression is frequently used of "calling out the crews"; would that mean calling out the crews who had signed articles?—Mr. Laws means to say calling out the crews after they had signed articles.

10,369. Do you deny that that ever took place?—I say that there are several instances where it has taken place. They have not been called out by the Union, but the men themselves have refused to go. One case was the "Jersey City." That was a case where the men themselves refused to go. Another one was the steamer "Duchess." That was a case where the men refused to go. I do not remember more than about two outside of those cases.

10,370. Do you assert that the executive of your Union has never called out crews who had signed?—Never.

10,371. Can you explain at all to us what relations you think could reasonably be entered into by shipowners with your Union?—I think it would be an advantage if the shipowners were to recognise the Union, and to say that they

Lord Hartington—continued.

would hold the Union responsible for the shipment of men, to say that we would have to supply good and competent men, and if the members of our Union failed to be on board at the proper time that we should compensate the owners for any loss, and that we should provide substitutes in the place of the men who had failed to join, and that where our men had committed any offences abroad, such as getting drunk or going ashore without leave, if that were reported to us, we should punish our men for that. But we expect that when we inflict a fine, unless those men pay the fine, our members would refuse to sign with them, and then we should expect the shipowners to assist us in that direction.

10,372. I understand you to ask them to place themselves entirely in the hands of your Union for the purpose of getting crews?—Yes; we think it would be better for the shipowners; in fact they are now entirely in our hands in many ports. Although the men are taking the Federation tickets, nevertheless they have got to apply at times to our Union. Therefore they are in our hands in some places. We do not take advantage of them in any way; we supply them with the best men, and when they ship them as union men, we are responsible to see that they are on board; we do that.

10,373. But besides finding them the men do you fix the rates of pay at which they are to serve?—Yes; we have a recognised rate; the rate that is being paid now for say this last 18 months. We maintain that rate. If the owners want any reduction in the wages then we shall expect them before any reduction takes place to invite us to a conference and to prove to our satisfaction that they are justified in such reduction. On the other hand if we want an increase we shall communicate with the owners, and prove that we are entitled to it.

10,374. But if the owners did what you suggest, and placed themselves entirely in your hands, to that extent would they not be entirely in your power as to rates of wages?—Not more so than any other employers. In the principal industries, such as the engineering and ship-building trades in the north, no man is employed unless he is a member of the Union, that is the Skilled Workmen's Union, and the employers do not find that they are entirely at the mercy of those Unions, because if there is any reduction to take place, a proper notice is given on either side, and the men have got time to consider and debate the question. But the shipowners do not try to do that; they try to sweep all before them in about five minutes; that is to say, if the wages were 4*l.* 15*s.* to-day, some individual owner would come up to-morrow and say "I want a crew for 4*l.* 5*s.*" We could not stand that; we would try our best to prevent him from getting a crew for 4*l.* 5*s.*, because we say that one shipowner has a right to pay as much as another. I may add that it is beneficial to the owners that there should be a uniform rate of wages.

26 November 1891.]

Mr. JOSEPH HAVELOCK WILSON.

[Continued.]

Lord Derby.

10,375. You spoke of a class of shipmongers whom you distinguish from the general body of shipowners; what do you mean by that term?—I call a man a shipmonger who has not capital of his own, perhaps only sufficient to get an office and a desk and a boy. He goes canvassing around the inland towns for shares in a vessel, having first made an arrangement with a builder to build a steamer for, say, 20,000*l.*, and he is to get 700*l.* commission for the building of this ship. Then he goes round the inland towns staying at hotels, or elsewhere, getting shares, 500*l.* shares, 1,000*l.* shares. He puts himself in as manager or managing owner because he has got his 700*l.* commission from the builder for the sale of the ship; he puts himself in as manager at, say, 200*l.* a year, and after he has nicely floated that ship he then puts out a prospectus to say that great dividends have been

Lord Derby—continued.

paid by the So-and-So Steamship Company, and he commences to float others. That is what I call a shipmonger.

Mr. Tait.

In answer to Lord Hartington the witness made a complaint about deck-loading. It is within my knowledge that Mr. Wilson has a number of photographs showing why he complains. I should like to ask whether it would be in order for Mr. Wilson to put those photographs in now. I think they would be of considerable importance to the Committee.

Lord Derby.

Very well.

(The witness handed in photographs of ships.)

The witness withdrew.

Mr. HENRY FRIEND called and examined.

Lord Derby.

10,376. We understand that you represent the North of England Sailors' and Sea-going Firemen's Association, is that so?—Yes.

10,377. Your head office, as we understand, is in Sunderland?—Yes.

10,378. Are you federated with the National Amalgamated Seamen's Union?—Yes.

10,379. How many members of your Union are there, can you tell us?—Close upon 2,000.

10,380. That is in Sunderland?—In Sunderland and on the Tyneside.

10,381. Owing to the character of the employment I suppose you cannot speak exactly as to your numbers?—I can safely say 1,800; that would be correctly speaking. May I qualify it by saying that those are financial members. If I were to say 2,000 members that would mean the names of men upon our books, although not entitled to all the benefits of our association, but who still are members at the same time.

10,382. 1,800 paying members?—Yes.

10,383. Will you tell us what is the particular subject to which you wish to call our attention, and the complaint that you have to make?—I understood, in the first place, that it would be necessary for me to answer the questions which are put down upon the circular that I received, and that I should be subjected to a cross-examination by any of the Commission, and that they would put questions to me as to what is my opinion upon those particular questions.

10,384. You wish your answers to those questions to be taken as the summary of the evidence that you are prepared to give?—Yes.

10,385. What are the wages in your district?—Monthly, 4*l.* 15*s.* to 5*l.*; weekly, 1*l.* 12*s.* 8*d.*

10,386. Does the 4*l.* 15*s.* include provisions or not?—That includes provisions. The 1*l.* 12*s.* 8*d.* means that the men provide their own provisions.

Lord Derby—continued.

10,387. In the weekly ships, what are the men paid per day?—4*s.* 8*d.* per day, seven days per week.

10,388. And in the monthly ships?—3*s.* 2*d.* per day as near as we can come at it.

10,389. And when men take ships from one port to another and are paid by the run, what do they get?—They usually get a lump sum according to the distance which it is necessary to take the ship. That means, taking from Sunderland to London, about 2*l.* 10*s.*, and that varies at the different ports to a matter of 3*l.* 5*s.* at Cardiff.

10,390. Do they complain of deductions from their wages?—Yes, there are many complaints of deductions.

10,391. That they are fined for petty offences, is that so?—Yes, frequently.

10,392. Do they also complain of the prices charged for articles bought by them at sea, tobacco, and the like?—There are many complaints in that direction. They allege that the captains charge them, in some cases twice as much as they have to pay for it out of bond themselves.

10,393. Is it a common practice for them to buy tobacco and other such articles at sea?—Yes, because the men when they are at sea have no other place to purchase tobacco from, only from the captain. The captain takes a certain amount of tobacco out of bond before he leaves an English port for the purpose of supplying the crew during the voyage, and in place of charging a small per-centage over the cost of the bond, in some cases he charges as far as 2*s.* 6*d.* a pound, where, I believe, the actual price paid is something like 1*s.* 2*d.* or 1*s.* 3*d.* a pound.

10,394. Does the profit in such cases accrue to the captain or to the shipowner?—To the captain.

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Lord Derby—continued.

10,395. I suppose the length of notice for ending engagements depends upon agreement in each particular case?—Yes.

10,396. What is the more general term?—In some cases the men sign for 12 hours' notice to be given on either side; sometimes 24 hours' notice on either side; in some cases 24 hours' notice to be given by the crew and discharged without a moment's notice from the other side—the shipowners' side.

10,397. We need not ask you what are the hours at sea, because, obviously, a sailor is obliged to work as long as the safety of the ship requires; but what is the average number of hours?—The average number of hours that sailors work is about 14 or 15 a day, which means 106 or 107 for the week. The average number of hours for firemen is about nine hours per day, I should say, for seven days.

10,398. Nine hours?—Yes, nine to ten, or something like that.

10,399. That is for seven days in the week?—Yes.

10,400. Are there any complaints of ships being generally unseaworthy?—The complaint has been made in past years—many complaints indeed—of the unseaworthiness of ships brought about by overloading, defective equipment, and other such things.

10,401. Are those complaints as frequent now as they used to be?—No. One of the greatest reasons is, I believe, owing to the power of the Union, and the action the Union has taken in many instances; that has deterred the shipowner from overloading his ship, and has also compelled him to put her into a seaworthy condition before she proceeds to sea.

10,402. But long before the Union existed was there not legislation, and very stringent legislation, on the subject?—Yes, there has been more legislation, I believe, or rather more Acts of Parliament passed in the interests of seamen and shipowners than of any other class I know of, but they have been practically inoperative owing to their not being put into force.

10,403. Apart from unseaworthiness, are there complaints of ships being unfit to live in, unsanitary, and so forth?—Yes, there are many complaints even at the present day. We have a Bill prepared now which will deal with the unsanitary condition of ships' forecastles. Great complaints are made by the men that their spaces are too small. According to the Act they are only allowed, I think, 72 cubic feet of air space, where, in our opinion, they should have at least three or four times that amount, because we find by the present regulations that criminals have, I think, something like 300 cubic feet of air space, and we certainly submit that seamen ought to be as well looked after and better than what our criminals are.

10,404. Have you anything to say as to the employment of foreigners in the service?—Yes; we seriously complain of the methods that are used to employ foreigners in preference to English seamen. In many cases our ships arrive in foreign ports, such as our Continental

Lord Derby—continued.

ports, the British seamen are discharged there, and sometimes sent home and sometimes find their own way home, and foreign seamen are shipped in their place at a much less wage per month than the British seamen received on the previous voyage. In many cases even of late British seamen have been discharged whose wages have been on the former voyage 4*l.* 15*s.* to 5*l.* per month, and a foreign crew has been shipped as low as 3*l.* 10*s.* and, I believe, as low as 3*l.* 5*s.*, which means that this crew comes over at some future period to this country again and assists in overstocking the labour market, and also in reducing the wages of the English seamen in English ports.

10,405. But you do not call upon Parliament to forbid the employment of foreign sailors?—No, I am not prepared to say that I should ask for any special legislation to prevent the employment of foreign seamen; I simply ask that we should have the right to say that these people, if they work in our ships, should work under the same conditions as we work ourselves.

10,406. Do you mean that the law should lay down that one man should not be taken on at a lower rate of wages than another; is that possible?—I would not ask for legislation for that.

10,407. Have there been any attempts to run ships on the co-operative principle?—There have been no attempts that I am aware of as yet; but we are contemplating commencing that principle. We are believers in co-operation, and a large number of the seamen are co-operators themselves, and belong to co-operative societies; and they think that the time has now arrived when they ought to become shipowners in a sense as well as they are owners of other property on shore.

10,408. We have heard a great deal about strikes in connexion with shipping. I suppose we may assume that they have been more frequent lately than at any former period?—Yes, we might infer that; at least to my knowledge they have been more frequent of late than they were in previous years. I might state that the principal causes of these disputes were attempts made to reduce wages in the first place, and attempts made to reduce the number of men carried on board the ships, and also the union men refusing to sign with non-union men. The last attempt made was that the shipowners tried to compel the men to accept a ticket which they in their opinion did not consider were justifiable.

10,409. Now, is it within your experience that unionists refuse habitually to work with non-unionists?—That has been the case of late. There are some firms in the north of England in which there are none but union men engaged, and the men do absolutely refuse to sail with non-union men. I might also state that there is one particular firm in Sunderland which we have worked very amicably with for years, and that firm at any time when they require men come to the union office for those men, and we get along on the best of terms. If there is any

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Lord Derby—continued.

dispute arising at any time the manager of the firm sends along for me or some other official of the Union, and we settle the dispute without the men involved in the dispute coming before their employers. That is proved beyond any doubt to work satisfactorily, and they have even gone so far as to say that they prefer to deal with the union men in this direction rather than they would to deal with non-union men.

10,410. You wish to see that example generally followed?—Yes. I mention that to prove beyond any doubt that if this was generally adopted by the shipowners throughout the country, half the disputes and friction which now arise would be prevented.

10,411. Would that not make it practically impossible for any man to obtain employment unless he joined the Union?—Well, it would amount to that, of course. There would be no difficulty even in that, because in some of the largest industries in the north that is acted up to at the present day. Such societies as the Boiler Makers' and the Amalgamated Society of Engineers, and the Carpenters and Shipwrights' Union; in all the large industries in the north of England those men do absolutely refuse to work with non-union men. There is never any dispute as to that, because the employers have found it to their advantage to employ those union men, because they are more reliable and often ready to be called upon when non-union men are not.

10,412. Have you had any difficulty in consequence of the men being discharged on the ground that they have taken an active part in the working of the Union?—We have had several cases come under our notice, and we have been compelled on several occasions to compensate our men for loss of their employment owing to their taking an active part in these disputes. Men have been boycotted from ship to ship owing to that very action that I spoke of.

Mr. Livesey.

10,413. Did you issue a manifesto about the end of the year 1889; there is no date to it, but it is signed "Hy. Friend, secretary, 80, High Street, Sunderland." In that manifesto you begin "Shipmates ahoy" and address it to English seamen, and it says in clause 5 "The Union," speaking of your Union, "has complete sympathy with other classes of labour, and would always be ready on suitable and well chosen occasions to afford its utmost support to its fellow workmen, but it would not be prepared to go out of its way to seek out and champion every labour dispute?" Is that your feeling now?—Quite true.

10,414. Then a little further on you say: "Brother Sailors, Mr. Wilson, of the National Amalgamated Sailors' and Firemen's Union of Great Britain and Ireland has for a long time past been anxious, for his own reasons, to absorb the North of England Society, but it has in spite of him maintained its independence, and is now in a flourishing condition, with a

Mr. Livesey—continued.

"nice balance and a complete organisation." You said that I suppose?—Yes, I said that.

10,415. Then did you say: "Since the failure of these attempts, Mr. Wilson has commenced a system of boycotting and intimidation, with the view, if possible, to wreck our Union. Threatening notices have been given to captains and owners not to ship our men." Is that true?—Perfectly true.

10,416. That threatening notices were given to the captains and owners not to ship your men?—Yes.

10,417. Then you say: "Our members have been driven out of old employment for no other fault than because they would not forsake their old and well-tryed Union; and now, at last, an unholy alliance has been concluded between Mr. Wilson and the officials of the London Coal Porters, by which the latter have agreed not to discharge any north country coal-laden vessels in the Thames which are not manned with seamen of Mr. Wilson's Union. This action, be it remembered, is general in the Thames, and has nothing whatever to do with the present labour troubles in London. Now, as everyone knows, the London collier steamers are chiefly manned by north of England men, so that this cowardly and unfriendly blow is deliberately aimed at the very existence of our Union, and to compel our members to join his organisation." You said that?—I said that. Would you permit me to explain the reason that compelled us to say that.

10,418. Certainly?—In the first place, Mr. Wilson was a member of our Association since its formation in 1879. He worked with us up to some three years ago. During his time with us he tried to persuade our men to extend our Union into other ports. We did on two occasions extend into other ports. We found that our system of carrying on trades unionism was not in accordance with what he believed would be of the greatest benefit to the men. He asked our members to make it become a National Union. Our members could not see their way clear to do that. The consequence was that he seceded from us, and commenced this National Union of his own—what is termed his own. After he had got his Union pretty well established he sent requisitions to our members asking them to be affiliated with the National Union. At first our members were disposed to have nothing to do with him. He pressed the question further, and asked them to become federated, or rather amalgamated, and he tried to persuade them that by amalgamation they would bring the seamen into a stronger combination, and it is admitted on all sides that the stronger the combination the greater the force. He used these arguments, but our members refused to accept them; they would have nothing to do with him. They said they had had their Union for many years, and wished to remain as they were. The result of it was that we could not come to terms, and a little friction arose between the branch in Sun-

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Mr. Livesey—continued.

derland and our own society, whereby each branch began to boycott the other. Our members refused to sail with their members, and their members refused to sail with ours. The consequence was that we got so far involved in difficulties—at loggerheads you might term it—that Mr. Wilson undoubtedly did his best to compel our members to join his Union, and we did our best to retain our position. He used every means in his power undoubtedly to secure that point, and we used every means in our power to retain our position. That is one of the means I used to retain our power.

10,419. And you have succeeded in retaining your position?—To a certain extent of course. But I may tell you this—that a very short time after that circular was issued we came to terms. It is hardly fair to introduce that circular now, because a very short time after it was issued it was practically withdrawn, and we came to terms and federated practically upon the very principle that Mr. Wilson advocated at first. Therefore it was a general concession all round, and we are working now harmoniously together, and there is no friction existing whatever.

10,420. Does your Union approve of sympathetic strikes?—Yes, we have taken part in them.

10,421. In what case?—We took part in the very case you were speaking of this morning—the “Black Diamond.” As a matter of fact it was our Union which brought those men out of that ship, because they were member of our Union who came out of that ship, not members of the National Union as you described.

10,422. So Mr. Wilson induced you to adopt his tactics?—We took it upon our own initiative; we did not borrow that idea from Mr. Wilson. It was in our own trades unionism to do so, and we therefore did so.

Mr. Tom Mann.

10,423. Concerning the hours of labour, what, in your opinion, should be the standard hours for seamen?—Do you speak of seamen?

10,424. And firemen?—Of course you must understand in the first place that every man on board ship, with the exception of the captain and the apprentices, is a seaman. By seamen perhaps you mean the sailors.

10,425. Quite so?—The hours of the sailors to-day are, in my opinion, certainly excessive, and require modification. I am not quite clear whether I am prepared to go as far as to say that we should have an eight hours day for the seamen—not at the present moment. What I think our first step should be is, if possible, to secure the passing of the manning scale. I have a draft copy of the Bill here. Get first a manning scale passed into law, and then we might consider the further question of reducing the hours of labour. I believe under our present system of manning it would be fatal to our seamen if we had an eight hours Bill passed; for this reason—there is no law to compel a shipowner to take any number of men whatever; he may only put one or two men on

Mr. Tom Mann—continued.

board a ship, and sail her by them, provided those men are willing. But if we had a manning scale established, whereby they would compel him to employ not less than so many men to a certain tonnage of ship, then these men could be divided into watches, which would be more safe than under our present condition. Take a ship now. There are some ships sailing out of the north of England now of 4,000 tons dead weight. There are only four able seamen and two ordinary seamen on board those ships. Now to divide those men into three watches would be increasing the risk of danger to those men who are on board, because under the present system you will get two men and a boy in a watch. That means there will be a man at the wheel and a man at the look-out, and a boy simply keeping the fires and doing the ordinary work of the ship. To reduce those into three watches would mean that there would be only one man at the wheel and one man on the look-out. The consequence would be that there would be no one to look after the other ordinary duties of the ship, because the other four would be in their beds, and therefore it would be jeopardising the lives of those in bed by simply having this limited number on deck. That is one of the strongest arguments I have against an eight hours' day until we get a thorough manning scale established.

10,426. Would that manning scale you are asking for limit the work to eight hours in 24?—To a very large extent it would.

10,427. By using the term “Eight Hours' Bill” which you did, am I to understand that you are favourable to legislation when steps are taken to establish the eight hours?—No, I am opposed to the legal enactment, as you term it. I am in favour of the eight hours, but I think it could be brought about in a similar fashion to the other reduction of hours. We have secured now to the firemen an eight hours' day, and I do not see why we cannot secure it for the seamen when the time arrives. I might also explain to you that within the last three months we have reduced the fireman's hours of labour down in one particular firm to a three hours' watch, that is, the men only work six hours a day. So you see that, by our trades union efforts, we can do this, and, if we can do it in one direction, I fail to see why we cannot do it in another.

10,428. A three hours' watch?—A three hours' watch.

10,429. How many off?—Nine off.

10,430. Nine off?—Yes, and that has been the case now for the last four weeks.

10,431. Trading to where?—Trading to the continental ports and to London. They even run down to Bilbao and the Bay.

10,432. Is there any special reason why you took action with regard to that particular section?—Yes.

10,433. Can you tell me what it is?—Because the fire-coal those men received was so much inferior to the fire-coal received by other firemen in other employments, that we thought these men

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Mr. Tom Mann—continued.

had to work so hard that they should have their hours reduced. We used that in argument, and the immediate result was that we got their hours reduced from the four hours' watch to the three hours' watch, which means that in place of three firemen being upon the fires there are now four employed in doing three hours' watch.

10,434. That was done in negotiation with the employers?—It was done by negotiation with myself.

10,435. And when you are prepared to take further action would you favour also negotiation?—Yes.

10,436. And trades union action as distinct from legislation?—Yes, I am convinced in my own mind that I can approach the other ship-owners with the same results that I approached those; that is proved by the argument, and the fact of those men being able to get up more steam by the shorter hours they have to work, and the ship making faster passages by it. I am prepared to explain to the shipowners that if they have the same method there will be a great gain to them by shortening the hours.

10,437. Has that been borne out by experience, do you say?—By experience.

10,438. Quicker passages?—Yes, and less exhaustion.

10,439. What per-centage?—I would not be prepared to say what per-centage.

10,440. What per-centage of the men who are working those ships are your members?—They are all union men. There are no non-union men engaged on the ship.

10,441. What per-centage of your members are firemen working on this principle?—Of all our members!

10,442. What per-centage of the total membership?—There are about 22 boats, and there are four firemen on each boat.

10,443. On this principle of the three hours' watch?—Yes.

Lord Hartington.

10,444. Do you consider that a large number of ships are under-manned at present?—Yes.

10,445. What classes of ships?—Almost every class of ship, with the exception of the liners. I am not prepared to give evidence with reference to the liners, because I have had no personal experience and no connexion whatever with the liners. I am simply confirming my remarks to what we term the ocean tramps, the colliers, and the cargo vessels.

10,446. Cargo boats?—Yes.

10,447. And you say they are under-manned?—Yes.

10,448. To what extent do you say they are under-manned?—We consider that no ship should have less than a sufficient number of hands to enable them to safely navigate that ship. What I mean by that is to say that, in ships of the ordinary tonnage, take 350 tons for instance, there should be no less than six able seamen on board. That would allow one man to keep a look-out, one man to be at the wheel, and one man to be doing the ordinary duties of

Lord Hartington—continued.

the ship, while the other three men are taking their rest.

10,449. I understood you to say just now that there are frequently only four, did you say there should be six?—I say there should be not less than six.

10,450. And now they go to sea with what number?—With that tonnage, four.

10,451. Of course, the expenses of the owner would be largely increased by such an increase of crew?—Yes, in the shape of wages I admit they would.

10,452. Do you think that in the present state of freights they would be able to continue to exist?—Yes; I have it on the authority of several shipowners that the question of the payment of wages is a very small item in the expenditure of a ship. They consider that even 15 or 20 per cent. advance upon the wages, or 15 or 20 per cent. reduction, makes a very small difference in the average expenditure. So I think myself that if there are two more men engaged it would not make any material difference so far as the return of the voyage is concerned.

10,453. Does your Union take any action in requiring a sufficient crew on board ships on which you serve?—We have done it on several occasions. We have objected many times to sign on ships owing to their being what we consider under-manned.

10,454. I see you say here in the proof of your evidence that the average hours of the firemen are about 10 per day?—Yes.

10,455. I understood you to say distinctly that they were only eight for firemen?—That is the custom laid down; but I wish to explain this, that if the man has done his four hours he has other duties to do, frequently trimming coals, going into the engine-room to do the necessary work in the engine-room; trimming lamps and cleaning brasswork frequently; and before he goes on watch again it takes him sometimes half an hour and sometimes three quarters of an hour to do work that is required; so that, take it all in all, the men, instead of working eight hours, work about 10.

10,456. Then these firemen have not practically got an eight hours day?—No; it is simply a matter of name. I daresay you may find a few ships where the men certainly get relieved at the proper time and do not commence till the proper time. But that only applies to a very few ships indeed.

10,457. You consider that anything in excess of eight hours is excessive for firemen?—I do. I consider it too long in some cases, the case I mentioned this afternoon.

Earl of Derby.

10,458. When you speak of under-manning and propose a manning scale, do you put that entirely on the ground of safety, or do you also take into consideration the expediency, from your point of view, of making work for a larger number of men?—Both.

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Lord Derby—continued.

10,459. One of your objects is to put more men to do the same job than are now employed upon it?—Yes. In the first place it will give employment to more men, and, secondly, it will be safer for the men who are employed, as we consider that there has been a great deal of loss of life occasioned by the vessels being undermanned.

Professor Marshall.

10,460. Do I understand that a ship of 4,000 tons dead weight had sailed with four A.B.'s and two ordinary seamen?—Yes; I stated that. Ships are sailing at the present time manned with that number.

10,461. That is less than a quarter of what is put down here for a ship of that size—for a ship of 3,000 tons registered tonnage?—I am speaking of the dead weight.

10,462. 3,000 registered tonnage is about the same, is it not?—No, it would only be about 1,400 or 1,500 perhaps; it depends upon many things.

10,463. 4,000 registered tonnage would be how much dead weight?—It would be almost twice that. Would you permit me to correct the statement I made? I find that I have made a mistake. I said 4,000 tons. Would you allow me to say 2,000 tons ships? I have got here a figure two which resembles a figure four.

10,464. That clears up that point. I understand that you endorse this table that you referred to just now?—Are you referring to the manning scale.

10,465. Yes?—Yes, I do.

10,466. Do you think that there should be the same manning scale for the summer and the winter?—I cannot see where we could make any difference. A man has got to work the same number of hours in the summer as during the winter, and I think he should have the same leisure in the summer as in the winter.

Mr. Tait.

10,467. Can you tell us the amount of money your society has spent upon strikes?—About 400*l.*, roughly speaking.

10,468. Since 1879?—Since 1879.

10,469. You have not had very many strikes?—No. I might inform you that the reason that it has not cost our society more than that amount is that the strikes we have had have been of short duration, simply have been small difficulties that we have got into, and we have got out of them, and got the men to work again before the strike pay commenced. As a rule we do not pay the strike pay for the first day that men are out, unless there is a special cause. Therefore we get these small disputes settled before the men have come on for strike pay. Most of this money was spent during the men's objection to the taking of the Federation ticket.

10,470. Therefore we may take it whenever your men have struck you have had good grounds for striking?—We have always had good ground. We have always been successful.

Mr. Tait—continued.

10,471. Have you nothing to put forward to the Commission to prevent these strikes?—I should suggest that a board of conciliation should be formed with equal representation on both sides. I believe that by those means a large number of the disputes which have occurred in the past would have been amicably settled without the friction which has occurred. I believe that is the best and surest way to settle all our disputes. We could then settle our differences without resorting to what in our opinion are objectionable, that is strikes. We do not agree with strikes.

10,472. You said just now that most of this money had been spent in opposing the action of the Shipping Federation; was that with regard to the Federation ticket?—Yes.

10,473. You felt that that ticket was taking away the independence of the men, did you?—Our men at first considered that it would be placing themselves under a bond if they accepted that ticket, and they were very reluctant, even after the preference clause was withdrawn and the payment of the shilling was withdrawn, to accept it, because seamen are like other men, they are conscientious, and they thought that the effect of signing the ticket would be to place them under an obligation to the employers, and one which they thought they had no right to be placed under.

10,474. Is your society a member of the Federation of Transport Trades, of which Mr. Clem. Edwards is the general secretary?—Yes.

10,475. How long ago?—Since its formation.

10,476. Since it was registered?—Yes; we all joined before it was registered, and certainly I should say it is something like 15 months ago since we held the first meeting.

10,477. Can you inform us whether it was before the introduction of the Shipping Federation that you joined that Federation or afterwards?—Afterwards. The Federation of Labour was formed for the purpose of counteracting the action of the Shipping Federation.

10,478. Therefore, in your opinion, there would never have been a Federation of the transport trades had the Shipping Federation not come into existence?—I do not think there would have been. I know our members joined the Federation for that particular purpose.

10,479. How many firms in the town that you refer to, which I presume is Sunderland, have their firemen working six hours in the 24?—One.

10,480. Have you approached any of the others?—No.

10,481. Has it been long in existence?—About four months.

10,482. Have you any reasonable expectation that they will be favourably inclined to receive your overtures as favourably as that firm which has already conceded it?—I think this that if the firm that has already conceded it will state, which they undoubtedly will state, that it has worked amicably and satisfactorily to them, it

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Mr. Tait—continued.

will be a strong argument to induce the others to accept the same system.

10,483. It has been stated here that during strikes, where sailors and firemen have been implicated, that there has been an amount of violence used. May I ask you if your Union or any of your members have been a party to any acts of violence?—None whatever, not to my knowledge.

10,484. Have you taken any action to discountenance it?—Always. We have always advised the men to keep themselves quiet and act peaceably. We have even gone so far as to tell them, when men have come from the other side to create disturbances, to desist and even to walk away and leave them; because we have been convinced sometimes that the emissary of the Shipping Federation has been sent expressly for the purpose of provoking a quarrel, so that some of our leaders would get locked up. On several occasions there have three or four policemen at the shipping offices when these men have come round.

10,485. Can you give any instance of anything of that kind occurring?—Yes; I can give you one instance. One of our outside delegates and an outside delegate of the National Union were summoned under a charge of assaulting one of the officials of the Federation, and the evidence went to show, and the witnesses were prepared to swear, that one man at last of those two was not near the Federation official by something like 400 or 500 yards; and yet this man was fined 3l. 16s., I think it was, and costs, as being an assault upon the Shipping Federation official.

10,486. You say he was summoned?—Summoned and convicted.

10,487. He was not apprehended?—No, summoned.

10,488. Do you know upon whose evidence he was summoned?—I presume upon the evidence of the person who was offended; that was the Shipping Federation official. That is the only one I know.

10,489. Now has it been your experience as secretary to this Union for a number of years that any of your members have been apprehended during the running of a strike for alleged intimidation; and, when the case comes before the authorities of the Court, the charges have been withdrawn, and your men not tried at all?—I do not remember one; no.

10,490. Have you had them where they have been tried and discharged for want of evidence?—No; not for intimidation. I do not remember a single case.

10,491. When I say intimidation I mean intimidation as the result of picketing?—No; I do not remember one case.

10,492. I think you heard yesterday the statement of Mr. Wilson, or rather the answer of Mr. Wilson to my question, as to the beneficial effect of the Sailors' Home, which his society is attempting to start in every town to decrease crimping. Do you think it would decrease crimping if these homes were all over the ports under the jurisdiction of federated unions?—I

Mr. Tait—continued.

think it is the best possible prevention of crimping that could be put into force. The very fact of men being upon their own property, and being looked after by their own class, and their money and their effects taken care of, is, in my opinion, the surest way to prevent what we term crimping. At present the wages of these men who deal with boarding-masters are confiscated by these very men and, therefore, we think that if we had boarding-houses of our own this could be saved to the men.

10,493. Is it within your knowledge that sailors or firemen have suffered by getting into the hands of crimps?—Yes.

10,494. Have you known cases of their being robbed?—It has come under our notice on many occasions. Of course, for me to say that they were robbed would be going, perhaps, a step too far, but I can say this, that the men have alleged it.

10,495. They have so reported to you?—They have reported to us on many occasions that they have lost their money and effects by being in the hands of these boarding-masters' crimps.

10,496. Can you say whether, during any disputes which have taken place between sailors in this country and the Shipping Federation, it has happened within your knowledge that the crimps in Sunderland have been applied to by the officials of the Federation to supply men?—Yes; that was done on many—I was going to say, on hundreds of occasions. It was done on many occasions during our struggle with the Shipping Federation with reference to the ticket business; and even to this present day they have certain boarding-houses in Sunderland where the officials of the Federation call every day to see how many men the master has in his boarding establishment, and then notes pass along by messengers from one to the other; and when there is a ship coming down for sailing, the captain simply comes and makes his application, and the Jew then fetches out his men, and they are shipped in preference to all the men standing outside seeking employment. This is done even to the very present day.

10,497. Have any instances occurred in Sunderland where Shipping Federation members got the preference of employment over any of your members?—Yes. What I have just now stated is an illustration where they get the preference, and I know many other cases, too, where the masters of vessels have been instructed to give a preference to Federation men, and the circular which Mr. Wilson handed in yesterday is a proof that they had been instructed. A circular, which I had in my hand, but which has unfortunately been mislaid, was also a definite instruction to the captain that they were to employ none but Federation men under penalty of instant dismissal from their employment.

10,498. Can you further state whether the Shipping Federation, or its officials, have directly made overtures to an officer of the ship on those lines?—Do you mean that they should apply to the Federation for their men?

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Mr. Tait—continued.

10,499. Yes?—I can only say that they have received instructions by the circular which Mr. Wilson handed in yesterday. That circular has been issued to some of the captains. I have seen the circulars and the captains have acted up to them; because the captains have told the men when they have gone—men who had been with them for years. “Understand, you must go to the Federation Office and get a ticket before I am permitted to give you employment on this ship.”

10,500. The men have told you that?—Yes.

10,501. And upon that authority you make the statement here?—Upon that authority.

10,502. Do you think the Board of Trade in Sunderland has sufficient jurisdiction over crimping?—I am not sure whether I understand you.

10,503. I will put it in another way. Do you think that there are any Board of Trade officials in Sunderland that are cognisant of this system of crimping going on in Sunderland?—Yes, they must be; they surely must be. They can see as much as any other man can see. It is patent to every one of us that crimping is carried on to a very large extent by the system which I have already explained, and I am quite sure that the Board of Trade out-door staff is quite as cognisant of this as we are ourselves.

Mr. Mundella.

10,504. You say that you conceive that the only preventative of strikes and lock outs in the shipping trade is the establishment of boards of conciliation, do you not?—Yes.

10,505. Have you ever approached the shipowners in the district with a view to the formation of such a board?—Yes.

10,506. What has been the result?—Of course the result is nil; but they have promised us that they will consider this matter, and also will lay it before the executive council in London, and ultimately call a conference of the seamen and shipowners for the purpose of forming these boards of arbitration. We have had two if not three deputations wait upon the Sunderland committee of the Federation for this express purpose, and the then mayor of Sunderland, who was the chairman of the committee, promised us that he would lay this matter before the executive council in London, and finally there would be a conference held of the seamen and the shipowners for the purpose of drafting up a set of rules for this particular board of arbitration.

10,507. Did you place a memorial to that effect in the hands of these gentlemen, or did you simply urge it by a deputation?—Urged it by a deputation.

10,508. The matter is still under consideration?—Still under consideration.

10,509. And your men in your district would welcome the establishment of a board of conciliation with arbitration if you failed by negotiation to establish an understanding?—They would.

Mr. Mundella—continued.

10,510. How long is it since you approached them?—The last deputation we had to them was on the very day that the Union was instructed to accept the Federation ticket. I do not remember the date. I think Mr. Wilson stated in evidence the day on which he issued the order.

10,511. Give us it approximately. How long is it since. How many weeks or months?—It was during the Carliff strike. I will put it in that way.

10,512. In the spring of this year?—In the spring of this year; the early part of this year. I do not know whether it was January or February.

10,513. You had no reply from the Federation of Shipowners?—No reply whatever.

10,514. But you are led to believe that they are considering it?—Yes; according to their promise to us they are considering it.

10,515. When you visited the shipowners did you make it a condition that the board of conciliation should apply only to union men, and that they should employ only union men?—We discussed the matter while we were sitting in committee, that is the committee of the shipowners and the committee of seamen, and that was one of the conditions which we laid down. I stated then that that would be the point on which we would fight the hardest, because it was the fundamental principle that we laid down that only union men should sail with union men, and that that would be the strongest point that we should urge. That was laid down specifically, and I may state, while dealing with that very committee, it was implied to the deputation that attended that if our association had accepted the conditions laid down by the shipowners—that was as far as accepting the ticket was concerned—that they would not force their ticket upon our members, but only upon the members of the National Union.

10,516. But is not the board of conciliation the proper body to deal with difficulties of that kind?—Quite so; but we were discussing simply what would be the questions we would lay down before the conciliation board in case it was formed.

10,517. But can you ever hope to establish a board of conciliation if you make conditions to begin with which are practically unacceptable?—I fail to see where they are unacceptable. In my opinion they could be accepted. Of course the discussion as to the conditions came out after we had first made the request to form a board of conciliation. It came up more as a matter of conversation. The chairman simply expressed his opinion of what the board of conciliation should do. Of course we also expressed our opinion of what they should do.

10,518. Did you ever hear of a board of conciliation that was founded upon such conditions?—No; I have heard of a board being formed and then arranging the conditions afterwards.

10,519. And you ought to form your board unconditionally, with an equal number of repre-

26 November 1891.]

Mr. HENRY FRIEND.

[Continued.]

Mr. Mundella—continued.

representatives of employers and employed, and make your conditions afterwards; is not that so?—Quite so, yes.

10,520. And is not the very question which you refer to a question which in case you could

The witness withdrew.

Mr. J. B. LEE called and examined.

Lord Hartington.

10,521. I understand you are a seaman?—Yes.

10,522. During what length of time have you been a seaman?—I have been over 30 years at sea. I went to sea in 1859.

10,523. In what class of vessel?—I have had a various experience in all classes of vessels, steam and sail, packet ships and passenger ships, but during the last 10 or 12 years principally in the Mediterranean, Black Sea, Baltic, coasting trade, and such as that.

10,524. In sailing and steamships?—Both sailing and steam.

10,525. You wish to give some evidence to the Commission on the subject of the relations between the men and the ship's officers, do you not?—I would rather give my own experience as evidence of the necessity of an alteration of the laws in connexion with the administration of matters on board ship, also as to the provisions. I would like to give my own experience as evidence of the necessity of an alteration of many of the laws affecting the comfort, the life, and health of the seamen while at sea.

10,526. You wish to give your experience on the subject of discontent and ill-feeling between the ship's officers and men?—Yes.

10,527. What have you to say on that subject?—In the first place, in my opinion, speaking from my experience, I consider the provisioning scale is the cause of a very large proportion of the dissatisfaction which exists among seamen while at sea.

10,528. You mean that the provision scale is insufficient?—The provision scale as at present issued and as at present sanctioned by the Board of Trade and administered, is insufficient. Then there is the power that the masters have of inflicting a punishment by means of confining the men to the limit that that provision points out. The owners, according to my experience in provisioning their ships, take the limit as the rule to go by, and the limit as was described by other witnesses here I quite agree to, with a little divergence in Mr. Wilson's evidence, but one of no moment. He said that on Monday they get a pound and a quarter of beef; they get a pound and a quarter of pork. Anyone who has had an opportunity of looking at that provisioning scale, and who knows that the master has power to reduce the men to the uttermost limit, would consider and know that he must have the power of making a man's life so miserable and unendurable that mutinies and desertions and other things are likely to take place, and from my own experience I know of many cases, where a master, for the most trifling

Mr. Mundella—continued.

not agree when you had your board of conciliation should be referred to arbitration?—Yes, provided we cannot agree before the board of conciliation it could be referred to arbitration.

Lord Hartington—continued.

and imaginary offence of one man, has put the whole of his crew on the lowest limit of that scale which does not provide suet for flour, or any onions or any pepper or salt. Well, salt we can always get, but it provides nothing that is likely to make the provision palatable. The master has that power of inflicting a punishment independent of the other powers which are vested in him, and necessarily vested many of them in him for the maintenance of discipline on board ship, and I consider that there ought to be some alteration in the law.

10,529. Do I understand you that there is a scale laid down by the Board of Trade?—It is sanctioned by the Board of Trade.

10,530. A minimum scale?—A minimum scale—a limit scale.

10,531. Under the existing Act of Parliament the Board of Trade has power to lay down a minimum scale?—There is already a scale.

10,532. Is that a fact that under the existing law the Board of Trade has the power to lay down a certain minimum scale of provision?—Yes.

10,533. Then is anything more required in your opinion than that the Board of Trade should modify that minimum scale?—Yes, I consider it can be greatly improved and at very trifling cost, if at any more cost to the ship-owners of the country. It can be made much more varied. It is the monotony of the scale which causes a great amount of dissatisfaction. It is the monotony—the going from day to day without any change when we are upon that low limit.

10,534. Does not the Board of Trade with its present powers have power to modify that scale if it thinks fit?—The scale as issued and sanctioned by the Board of Trade is, I complain, not sufficient. If the Board of Trade has the power to amend it and they have not done so, then my experience is that it ought to be done. I am not conversant with the laws sufficiently to know whether the Board of Trade can of their own right alter this without appealing to the country. The Board of Trade I am aware is a department of our country's Government, and if they have the power to better it then I say that I complain before this Commission.

10,535. Are you a member of any seamen's Union?—Yes, I am a member of the National Union.

10,536. Is that Mr. Wilson's Union?—Yes, it is generally known as Mr. Wilson's Union.

10,537. Has any representation been made by that Union on the subject of the provisioning

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Lord Hartington—continued.

scale?—Any representation to Parliament do you mean?

10,538. Either to the Board of Trade officials or the shipowners?—Yes, I have myself gone as a deputation both from a ship's company and also from a small organisation 15 or 20 years ago to the shipowners or the representatives of the shipowners of the port to which I belong, and asked them to consider the provisioning scale; asked whether it was not time that we had a better scale, and I pointed out where they could improve the scale at very little more cost than the present one. I also showed how necessary it was to have harmony on their ships so that the ship would be seaworthy, because I consider where there is no harmony among officers and men a ship is not seaworthy. I pointed out these things to the best of my abilities and the result was a reply in one case in the shape of what I may call a circular—an ironical circular issued broadcast—that the seamen wanted roast duck and green peas and an umbrella every time he came on deck, and the captain ought to touch his cap to the seamen, and all such remarks as that. That was the reply we got to our best-worded petition both in words and in writing.

10,539. From your experience is the unsatisfactory provisioning scale general, or is it only found on particular occasions?—It is general. The captain has a right to exercise that power. I do not say that every ship confines itself to that scale. I have been in ships where they were very well found, and where they did not confine themselves to the scale; but they have the power to reduce the men to that limit. I say they have the power to reduce them to that low limit where there is no provision made for pepper nor onions in peaseoup, but simply peas and water boiled and served to the men. I have known cases where there was no suet given, although there was suet on board the ship rotting for want of being used, and because some man had some dispute or imaginary dispute with the officer he would reduce the whole of the crew to that, and then the stuff that would have made a pudding a little lighter was refused to us, and we were simply put on flour and water boiled. I consider that if we had a better scale then, if we were reduced to the limit of a better scale we would still be able to live without so much misery.

10,540. You do not allege that the provisioning of ships is universally bad, only that it is bad in certain cases?—I complain of the Board of Trade limit scale.

10,541. I quite understand that, but your complaint is not that the provisioning scale on board ships where you have served, is universally bad, but that it is bad in certain cases?—The provisioning scale is bad, but the provision served out is not.

10,540. In certain cases you complain that the masters take advantage of the scale laid down and serve out insufficient or unsatisfactory provisions?—I consider the scale is insufficient,

Lord Hartington—continued.

and they may serve it out to the lowest limit that the scale will allow them.

10,543. In some cases?—In some cases.

10,544. In fact you want the scale altered?—We want the scale altered.

10,545. Either by the Board of Trade or by Act of Parliament?—By any powers that can do that.

10,546. You want to speak also on the subject of the discharge or character certificate?—Yes, I complain very much as to the discharge and character system; I consider that it is useless and puts the country to a useless expense. These present discharges are useless for the purpose for which I believe the Board of Trade first instituted them. I believe that the Board of Trade first instituted this discharge with a very good intention; I think it was so, that men would value their discharges as a check upon their conduct. It was thought that it would be a check upon their conduct, and that it would also be a guide to ships' officers in the selection of crews. I think that was the intention of the Board of Trade. I think, however, it has failed in its object. According to my experience I believe generally I may say that both bad and good men get the same kind of a character—the same discharge note—at the end of a voyage. When a man has done his voyage the captain wishes to have no further trouble. If they have been in any ways obstreperous, and there is any fault to find with them either as to their capacity or conduct, still the captain has finished with them and to save any further trouble he gives them a good discharge. I have seen a man of bad character who deserved a bad discharge and he got a bad discharge, and that bad man has been so bad that he has kicked up a shindy just as the captain was very busy with his books and other things; and therefore to save annoyance to the captain he gave him a good discharge. They are given out all alike, and I think that leaves me and other good men in an unfair position. It is something to say that, but I have evidence to prove that I have been a well-conducted man. I never missed a ship. I never went on board a ship drunk. I am a respectable man; my clothes will bear inspection; my clothes are worth more than what generally belong to some sailors, and I believe that the majority of respectable sailors will bear me out. We do not think it is justice to the good men that everybody should get the same alike.

10,547. Have you a specimen of these certificates?—Yes, I have specimens of them. I have got a few. If I were to fetch them all it would occupy a considerable amount of your time. I have not made it a practice to keep all my discharges; I have got about 20 years discharges. I think I have only got one bad one among them all.

10,548. Your assertion is that these certificates are given almost promiscuously?—Generally. I know from experience and I am speaking of my own experience that they are generally. I have also been cook and steward

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Lord Hartington—continued.

on vessels where I have had access to papers and other things, for I was a trustworthy man, and served five or seven years with one man, both as seaman and cook and steward. I say I have seen papers connected with shipping more than I should otherwise have had an opportunity to do not being a legislator nor yet an agitator, nor a man that thrusts himself into figures or statistics, and so on. But I know from papers received it was advocated amongst the captains, "Well, we are not going to have any bother with our men": although they have had a dispute with the men they say it is no use talking about it: a voyage will be over at the end of the month, give them all a discharge; tell the clerk at the broker's office where the discharges are made out to give them their discharges without any reference to the past unless there were a specific charge which had to be brought before the Board of Trade. Then they might give a man a bad character. But when there was no necessity for it the discharges are all made out alike, and given to the men and of course the men are satisfied.

10,549. What do you suggest on this subject?—You mean as a remedy?

10,550. Yes?—It is rather a difficult matter for me to say. It is a very easy thing to complain about a bad system; it is hardly a matter for my brains to concoct a better one. But still I think for the protection of the interests of the merchant shipping in this country that there ought to be some sort of certificate for seamen similar to the register ticket, the old register ticket. The old register ticket was about done away with before I went to sea. I did not go to sea till about 1859. I think a man ought to pass some sort of examination. I do not mean with regard to his figures or schooling, that is not required; but I think that he ought to pass an examination as to his abilities to perform the duties that he is called upon to perform, seeing that every officer has to pass an examination. I think a seaman ought to and that certificates ought to be issued by the Board of Trade, and that our characters should not be left entirely to the caprice and in the hands of one man who may have some spleen or ill-feeling against you. I do not think it is right that a man's character or means of livelihood should be left to the caprice of any one man.

10,551. You wish to speak also as to the accommodation for seamen on board ship?—Yes. I would like to point out that my experience is that the accommodation in most of the ships is too limited, and I believe that it could be extended without taking off any of the cargo or freight space. I believe that with a little outlay the men could be better provided with accommodation than they are. It is a fact that seamen need accommodation for putting their clean clothes in. I have got clothing, and other seamen in the same way, and we want to put it in some sort of respectable and dry place. Of course the health of the officers of the ships is to be considered, but so has the seamen's health to be considered, and I consider that there ought

Lord Hartington—continued.

to be sufficient room in a vessel's fore-castle where a man can lay out his clothes in some sort of order, and where he can keep them clean and respectable, and not have to put them under his head for a pillow. Men often have to sleep upon their clothes, and if every man were to carry a chest there would not be room to move.

10,552. Is there any survey of a ship before she sails by any authority?—Yes. I have been at work this last 18 months at rigging ships and fitting them out at Sunderland. I do not care about going to sea for, among other reasons, I would have had to submit to what I do not want, that is, taking a Federation ticket. That is why I have looked for employment on shore. Well, I have seen surveyors come on board new ships in the yard I have been at work in, and also on board old ships.

10,553. What surveyors?—They had "B. T." on their caps. I understood them to be Board of Trade surveyors. Every ship is surveyed except as to provisions.

10,554. Every ship is surveyed before she goes to sea?—A ship is surveyed while under construction. She is also surveyed before they give her a certificate that she is in a fit condition to load her cargo. She is also surveyed when under repairs to know whether the repairs are complete or not; but I consider many of these surveys are simply a farce from what I have seen of them, at least, many of them are.

10,555. Why do you say that?—In the first place if a ship is certified to accommodate nine hands and they put nine bunks into her built of wood, I do not think that because there are nine bunks put up they ought therefore to certify the ship, though there are nine bunks put up there. That is the only accommodation that the Board of Trade thinks is requisite. I think it is farcical; bunks are not the only things that conduce to comfort.

10,556. You think that the requirements of the Board of Trade officials are not sufficient for the comfort of the seamen?—Yes, it might be considered to mean that. What I have said may be construed to mean what you suggest.

10,557. It is in the power of the Board of Trade officials to require that what they consider is sufficient accommodation for the men is provided?—I have not the slightest doubt that they have got some method of certifying by which they can find that the accommodation specified is right; but then when they provide nine bunks where perhaps only six seamen is the complement in many cases, the other spare bunks are made lockers of, and they forget that there is a hatch in the middle of the fore-castle for a store-room for all sorts of stuff, and that there are smells rising up from that hatchway at all times; it is inside the sleeping berths.

10,558. Have you any representation to make upon the subject of the payment of wages to seamen?—Yes, I have a complaint to make. I say that there should be an alteration in the system of payment. I know that my wife and several other seamen's wives have been put to a considerable inconvenience and considerable

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Lord Hartington—continued.

expense in connexion with the payment of wages that I had worked for.

10,559. Will you state what the usual mode of payment is?—My practice is on signing on a ship, if possible, I endeavour to get a monthly note—that is a part of my monthly wages left at home for my wife. I should like many times to get an advance; but of course it would not be consistent that the owners should give me an advance of wages, and that I have not asked for. I can scarcely expect, as a reasonable man, that any business man would give me any cash; but they give you a note and you have got to get that note cashed where you can, and at what cost you like, and at the end of a certain amount of time those who have got that note from you go to the office and cash it. Of course if you have not sailed in that ship these people are the losers of the money, so I make it a practice, and I believe many of the married sailors adopt the same practice, to get a half-pay note and leave it with my wife, or in the case of unmarried men they may leave it with their sisters, mothers, or friends. I have 4*l.* 10*s.* a month, and I get 2*l.* 5*s.* of that left at home; but I consider that is not sufficient for my wife to live upon respectably, and so as to avoid the necessity of getting things on credit at extra cost. I have represented that, and have said, "I am a man with a big family, could not you see your way clear to let my wife have 3*l.* or 4*l.*, and let me have the remainder." The answer has been, "We cannot make any difference with you; it would cause a lot of queer work with the accounts, and there would be a difficulty." I do not say that we ought to bear all the brunt of the business. I think our employers ought to bear some of the brunt in that respect, and do that little thing for us. There are great objections to be found with the system of the payment of the wages. I may state there are cases where people have received payment in crossed cheques. Poor women with families who never saw a crossed cheque in their lives, and did not know what it was when they received crossed cheques in payment of wages that were worked for. They did not know the meaning of it when it was refused to be cashed, and sent a note to say that they had returned it back. The person did not know what it meant. She went to a bank and they said it was crossed, and she did not know why it was that they refused to give her a pound for it.

10,560. Have you any suggestions to make on this point?—I think if I can show it is a bad system I would rather leave it to the wise legislators of my country to deal with. Of course if I make suggestions they may appear rather ridiculous, but I believe if they were taken out from the rough of my experience they might be worked into good shape. I believe that seamen's wages should be paid without any demur when they are asked for, and that not less than two-thirds of the wages should be paid as it is asked for. When a person knows that her husband is on board ship and when the owner also knows that the

Lord Hartington—continued.

man is working, I think that she ought to be able to get two-thirds of the wages. I do not say he ought to pay if he is in doubt whether the man is on his ship or not, but I consider that a woman has a right if her husband has money due to go to the office and say that she wants a larger proportion of her husband's earnings. It could be done by agreement, I say; it is not sufficient that half should be paid, but that two-thirds of the wages should be paid, and that there ought to be no obstacles put in the way simply because the clerk in a shipbroker's office may have a little difficulty in paying.

10,561. Have you any other statement you wish to make?—No; I am prepared to answer any question that the Commission may put to me. Any questions which the Commission asks me, and which my experience has taught me, I will readily give answers to.

Mr. Tom Mann.

10,562. Respecting this method of payment, I understand that the nearest approach to a practical suggestion you make now is that the sailor being at sea, and the shipping office knowing that, his wife should have a right to make application to the office and get two-thirds of her husband's wages?—Yes, so long as both parties know that the man is at work, then I consider it is the duty of the owner to give to the wife or to the dependant two-thirds of the money that the man has worked for, and not keep it in hand.

10,563. Not being able to get a reasonable allowance at the present time, what happens to the women and their families?—The women have to turn to and get things on credit, and therefore, at a loss, and I consider that is not right.

10,564. Is that quite a common practice with sailors' wives?—It is quite common. My wife has had to do it, and has had to run up a bill and pay considerably more. Then there is another thing. It has a bad effect in this way. Some men of a wild nature coming ashore with all the allurements that are held out to them and who have half of their pay in their pockets, though they may have good intentions and respect for home, yet they forget for the moment, and having the half-pay in their pocket—because they do not always avail themselves of their privilege of sending the money home, and they like to have the handling of their own money—so in this manner the men are led away.

10,565. You have worked during your 30 years' experience as cook, steward, and seaman?—I have worked in every capacity, with the exception of where a Board of Trade certificate is required. I have worked as a fireman, but mostly as a seaman.

10,566. You have worked on cargo ships and liners?—I was in the White Star Line before they had steamers. That is a considerable number of years back; and I have been in Mr. Lund's employment; but the most of my practice has been on what are called tramp

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Mr. Tom Mann—continued.

steamers and colliers running to the Black Sea for grain cargoes, and to the Baltic for timber cargoes, and to different ports of Spain for iron-ore, and such like.

10,567. You have lodged a complaint respecting the hours of work?—Yes, I have. I consider we work more hours than any other class of working men.

10,568. What class of seamen are you dealing with now; let us deal with them separately?—I mean the seamen—the whole of the seamen.

10,569. But different classes of seamen work different hours, do they not?—I would rather not specify, because all come under the same category.

10,570. The sailors have certain specific hours of work, do they not?—It is only the custom to give a man four hours on and four hours off; it is only custom, and not law. The laws says that a man must be at all times obedient; therefore it gives power to the master to say, "We will keep you at work at other times."

10,571. You do not mean to state that that power is exercised?—It is not a custom. If it were a custom, and if it were carried out, ships would not get back and forward.

10,572. The custom is four on and four off?—Four on and four off.

10,573. Does that apply to the steward?—The steward is generally on all day. He gets up in the morning at 5 o'clock and provides what is necessary for the cook, and they generally utilise their own time to the best advantage to make the captain and his officers comfortable. If they are good men it is their study to study the comfort of the captain; and when the captain studies the comfort of the steward and the cook then generally the cook and the steward study the comfort of the officers and crew.

10,574. Leaving out the steward and the cook, what hours have you had to work as a sailor?—It is a fact I cannot work less than 12, because the watches are divided into two, and, of course I am on duty, although there is not always the same amount of strain on me; nevertheless I am on duty.

10,575. At least 12 hours out of the 24?—At least 12 out of the 24.

10,576. Does it sometimes exceed 12?—Many times it exceeds 12. I have many times. Generally in smaller vessels where we have had to take in canvas it is done at the time of relieving watches, and they sometimes let the men have a little sleep afterwards in consideration of this. Sometimes they have got to take a topsail in or a trysail when there are not sufficient hands in the watch—which is generally the case—and they try to run it on, although they may have to run the ship out of her course a point or two; and when the watch is called generally a few minutes before the usual time, then it is all hands do so and so. Sometimes they get it done very quickly. Then if anything happens during that watch, where it requires anything more, they have the power of calling them up.

Mr. Tom Mann—continued.

10,577. Have you any settled convictions concerning eight hours in the 24?—I believe that eight hours is sufficient for any man to work. I think more than that is not conducive to his health. I consider the eight hours day could be applied to seamen. I do not see any difficulties in applying it to seamen any more than to any other class of working men.

10,578. You said when speaking of the bad accommodation it would be an easy matter to supply the requisite accommodation without making use of that space now allotted to freight or cargo?—In many cases.

10,579. Will you explain how?—In most of the ships the cargo space is in the hold. I myself as an individual do not complain so much of the accommodation as I do of the ventilation and other things like that in these ships. I think that the forecables could be so arranged that it would not interfere very materially with the carrying capacity of the ship. I think so. Of course I could not, without study and a plan drawn out, tell you how it could be constructed; but in many cases ships are so constructed, that with additional thought and method in building the bunks and doing away with the hatches in the forecable, which are very common, the accommodation could be made considerably better.

10,580. Respecting the discharges, what was the old system of certificate which you referred to?—This was a registered certificate.

10,581. You spoke of that as being more satisfactory?—Well, I think it was. I think something similar to this would be an improvement.

10,582. This you think is better than the system of discharges which now obtains?—Yes; I think something like that, adapted to the present time, would be better. Of course it would have to be modified and so adapted to suit the present circumstances of the mercantile marine.

10,583. This would be more in accordance with the real character than the present discharge?—I have got hundreds of discharges while I have been in this trade, but they are thought of no value. In making application for a job ashore for about 1*l.* or 22*s.* a week, I have written to say that the only testimonials I had got was a printed form issued by a department of the Government, which had the effect of getting me the job. When I went to offer the certificate that was given to me as my character, it was pooh-poohed, "Oh, they are seamen's discharges." That shows the value of them. I state that to show how valueless are seamen's discharges in obtaining a situation as a guarantee of a man's respectability.

10,584. You say the average employer on shore treats them as having no value?—I have myself made application for a situation at 22*s.* a week, and put it in this phraseology, so that I would get in the situation, "I could not send copies of my testimonials—that they were on a printed form issued by a Government Department."

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Mr. Tom Mann—continued.

10,585. During your 30 years of experience have you had fairly regular employment?—At sea do you mean?

10,586. Yes?—I average about nine months for the last 10 years, while I have been sailing; and I may say that I have endeavoured, as I have got older, and my family springing up about me to confine my sea life as far as possible to vessels that would bring me near home. I tried to keep in local ships, because otherwise I should pay a considerable amount of money in railway fares—say from Cardiff and other parts. Then, too, if the office was in such ports as Cardiff or London then my wife was charged for transmitting the money home, although my money was accumulating and making interest for the employer. The interest might have paid the fees for sending the Post Office orders. Sometimes they sent a shipping office order. Well, I have been nine months employed on the average during the time.

10,587. Nine months out of the 12?—Ten out of the 12, perhaps I might say.

10,588. You have said you have been employed in the Mediterranean, the Baltic, the Black Sea, and that you have been on sailing vessels, steam vessels, colliers, &c., so I wanted to learn what employment a representative man like yourself might get, whether you would get eight months, nine months, or 10 months, or the whole year round on an average?—From nine to 10 months—that is if you were pushing to get a job.

Mr. Tait.

10,589. You are an A.B. and have worked before the mast?—Yes.

10,590. How long is it since you were last working as an A.B.?—About 18 months ago.

10,591. Have you read the evidence tendered here by Mr. Laws?—I have read some of it.

10,592. You have not made yourself conversant with the whole of it?—No.

10,593. Mr. Laws in answer to a question put by Lord Derby stated that while able seamen were 12 hours on duty they were only at work six hours; is that your experience?—It is not the case. It cannot possibly be the case.

10,594. He further stated that the greater part of the time on duty the men were enjoying themselves by promenading the deck and so on, and not working; is that your experience?—No, quite the opposite.

10,595. Have you ever worked in a ship in harbour between the hours of 6 p.m. and 6 a.m.?—Often.

10,596. Were you ever paid any overtime for that work?—Not except for special work.

10,597. What do you call special work?—Driving the winch to get despatch for the ship so as to get her cargo out.

10,598. If you were engaged on any other kind of work than that you would be paid overtime?—No.

10,599. And any statement made to the effect that overtime is paid for other than for that kind of work is not according to your ex-

Mr. Tait—continued.

perience?—It is not according to my experience. And when it is paid for that kind of work it can be stopped. I have worked at a winch discharging cargo on Sunday in Cronstadt, also discharging sleepers in Grimsby, driving the winch all night, and during very cold weather in the Baltic. Worked all night on the promise of the master that we should get 6d. an hour; and, at the end of the voyage at the pay-table the captain said, "I refuse to pay you; you did not sign for it;" and we could not compel him to pay it. You trust him as an honourable man that he will pay you; you do not like to suggest he is not because you have got to go a voyage with a man to find him out.

10,600. But he afterwards proves himself to be a dishonest man?—Well, he did not say whether his owners objected or not; so that we should infer that he was not an honourable man. The owners do object sometimes.

10,601. Can you tell me whether the wages are better now since your Union has been established than they were before?—Yes.

10,602. Do you attribute that in any degree to the work of your Union?—Yes; I consider the rise in wages during the last three years has been due to the action of our Union; to the existence of our Union, and to its action.

10,603. Has it fallen within your experience to be discharged at a foreign port at any time from a British ship?—Yes.

10,604. Do you at any time remember of your own knowledge that foreigners have been engaged on that ship at a less rate of wages than you were paid?—From my own knowledge, no.

10,605. Have you heard of such a case taking place?—Yes.

Professor Marshall.

10,606. With regard to putting the crew on the minimum scale of provisions; was that done as a sort of punishment to the crew for some alleged insubordination?—Yes.

10,607. So that the particular complaint we have before us now is different from what we had before. It is now not a complaint that the owners have supplied insufficient provisions, but that the captain has used his powers of discipline severely?—No. I contend that my experience goes to show that in provisioning ships the limit scale is taken as a guide for provisioning the ships. I do not think, when the Board of Trade sanctioned this provisioning scale they intended that the limit to be allowed the men was to be a sort of custom or general rule. The limit is copied in the articles that the men sign as a general rule. I think the limit was only intended for this, that the men should not get anything less. I do not say they always get the limit, but the captain has the power of reducing it to that; and I have in my experience proved that he has reduced it for some trifling or imaginary offence. He had a legal right to do it. He did not break the law by doing it. He simply reduced it to the legal limit; and therefore I say that the limit is wrong. I complain of the limit.

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Professor *Marshall*—continued.

10,608. May I put it in this way, that the owners put on provisions, including suet, &c., above the limit?—Yes.

10,609. So long as all goes well the men get provisions above the limit?—Yes; they get provisions. **

10,610. They get provisions above the limit?—Yes, generally speaking.

10,611. And then when any ill-feeling breaks out between the captain and the crew, the captain reduces the crew to the limit?—It has been done. I do not say it is always done.

10,612. And you do not object to his having a power of that kind, but you think the limit ought not to be as low as it is?—Yes.

10,613. But you do not think it is a bad plan, as part of the discipline of a ship, that the captain should have the power of taking off certain quantities from the provisions under certain circumstances?—I think it is a very bad plan; that he ought not to have the power of punishing a man in that direction when there are other ways of punishing a man for insubordination.

10,614. I do not think you said that before?—If I did not, I meant that; and I may say it now.

Mr. *Mundella*.

10,615. You have spoken of the Board of Trade scale repeatedly during your evidence; but is there such a thing as a Board of Trade scale?—As seamen we generally speak of it as a Board of Trade scale. If it is not the Board of Trade scale I have always been under the impression that the Board of Trade sanctioned that scale.

10,616. The Board of Trade has authority to sanction a scale under the Act of Parliament; but the scale must be agreed on between the shipowner and the seamen; is not that so?—That is so.

10,617. And then the Board of Trade gives its sanction to the limit that is agreed upon?—That is so.

10,618. Have you ever approached the Board of Trade with a view to getting them to sanction an increased scale, or to increase the limit of their sanction?—I cannot say whether any of the Unions that I have been connected with have approached the Board of Trade directly; but I think that the Board of Trade is well aware that this limit is a sad cause of complaint among the seamen; but we have approached the shipowners upon the subject.

10,619. You say that that is a cause of constant dispute between the sailors and the officers at sea?—Constant dissatisfaction.

10,620. And you say that it is not an uncommon thing for the captain to reduce the limit to the minimum, or even below the minimum?—Not below, they dare not do that. If they reduce it below the limit then the men have the power of prosecuting them for a reduction below the limit.

Mr. *Mundella*—continued.

10,621. The minimum is practically the limit agreed upon between the shipowners and the seamen?—It cannot be otherwise.

10,622. That is the scale agreed upon?—Yes.

10,623. Then you cannot complain, can you, if the captain carried out the agreement that has been made between you and the shipowners?—If I am a member of a ship's company and I was to disagree they would get another man in my place.

10,624. Therefore if the scale is insufficient, would not the right thing be for your Unions to approach the Board of Trade and ask them not to sanction so low a scale?—I believe that our Union has got a provisioning scale that we intend to present to the powers, whether it is the Board of Trade or Parliament. I suppose it will be presented to the powers, where it will be likely to be carried into lawful effect.

10,625. Have you presented an increased scale to the shipowners for instance?—Yes.

10,626. Have you got any agreement upon it?—Several shipowners I believe have adopted that scale, or a similar one. Several of them approve of it.

10,627. Then is not that a case for a board of conciliation to decide upon as to what should be the general scale for a district?—But we want to make it law.

10,628. You want Parliament to interfere and say what it shall be?—We want the Government to protect us in it.

10,629. But you make an agreement now, as I understand you. The scale that is now in use is, as I understand it, the one that is agreed upon, and the Board of Trade enforce that agreement. Now you want something beyond your own agreement. You want Parliament to step in and say that you shall have a higher scale, is that it?—We have no alternative but to agree, or we would not agree. We would not agree to it. We all know the evils of the present system of the limit scale, we all know that; but we would not agree if we had any other limitation because it is generally adopted.

10,630. Do you believe that your Union or combination is so ineffective that you cannot improve the scale if it is insufficient?—When we make the attempt they say we are coercive. When we make the attempt they say we are interfering with things that do not belong to us. "What do you want to call upon the Government to protect you? Why do not you trust to the good feeling of the shipowners and let them do it for you?" And when we have appealed to them they put it off with scorn. "We can get plenty of other seamen," they say.

10,631. Has there ever been any strike in any district with reference to the scale so far as you know?—No, not in a shipping seaport. There have been strikes or very near to mutiny on board ship in consequence.

10,632. That is when the provision has been either insufficient or bad, I suppose?—If there had been a strike emanating from the provisioning scale, perhaps then the Board of Trade would

26 November 1891.]

Mr. J. B. LEE.

[Continued.]

Mr. Mundella—continued.

have endeavoured to introduce it without our interfering.

10,633. But there have not been any strikes from that cause?—No I do not think there have been any strikes come directly from reducing the provisioning scale.

Mr. Austin.

10,634. When the men are signing the articles in the shipping office is the scale read out distinctly to them?—It has been read out for so many years that it is scarcely taken any notice of. The men can quote it themselves, and the shipping masters generally that I have been before have read it out, the same as the minister does at the churchyard. That is about the system.

Mr. Tait.

10,635. May I ask if the limit scale is not understood by the sailors to mean only to be put into operation when the ship is running short of provisions?—That is not my experience. My experience is that it is taken by the owner in provisioning his ship as a guide how to provision the ship for the voyage—1½ pounds of pork, and 1½ pounds of beef is taken as an estimate for the voyage, and that is the way the provisions are supplied in many cases. When they make out the provisioning scale they ascertain the probable length the voyage will be, and if they expect it will be three months they make out an estimate of what will be required, which will be but a little over, or even in cases may run a little short, and I have been in ships where as soon as ever we got clear of the London river or the Tyne or whatever other port we were bound from, we were put upon limit scale, 1½ pounds of pork and half a pint of peas, perhaps an onion or two, with a little suet to make the pudding light, and a bit of treacle for the rest, and a bit of soup, and bouillon for dinner on a Sunday and nothing else; coffee and tea of course as per scale. That was done as soon as ever the ship left her port.

10,636. Did you ever know any serious consequence arise because this limit scale was put into operation on board ship? In answer to Mr. Mundella, you said that there never had been a strike; but you said that there had been strikes at sea, or nearly a mutiny in consequence: tell us what has taken place within your experience?—If the Commission will excuse my language. Of course I cannot put it into a nice speech or anything of that kind. On going on a voyage, the men, after they are a few days at sea, are put upon the limit, and they have talked all the matters over, and they have told each one their story, their company becomes noxious to each other, simply because they have not a variety—no change for dinner or tea. They know what is coming on the next Tuesday for tea and for dinner and for breakfast. Everybody gets mutinous, everybody gets tired of each other's company, and the least little demand that an officer makes on a man through the monotony of the food, he feels annoyed at. He does not have the heart

Mr. Tait—continued.

to do the work in the way that he ought to do it, and if he does not object he shows an unwillingness, and does not do it with the grace or the will that is necessary, and therefore the officer complains about it. If the provisions are bad there is that feeling existing, I consider through the monotony of the scale, which engenders bad feeling, and engendering a bad feeling, the men go to the captain and say, "Captain, do not you think you could give us a little soup and bouillon, or anything to make a little change?" I have known good captains. I have known thoughtful captains that would endeavour, if they possibly could, according to the provision that they had on board, to make a little change, knowing the necessity there was of making the men comfortable—knowing the importance of that. But I have been in ships where we have taken peasoup. The peas would not break. We have had to put washing soda into the water to break them, and we have gone to the captain and said, "Captain, this peasoup is musty," and he has said, "I won't talk to you, go away," and he has said that with all the dignity of a lord, and has shut the door in my face, when I knew the men—firemen and sailors in one particular ship, that I went through the Canal with—were about to go aft in a body, and if they had gone aft in a body, some of the men would have been sorry for what they had done. They would have done things that perhaps they would have regretted. So I thought I would go and try and get the matter put right, and I went to the captain, and he very nearly knocked me down, and I had a tub full of peasoup in my hands. The men saw this, and they certainly felt like objecting to this insult on me, and if it had not been for some little tact on my part I do not know what might have happened.

10,637. Such things as these would lead up to the want of safety of the vessel?—Yes; I consider a ship is unsafe under these conditions.

Mr. Courtney.

10,638. You have spoken just now of bad provisions; are you aware that three seamen have power to complain of bad provisions?—Do you mean to the captain?

10,639. At any port where they put in where there is a British consul?—The articles of agreement say that if any member of the crew feels himself aggrieved by any breach of the agreement he can go to the captain in an orderly manner, and that it is the captain's duty to give redress; but I have gone to the captain in an orderly manner, and instead of getting redress I have been insulted.

10,640. Are you not aware that you have a power, besides that, of going to a consul or to an officer of a British ship of war?—Yes, I have gone to the consul, but there are not many sailors conversant with the law. I was not aware of it. I know of one instance where I went on shore at Alexandria with the captain. I thought I had a just accusation, and I thought I would go before the consul. The consul said,

26 November 1891.]

M. J. B. LEE.

[Continued.]

Mr. Courtney—continued.

"You will have to go on board the ship and make the voyage"; and I found out afterwards instead of having been before the consul I had been before a lot of shipbrokers, and I thought it was the consul's office; there were lots of writing papers, sealing-wax, and pens, and it had the effect of frightening me, and I thought I was in the consul's office.

10,641. Then you do not know your own rights?—There are very many of us do not know them, and that is why we come and ask the Government to do it for us.

10,642. It is no use giving you rights if you do not use them?—Then instruct us how to use them.

Mr. Mundella.

10,643. Are you aware that you can complain to the Board of Trade on your return, and have a survey of the provisions, and that they are subject to fine and penalties if the provisions have not been good?—We are generally only too glad to get away to our homes. We desire to get revived up again.

10,644. On your arrival in port you know the Board of Trade officers, and you can always have recourse to them?—I think we have taken the best step now; we have men on shore of our own class who know these things, and they take these matters up for us. That is why I joined the Union.

10,645. Then you do not want the Government?—Our officials on shore ask the Government to do this; they are our representatives.

Professor Marshall.

10,646. I think *Mr. Mundella's* point is, if when you arrive on shore you are well advised by the officials of your Union, they, with the present Act of Parliament, can do all that is really required?—When we have any complaints of this kind now we go and make it to the officials of our Union; and it is the duty of that official to take the necessary steps. He knows

Professor Marshall—continued.

what steps to take; if he does not he ought to know something about the law, and he would know what to do. If we were to go about it ourselves we should make a muddle of it and spoil it.

10,647. As the law stands cannot the greater part of the grievances of which you are complaining be remedied by the officials of your Union or any other persons who are able to give you good advice when you arrive at home?—Not by the officials of our Union unless they have the co-operation of the Government. The officials of our Union can bring it before the Government or bring it before the authorities that deal with these things.

10,648. The point is that so far as bad provisions go what you require is already in the Act of Parliament, is it not?—I was not aware that it was in an Act of Parliament or that we had a remedy by appealing to the Board of Trade. I have not done so; but I have known cases where a man has gone and perhaps complained; I do not say of provisions. Yes, I know of a case where the provisions were complained about and there was a Board of Trade official went on board and he considered that the provisions were sufficient; and the consequence was that at the end of the voyage there were some shillings costs for the expenses that the captain was put to or something of that kind for calling these people to survey. I could not say whether it was a Board of Trade survey or whether it was a survey of other persons; but whoever it was he certified that the provisions were good and fit. I have also complained of other things to ships' captains; and they have called men on board who have said it was all right. The captain has said, "Now then, there you are; if I liked I could charge you with the expense of calling for this, and you can leave our employ as soon as ever you get back, and you will get no more work in our employ. You have complained about these things; you must go and look for employment somewhere else."

The witness withdrew.

Adjourned to to-morrow morning.

27 November 1890.]

Mr. JOSEPH HAVELOCK WILSON.

TWENTIETH DAY.

Commission Room, Westminster Hall, Friday, 27th November 1891.

PRESENT:

The Right Hon. The MARQUIS OF HARTINGTON, M.P.

The Right Hon. The EARL OF DERBY, K.G. (CHAIRMAN).

The Right Hon. SIR MICHAEL HICKS-BEACH,
Bart., M.P.
Mr. J. C. BOLTON, M.P.
Mr. JESSE COLLINGS, M.P.
Professor MARSHALL.

Mr. HENRY TAIT.
The Right Hon. Sir JOHN E. GORST, Q.C., M.P.,
The Right Hon. LEONARD COURTNEY, M.P.,
Mr. M. AUSTIN, and Mr. G. LIVESEY (Group C.)
also attended.

Mr. GEOFFREY DRAGE, Secretary.

Mr. JOSEPH HAVELOCK WILSON re-called and further examined.

Earl of Derby.

10,649. We understand that you wish to hand in some papers in support of your evidence given yesterday?—Yes, the day before yesterday I referred to two cases where shipowners had illegally withheld from the relatives of men drowned the wages which were due, and I have now the whole of the documents to prove those two cases. The name of the ship in one case was the "Donegal," and the total amount of the wages which the owners withheld from the relatives was 63*l.* 18*s.* 3*d.* We sued them for this. The case never came into court. The shipowners paid before the case went into court, but they insisted upon the relatives taking out probate, and it took the whole of the 63*l.* 18*s.* 3*d.* to pay the probate for the people to get the money. A short while after the same owners had a ship called the "Rowena"; the total amount which they paid short in this case was 73*l.*, and they also insisted in this case upon the relatives taking out probate. The matter is not settled yet, and I have the Board of Trade returns showing the amount drawn by each man abroad, and I wish to hand those in.

10,650. You say the shipowners insisted on the seamen's families taking out probate. Was not that a legal obligation?—No. There is a special provision in the Merchant Shipping Act which provides for the relatives claiming the money under a certain form. The Board of Trade supplies them with the necessary forms which they fill in, and after they have gone through the accounts then the money is paid over and nothing more is necessary. But in this case the Board of Trade had passed the

Earl of Derby—continued.

accounts, and then they refused to take any further steps in the matter, with the result that we were compelled then to take probate to get the money.

10,651. But against whom was your complaint. I presume that no part of that money went into the shipowners' pocket?—The whole of it.

10,652. How was that?—Because they withheld it until we compelled them to pay it.

10,653. But you said that they were willing to pay and did pay it, but that it was required to pay the probate duty?—Yes, but there was no necessity to compel the relatives to do this. All that was necessary for the shipowners to do was to pay the money over, but in order to put the poor people to this expense, the unnecessary expense, they made them take out probate.

10,654. Surely the claim was a legal claim or it was an illegal claim; if it was a legal claim there is nothing to object to in the action taken; if it was an illegal claim, and the Union might have taken up the case, why did you not resist it?—It was a legal claim, and if you will allow me to read a report of the case probably it would explain the matter better. This is it: "The case of the 'Donegal.' There is sent herewith the petition in an action at the instance of James Dean and others against Messrs. George Milne and Company, shipowners, Aberdeen, the owners of the barque 'Donegal' which was lost at the Azores on or about the 27th December 1887. In that action the pursuers, as the legal representatives of the deceased's relations, concluded for payment of 63*l.* 18*s.* 3*d.*, being the

27 November 1891.]

MR. JOSEPH HAVELOCK WILSON.

[Continued.]

Earl of Derby—continued.

" amount of wages due to four of the crew of
 " the ' Donegal ' over and above the amount paid
 " by Messrs. George Milne and Company to the
 " Board of Trade. There is also sent herewith
 " joint minutes signed by the agents of the parties
 " showing the case was settled by Messrs. George
 " Milne and Company paying the principal sums
 " sued for with interest and expenses. In settling
 " with the Board of Trade Messrs. George Milne
 " and Company claimed to debit the crew accord-
 " ing to their rating in the proportion of certain
 " sums drawn by the captain at foreign ports, and
 " which it is believed were applied in obtain-
 " ing runners to take the place of certain of the
 " crew who had deserted owing to the condition
 " of the vessel, but which Messrs. George Milne
 " and Company claim to have been paid to the
 " crew. The Board of Trade were applied to
 " through Mr. Bryce, M.P., and Mr. Hunter, M.P.,
 " to enforce payment of the balance due to the
 " representatives of the crew unless the owners
 " could show by vouchers or accounts that the
 " money alleged to be drawn by the captain and
 " sought to be deducted from the seamen had
 " actually been paid to such of the crew as had
 " not deserted the vessel and were lost with her ;

Earl of Derby—continued.

" but the Board of Trade declined to interfere and
 " the representatives of the crew were obliged to
 " adopt legal proceedings for the recovery of the
 " accounts improperly deducted, and which as
 " above stated came to 63*l.* 18*s.* 3*d.* Messrs.
 " George Milne and Company offered three or
 " four sums in settlement of the pursuers' claims,
 " but their offers were rejected and ultimately
 " they paid in full, with expense of process, rather
 " than face the decision of the court. As however
 " the balances payable by them are not settled
 " through the Board of Trade, Messrs. George
 " Milne and Company took up the position that
 " section 199 of the Merchant Shipping Act of
 " 1854 did not apply to the claims made on them,
 " and that the pursuers had no title to give a
 " discharge without taking out probate. The
 " pursuers were accordingly at great expense
 " obliged to do so, and a large proportion of the
 " sums recovered by the relations was thus
 " needlessly thrown away, obviously if the law
 " —" they go on to suggest the alteration of
 " the law. That is the whole of the facts of the
 " case, the other one is much similar. (*The witness
 then handed in all the documents referred to.*)

The witness withdrew.

Mr. MAURICE EVANS DARBY called and examined.

Earl of Derby.

10,655. Have you been a sailor all your life ?
 —Nearly all my life.

10,656. Did you join the Seamen's Union
 three years ago ?—About September 1888.

10,657. Had you anything to do with the
 Glasgow branch ?—I organised and founded the
 Glasgow branch.

10,658. How many men did you enrol ?—
 From six to seven thousand in 12 months.
 There is a report of the Glasgow Trades Council
 bearing that statement out.

10,659. At that time was there a good deal of
 discontent among the sailors in Glasgow ?—A
 good deal of discontent.

10,660. I will take it that the men were
 asking for higher wages and could not get them ?
 —They were in a disorganised state. Certain
 deputations went to the shipowners asking for
 an increase of wages, and the shipowners re-
 fusing to give an audience to the men, which
 made them very dissatisfied.

10,661. Did you leave the branch which you
 had organised ?—I left it after being secretary
 for about 12 months, and district secretary for
 six months, making 18 months' service.

10,662. Did you afterwards receive an invita-
 tion to become the agent of the Shipping
 Federation ?—I did. Some time previous to
 that I had received an invitation from a man
 named Lawrence, to found another union—
 Captain Lawrence, of the Sunderland Shipping
 Federation Office.

10,663. Captain Lawrence and Mr. Champion
 consulted you about the formation of a new
 union ?—No. Captain Lawrence informed me
 that he was in communication with Mr. Champion

Earl of Derby—continued.

upon the subject. I never had the pleasure in
 my life of seeing Mr. Champion.

10,664. Did you accept the offer and connect
 yourself with this new union ?—No. The first
 suggestion was to form a Masters' and Officers'
 Union, not the situation which I afterwards
 accepted.

10,665. But did you open a branch in the gas-
 workers' offices at Glasgow ?—I did, for a union
 called the International Stewards, Seamen, and
 Firemen's Society. That is the card of it which
 I have here.

10,666. After that were you summoned to
 Liverpool ?—Yes.

10,667. And what were you summoned for
 there ?—Before going to Liverpool, and after
 my arrival, I understood it was for the purpose
 of meeting a committee that I thought had been
 formed by the Trades Congress then sitting in
 Liverpool to settle a dispute which for some
 time had been pending between Mr. J. H.
 Wilson and Arthur R. Abbott, but on my arrival
 I found it was for the purpose of establishing a
 branch of this Union which I afterwards dis-
 covered was financed by the employers. At the
 time of my going I was not aware of that.

10,668. Well, we understand you had some
 communications from Abbott ?—Yes.

10,669. He seems to have been concerned in
 some libel or alleged libel against Wilson ; is that
 so ?—Yes ; he wrote a libellous pamphlet for
 which he suffered imprisonment at Durham.

10,670. Was this man Abbott afterwards
 employed by the shipowners ?—On his release
 from prison he was employed as one of the
 secretaries to establish a branch of the said

27 November 1891.]

Mr. MAURICE EVANS DARBY.

[Continued.]

Earl of Derby—continued.

International Stewards, Seamen, and Firemen's Association in Shields. As you have refused to have hearsay evidence, I will say no more about that. I understand that he was employed from the time of leaving prison.

10,671. I think you stated that you yourself have been boycotted by shipowners for having taken a prominent part in the Seamen's Union?—Undoubtedly. I have been informed by some of their officials that I had made so many enemies from organising the men, and for forming previous societies, and for evidence given before a previous Royal Commission, that they refused to give me employment.

10,672. Well, then, I understand that this Society which you were asked to assist in organising, the International Stewards, Seamen, and Firemen's Society, was intended to be on friendly terms with the employers and not in opposition to them?—Yes; I have the rules here that state the constitution that was given to me, but which I afterwards found was not the basis on which they intended to run it. (*See Appendix 58.*)

10,673. You were engaged by the shipowners to secure non-unionist crews?—I was, and have been so engaged.

10,674. Did you find that the sailors objected to the Shipping Federation?—I found it difficult, in fact I cannot claim that I supplied a man. I made attempts, but they were Union men with whom I came into contact.

10,675. But you did act for the Federation, as I understand?—Afterwards, and then I severed my connexion with the said International Stewards, Seamen, and Firemen's Society.

10,676. You were not satisfied with the organisation of that Society, and you left it?—I told Mr. Laws it was impossible for employers to find hands without getting Trades Union men, and I would have nothing to do with it.

10,677. But you acted under the Federation?—Afterwards I was compelled to do something to maintain my wife and children, and I did it openly.

10,678. And now I understand you come here to say that the Federation is opposed to the interests of the seamen?—Most emphatically; that is why I put in my resignation to the Shipping Federation and resigned. I had an interview at the outset with certain shipowners; they asked me if I would assist in the formation of a board of arbitration and conciliation that they thought would induce good feelings towards the men. They said that there was a tendency on the part of the shipowners to have that board of arbitration and conciliation, but I found it otherwise, and therefore my position was a most unenviable one, and I resigned.

10,679. Since the seamen have been organised, as it seems they have been in the last three or four years, what has been the effect in your view upon their habits?—The moral habits do you mean?

10,680. Yes, the moral habits?—Well, I take it from my information and my experience that they have greatly improved; there is a greater tendency to sobriety from the pressure of their Union and other pressures that have been inter-

Earl of Derby—continued.

laced through the Shipping Federation and others, and they attend to their duties better.

10,681. And you say in this memorandum that there have been fewer assaults at shipping offices and fewer robberies of advance notes?—Unquestionably there have been fewer robberies and assaults; of course some assaults have been brought into more prominence from the fact of two opposing parties meeting, the one desirous of showing the other up.

10,682. And do you think there has been any change with regard to the facility of finding employment?—Well, I think there has been a more ready avenue for employer and employed to come together, and it would be more so if it were not for the desire of each one to crush the other too much.

10,683. You said you left the employment of the Shipping Federation because you did not agree in their policy?—That is one of the reasons why I left.

10,684. But you have also some personal ground of complaint?—I consider that their pledges to me as to the Board of Arbitration and Conciliation, and their promises generally to seamen have not been carried out; they have broken their pledges; they have not kept their word.

10,685. So that you had a personal difference with them?—Not personal; from principle, and their broken pledges to me as a person. They placed me, through the stress of circumstances, in a most unenviable position, naturally looked upon with suspicion by the men whom I was endeavouring to benefit, by giving them this Board of Arbitration and Conciliation, and being desirous to act impartially towards each party, I thought, that by resigning, it was the most manly way of doing my duty.

10,686. Now, something is said in this paper as to the carrying of arms,—I presume at the time when there were differences between the Federation and the Union. Tell us what you have to say upon the point?—I was more than once assaulted myself, and I carried arms myself for the purpose of self-defence, but I became suspicious, and I yet hope to be able to prove that the parties who assaulted me were employed by certain petty shipowners who were aggrieved at the amount of wages that they had been compelled to pay to their men through the organisation that I founded in Glasgow, and I regret to say, by gentlemen, whom I once thought very honourable.

10,687. You say that on suspicion only?—I say it because I knew every member of the Glasgow branch, and the people who committed the assaults were not members of the Seamen's Union, so far as I was aware by their statements in the court; when brought to trial they said they were not.

10,688. Now, I observe that you state that the Federation has encouraged crimping; is that your opinion?—Most undoubtedly. I have a letter here from a man with whom they were in connexion in Greenock who supplied a large number of men—a boarding-master who has been convicted more than once for crimping.

27 November 1891.]

Mr. MAURICE EVANS DARBY.

[Continued.]

Earl of Derby—continued.

10,689. But in what way does the Federation encourage what you call crimping?—By ignoring the laws of the Merchant Shipping Act which disallows any person but a qualified person licensed by the Board of Trade to supply men, and going to such men as boarding-masters and boarding mistresses, who have men of all classes and characters in their houses, and getting those people to supply them instead of the Board of Trade officials.

10,690. And it is on this ground, I presume, that you object to the issuing of licences by the Shipping Federation?—Yes, but more so on another ground, because I know from experience that there are offers made by men of less capacity than others to shipping officials in the shape of tips if they will only give them the jobs. It is a thing or temptation that should not be put in the way of Shipping Federation officials or any other officials.

10,691. Have you perceived any change in the number of desertions by seamen?—I have not; but I may say that since being an official of the Union I was in a better position to judge of the number of desertions that have taken place. Before that I had no means of knowing how many, and I can scarcely give a fair comparison.

10,692. Quite right. You complain also of the general prevalence of under-manning?—Undoubtedly.

10,693. In what kind of ships is that?—More especially in what we call the ocean tramps, colliers, and that class of ships. I think myself that the liners are fairly well manned.

Mr. Tait.

10,694. What kind of vessels have you sailed in?—In all kinds of vessels; steam and sail—for which I have discharges here—and also in yachts. I have also been a hobbling pilot, unlicensed in a little port in South Wales. My father was a pilot and master of yachts.

10,695. Can you give us the date when you joined the National Amalgamated Seamen's and Firemen's Union?—September, to the best of my knowledge, in 1888.

10,696. And I think that you held the position of secretary?—I did; and I organised and founded the Glasgow branch, and also the Irish branches, and Leith and Greenock.

10,697. What period did it take you to enrol the 6,000 or 7,000 which you stated were in your Union?—Twelve months. That statement is borne out by the Report of the Trades Council of Glasgow for 1888 and 1889. I have it here, if you would care to see it.

10,698. What was the general condition of the seamen of Glasgow when you first went down to organise the Union?—They were receiving a lower wage than was paid in any port in the United Kingdom as far as my memory serves me. I have not the statistics of the wages at that time. The men were thoroughly discontented, and the men of Glasgow sent up to Mr. Wilson, who was holding a provisional congress, to send down an organiser, or at least some financial help to the assistance of the disorganised labour in the shipping trade.

Mr. Tait—continued.

10,699. Therefore the effect of the Union being started in Glasgow has been materially to increase the wages?—Undoubtedly. In monthly ships it has increased 1*l.* to 25*s.* per month, and in weekly boats from 5*s.* to 6*s.* per week. Some of the weekly boats which paid 2*l.* now pay 28*s.* in certain cases.

10,700. Is it within your knowledge, as secretary of that branch, that previous to your Union being started there the seamen had ever approached the shipowners for an advance of wages in Glasgow?—They had no secretary; they were disorganised, and there were only a few leading spirits trying to get a betterment of their condition.

10,701. I did not refer to the secretary, but to the seamen generally. Is it within your knowledge that the seamen had ever approached the shipowners for an advance of wages?—Undoubtedly.

10,702. How were they received?—They told me that some were courteous, but others closed their office doors and told them to go to the shipping office and deal with their masters, and if they did not like it that they had to please themselves, as labour was plentiful.

10,703. Then any advance of wages that has been given has not been given of the shipowners' own accord, but as the result of the organisation of the sailors and firemen being rooted in Glasgow?—Undoubtedly, with two exceptions, the Allan Line and the City Line.

10,704. In answer to Lord Derby you stated that after being the district secretary of the Union you left the Union, the Glasgow branch; would you mind telling the Commission the reason?—There are various reasons, but the main reason is that I received letters from friends, and sometimes from the Seamen's Mission at Glasgow with the Mission stamp upon it, thanking me for the efforts put forth by me, and warning me of the intrigues of the employers to slander me, and they were sending men into our branch for the purpose of creating dissension and stirring up assaults, and endeavouring to smash the organisation.

10,705. Did you find any of those in antagonism to this branch?—I was from the first suspicious, and I have since discovered through the Press and otherwise that such was the case, especially in the case of Paul B. Sutcliffe, who fought Mr. Wilson and myself through slanders, through the Press, and who has been in the employ of the shipowners, who paid 20*l.* only recently for his crimping, and his fine was paid by the shipowners.

10,706. When you left did you seek employment in the Shipping Federation, or was it offered to you by their agents?—When I first became acquainted with them there was no federation, and no mention of a federation. I was sent for by a person named Donald or Taylor—there are two of the firm, and I do not know one from the other—who said there had been a meeting of shipowners, and they were desirous of seeing a better feeling between themselves and the employees, and as I had some influence with the men in Glasgow, if I would assist

27 November 1891.]

Mr. MAURICE EVANS DARBY.

[Continued.]

Mr. Tait—continued.

them they would be grateful, and especially so for the formation of a board of arbitration and conciliation.

10,707. Where do they live?—In Gordon Street, Glasgow.

10,708. Did you accept their offer?—I went down with their clerk to the office, and they then told me that the shipowners expected me to give them a call with reference to the board of arbitration and conciliation, and it was to be understood that when I did call they were to appear to be not acquainted with my visit. This appeared to be a rather suspicious circumstance, but is the circumstance frankly.

10,709. Had you any other offers of employment?—I had no other offers of employment, only from Mr. Laws, after the Liverpool lecturing tour we had. He said if we would accept an engagement to assist free labour with Pleasance, myself, Abbott, and others, he could give us a prominent position such as manager of the district, whichever we liked to select ourselves.

10,710. As a matter of fact, had you any offers or any interviews with shipowners?—I had interviews with shipowners before ever seeing Mr. Laws, after my interview with Donald and Taylor in Glasgow.

10,711. Would you mind telling us what transpired at those interviews?—We simply talked over the best methods to be adopted of establishing better relations, better employers and employed, they professing at that time to me to have not the slightest antagonism to a Trades Union in any way at all.

10,712. Was it with regard to foreign labour that you thought the shipowners wanted?—I was requested to draw out a scheme with regard to the employment of foreigners, and, patriotically, I had the idea of giving a preference to our own countrymen. I submitted it to the gentleman who sent for me, and he pooh-pooed the idea of preference to Britishers, and objected to it emphatically, and said no preference should be given to either good or badly conducted men; that it was beneficial to have foreigners in the labour market, as it regulated things; and that was struck out of the clause. I was asked to make another scheme leaving the preference to Britishers out.

10,713. Could you submit a copy of that scheme to the Commission?—I have not a copy; unfortunately I did not keep it. I never thought this requirement would occur. I have, however, a letter from the Chamber of Commerce, to which I sent that scheme, acknowledging the receipt of it through Holman and Sons at the time.

10,714. What Chamber of Commerce was that?—The Chamber of Commerce of the United Kingdom. This is the letter: "Chamber of Commerce of the United Kingdom, Whittington House, Whittington Avenue, Leadenhall Street, E.C., London, August 22, 1890. To Maurice E. Darby, 80, Ingram Street, Glasgow. Dear Sir,—Your letter of the 21st instant has been handed to me (addressed to John Holman and Sons), and will be carefully considered at the meeting to be held there

Mr. Tait—continued.

"on the 2nd September next. Yours truly, "W. H. COOKE, Secretary." That was the first meeting of the Chamber of Commerce and the local shipowners' organisation for the purpose of propagating the Federation scheme.

10,715. You mentioned some Union, I think, of the name, of the International Stewards, Seamen, and Firemen's Union?—I did.

10,716. Which you stated to Lord Derby you thought was financed by shipowners?—Yes, undoubtedly it was financed by shipowners, as I discovered afterwards; not at the time of my taking office in it.

10,717. Were the rules registered as a Trades Union?—I hold a copy in my hand which professes to be registered.

10,718. Are they signed by the registrar?—I did not see the general secretary's name nor the registrar's signature, and I drew the attention of Captain Lawrence to that fact, and he promised me, in the next issue of the rules, to have the general secretary's name attached.

10,719. And the communication you had in the first instance from this Union came from whom?—Captain Lawrence and the man Abbott—Lawrence from Sunderland, Abbott from Shields.

10,720. Is that the same Captain Lawrence that is now the chief agent in Sunderland of the Shipping Federation?—The same person; he is still enrolling members in the International Stewards and Seamen's Union, if he can get them, in the Shipping Federation offices. I do not know whether he has any through his letters to me.

10,721. Now you talked of going to Liverpool for the purpose of forwarding this Union?—Yes.

10,722. Is it within your knowledge that anyone in connexion with the Shipping Federation has made arrangements with Captain Lawrence and yourself to form this Union?—Yes, it is within my knowledge.

10,723. Could you mention anyone?—Botterill and Roche, law agents for the Shipping Federation; Burnacle of Sunderland; and Mr. Laws, whom I am informed had an interview with Captain Lawrence and gave him 25*l.* for that purpose when leaving London to come to Liverpool, in the presence of Mr. Pleasance, I understand, and Mr. Abbott.

10,724. Complaints have been made here of certain literature of a libellous nature being circulated; has any of it been circulated about you?—There has been some circulated about me, but more especially about Mr. Wilson.

10,725. We will not go into Mr. Wilson's case; he went into that himself?—And about the secretaries in general. My members in Glasgow at one time fetched me home a most scurrilous pamphlet supposed to have been signed by a number of men resident in London. I believe Mr. Wilson put that pamphlet into the hands of his law agent, who failed to discover any *bonâ fide* signature to the pamphlet. It was undoubtedly written by the shipowners for the purpose of damaging the Union, and it was circulated in America so as to evade the possibility of a criminal action for libel.

27 November 1891.]

Mr. MAURICE EVANS DARBY.

[Continued.]

Earl of Derby.

10,726. I do not want to interfere, but you say it was undoubtedly circulated by shipowners. Have you any proof of that, or is it only that you are speaking from an impression in your own mind?—I have proof from a common sense view that the masters and officers of the ships that belonged to those shipowners were most zealous in taking care that they were circulated amongst each of their crews when out of port and in the circulation accompanied often by derogatory remarks made on the officers of the Union, and they also took care to circulate the pamphlets. I take that from its own standpoint.

Mr. Tait.

10,727. Statements have been made here by Mr. Wilson that those who issued those libellous pamphlets had been defended by the shipowners. Are you aware that that is the fact?—Undoubtedly in the case of one man—Abbott. But my Lord in the previous evidence objected to take hearsay from a conversation between me and that man. In the second instance it is not hearsay; it is a visible demonstration to my own knowledge that Mr. Hornsby, who circulated libellous matter, or alleged libellous matter, in the shape of a discrepancy in the balance sheet, was defended by the shipowners, they taking the responsibility of his bail, &c.

10,728. The gentleman of the name of Abbott whom you have referred to, is he holding now any position in the Shipping Federation?—Not directly, but indirectly. He is connected with the International Stewards, Seamen, and Firemen's Union, which up to recently was financed by the employers. I do not know whether they are tired of their baby or not.

10,729. Can you say as an old official of the Federation from anything that ever came to your knowledge whether it was the desire of the Federation to do injury to the Union?—Most undoubtedly it was the desire of the Federation to injure the Union. The spirit evinced since 1886 tends to prove that.

10,730. You have made a complaint that you were boycotted; can you state any specific time and place when the shipowners boycotted you and others for taking action in the Seamen's Union?—Yes, as far back as 1886 I suffered from the same thing. I gave evidence before a Commission appointed by the Government—Mr. Chamberlain's Bill on loss of life at sea. I then had a very good situation, good for me as a working man. I had 35s. per week as an engineer and master of a steam launch of Gavin, Smith, and Co., of the Tyne. I came to London to give evidence with that permission, rather reluctantly given, and on my return I advertised a meeting to make a statement as to the character of the evidence that I had given before that Commission, and on the night that it was to take place my employer said to me that if I went to that meeting I was not to talk. I asked why, and he said, "Your common sense should tell you why." A few weeks after that I lost my situation, and in fact for about 32 weeks of the 12 months I did not

Mr. Tait—continued.

earn a sixpence though they professed to have the greatest of good-will towards me. There is not the slightest question that from this very fact the shipowners must have said if this man is kept in your employment that they would get no more repairs. I asked their manager and he gave me an evasive reply which was half an answer to me; that manager's name was Thomas Chicken at that time.

10,731. Do you know of anything else where the shipowners or the Federation did anything towards threatening yourself as an individual with the power of their Sailors' Union?—Well, I know only through the matters I have already named and through the libellous tendencies of the pamphlets and other things that have been circulated with that view. They also paid us to hold meetings for the purpose of severely handling Mr. Wilson in the shape of criticism to endeavour to destroy the sympathy of his men towards him.

10,732. Who paid you this money?—Captain Lawrence paid us the money, and Mr. Laws paid it to him, and they said that Callaghan would pay 25*l.* in Liverpool.

10,733. Where were the meetings held?—There were two or three meetings in Liverpool at the Young Men's Temperance Association in Harding Street, Liverpool; one or two in the Marine Parade, Liverpool, and a meeting in Deptford in London here. That is where I first discovered that this said association was financed by the employers through going with Pleasance and Abbott to Mr. Laws who appeared to be especially delighted at the prospect of having some satisfaction in retaliating upon Mr. Wilson and his Union.

10,734. Was there any special arrangement made for those meetings by the papers of the Shipping Federation?—Well, in walking through the street with Abbott and Pleasance we came across the editor of the "Shipping Gazette," Mr. Joyce. We also called upon the editor of "Fairplay," Mr. Robinson, and I understood from the remarks made by Mr. Laws that special care would be taken that no item of interest to themselves would be lost through the Press.

10,735. Can you tell us the date on returning to Glasgow that you got employment on the Shipping Federation to act as their agent?—I got indirect employment whilst being held for witness in the "Fairplay" and "Shipping Gazette" v. Wilson libel actions, but on the opening of their office in Glasgow I entered their office, not in the position that I expected to take, but in a position entirely opposite to what Mr. Laws had pledged himself.

10,736. Now, acting as their agent, are you aware, whether there were any instructions given that preference had to be given to non-unionists as against members of the Firemen's Union being employed?—Undoubtedly it was thoroughly understood that if we could get non-union men we were expected to do it. The evidence of that lies in the fact that instead of getting employment for men at Glasgow they

27 November 1891.]

Mr. MAURICE EVANS DARBY.

[Continued.]

Mr. Tait—continued

would send to Newcastle for them—write to boarding masters in other ports, Custom House officials, harbour masters in small ports to find out the number of men idle; but fortunately for the Union they were union men—the majority of them—and no union men could be got.

10,737. Would you object to state to us the names of those who gave the instructions?—It was gleaned by coming in contact with the committee and from the action of the superior officials and by boarding masters coming and reporting that they had so many men who were not union men. The thing speaks for itself.

10,738. How long were you in connexion with the Federation?—About three or four months, I think, in their office.

10,739. During your experience as an official of the Federation was there at any time a strike going on in England with the sailors and firemen?—During my connexion with the Federation there was a strike in Cardiff.

10,740. It is to that that I wish to direct your attention. A statement was made and a letter read to this Commission by Mr. Laws in his evidence that there were free labour men or non-unionists who could be got to supply the place of those who were on strike, in the case of the strike at Cardiff. You were at that time an agent of the Federation. Is that absolutely correct that at that time you could have supplied from Glasgow these men?—So far as my knowledge goes I could not see the possibility of so doing. We could not get the men we required ourselves; in fact we were obliged to take labourers. There would not have been the possibility of getting a few dock labourers, but unfortunately the shipowners had created a dispute between the two societies, and these societies were fighting each other and the shipowners were getting the benefit of it.

10,741. At what ports did you carry firearms?—Glasgow, Liverpool, and London.

10,742. For your own protection?—For my own protection.

10,743. As an official of the Seamen and Firemen's Union and as their district secretary, did you often know when disputes were going on where the sailors and firemen lent themselves

Mr. Tait—continued.

to brutality of any kind by any combined effort?—I cannot say that I know of one direct case that I could substantiate. I have heard of such cases taking place but it has been difficult for me to decide whether this was instigated by the shipowners for the purpose of throwing ridicule, contempt, and loss of sympathy upon the Union, or whether it was the outcome of bitterness of the men themselves. Such things have been discountenanced in the Glasgow district, and men were never encouraged to do it. I know the shipowners have been guilty of doing such things.

Mr. Bolton.

10,744. The witness has mentioned the payment by a shipowner of a fine imposed upon a crimp; he did not give the name of that shipowner but he said it was a Glasgow firm?—It was paid by the Federation, I should have said, I think I did say, by the shipowners of Glasgow, through the Federation; through Neilson Bird, the secretary, the money was drawn.

10,745. Who actually paid it?—Neilson Bird said that they had paid it; I inferred he meant himself as their agent.

Sir Michael Hicks-Beach.

10,746. What means have you of knowing what you have stated to us that Mr. Abbott's Union has suffered by the Shipowners' Federation?—Because Mr. Abbott himself and Mr. Lawrence received money paid by Mr. Laws to Captain Lawrence for that purpose, and I have letters from Lawrence and Abbott which speak for themselves, that before anything more can be done Mr. Laws will be sent to get money. I think Mr. Wilson put in some of those letters.

10,747. Yes?—Those letters came to me, they are very good evidence. I visited Mr. Laws and Mr. Laws acknowledged as much to me; in fact it is without question we know that Mr. Laws was paying, and also Roche and Scrutton paid to others. He admitted that in the presence of others. I cannot prove that, not from Roche and Scrutton; but there were other witnesses in the matter. I have seen Mr. Scrutton in his office and he took great interest in abusing Mr. Wilson and his Union.

The witness withdrew.

Mr. ROBERT PLEASANCE called and examined.

Earl of Derby.

10,748. You have been an able seaman for 15 years?—Yes.

10,749. Did you join the Tower Hill branch of the Seamen's Union, London, nearly three years ago?—Yes.

10,750. Were you elected secretary of that branch?—I was.

10,751. That was in July 1889, was it not?—About the 26th of July.

10,752. Well, early in 1890 did your connexion as secretary with that branch cease?—Not with that branch altogether, but we had a dispute with the Executive Council at that time.

Earl of Derby—continued.

10,753. And you acted as secretary for, I suppose, what we may call the dissentient members?—The rebel branch, my lord.

10,754. The dispute, I understand, arose in consequence of the admission of a man who was alleged to be in the pay of the shipowners?—That is so.

10,755. And that man was afterwards charged with libelling Wilson; is that so?—That is so.

10,756. I observe that in your memorandum you say you know that these actions for libel, the defence of Hornsby, were financed by the representatives of the Shipping Federation

27 November 1891.]

Mr. ROBERT PLEASANCE.

[Continued.]

Earl of Derby—continued.

How do you know that?—I was present when the arrangement for his defence was made by Messrs. Botterill and Roche.

10,757. And you were then informed that the Shipping Federation would pay?—Would pay for his defence.

10,758. Were you informed that the Shipping Federation would pay for this man's defence?—I was not informed myself, but I heard that Mr. Mills, who is the representative, is the common law representative of Messrs. Botterill and Roche, arranged with the counsel to pay the special fee for Hornsby's defence.

10,759. Do you know that the gentleman whom you mentioned was an agent of the Shipping Federation, or employed by them?—I do.

10,760. You believe it to be so?—I know it.

10,761. Well, then, there was a dispute about this man Hornsby, and you were instructed that he was to be excluded from the meetings?—That is so.

10,762. Did you—I use your own words—acting on the advice of some members of the Union, defy the orders of the general secretary?—I did upon the advice of my members, but I was the servant of the branch. I was elected by those members.

10,763. You acted only——?—As the representative for the branch.

10,764. Of that branch, yes. Well, but as a fact, whoever was responsible you were removed from the Sailors' Union in consequence of that action of yours, is not that so?—I was dismissed by the executive, but retained by a considerable number of the members of that branch.

10,765. Exactly. Well, were you advised to form a new Union, and were offers made to you to pay the expenses or part of the expenses?—Offers were not actually made to me to form a new Union, but Mr. Scrutton, the chairman of the Shipowners' Association, at that time gave me to understand that he would support financially any rival organisation that should be floated at that time.

10,766. And the entrance fee to this new Union, and the contributions were intended to be lower than those of the Seamen's Union?—That is so.

10,767. And what do you understand the object of establishing that new Union to have been?—I understand the object of that new Union to have been to obtain preference of employment for their members, in order that the members of the National Union should secede from their Union and join this other one.

10,768. In short, it was to set up a rival organisation to Wilson's Union?—Yes.

10,769. Did you go to Glasgow at the expense of the Shipping Federation?—I did.

10,770. Perhaps you had better tell us in your own words what took place there?—Nothing took place there except that I went there. My object in going to Glasgow was to make an application to the annual general meeting for re-installment into the Union, but I was paid by Mr. Laws to criticise the balance sheet of the National Union.

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Earl of Derby—continued.

10,771. And you did so?—I did not; I was paid for that, but that was not my object in going down to Glasgow.

10,772. It was the object with which certain people paid you to go down, but it was not the object with which you yourself went down?—That is so.

10,773. After that will you tell us anything of the action that was taken as against the Seamen's Union, promoted by various friends of the shipowners?—Yes.

10,774. Tell your story in your own way?—In the first place I should like to state that at the commencement of my dispute with the executive council of the National Union, I was sent for by the chairman of the Shipowners' Association, who intimated to me that he would be ready to finance any rival organisation which was started at that time. I did not want anything to do with a society that was intended to crush the National Union, and I pointed out to Mr. Scrutton that our dispute was merely one between ourselves concerning the power of the executive. However, Mr. Scrutton promised to assist me then in my own dispute, but I never received anything from him, neither did I receive anything from any other shipowner or shipowners during my dispute, either directly or indirectly, but after the dispute was practically terminated I received money from the Shipping Federation for the purpose of going to Glasgow and criticising the balance sheet—the annual report of the Seamen's Union. My name is also mentioned in connexion with this International Federation of Stewards, Seamen, and Firemen, the general secretary of which is Captain Lawrence, who is at present the agent of the Shipping Federation in Sunderland. I wish to state, with regard to that Union, that I never acted or I never had any actual position in that Union, neither did I ever receive one penny from that Union, but I was present at a meeting between Mr. Laws, Captain Lawrence, and Mr. Abbott, where it was arranged that Captain Lawrence should take Mr. Abbott and Mr. Darby with him down to Liverpool to hold meetings there in opposition to Mr. J. H. Wilson. This was at the time of the Trades Union Congress, and Mr. Wilson was elected at the head of the Parliamentary Committee at that time; Captain Lawrence represented to Mr. Laws that if they held meetings there, running Mr. Wilson down at those meetings, they would, no doubt, be able to give him a good showing up, and get a great many of the members to secede from the Union. The object of those meetings was to shake the confidence of the men in their general secretary. Mr. Laws was very pleased to hear that; he seemed very pleased to hear it; and he asked Captain Lawrence how much money he required. Captain Lawrence said that he should like to have 50% at that time. Mr. Laws asked him why did he not apply to the shipowners in the North of England for assistance instead of coming to London? And Captain Lawrence replied that he had been supported by Mr. Roche in Sunderland. This was the first time that I heard, or that I

4 C

27 November 1891.]

Mr. ROBERT PLEASANCE.

[Continued.]

Earl of Derby—continued.

actually knew, that the International Federation of Stewards, Seamen, and Firemen had been floated by shipowners or shipowners' representatives. Captain Lawrence stated that Mr. Roche had told him that as the North of England Shipowners' Association were going to federate with the southern districts, it would be better for him to come to London and see Mr. Laws about the matter. Mr. Laws replied, there has been a meeting here this morning of shipowners, and if they had called earlier he would have placed the matter before them.

10,775. I think we need not go further into these details. What it comes to, as I understand it, is this: you say that the Shipping Federation and the shipowners generally favoured the creation of a new union which they thought would be less hostile to them than that headed by Mr. Wilson; is that not about it?—To put it in Captain Lawrence's own words, in representing his Society to Mr. Laws, he said that if they opened branches in all ports of the United Kingdom, those branches would be practically under the shipowner's own control. Mr. Laws told him that he could not do as he chose with other people's money, but there were a few private shipowners who liked that sort of thing, and "if they could be persuaded that you will be able to show this man Wilson and his Union up, and get a good account of it in the Press, they will be glad to furnish a sum of money for that purpose; how much money did you say you required, Captain Lawrence?" Captain Lawrence replied, "I should like to have 50*l.* now." "Very well, then," replied Mr. Laws, "you may call round again this afternoon and in the meantime I will see these gentlemen about it, and I will also wire to Mr. Roche concerning the matter." As already pre-arranged Captain Lawrence went again in the afternoon, and Mr. Laws told him that he would give him 25*l.* down then, and pay the rest to Mr. Callaghan in Liverpool. He gave Captain Lawrence strict injunctions to have a good report of the meeting published, as these gentlemen wanted to see something for their money.

(Mr. Jesse Collings.) Mr. Chairman, what is this quoted from; a report of Captain Lawrence or a newspaper?

(Earl of Derby.) No; the witness is speaking from his own recollection apparently. (To the witness.) Is not that so?

(The Witness.) I was present at that meeting.

Mr. Jesse Collings.

10,776. You heard this?—I heard it myself. After they returned from Liverpool another meeting took place between Mr. Scrutton, Mr. Abbott, Mr. Darby, and myself. The conversation was general concerning this rival Union, the International Federation of Stewards, Seamen, and Firemen. After leaving Mr. Scrutton's office, Mr. Laws was again interviewed, and a

Mr. Jesse Collings—continued.

general conversation then took place about the formation of the branches of this Union. One of the gentlemen present suggested that it would be better, and was already arranged in the Glasgow districts, that they should open labour bureaux or registry offices and have nothing to do with any union floated by shipowners in case it might become as aggressive as the present one. Mr. Laws was evidently of the same opinion. He replied, "Well, gentlemen, we shall have a meeting here next week, and if it is decided to open these offices, we shall require each of you to superintend the office in the district to which you belong, or any district which you may chose to remove to, and after you have been to this meeting in Deptford I think you had better return to the north, and mind, if possible, that you do not have any stormy meetings, or get yourselves into trouble, for these gentlemen will not be prepared to come forward and assist you, as they would not like to be seen in the matter; they are very dissatisfied with the way you carried on in Liverpool, Hornsby having got into trouble, and it will cost them a lot of money to defend him. It would be a great scandal if this should be made public." With regard to the 25*l.* agreed to be paid by Mr. Laws to Captain Lawrence for these meetings, I know the money was paid, for I myself saw it paid over to Captain Lawrence, and as Captain Lawrence is rather short-sighted, he asked me to forward 5*l.* of that for him to Mr. Darby in Glasgow to proceed to Liverpool.

Earl of Derby.

10,777. I think we have had enough of these details. I understand you have personally some reason to complain of the conduct of the Shipping Federation to yourself, have you not?—No, I have not. I have never been in their employ.

10,778. You have said so in the memorandum which you laid before us?—I was not aware of that.

10,779. Then I will put it to you. This summary of evidence which has been handed in, has it been prepared by you or has it been put into your hands by some other person—the heads of evidence?—The heads of evidence were made out by myself in the first place.

10,780. I ask you because the answers you give are distinctly contrary in several cases to what is said in this paper. I asked you as to the conduct of the Federation to you; you said that you had never been employed by them, and I find you state here that the Federation did not behave well to you personally?—Well, I do not see that the Federation has behaved well to anyone.

(Earl of Derby.) That is all; I think we need not carry that further, and that we need not trouble you further.

The witness withdrew.

27 November 1891.]

Mr. WILLIAM ALFRED ALLISON.

[Continued.]

Mr. WILLIAM ALFRED ALLISON called and examined.

Earl of Derby.

10,781. What are you by occupation?—Fireman or engineer. I hold an engineer's certificate of competency from the Marine Board of South Australia, although I have never served my time as an engineer.

10,782. How long have you been at sea?—About 18 years.

10,783. Have you had a good deal of experience in various kinds of ships?—Yes.

10,784. Have they been mostly steamships?—Yes.

10,785. Are you a member of the National Seamen's and Firemen's Union?—Yes.

10,786. How long have you been one?—Since 1889.

10,787. Did you join the Union voluntarily?—Yes.

10,788. No pressure put upon you to do so?—None whatever.

10,789. And with what view did you join it?—I joined it to better my own condition, because previous to my sailing to Australia wages were very low indeed. I have known firemen to ship at 3*l.* 10*s.* across the Western Ocean, and when I came back, through the Union, firemen were getting 4*l.* 15*s.* and 5*l.* per month; in fact, not only myself, but there was quite a rush to join it. Men in general were in a great deal better condition, on account of the increase of wages.

10,790. What branch of the Union did you join?—The Tower Hill branch.

10,791. How long have you been a member of that branch?—Since 1889. I am a member now.

10,792. Was there any conflict between the Tower Hill branch and the executive council?—Yes.

10,793. Will you tell us how that came about?—Through a man named Jerome Hornsby. He came into the branch and started preaching dissension, and attacked the character of Mr. Wilson very severely; and ultimately it came to Mr. Wilson's knowledge, and Mr. Pleasance, the secretary, received an order from Mr. Wilson or the executive, I am not sure which that he would not be allowed to attend meetings, pending the sitting of the executive, that would inquire into the conduct of the said Hornsby.

10,794. What did Hornsby do upon that when he was forbidden to attend the meetings?—He was spending a lot of money round; he got a few members together that were ashore at that time, and plied them with beer, and asked them to attend a special meeting, to see whether he should be admitted. I occupied the chair on that evening, and objected myself to him coming in to that meeting, until I had the opinion of the members that were there present.

10,795. We understand that Hornsby was expelled by the executive; what step was then taken by the members of the branch?—Hornsby was expelled, and he simply got a lot of members together and advised them to resist the executive. I must explain that I was introduced to Hornsby, I believe, in the early part of January,

Earl of Derby—continued.

after leaving a vessel in Leith, coming home to London. My introduction to him was by Daniel Defoe, who described him as a gentleman with an unlimited amount of cash, that he could afford to spend a sovereign a day in the interests of the seamen. On my introduction to him, he handed me a testimonial. It was headed, "The Testimonial to Mr. J. H. Wilson," which proved to be this libellous pamphlet—the Abbott pamphlet—and told me to read it, and I did read it. I read a part of it aloud to several members at first; but after perusing it a little way, I stopped and finished the remainder. I was rather surprised at it. I handed it back to him, and I said, "This is very serious." He said, "It is true, I can prove every word of it that "Wilson is a fraud." After a little discussion on the matter I said "Well, if Wilson is what you represent him here, he is not fit to be our "general secretary." That was my first introduction to Hornsby.

10,796. Will you tell us what communication you had with the shipowners. I see you have stated here that you had some?—Well, unfortunately I have had too much—rather considerably more than I like. At that time my first introduction to shipowners was through Abbott and Hornsby. Owing to resisting the government of the Union the organ "Seafaring" would not publish the minutes of the branch at that time, and we were advised by Abbott and Hornsby to get them inserted in the "Shipping Gazette" or another paper called the "Labour Elector," and I went there for that purpose, me and Mr. Melton, the vice-president, and got them inserted. Then an action came on against an executive member of the name of Fysh. We were advised by Mr. Joyce of the "Shipping Gazette" to get this action on, as by striking at Fysh it would have a tendency to give a blow to the executive government, he being also treasurer of one of the London branches, and a prominent executive member. The prosecution did take place, but we had no money to carry it on. I was sent with a letter from Mr. Joyce to Mr. Williams at the Dock House for assistance. Mr. Williams said that it was not a labour question; he advised us to see a gentleman who, no doubt, would be very glad to take the matter up. That gentleman was Mr. Robinson, of "Fair Play." We were sent, me and Mr. Melton, by Mr. Williams' clerk, and introduced to Mr. Robinson, and after stating our case he seemed very pleased over the affair. We certainly made some charges against Mr. Wilson which was advocated by Hornsby. Hornsby had continually preached dissension in public-houses and everywhere else; it did not matter what locality he was in, it was always Wilson, Wilson, and crying and threatening that he would oust him out of his position. Mr. Robinson replied that he should be very glad to assist us. He had just paid 500*l.* for a libel, and that morning he was served with a writ by Mr. Wilson for libelling him in his paper, but he would not mind paying a thousand to have a

27 November 1891.]

Mr. WILLIAM ALFRED ALLISON.

[Continued.]

Earl of Derby—continued.

dig at him. Anyhow, he told us to call again. We did call in the morning, and it was arranged then, it was, to be submitted to the Shipowners' Association, I believe, at their sitting; he gave me to understand that, and it was arranged that the case should not fall through—we could rest assured of that, but he must not be seen in the matter; in fact, this was only a ruse on the part of Wilson to serve him with this writ, and he would never have the pluck to go on; he did not think he would, and it was a ruse just to stop him from publishing any further comments about the Union in his paper. The result was that the agreement was made by Mr. Robinson and Joyce conjointly to pay 30*l.* for the prosecution of this said executive member, Mr. Fysh, and I was present. Mr. Harry Halliday Richardson, of 2, Old Broad Street, was the man who was to conduct the prosecution, and the money was to be paid through Messrs. Botterill and Roche. I was present, not in the inner office; I stood outside when 20*l.* deposit out of the 30*l.*, as was agreed, was paid. I could not say whether it was Mr. Roche himself, but it was a gentleman from Botterill and Roche's office; because when we were called in, me and Mr. Melton, he showed us the cheque, and Mr. Richardson gave us 1*l.* 2*s.* 6*d.* each out of that for the part that we had taken in getting evidence together. I can here hand in the original letter if your Lordship likes, from Mr. Harry Halliday Richardson, as he said that they wanted to get at this Wilson particularly. There is one here, and another one that will prove that Botterill and Roche have paid that money (*producing letters*).

10,797. We may take it generally, I suppose, in this way, that this man Hornsby made various attacks on Wilson; that some of those attacks were libellous, and that some of the shipowners preferred to take his part against Wilson, and

The witness withdrew.

Mr. WILLIAM KEY called and examined.

Earl of Derby.

10,800. What are you by profession?—I was a sailor for many years, and I am now a fruiterer and commission agent.

10,801. You have been selected, I understand, to give evidence before this Commission; who were the persons by whom you were so selected?—The North of England Sailors and Firemen's Union of which I am member, and I am a trustee, likewise being trustee for the National Sailors and Firemen's Union since its formation up to within a week or two.

10,802. Now will you tell us what are the points with which you wish to deal; we understand you have something to say as to the sanitary arrangements on board ship?—Yes, I should simply say that I would corroborate what has been said, as I have heard the evidence of Mr. Wilson, and that would save the time of the Commission; I certainly corroborate what Mr. Wilson and Mr. Friend and others have said, so

Earl of Derby—continued.

assisted in his defence, that is it, is it not?—Yes. Mr. Scrutton acquainted me of that.

10,798. I think you have told us that you changed your mind as to not obeying the resolution of the executive with regard to the whole matter of the quarrel with Hornsby?—I changed my mind when I believed that it was no more nor less than a conspiracy, and I severed my connexion with him.

10,799. What do you mean by a conspiracy?—I mean that there were certain shipowners who were quite willing, for instance, to assist in anything financially to crush the Seamen's Union, and the best method would be to tackle Wilson. That was the threat that they used to say. I myself was promised and asked by Mr. Scrutton to try to keep these rebel members, as they called the Tower Hill members, together—he would give us preference of employment. He also said to me, I visited Sunderland and I told him of my visit, that it would be a good thing if we could get the local Union, namely, Mr. Friend's Union, that was then fighting against Mr. Wilson; he told us to get them to assist us and to form a body amongst ourselves. He also sent me on the Hornsby trial to get 500 copies of the result of that case. He read it with glee, and he said it was a great blow for Mr. Wilson. He did not forget him at Sunderland in 1887, and we should have—he used the word we should yet have—him in a Government suit of clothes as he was a rascal, he was simply robbing the sailors by spending large sums of money in these law suits and only getting a poor result like that; that was a verdict in the Hornsby criminal action for libel. He sent me to get the 500 slips from Mr. Joyce so that he might distribute them broadcast amongst his friends.

(Earl of Derby.) I think we understand pretty well what passed, and we need not trouble you further.

Earl of Derby—continued.

far as the sanitary condition of ships was concerned. I would certainly like to add that I consider the payment of wages at the present time by shipowners is very degrading so far as sailors' wives are concerned. I consider that the shipowner is morally responsible for a great deal of the prostitution that is carried on in this country, on account of the long interval that the men's wives have to wait for the wages.

10,803. Is it not within the power of a sailor to make an arrangement that part of his wages shall be paid to his wife?—After he has been away a month.

10,804. At the end of the month?—At the end of the month.

10,805. Then what is it that you propose; what do you think ought to be done?—His wages ought to be paid weekly, the same as any other man's.

27 November 1891.]

Mr. WILLIAM KEY.

[Continued.]

Sir Michael Hicks-Beach.

10,806. You want the payment to the wife to be made weekly instead of monthly?—Yes.

Earl of Derby.

10,807. What proportion of his wages can a sailor allot to be paid to his wife and family?—What can he allot now?

10,808. What proportion of his wages can he appropriate to be paid to his wife and family in his absence; the whole, or how much?—He can, if he chooses, allot the half of his wages.

10,809. Is that enough?—No.

10,810. Then you think that he should be allowed to allot a larger proportion of his whole wages than he does now?—I do.

10,811. How much should you suggest—two-thirds, or three-fourths, or what?—Two-thirds, I think.

10,812. To be paid weekly?—Yes.

10,813. And the maximum to be two-thirds instead of one half?—Yes.

10,814. As to the manning of ships; are you in favour of a legal eight hours' enactment?—Yes, I am.

10,815. Would that be possible, considering the nature of the sailor's occupation?—It would be quite possible; just as well for sailors, as a rule, as for any other workmen. Of course so far as a gale of wind is concerned, for the safety of the ship the man must be simply protecting his own life; looking after his own life and the protection of the property; and I would say it is quite reasonable to suppose that the man would look after his own interest. But it would certainly employ more men, and diminish the loss of life at sea on account of a better lookout being kept.

10,816. What you propose is that no man should be called upon to work more than eight hours except in case of necessity?—Quite so.

10,817. You must of course allow for an exception of that kind?—Yes.

10,818. Who would be the judge of the necessity; I suppose it must rest with the captain?—It must.

10,819. Then would it not come very much to this, that according to the legislation you propose a man would not be required to work more than eight hours unless the captain thought it desirable?—Without the captain thought it desirable.

10,820. Would that not practically neutralise the effect of the law?—I think the captain would not really call upon a man if it was law without it was desirable for the protection of life and property.

10,821. Do you think that ships in general are under-manned?—I do.

10,822. There is at present no regulation as to the number of seamen that a ship is required to carry, is there?—No.

10,823. You think there ought to be one?—Yes.

10,824. Have you considered what the limit should be, how many to each 100 tons?—Yes, similar to the one that has been submitted—the manning scale of the Sailors' Union.

Earl of Derby—continued.

10,825. Do you put that on the ground that it is required for safety, or only on the ground that it would give work to a larger number of people?—Both ways; both for safety and for giving employment to a larger number of people.

10,826. You have, of course, considered the risk of injuring the trade by making it not worth while to carry on?—I have fully considered that.

10,827. Now, as to the victualling of ships, there is a scale, is there not, drawn up by the Board of Trade?—Yes.

10,828. Is that scale not satisfactory?—No, it is not.

10,829. Is it the quantity or the quality that you complain of?—Both.

10,830. Can you form any estimate of what the difference of cost per man would be, taking the scale as it is now and the scale as you think it ought to be?—I think that about 4s. a week extra would meet the requirements.

10,831. Four shillings a week extra per man?—Yes.

10,832. I see you put before us a strong recommendation that union men should be employed?—Yes.

10,833. As being superior, generally, to non-union men?—Yes.

10,834. Do you propose that there should be any legal limitation, that there should be any exclusion of non-union men?—There ought to be without a proof, that they were competent, according to the required standard of the Board of Trade.

10,835. You think it would be reasonable that no man should be employed unless he has joined the Union?—I certainly think so, because the Union will not accept the man without he is a competent man; they will only accept him as a competent man or as an apprentice, an ordinary seaman.

10,836. That is to say, that no shipowner shall be able to take any man unless he were one of which the Union approve?—Quite so.

Mr. Bolton.

10,837. I should like to ask you a question with respect to the manning of ships. Are you acquainted with the scale attached to the draft Bill which Mr. Wilson referred to here?—I was at the time it was drawn up, but I have not seen it for some time since—I have not the scale by me.

10,838. He gives this scale for sailing ships of 200 tons, one master, one mate, three A.B.'s, and one boy—six?—Yes.

10,839. For ships of 300 tons, nine, and of 400 tons, 15. Can you account for the jump from nine hands for a 300-ton ship to 15 hands for a 400-ton ship?—Simply the 400-ton ship requires much more managing than the other.

10,840. From 300 tons to 400 tons you think the necessary increase is six additional hands?—I do.

10,841. Doubling the A.B.'s?—Doubling the A.B.'s.

27 November 1891.]

Mr. WILLIAM KEY.

[Continued.]

Mr. Bolton—continued.

10,842. For the next hundred tons, from 400 to 500, he only adds two men, going from 15 to 17?—Yes, which I think is quite reasonable.

10,843. That is quite sufficient?—Yes.

10,844. But between 300 and 400, do you think it is necessary to increase the number of hands by six, while from 400 to 500 it is only necessary to increase it by two?—Quite so.

10,845. What is the great difference between those two sizes necessitating such a great difference in the increase of hands?—It is simply the tonnage; when you get to a certain tonnage you can certainly manage a ship better than you can with a smaller tonnage, and then when you come to a certain rate of tonnage, again a higher rate—

10,846. Between 200 and 300 you only propose an increase of two A.B.'s and one boy?—Yes.

10,847. But as between 300 and 400 you propose an increase of four A.B.'s and one boy?—Yes.

10,848. And also the addition of a cook?—Quite so.

10,849. And that is your opinion?—Yes.

10,850. With reference to the eight hours' day, how would you manage that on board ship; you would have three watches, I presume?—The same as they have at the present time.

10,851. In a vessel of 200 tons with a total of six hands, one of them being a boy, what would the watches be composed of?—One of them being a boy?

10,852. One of these hands is a boy; what would the watches be composed of?—With simply six hands they would be composed two each.

10,853. In one case it would be one man and a boy?—One man and a boy in one case.

10,854. Would the boy be at the wheel?—Sometimes; it depends upon what apprenticeship he has got—what service.

10,855. But he is a boy you see?—Yes.

10,856. It may be his first voyage?—Of course if it was his first voyage he would not be at the wheel.

10,857. Then the man would be at the wheel?—The man would be at the wheel.

10,858. And the only person on deck besides the man would be this boy?—It certainly would not be right to only have the boy.

10,859. Do you think that would conduce to the safety of the vessel?—No, I do not, quite the contrary.

Mr. Tait.

10,860. You have been trustee of the National Sailors and Firemen's Union, and I want to ask whether you have been a party to the distribution of a large amount of strike pay?—Some thousands of pounds. I have signed cheques for many thousands.

10,861. Can you suggest to the Commission any way to prevent these strikes?—Yes. It would, I consider, prevent these strikes if the shipowners were properly organised and the men well organised, and there was formed a

Mr. Tait—continued.

conciliation board like that which has worked so successfully between the Durham and Northumberland coalowners and men. I have known the coalowners and the miners' representatives settle as far as 20 cases of dispute in one day, on a Saturday afternoon, on a Saturday morning even; they met at the coal office, talked the matter over in a proper spirit, and settled cases where otherwise there would have been a great strike.

10,862. You say that you are favourable to a legal eight hours' day for firemen and for sailors?—I am for everybody.

10,863. Would you have any objection to the law stepping in to prevent strikes?—Yes, I would allow the law to step in to prevent strikes; I do not think that any man has a right to strike at all at the expense of his wife and family.

10,864. Would you make the same law equitable in so far as preventing the employers locking their men out?—The same thing.

10,865. You would therefore favour a State board of arbitration?—Yes.

Mr. Jesse Collings.

10,866. You said that the wages are paid now once a month to the sailors' families?—Yes.

10,867. Does the sailor get any money down before he sails?—No.

10,868. Money advanced?—He gets what is called an allotment note after he signs, and, of course, he has to go to some money lenders—Jews in particular.

10,869. I only want information on that point; what is about the value of the wages on that allotment note?—A month's.

10,870. Then he practically gets paid a month's wages before he sails or gets an order for it?—He gets an order for it, and has to go and pay sometimes as far as 10s. in the pound to get it cashed.

10,871. Will the employer's cash it at their offices?—After the expiration of the month.

10,872. Not before?—Not before.

10,873. Now I understand you; you wish to have the wages paid not only weekly after the month, but weekly to start with?—Weekly to start with.

10,874. Then you would abolish the allotment note?—Entirely.

10,875. Why is it that the wages are paid once a month; is it from custom or agreement between the sailor and the owner?—It has been the custom for a great number of years, and the allotment note is provided for, I think, too in the Merchant Shipping Act.

10,876. Are there any cases within your knowledge, in which the sailors have asked to have their wages paid weekly?—Many a one; many a one I have heard wish that he could get the money weekly—hundreds I should think in my time.

10,877. Do you know any cases in which the money has been so paid weekly?—None, without it is a weekly boat; and she has simply been a

27 November 1891.]

Mr. WILLIAM KEY.

[Continued.]

Mr. Jesse Collings—continued.

week away, or less than a week away; they get their wages weekly then, 32s. 8d. a week.

10,878. As I understand you, you would like the allotment note done away with and the sailor's family paid weekly, the same as any other operative is paid?—Quite so.

10,879. Would you make that compulsory on the shipowner?—I would.

10,880. And would you make it compulsory on the sailor that he should have his money paid to his wife and family instead of to himself, whether he wishes it or not?—Well, that is rather a ticklish question so far as making it compulsory on the man; the man should really know his own circumstances best so far as his own family is concerned. Certainly my own feeling is to make every man pay his wages to his wife—so far as a sailor is concerned—a portion of them, what he thinks is right and best.

10,881. But you would not make that compulsory?—I would not really make it compulsory.

10,882. Then it amounts to this, that you would give the sailor the right when he ships to decide that his wages shall be paid weekly, and to whom and in what proportion they shall be paid?—Yes.

10,883. But would you allow his wages to accumulate, as at the present time, if he desired it?—If he desired it.

Sir John Gorst.

10,884. Are the seamen generally favourable to arbitration?—Yes, very, they are favourable to conciliation.

10,885. Has any formal representation ever been made to the shipowners of their desire to establish arbitration or conciliation boards?—Yes.

10,886. Have those representations been refused or accepted?—They have been refused generally by the majority.

10,887. Have you ever known them to be accepted?—Not as a body; I have known individual shipowners.

10,888. Favourable to them?—Yes.

10,889. Have you ever known an arbitration or a conciliation meeting taking place in the shipping trade, in the seafaring trade?—No, I could not say that I have.

10,890. Now I want to ask you about the hours of firemen; firemen have regular settled hours now on board ship, have they not?—Yes.

10,891. What are their hours?—Four hours on and eight hours off.

10,892. So that they have four hours on twice a day and a period of eight hours off; is that now generally recognised in all steamers?—Generally so; there are exceptions to it, but it is generally recognised.

10,893. Is there any custom as to the number of hours that a seaman can be called upon to work?—A seaman can be called upon at any time at the discretion of the captain.

Sir John Gorst—continued.

10,894. He is on watch half the day, is he not—12 hours?—Yes.

10,895. That is he is on duty for 12 hours?—Yes.

10,896. But as a matter of fact they do not work all those 12 hours; a great part of that time they are merely on the deck ready if there is an emergency?—They are working the hours they are on deck; they always consider they have to work; they have to keep a look-out, pumping, splicing, or tarring, scraping, holystoning, or such as that; I always considered that working.

10,897. Just let me understand, as a matter of fact, in ordinary steam vessels are the men kept at work during the whole of the 12 hours that they are on duty, or is there any sort of custom that the work is only to go on for a certain part of those 12 hours?—There may be exceptions, but there would be very few exceptions—exceptions that prove the rule.

10,898. Do you say, as a general rule, that the men are kept at work?—Yes.

10,899. During the whole of the 12 hours that they are on deck?—Yes, as a general rule.

Mr. Bolton.

10,900. During the night watch?—During the night watch.

Sir John Gorst.

10,901. I am referring to the whole of the watches?—Yes, they have to keep a look-out.

10,902. Take for instance the night watch, from 12 at midnight to 4, in the morning, are the men working at that time?—Yes.

10,903. Are the men on deck in that watch—of course they have got to steer?—Yes.

10,904. Then they have got to look out?—Yes.

10,905. Then there are the man who is steering and the men who are on the look-out—are the others doing any work?—Undoubtedly.

10,906. What?—Various kinds of work. I have been many times at 3 o'clock in the morning holystoning the decks and scrubbing paint work—many times.

10,907. Then your statement to the Commission—I want quite to understand it—is that a sailor is at work for 12 hours out of the 24?—Yes, as a rule.

10,908. As a general rule?—As a general rule, yes.

Mr. Bolton.

10,909. Would you tell the Commission, if you know, what has led to the custom of making the allotment letter not payable until a month after the sailing of the ship?—The custom is simply because the shipowners had the thing entirely their own way until the Union got into form and became a tower of strength; the shipowners had entirely their own way and the sailors were entirely at the mercy of the shipowners.

27 November 1891.]

Mr. WILLIAM KEY.

[Continued.]

Mr. Bolton—continued.

10,910. But the Union has not altered that particular, I think?—It is trying to do so.

10,911. It has not done so in the meantime?—It has not.

10,912. Is it not the fact that the allotment letter was made payable at a certain time after the sailing of the ship, in order to provide that the sailor was actually on board the ship?—Yes.

10,913. That is the true reason of the allotment letter not being payable until a month after the sailing?—But that is a long time you know, a month.

10,914. Quite so, but that is the reason?—Yes.

10,915. You have suggested that the allotment letter should now be done away with entirely?—I do suggest it.

10,916. And that in lieu of it a weekly payment should be made?—Yes.

10,917. Is it not the fact that sailors before the commencement of a voyage often require some money in hand for their own outfit?—Yes.

10,918. How would they obtain that if they were only entitled to a week's wage?—That is all they get upon an average when they get a month's money in advance, by the time they have paid sometimes 30 and 50 per cent. to get this thing discounted, and if they are getting a week's *bond fide* wages they can get as many clothes as they want out of that week's wages to take them on a voyage.

10,919. Can you account for the fact that such an enormous discount as 50 per cent. is charged in some cases for a thing that is perfectly good if a man goes to sea in the ship?—Well, that has been the cost, but simply because there have been certain cases of desertion, that is the reason; it is considered a very risky business.

Lord Hartington.

10,920. What class of vessels have you served on?—Generally on a barque—sailing ships.

10,921. On any liners?—No.

10,922. When you speak of the undermanning of ships do you wish it to be understood that all ships, in your opinion, are undermanned?—Not liners as a rule—the liners as a rule are not undermanned.

10,923. As a rule liners will have a sufficient crew?—As a rule.

10,924. What would be the hours of labour on board those ships?—Eight hours; I would have eight hours the legal enactment.

10,925. I ask you what they are on those sufficiently manned ships; are they eight hours?—They are eight hours.

10,926. Two watches in the 24 of four hours each?—12 hours on the liners.

10,927. How divided?—Four hours on and four off, with three watches.

10,928. Do you consider those excessive?—I think they could be improved.

Lord Hartington—continued.

10,929. I understand you to say you are in favour of a legal limitation to eight hours?—Yes.

10,930. That would apply to the liners as well as to other ships?—All ships.

10,931. Then it would be necessary, in your opinion, to increase the crews of the liners?—Undoubtedly, with the eight hours' legal enactment.

10,932. To the extent of 50 per cent.?—50 per cent.

10,933. Do I understand you to wish legally to reduce the hours of labour on board liners from the present 12 hours to eight hours?—Yes.

10,934. What increased crew would that make necessary?—That would make, as you say, 50 per cent.

10,935. And you consider that necessary?—I do.

10,936. But you said just now that the liners were sufficiently manned?—Well, they are at the present time in comparison with what the tramp steamers are, they are certainly superior manned to them. I know that sailor men, as a rule, are very thankful for small things, but in my opinion the liners would pay sufficiently well even with the 50 per cent. addition to the crew.

Sir John Gorst.

10,937. That would be 50 per cent. addition to the seamen only; the firemen have the shorter hours already?—Yes. I have it on the authority of a very prominent shipowner that the wages paid to sailors is a mere bagatelle at the present time.

Lord Hartington.

10,938. If that were made compulsory by law would it not be probable that the strength of each watch would be reduced?—No, I do not see how the strength of each watch would be reduced if there were 50 per cent. more men employed and there was simply an additional watch.

10,939. I think you say you have not served on board a liner?—No, I have not.

10,940. Do you not think that if it were made illegal that men should work more than eight hours the owners and captain would desire in that case to reduce the strength of each watch, considering that each man could serve only a smaller number of hours in the day?—Yes, but of course I am providing that we should have the manning scale carried out as suggested by the Union.

10,941. The manning scale suggested by the Union would not increase the strength of the crews on some of the liners, would it?—No, not on some of the liners.

10,942. Then, if in the case of those liners the hours of labour were reduced, would it not be necessary to make each watch consist of a smaller number of men?—I do not see that it would.

27 November 1891.]

MR. WILLIAM KEY.

[Continued.]

Professor Marshall.

10,943. With regard to that question of conciliation, I should like to ask you whether approaches have been made in the direction of conciliation?—They have been on the part of the men.

10,944. Did not they introduce some conditions precedent to the conciliation which were thought unacceptable?—The men introduced conditions?

10,945. Yes, which the majority of the owners afterwards thought unacceptable?—There was a divided opinion; some said it would be a good thing and others said it was not workable, and so forth.

10,946. Was it not given in evidence a little while ago that the men introduced the condition precedent to conciliation that none but unionists should be admitted to the benefits?—I am not aware that it was given in evidence.

Mr. Courtney.

10,947. Was it a fact you say that the sailors approached the shipowners in favour of conciliation?—A positive fact.

10,948. Did the sailors in doing so say that the conciliation should only apply to unionists?—The sailors simply said they would protect their own members.

10,949. That is to say, only unionists?—That is certainly quite right, they would only protect their own members.

The witness withdrew.

Mr. WILLIAM GRAFFUNDER called and examined.

Earl of Derby.

10,956. You live at Cardiff, I understand?—Yes.

10,957. What Union do you represent?—With reference to my capacity, I should like to state that I have been a seaman, and am at present a member of the Cardiff Boarding Masters' Guarantee Association, which in September 1890, at the request of a number of Cardiff trading seamen, promoted the Amalgamated Seamen's and Tradesmen's Union, on behalf of which I am here to give evidence. In order to make it perfectly clear how the Shipping Federation came to entrust their free labour books for Cardiff to our Society for a period of six months, I should feel obliged if you would allow me to produce a copy of a testimonial signed by 104 of the leading ship-owners, merchants, and brokers of Cardiff speaking to the character of our Association 10 years before the Union was formed.

10,958. What do you say your Association is?—They are mixed up together. They were promoted by the Guarantee Association of Boarding Masters which was brought into existence by the necessity of giving a guarantee for cash advances, because employers could not trust the seamen, and refused to trust the seamen with a cash advance. That was when

Mr. Courtney—continued.

10,950. They would not allow the board of conciliation to decide in the case of non-unionists?—Well, we do not consider they are sailors as a rule, the non-unionists—really practical sailors.

Sir John Gorst.

10,951. Was any such condition made in your offer of arbitration as that the arbitration should not apply to non-unionists?—No, we did not make any conditions, but naturally they would.

Mr. Courtney.

10,952. Then it is a mistake if we have been told so by the officers of the National Union?—Well, so far as I know—of course I am not always with the officers of the National Union—but I know that I have approached the owners myself on the subject with others, and that has generally been the doctrine that I have advocated myself. I would say I would protect the men who certainly desire to be protected, and they are only the competent men that I would protect.

10,953. That is to say, you would protect the unionists?—Yes.

10,954. And only unionists?—I would; that is my opinion.

10,955. But you do not know what the offer was that was made for conciliation?—No, I do not know the particulars.

the Act of 1880 was passed abolishing advance notes. There was no legal manner then of making any advances but by cash. Then a number of the Cardiff boarding masters met together and founded a limited liability company called the Cardiff Boarding Masters' Guarantee Association which in the course of the last 10 years has made a reputation, and I should like to read this particular part of the testimonial presented to the Right Honourable gentleman Sir Michael Hicks-Beach.

10,959. But why should you read this testimonial; no one has said anything against your Association?—Yes, I heard Mr. Wilson yesterday throw some imputation upon the character of boarding masters generally, and with your kind permission I should like to repudiate that.

10,960. Very well?—This is a testimonial which is signed by all the leading merchants and brokers of Cardiff, and it says here: "We desire further to suggest that, having known the Association of Cardiff Boarding Masters since their formation in 1881 as having rendered valuable assistance in facilitating the despatch of ships, and always acting honourably in all their transactions with us, it would be greatly to our interest that they should be represented by three or four

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Earl of Derby—continued.

“ licensed agents.” That was at the time refused. I merely wished to refer to that as a question of character. Here are a number of receipts showing where we have refunded money in cases of desertion, in fact we hold hundreds of those receipts, and there is confidence established between this Association and the local brokers and merchants.

10,961. Is that Association identical with the Union you represent?—They are the principal promoters of this Union; it is a seamen’s and tradesmen’s union.

10,962. How many members?—There are 83 tradesmen and there are about 5,000 seafaring members.

10,963. Now, do we understand that the object of your Union is to establish conciliation boards?—That is so. Our Union was brought about by these labour troubles. One condition is to provide for the merchant service a better class of seamen, and to see all such seamen engaged through this Union on board at the appointed time, in a fit and proper condition to proceed to sea. If you would kindly allow me, in order to show that we have carried out this condition of our Union, I would state that we hold a number of testimonials from shipmasters, showing that in nearly every case where our men have joined the ships they have done so sober and at the appointed time. There is one dated—“ Port of Cardiff, 16th November 1891.—“ This is to certify that the men selected by me “ from the Amalgamated Seamen’s and Trades- “ men’s Union joined my ship at the appointed “ time, and sober, and I beg to express my “ satisfaction with the assistance rendered by “ the officials of the above Association in “ mustering the crew and seeing them on board “ in a business like manner. Signed, ALEXANDER “ WALLACE.—Ship, ‘ Mount Stewart ’; Port of “ Registry, Glasgow.” This was a vessel which carried something like 20 able-bodied seamen before the mast. Then at the request—

10,964. It is not necessary that you should read these testimonials, but you may put them in for reference?—I have also several from some of the leading shipowners here.

10,965. We want to know what you have to suggest or to propose. You have told us, in the first instance, that you are in favour of conciliation boards?—Most decidedly.

10,966. Do you mean by that boards which shall have the right to settle and enforce a certain rate of wages?—That is my meaning.

10,967. That neither an employer on the one hand, nor a seaman on the other, should have the right to say what the rate of wages should be, but that it should be settled for both of them by a board?—By a joint board.

10,968. That they both should resign their freedom in that respect, and hand it over to this official body?—Exactly so. In my opinion, the last strike would have been avoided if such a board had existed.

10,969. I presume all strikes would be avoided if both employers and men can be compelled, the one to give employment and the other to

Earl of Derby—continued.

take it at terms fixed by some third party?—I mean that there was no attempt at conciliation made.

10,970. I want to know whether you have considered the subject. Do you mean merely that before a strike is resorted to, there should be an endeavour to come to an agreement by means of a board of conciliation, or do you mean that that board should have authority to decide what the rate of wages should be?—Just so, that is my meaning; there should be an endeavour to come to an agreement.

10,971. Then I see you say, “ We consider the “ law relative to advance notes should be “ amended.” In what respect?—Advance notes are very intimately associated with breach of contract. The law with regard to the numerous monetary losses which are daily inflicted upon tradespeople and boarding-house keepers, in connexion with the issue of conditional advance notes is, as at present constituted, very unsatisfactory and one-sided. Whilst the seaman has his remedy for the illegal detention of his clothes, and for overcharges by the boarding-house keepers and others, in the police court, the thousands of tradespeople and others who are victimised by seamen cashing advance notes, which become valueless by subsequent desertion or failing to join, are told to sue the absconding sailor in the civil court, in order to obtain the redress of their grievance. This is nothing more nor less than a farce, because, in nearly every case of this description, the seaman cannot be found to be served with the summons, and it would be a useless process to incur additional expense on account of a person who may be thousands of miles away by the time the court is sitting, or more probably he is repeating the same fraudulent tactics at some neighbouring seaport. The necessity of providing a practical remedy against such fraudulent practices has been repeatedly pointed out to the Board of Trade.

10,972. Let me understand exactly what is the practice which you complain of; am I right in supposing it is this: that a sailor obtains an advance note, that he cashes it —?—Knowing that he has no intention of proceeding to sea.

10,973. That he then disappears?—And goes to a neighbouring seaport and does the same thing over again.

10,974. And then the advance note is valueless?—We do not advocate punishment for breach of civil contract. I have known men being innocently punished for missing a ship by a few minutes, and the like of that; but when a man is guilty of drawing two or three advance notes within a week, knowing that he has no intention of proceeding if we were to bring a charge against him, the court would not prosecute. We should be told then to sue him in a county court, which is nothing more than a farce.

10,975. What is your remedy for that?—We suggest that upon information given to the local superintendent of the Board of Trade of the debtor’s legitimate debt for food or necessaries, the superintendent should sign an application to

27 November 1891.]

MR. WILLIAM GRAFFUNDER.

[Continued.]

Earl of Derby—continued.

issue a summons by way of police proceedings instead of the civil court, and that the court should deal with the case upon its merits. Should the court think it is merely a case of debt, then make an order upon that man's future earnings, which order shall be binding in any port of the United Kingdom where that man may be paid off. Should the court decide that it is a case of fraud, then sentence the man to imprisonment, the same as for any other fraudulent motive.

10,976. Does this practice prevail to a considerable extent?—When I have been driving from Cardiff to Newport in the summer time I have met as many as 20 men travelling on the road—what we call turnpike sailors—that is only 12 miles distant; the road is swarming with them, and seamen knowing that there is no check on this evil get tempted into this practice.

10,977. It is not worth anybody's while to look them up?—It is useless.

10,978. And so they escape without punishment?—They escape without punishment.

10,979. Then you say something in the paper before me about the advantage of having crews selected and mustered through this Union. What have you to say upon that point?—I should like to describe our present system.

10,980. If you please?—If a shipowner thinks well to select a crew from our particular Union, as the captain selects the men from the waiting-room the addresses of the men are taken. Then it is the delegate's duty to muster those men three or four hours previously to the ship's sailing. He has got to go round to these men's residences, and tell them when the ship is going to sea at that particular tide. That is a great advantage where the ship is lying, say, at Barry Dock, which is 12 miles distant from Cardiff. Very many would lose their ship if it was not for the delegate giving them a timely call, and warning them. If the delegate then finds that a man is missing, or has been missing, he instructs someone to bring over a competent substitute in his place, for the captain's approval.

10,981. Then do I understand you to say that you think it desirable that all crews should be selected and mustered through a union?—Not at all; it would be impossible, but I should like to see a healthy rivalry existing between the National Union and any other unions, so as to impress upon the men that they shall have to join their ships sober and at the appointed time.

10,982. I gather from what you have said that you have had no difficulty with the ship-owners?—We have had no difficulty whatever.

10,983. Have you had any difficulties with any other Union?—Yes, we have had difficulties with Mr. Wilson's Union.

10,984. Of what kind?—Well, they persevered in a very aggressive and coercive attitude towards us. I will describe the causes that made us form this Union; it was the aggressive and coercive attitude of the National Seamen and Firemen's Union, who, in the first

Earl of Derby—continued.

place, forcibly prevented any seafaring man from obtaining employment at Cardiff who would not pay to them the extraordinarily high entrance fee ranging from 35s. to 20l. The second cause was the injury inflicted upon the trade of the port by means of this system of intimidation. The third cause was the monetary losses sustained by tradespeople and boarding housekeepers, who, in the ordinary course of their business, had discounted advance notes for seamen and were compelled to pay sums of money as entrance fees to the National Union under a threat that the men would be prevented from going to sea. In connexion with the first cause I beg to mention that the port of Cardiff is practically what we call a "hard up" port; there is no pay day, and the seamen depend upon their half month's advance, which is 2l. 5s. or 2l. 7s. 6d., to pay their liabilities incurred whilst waiting for a ship, such as board and lodgings, and to purchase the necessary articles of clothing required for sea service. Considering that sailors frequently have to wait two or three or even six weeks until they obtain employment it was recognised that any entrance fee exceeding 4s. or 5s. was beyond the reach of the great majority of seamen frequenting our port. The Association of Cardiff Boarding Masters, who have been recognised as a useful body for a period extending over 10 years, after vainly endeavouring to obtain a reduction of the entrance fee from the local officers of the National Union, proceeded in August 1890 to promote the Amalgamated Seamen's and Tradesmen's Union which admits *bond fide* seamen at an entrance fee of 2s. 6d. and taxes the members with a contribution of 3d. per week.

10,985. You have something to tell us I see about the intimidation practised upon members of your Union?—Yes, I am sorry to say we have a great deal of that.

10,986. By whom has it been practised?—By members of the National Union.

10,987. At what time?—Ever since October 1890. There are various cases that I can mention. There is one case of intimidation in October, a case of the rival Unions at Newport; it happened on October the 15th where a crew were selected for the "Crimea" belonging to Messrs. Stephens, Mawson, and Co., a local shipping firm. The ship was lying at Newport, and we at that time had a branch at Newport. The crew were selected from our offices at Newport, and whilst the men were being conveyed down on board at the Alexandra Dock at Newport a cripple of the name of McGowan was thrown by one of the members of the Union, named William Moffatt, into the dock, a distance of 15 feet down and narrowly escaped with his life.

Lord Hartington.

10,988. A cripple?—Yes, a cripple, quite a little chap, a helpless fellow. Then within a day or two of that the secretary of the Newport branch, named Frank Gilman, was fined 3l. and

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Lord Hartington—continued.

another man named John Sullivan for assaulting one of our members, Christopher Simmons, who was also in the act of conveying the men's effects on board of another ship called the "Mandragora." This offence was clearly proved against him. Then on another occasion I myself was assaulted and hunted by a crowd of 300 or 400 National Union men. It was just at the commencement of the strike when the first number of men were brought from the north of England. I was requested by the Federation to receive those men, and having the men in my trap, I was surrounded by a yelling mob of pickets and union men to the number of 300 or 400. They took hold of the horse's reins and refused to let the horse go on. The horse got rearing up, but I got out of the trap and cleared the horse's head and ran the horse through the crowd. Then the mob chased me right down, a mile down, hooting and yelling and pulling some of the men out of the cart.

Earl of Derby.

10,989. Did you prosecute any of those people?—Yes, one of the men was brought before the sessions and was sentenced to a month's hard labour for collaring my throat and trying to trip me up.

10,990. And have you reason to suppose that the same state of feeling continues?—It does not continue now. I think the men have found out different. At that time Mr. Wilson incited the men and said that we were a bogus union got up by the shipowners in order to reduce the wages.

10,991. I suppose any union that is not hostile to the shipowners would be liable to be called a bogus union by a certain class of persons, would it not?—It appears that Mr. Wilson would not recognise any other Union only his own.

10,992. You wish to tell us something, I think, about cases in which advance notes have been taken from seamen at the shipping office for the purpose of paying fees and contributions to the National Sailors and Firemen's Union?—Yes, I have got one case myself which occurred on Saturday, March the 21st, 1891, at the Barry Dock when the Union delegates took two advance notes from William Lerks and William Sundall, two firemen shipped in the steamship "Lyell." Those men were indebted to me to the amount of 35s. each; they had been a considerable time in the house. They had been in this "Lyell" on a previous voyage, and the captain wished to take them back again, and as those men came out of the office they came and stated to me that they were surrounded by the delegates and other National Union men who told them that they could not proceed in this vessel unless they joined the National Union. The men said, "We have no money." "Well," they said, "you have your notes," and under a threat they got the notes from those two men, and they gave them a few shillings out of them and made the men drunk, and the men returned

Earl of Derby—continued.

home late on Saturday night and had nothing to pay their bill with.

10,993. The men returned home drunk on Saturday night, you say, but I suppose that was not in consequence?—They had given them 10s. each, I believe, out of notes for 2l. 7s. 6d., and kept 37s. 6d. as an entrance fee for the Union.

10,994. In short, as you put it, the Union insisted on being paid in full before any other?—Before any other claim. Then there is another case of a man owing 4l. to one of our members, Sornsen, a fireman named Schaffenberg, he brought the man to our office. This man sailed in a vessel called the "Mercedes" the first week in February. They detained the whole note from this man as an entrance fee to the Union.

10,995. Do you say that any legal proceedings were taken about these cases?—There was one case tried in Newport, but it was compromised afterwards.

Lord Hartington.

10,996. Were any legal proceedings taken in these cases that you have just mentioned?—No.

10,997. Then how do you know of them?—They were my own men, two of those.

10,998. That is the story they told you?—The note was afterwards presented to Messrs. Robert White & Co. for payment by the Union. I can easily substantiate that to be correct.

Earl of Derby.

10,999. Now what is it that you want to tell us about the unsatisfactory state of the law with regard to the criminal punishment of persons who become accessories to a seaman's breach of contract. What does that mean?—Since the passing of the Act of 1880 desertion is no longer considered a criminal offence, it is a breach of a civil contract for which the owner must sue the seaman in a civil court; but there are certain clauses which punish the accessories to desertion either before or after the fact. I do not say that accessories before the fact should not be punished. If a man entices a seaman ashore he ought to be punished. But if a seaman has broken his contract unknowingly to a boarding-house keeper or a tradesman, and that man afterwards comes to board in the other man's house and is given a shelter there, that boarding-house keeper or tradesman may be criminally punished. He is liable to a penalty of 20l. or three months' imprisonment for knowingly giving shelter to a seaman who has broken his contract. I consider that that state of things is a disgrace and ought to be altered.

11,000. You think he ought not to be punished to that extent?—Not any man for giving a seaman a shelter after a man has broken his contract, he should not be criminally punished.

11,001. It must be knowingly giving shelter?—Yes.

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Earl of Derby—continued.

11,002. That is to say with a knowledge that the man has committed an offence?—With that knowledge. If the deserter went to his own brother or his father, and either of them questioned him on the point, and he stated that he had deserted his ship, that brother or father would be liable to imprisonment under the present state of the law.

11,003. Do you say that desertion has increased since the passing of the Act of 1880?—Yes, I think so. I have a few instances here of recent cases. On September 29th, 1891, the "Esther Roy," nine men short. Then the steamship "Norwood," September 27th, the same week, nine deserters. Brokers, Messrs. Ropner and Co. The steamship "Lavernock," four deserters, September 9th, 1891. Messrs. Morel Brothers. The ship "Ditton," five deserters, August 20th, 1891. Messrs. S. Brukewich & Co. The steamship "Merannio," four deserters, August 6th the same year. Messrs. Peter Rowe and Sons. The steamship "Trewellard," four deserters, September 30th, 1891. The steamship "Dora," four deserters; that is nearly the whole crew, there are only six on deck. That was on July 17th, 1891. Then the "Polynesian," nine deserters, on November the 21st, 1891. Messrs. Evan Jones & Co. That is only recently. Previous to the passing of the Act of 1880 we did not know of any such thing as more than one or two men short.

Mr. Bolton.

11,004. You have had considerable experience in cashing advance notes, I presume?—I have been 21 years in that line of business.

11,005. Are you aware whether it is a common thing for such discounts has have been mentioned here of from 30 to 40 per cent. being charged for cashing an advance note?—Well, if I wanted to discount a note myself I would have to pay 10 per cent. to another tradesman.

11,006. Is it common to pay from 30 to 40 or 50 per cent. for discount?—No, 10 per cent. is the usual charge.

11,007. As an exceptional thing have you known anything like 30 per cent.?—Probably an allotment note, it may be so, because the risk is greater on account of waiting so long for it.

11,008. You heard the recommendation given by the last witness that advance notes and allotment notes should be abolished, and that seamen should receive instead weekly wages; do you think that that would be to the advantage of the seamen?—I think so in weekly steamboats.

11,009. And sailing vessels?—I do not see now it could be carried on in sailing vessels, because sailing vessels go away on a long voyage and the money would be paid before the owner would know whether the man has remained by the ship or not. I do not see that it is practicable; it could not be carried out, not weekly, it might fortnightly in steamers

Mr. Austin.

11,010. Of what nationality are you?—I am a German by birth, but I consider myself as an Englishman. I have made my home in Cardiff for the last 21 years, and I have grown up there from a lad.

11,011. Have you ever been a seaman?—Yes, I have been a seaman.

11,012. For how long?—For 10 years; in fact I have been to sea since I set up in business—several voyages.

11,013. I suppose you will agree that seamen have hardships?—Seamen have great hardships.

11,014. Have you assisted to organise the seamen at any time?—I have assisted to organise this present Union, the Seamen's and Tradesmen's Union.

11,015. How long has it been in existence?—About 13 months.

11,016. Since the formation of the Shipping Federation?—Yes, since, but I had endeavoured 10 years previously to that to organise seamen.

11,017. With what effect?—Mr. Walter Clarke Russell despaired of it; he said it was impossible to organise seamen at that time.

11,018. Are you the general secretary of this Union?—I am one of the managing directors; that is an office which we found necessary to represent the executive committee. It was necessary to appoint two managing directors for the better control of the delegates and to see the crews mustered.

11,019. This organisation is not under the Trades Union Acts, is it?—It is most decidedly.

11,020. Can you put in the rules?—Yes, I can. (See Appendix 21.)

11,021. I think you have stated that you have 5,000 seamen and 83 tradesmen in the Union?—Yes.

11,022. What class of tradesmen are they?—They are people in the shipping business mostly boarding-house keepers, outfitters, butchers, and a few grocers.

11,023. But in the ordinary acceptance of what is known in this country as a tradesman, you have none?—We call ourselves tradesmen—we are trading.

11,024. Did each member who joined this Association pay an entrance fee?—Each member paid half-a-crown entrance fee.

11,025. And what are the contributions?—3d. a week.

11,026. The entrance fee you say is 2s. 6d.; that would mean close upon 700l.?—It would that.

11,027. And the contributions would amount to something like 3,000l.; does your balance-sheet show anything like that?—We have not any balance-sheet yet. The annual meeting to be held in January, that is our first annual meeting, and the report then will be issued in the next month—February. We have got a quarterly balance-sheet, or rather not a balance-sheet, a quarterly statement of account showing what we have got in hand.

11,028. Is it not the fact that your balance-sheet shows only an income of 600l.?—We have not a balance-sheet to that effect.

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Mr. Austin—continued.

11,029. You have issued quarterly statements, have you not?—Yes, we have got quarterly statements.

11,030. Well, four quarters make a year?—Yes.

11,031. Have you any objection to tell the Commission how much you have spent in salaries?—I could not tell you without referring to the secretary.

11,032. Are the quarterly statements printed and supplied to the members?—They are only supplied to the Executive Committee. There are 10 seafaring committee men and 10 tradesmen committee men; they meet once a month.

11,033. Have you any other branches besides the one established at Cardiff?—We have got a Barry branch; we had a Newport branch, and we tried to open one in London, but it could not support itself, so we let it drop for the present.

11,034. You were, I believe, employed in the Shipping Federation?—Not employed.

11,035. Were you not an official in the Shipping Federation?—No, never.

11,036. Have you any connexion with it?—We had this connexion, that we held the books of the Federation, as I have already stated, under a contract for six months as the Boarding Masters' Guarantee Company, not as the Seamen and Tradesmen's Union. I am also a member of the Guarantee Association of Boarding Masters.

11,037. You said you were not employed by the Shipping Federation—you are in the employment of this Tradesmen's Union?—Yes, of the Union.

11,038. And you receive a salary from that?—Yes, I receive a salary.

11,039. Have you any objection to stating the reason why you severed your connexion with the Shipping Federation?—I should say it was on account of the insurance scheme.

11,040. Would you explain that more fully?—The six months expired in the month of June. We took the books in November; we took them over for a six months' contract. We had a suitable set of offices, but the Federation at the time had not got a suitable place to select the men at, and being friendly at Cardiff with the local owners they asked us would we take the books for a period of six months under a guarantee that we should carry everything on in a straightforward manner, and when the six months expired of course we gave up the books to them.

11,041. I think you took a prominent part in connexion with the late Cardiff strike in supplying seamen?—I do not say that I took any prominent part. I was asked—at least I offered—to go to Liverpool to fetch men when we got short of men during the strike, and seeing the difficulty we had to contend with with the first batch of men that came from the North of England I suggested that it would be better for a man to go from Cardiff to select the men, tell them exactly what they had to expect when they got there; that there was a strike pending, and that they would have to go direct

Mr. Austin—continued.

on board the receiving ships so that there should be a witness to confront the men when they got to Cardiff.

11,042. To your knowledge, were there men brought into Cardiff on the assumption that there was no strike there?—In regard to the first lot of men when the assault on me personally took place, some of the men said that they were under the impression that they were going to London instead of Cardiff.

11,043. I believe you were one of the principals in the prosecution of Mr. Wilson, were you not?—No, I was not.

11,044. Were any of the funds of your Union used for that purpose?—No; that was a personal question with the boarding masters—there were two or three.

11,045. Are you not a member of the Boarding Masters' Association?—Yes, I am.

11,046. Did they pay any money towards the prosecution of Mr. Wilson?—No, not for the prosecution of Mr. Wilson.

11,047. You distinctly deny that, do you?—I deny that.

11,048. Did you receive any money from the Shipping Federation towards the prosecution of Mr. Wilson?—We did not. We had no hand in prosecuting; it was a prosecution by the police; it was police proceedings.

11,049. You were a witness against Mr. Wilson, were you not?—No, not in that case.

11,050. At any time during the Cardiff strike were you a witness against Mr. Wilson?—No, I was not.

Mr. Courtney.

11,051. How long have you been a boarding master?—For 21 years since I first started, but I have been to sea since, through losing money, unfortunately, in consequence of discounting notes like these, and the desertion by seamen. I had to go to sea again, through being too trusting with the men.

11,052. Your business was broken up when you went to sea?—My business was broken up for the time, but I re-started after.

11,053. What accommodation have you got for seamen?—I can accommodate about 22 men at present.

11,054. Are you generally pretty full?—Yes, I think my name is pretty well known. I do not think there has ever been a charge against me during the whole of the time, that I overcharged a single penny to the seamen. I think the local officers of the Board of Trade will bear me out in that.

11,055. You said 10 per cent. is the usual discount in the trade?—I do not charge 10 per cent., I charge 5 per cent., that is, if I am in a position to keep the note myself; but if I am obliged, through ships hanging back, or if I have got a number of notes on my hand, and I am bound to discount them—I myself have to pay 10 per cent. to another tradesman to discount those notes, because it is a very risky business. There is 60*l.* lost even now, lately:

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Mr. Courtney—continued.

that represents my losses during about 13 months on conditional advance notes, that is if the men do not proceed to sea, the money is lost entirely. Here are some of these notes (*producing advance notes*).

11,056. Sixty pounds, out of how much?—I could not say, but that represents my losses during the last 13 months.

11,057. How much have you advanced in the course of 13 months?—That is the total loss.

11,058. I understand that. How much have you advanced on advance notes in the total number of years; what is the average advance in the course of the year?—I would send away about seven or eight or sometimes 10 men a week. I could not average it now at the moment.

11,059. That would be about 400 men in a year?—Yes, about that amount. I think that would be about the correct number. I have placed 400 men, all my own boarders, in our Union in a corresponding space of time, so I think that would be the correct estimate for a year.

11,060. What is the average of a note, 2*l.* 10*s.*?—The average would be about 3*l.*

11,061. 3*l.*?—On a sailing ship 3*l.* 10*s.*, a steamer 2*l.* 5*s.* or 2*l.* 7*s.* 6*d.*

11,062. 3*l.* would make about 1,200*l.* a year?—About that.

11,063. And you lose 5 per cent.?—Yes, I should say so.

11,064. You charge 5 per cent.?—That is if the man is able to pay it, but frequently the man is in debt, he cannot pay it.

11,065. You run it rather fine?—Yes.

11,066. What is the largest amount you have ever known deducted by any other person on advance notes: the largest percentage?—I know there are some unscrupulous boarding-house keepers, but those people we do not recognise. That is where Mr. Wilson has made the mistake, he classes them all alike, he makes no distinction.

11,067. I think he said "some people." What is the biggest that the worst man that you have ever known has charged?—Well, I have known as much as 15 per cent.

11,068. Not higher than that?—No.

11,069. Not 50?—Well, they might charge 50 per cent. in other ways.

11,070. In putting on prices for goods?—Not by putting down discount rates.

11,071. By adding on prices to the goods?—Yes.

11,072. Do you say it is a common thing for a man to get an advance note in Cardiff to obtain goods or money on it, and then to walk off to Newport?—Yes, we very often trace them to Newport, Bristol, and Swansea; in fact if there was a law, that we had a practical remedy to bring them to a court, we should find those men very often.

11,073. Has any attempt ever been made to get a man apprehended for obtaining money under false pretences?—Yes, we have made

Mr. Courtney—continued.

that attempt, but the court refuses to deal with it.

11,074. On the ground of want of evidence or what?—On the ground of saying it is a civil case.

11,075. But have you offered evidence that the man never had any intention of going to sea?—We have done so, but, as I stated before, the difficulty is that every magistrate will treat the case on the assumption that it is a case due before a civil court.

11,076. It has never been carried beyond a magistrate?—No.

11,077. Do you say that the magistrates have dismissed these cases, not for want of evidence of fraud, but because it must necessarily be a civil wrong?—That is so, they refuse to hear those cases.

11,078. Of course, as you said yourself, a man might by accident miss his ship?—Yes.

11,079. That would be no fraudulent intent?—Exactly so, but if it can be shown that a man has signed in two ships at the same time he cannot possibly proceed in the two ships at once, and then I say that is a case where the man should be convicted for fraud.

11,080. Have you ever brought evidence to that effect before a magistrate?—No, personally I have not, but I know there are tradespeople who have brought it before them.

11,081. You know it has been done?—Yes, I believe Mr. Samuel has done so.

11,082. And where it has been proved that a man has signed for two ships at once, the magistrates still held that there was no proof of fraudulent intent?—I think they refuse to deal with those cases if it concerns a seaman.

11,083. I do not understand about the law of accessories to desertion; is it your complaint now that under the Act of 1880 a man who does not go to sea is only liable civilly, but that a man who harbours him is liable criminally?—That is so.

11,084. So that the principal is only liable to a civil extent, but the accessory is liable —?—To a criminal prosecution.

11,085. You are quite clear about that?—I am quite sure about that. One of the most eminent solicitors in Cardiff only recently published a letter on the subject.

11,086. Has that been brought, say, to Sir Edward Reed's notice?—We have brought it before the Board of Trade on several occasions, but they did not seem to take any notice of it.

11,087. Has any member of Parliament been impressed with the propriety of bringing in a Bill to mend that anomaly?—The solicitor states he thinks it is an oversight that when the Act abolished imprisonment for desertion it did not at the same time abolish those clauses which punished the accessories.

11,088. And I should say if the case is as you state that there probably was an oversight; has any attempt been made to bring it before Parliament?—No, there has no attempt been made.

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Mr. Courtney—continued.

11,089. You complained of the National Union getting hold of a man who has got an advance note and getting a subscription out of him before your bill is paid?—That is so; that is the principal cause why this present Union was formed, because they did not consider anybody else's interest as long as their fees were paid.

11,090. Have you any proof, except the man's own words, that he was coerced into doing it?—I have seen it daily.

Lord Hartington.

11,091. Seen what?—I have seen this done daily, I am in the middle of it every day. When the Union was in full power they would not even accept half the entrance fee; they demanded then the full fee, which was then 35s., and even 2l.

Mr. Courtney.

11,092. Yes, but the man comes and tells you that he has been forced to do this; have you any other evidence besides the man's telling you?—The fact that the note is in the possession of the National Union, that is evidence sufficient to corroborate the man's statement.

11,093. It shows that he has put it there, but it does not show that he was forced to put it there?—It is generally admitted that this has been done continually; it is well known in Cardiff, and Newport, and all over—not only that, but there is the blocking of the shipping office which has also been complained of—that for over six months previous to the strike it was impossible for a man to enter the Board of Trade offices to obtain employment unless he produced a book certifying that he was a member of Mr. Wilson's Union. Each side of the gate there stood a delegate, "Where is your book?" If the man could not produce the book, he was not allowed to enter, and if he remonstrated, he was set upon and ill-used.

11,094. That is a different charge, I think?—Yes.

11,095. The point I was putting to you was this. A man got an advance note, and instead of coming to you and giving it to you as a repayment of the debt, he goes to the National Union and pays his subscription; what evidence is there that he did not do that knowingly; in fact, that he was careless about your debt, very careful about his subscription?—Well, I have not evidence to prove it, but I could mention the brokers' names, Messrs. Robert White and Company; they will prove that the note was presented to them for payment by the National Union.

Lord Hartington.

11,096. How long did this strike of which you have spoken last?—Six weeks. I think it was the 6th February to the middle of March.

11,097. Did violence and intimidation prevail

Lord Hartington—continued

during the whole time?—Very much. We had to apply for police protection. A policeman was stationed at one entrance to a lane—there is a lane running at the back of our office—and finding that our men were ill-treated we applied to the police and after some time they stationed a man there. I remember—I saw it with my own eyes—one of our men who signed on in a ship being set upon by eight of the pickets, and coming rushing in bleeding through the back entrance of our office. I went right out with him and confronted them, and he pointed out the men who did it; they were standing then at the top of the lane after ill-treating the man.

11,098. Was it a man belonging to your Association, to your Union?—One of our own men.

11,099. Were legal proceedings taken in any cases?—I think there were about 20 men arrested during the strike for violence.

11,100. And convictions followed?—Conviction followed. I remember a case of the S.S. "Lux," where we sent twelve men across to the Penarth shipping office to sign. The men were set upon by a crowd of 100 National Union men who threw stones at the officers and captain, and followed them all the way from Cardiff, over across in a boat.

11,101. You said you took over the books of the Shipping Federation, did you not?—Yes, that was in November.

11,102. What do you mean exactly by that?—The free labour books. When the Federation first established a branch office at Cardiff the ticket was then very much despised by the National Union men, in fact they called it a convict badge, and seeing that we were on friendly terms with the owners they asked us to take over the books and to let them have our office; we had a suitable office, as a waiting room for the men to be selected; they asked us to take over these books for the consideration of the fees. They thought it would pay us to do so. We made a calculation, and found that it, perhaps, would pay expenses, and that it would suit our purpose at the same time. We held the books for six months on that condition, and afterwards, when the payment for the ticket was discontinued, the owners having made a verbal contract to pay a fee of a shilling per ticket, they continued to pay the shilling until the expiration of the six months.

11,103. For six months you acted as the agents?—As agents; that is, the Cardiff Boarding Masters' Guarantee Association did.

11,104. Instead of the Federation employing their own officials you acted as their agents?—We acted for them.

Mr. Austin.

11,105. In those cases of violence how did you know they were National Union men?—They had the Union badge. These men formed themselves into a procession every day, and they used to walk the streets every morning and

27 November 1891.]

Mr. WILLIAM GRAFFUNDER.

[Continued.]

Mr. Austin—continued.

afternoon hooting and visiting all the hostile boarding houses as they used to call them. Each of these men wore a blue rosette; they got an emblem of their order, and these men wore that.

11,106. And are you certain they were all National Union men?—Well, they wore the rosette and the emblem of the order. They were stationed there to watch our office.

11,107. And by those men you say these acts of violence were committed?—By those men.

The witness withdrew.

Mr. SOLL SAMUEL called and examined.

Earl of Derby.

11,112. You live in Cardiff?—I do.

11,113. You are a member of the Amalgamated Seamen and Firemen's Union?—Yes; and an outfitter. I should like, with your Lordship's permission, at once to state that although an honorary member of the above Union, I have taken no part in the formation of the Union, neither have I taken any active part on behalf of the same. My only motive for joining was to give them assistance believing from observation that they were counteracting the unfair action that was carried on by the National Seamen's Union, whereby seamen were debarred from joining ships unless on the terms laid down by their officials.

11,114. You considered that the action of the other Union was inflicting an injury upon the trade of the port?—Yes.

11,115. Can you give us any comparison of the state of trade previously to the formation of the Shipping Federation and subsequently?—I can; previously to the formation of the Federation, I have known personally, and am prepared to state on oath—as I have no names or dates for my assertion, not thinking that evidence would ever be required of it—but I have seen it personally, and been told personally by seamen and others, of how by instructions of the Union delegates' men were debarred from joining ships unless they were either Union men, or were prepared to join the Union on signing, and willing to give up their advance note which I have known myself taken from them at the shipping office door, the subscription of the Union, which was very heavy, deducted, and orders given to the men to purchase with the balance where the delegates chose to send them, which was chiefly the Seamen's Union office, which was taking away the freedom which I consider should exist. At Cardiff the Union started both a Seamen's Union Home and an outfitting store, which they still carry on; and from my experience I say it is carried on on the same lines as most boarding-houses. When the men sign, their advance notes are taken from them; they are charged with board and all dues for cartage, &c., and for the balance they have to go into their own stores and purchase outfits, at what are, from my knowledge, not strictly co-operative prices, the same being delivered at the time of sailing. So that I say that the seamen

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Mr. Austin—continued.

11,108. What was the number of convictions in the whole?—About 20 I should say.

11,109. Twenty?—I should say so, I am not quite certain; about 20 men were arrested during the whole of the time.

11,110. Convicted I mean, not arrested?—Well, there must have been 15 or 16; from 15 to 20 convictions, I should say.

11,111. During the time the strike lasted?—Yes, during the time of the strike.

Earl of Derby—continued.

have less advantage than when staying at a respectable boarding-house which keeps no store, because they would, on signing, be masters of their own advance; could go where they like to discount their own notes; no subscriptions or entrance fees of Unions to pay unless they so wish, so that their notes would be their own free property, instead of being mortgaged to a great extent preventing any but Union stores discounting same unless wishing to run heavy risks which traders do not care about under the existing laws. After the formation of the Shipping Federation (I speak chiefly of my own trade which consists of the seafaring trade in outfitting) the men appeared to have more freedom to obtain, and could obtain, in opposition to the National Union, an engagement free of all fetters and become again their own masters. Trade at once commenced to return to its old groove. The men held their own advance notes unfettered, and were free to discount the same to their own best advantage, a state which to my mind should exist, and the men seemed to appreciate it, and that, in my opinion, led to the success of the Federation.

11,116. Then we gather that in your judgment the creation of the Shipping Federation has been an undoubted advantage to the trade of Cardiff?—To the men and the trade.

11,117. I believe you have something to say as to a board of conciliation?—Yes, I am of opinion that had there been a fair conciliation board represented by all concerned with an impartial arbitrator the differences of the Cardiff seamen could have been got over without a strike. The question chiefly was unionist and free labour against union labour solely. I am myself an advocate of unionism, and I firmly believe that moral persuasion, allowing the men to mix, would ultimately have led to the desired effect. In any case it could not have given the strike in Cardiff a more disastrous effect but would in all probability have brought about a better understanding instead of a crushing defeat of the Seamen's Union.

11,118. When you speak of a board of conciliation you mean, I suppose, a board which should have for its object the bringing about of an understanding; you do not mean a board which should have the right of fixing the rate of wages?—No, a mutual board; and I take it

4 E

27 November 1891.]

Mr. SOLL SAMUEL

[Continued.]

Earl of Derby—continued.

their business would be in the case of a strike to, if possible, postpone that strike until they had time for consideration. If there had been that board most probably we should have avoided the Cardiff strike.

11,119. What is it you have to tell us about continuous discharges?—Discharges at present in the British service are, in my opinion, useless. If a seaman has a bad discharge he does not produce it when seeking re-engagement, and that frequently prevents a superior man from obtaining the advantage he deserves. Continuous discharges giving a description of the man whom it belongs to would at once prevent such a fraud and be of the greatest assistance to masters in selecting a good crew and would have a tendency to induce the men to improve their general conduct.

11,120. What I understand you mean by continuous discharges is this, that when the man presents the paper which is his certificate of his character, that paper should include his whole life at sea and not merely his last voyage?—Certainly.

11,121. Do you think the men would be willing to accede to that?—It is carried on in the foreign service, and it certainly, in my opinion, leads to a better class of men obtaining that rating which they deserve by their marked conduct.

11,122. But suppose that a man had on some one occasion misbehaved himself, would you compel him to bring up the record of that misbehaviour together with all the rest of the history?—It would be the duty of the master to give him a true reference. If he gave him a reference out of malice or anything of that kind he would have his remedy the same as any other employee who is given a bad reference. But undoubtedly if there is anything wrong in his conduct it should be known to the one who is about to employ him.

11,123. We are not speaking of charges made out of malice, or false charges, but suppose something has been proved against a man who is generally well conducted, do you think it is reasonable that he should be continually called upon to bring up the record of that misconduct whenever he wants fresh employment?—Well, I consider by his future good conduct the continuous discharge would show that charge was of old standing and that he had improved his general conduct afterwards, and that would outweigh what was against him on his discharge.

11,124. You want to tell us of losses sustained by tradesmen through seamen breaking their contracts?—Yes.

11,125. Will you explain what you mean by that?—By the present system traders who are defrauded have no other remedy but the county courts, which are practically useless, and this makes the advance note so much less negotiable to the disadvantage of the holder, whom it is intended to benefit. It also opens out and does lead to a system of fraud. Dishonest men sign over and over again, and, when unable to do so in one town, they remove to another.

Earl of Derby—continued.

11,126. What we understand is done is this: A man gets his advance note, cashes it, and then deserts, or rather does not join the ship, and, in consequence, the advance note is rendered valueless?—Yes; I will, with your Lordship's permission, read the rest of my opinion upon that. They will remove to another town, and there carry on the same system, thus making the risk of discounting so much greater that a higher charge is made to cover same, and also frequently, to my knowledge, leads to men breaking their contracts by not joining ships, having, as they often say, got to work up a dead horse, having already succeeded in obtaining part of their future earnings which, if they joined their ship, would have to be repaid.

11,127. Then I understand that you complain of the absence of any legal remedy for tradesmen who have been defrauded in these and similar ways?—Yes, I say that the Legislature, having wisely, in my opinion, legalised advance notes, it is, I consider, their duty to protect the trader from such a system of fraud which acts disadvantageously to all concerned, by passing some easier and speedier law for the recovery of the money out of which they have been so defrauded than at present exists; I think there should be a law that where a trader, or any one discounting such advance note, could either sue before the magistrate or prove their claim before the Board of Trade, he should have power to garnishee their future earnings, and that would, in my opinion, frequently prevent desertion, and the continuous discharge would lead to theft detection.

11,128. Is there anything else you wish to bring before us?—Yes, I should like to bring before your notice the question of the sale of blank advance notes. At present blank advance notes are sold by stationers and others. These have margins left for filling in the name of seamen and the amount. These are frequently bought by men and filled out similar to legal notes and discounted. This system is very simple, and I myself have prosecuted for such actions. To prevent this sort of thing notes should only be sold by authority from the Board of Trade, and should be sold only to persons who have a right to them, and they should, in my opinion, bear an official stamp.

11,129. Is there anything else you wish to add?—No, I do not think there is anything else.

Mr. Bolton.

11,130. What is the usual charge for discounting an advance note, in your experience?—I myself have five shops, simply trading with men of the seafaring class. I charge at the rate of 5 per cent. for discounting the note to cover the loss, but that certainly does not cover the loss. I am a trader who has traded in this way for over 25 years, and have had a thorough experience of the trade, and I do not indiscriminately discount any one note, and my losses possibly would not amount to more than 10 or 15 per cent. But where there are traders open-

27 November 1891.]

Mr. SOLL SAMUEL.

[Continued.]

Mr. Bolton—continued.

ing out who do not understand the business, I should put their losses down at 50 or 60 per cent., because the class of men that sign and do not intend sailing in the ship notice the trader who has opened, and they at once make a mark of him.

11,131. How long before the ship sails is the advance note usually given?—There is no rule. On some boats possibly 12 to 24 hours; perhaps two or three days. I have known advance notes which depended entirely on the weather. A sailing ship would sign three or four days before they were prepared, and I have this last week held advance notes for a fortnight and three weeks, and the ships have not sailed yet.

11,132. Do you charge the same rate for discounting an advance note when the ship has sailed with the man on board?—For another trader do you mean?

11,133. No; for his wife, for example?—We very seldom get them. It is a thing that is very seldom done.

11,134. If you do do you charge the same?—No.

11,135. What do you charge?—About 2½ per cent.

11,136. Then the risk is in consequence of your discounting these notes before the ship sails?—Before it sails, yes.

11,137. And you do it with your eyes open?—Undoubtedly.

Sir M. Hicks-Beach.

11,138. How long are you out of your money? What time do you advance it for?—The advance is made payable as a rule three days after the sailing of the ship, provided of course the man sails on such ship.

11,139. When can you get that advance note paid?—Three days after the sailing of the ship.

11,140. Therefore it may be given to you a day before the sailing of the ship, and you will get it paid within three days after?—They have a right to hold it for three clear days.

11,141. Therefore you can get your money back in four days, and for that you charge 5 per cent.?—If the man sails in the ship and does not break the conditions. If it was only on the 5 per cent. loan it would not pay us by a long way to discount the notes, because the losses

Sir M. Hicks-Beach—continued.

would over-reach the gain; but being very careful in selecting the notes, and being so long established, of course I know the customers, and can place more trust in them, it would not pay a new trader to discount notes at 20 per cent.

11,142. It may be a question of the trustworthiness of the person of course; but my question was directed to the time which you would have to wait before you get your money, and I understand it may be as short a period as four days?—It may be as little as four days, and it may be two or three weeks.

Mr. Bolton.

11,143. Is it not the custom with some ship-owners to make the advance note payable a month after the ship sails?—No, that would be an allotment note.

Mr. Austin.

11,144. What calling do you follow at present?—I am an outfitter.

11,145. How long have you been in that line?—About 25 years.

11,146. I believe it is since the establishment of the National Home in Cardiff that the friction has arisen between the seamen and the boarding-house keepers?—No. The friction arose directly they started preventing men joining the ship unless they became members of the National Union, willingly or unwillingly. That has caused the friction. Then their taking the advance note from them and charging them a large subscription and deducting it from the amount of the advance note certainly crippled the trade and prevented seamen, in my opinion, from being their own free masters of their own free property.

11,147. To your knowledge, does the Seamen's Union charge anything for cashing those notes?—Yes, they do cash them and charge for them.

11,148. What do they charge?—Five per cent.

11,149. Are you positive of that?—I am positive so far that I have had customers in the shop, old customers, who have told me so over and over again. Of course I am not in the place to see. But they have shown me a bill for the cost of the clothing on it, and also a charge for discounting the note.

The witness withdrew.

Mr. REUBEN MANTON called and examined.

Lord Hartington.

11,150. What industry do you speak for?—The fishing industry, or I should more correctly say a section of the fishing industry, comprising the smacks who sail in the North Sea Fleet, steam trawlers, steam liners, sailing trawlers, sailing liners, and steam fish carriers, and the fish carriers which bring the fish from the North Sea fleets to London. Our men comprise the crews of those boats, also a considerable section of our

Lord Hartington—continued.

men are employed on shore landing fish from these several vessels, which arrive at Grimsby and Hull and other ports on the east coast.

11,151. Do you speak for the Union of those trades?—Yes; the National Federation of Fishermen.

11,152. Is that a Trade Union or a federation of unions?—It is a registered Trade Union. It is not a federation of trade unions. It is simply

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

a federation of local branches of the union of one trade. We have branches from Aberdeen to Ramsgate on the east coast, and we have several other branches on the west coast, which are really, you may say, obsolete; they are not paying, and never have paid. So I may safely say I represent the fishermen on the east coast.

11,153. Can you state what the membership of the Federation is?—About 5,000.

11,154. About how many are there who are not members of your organisation?—About 5,000. There are also about 1,000 engineers and firemen who sail in our boats down in the engine-rooms and who are members of other organisations but not members of ours. Our 5,000 members are composed of fishermen over the age of 20 who can show four years' service as British fishermen. There is an Order in Council recently issued by the Board of Trade which has given great dissatisfaction to the men whom I represent. By this Order in Council any person who can show two years' service in a sailing ship and a steamer and two years' service in a British fishing vessel is eligible to come up before the Board of Trade for examination, and gain, if his knowledge is sufficient, a certificate enabling him to go as second hand on a trawler. Now these men would not be eligible to join our organisation. Our men are of opinion that it is impossible to manufacture a trawling fisherman in two years; I mean one who is capable of holding a certificate and of taking charge of a watch upon a trawler. They consider this innovation by the Board of Trade is detrimental to the best interests of their industry and will tend to depreciate the men. There are not many apprentices on the east coast. The introduction of casuals has stamped them out. By casuals we mean those who have served no apprenticeship and have come from different trades and have gone in lower positions on fishing boats and have gradually worked themselves up. At Grimsby the apprenticeship system has gained favour with some of the employers, and if not carefully watched will be a growing evil as the boys come to sea too young. I think 16 years of age is young enough for smack boys, and some of these boys come very young; they come at the age of 13. I have evidence of one case where two boys in the Grimsby Police Court were summoned for stealing a guernsey, and one of the bench of magistrates, there was no stipendiary, asked one of the boys how long he had been to sea, and he said two years and nine months, and then he was not 14 years of age. Those boys apparently came under the age of 13, and this is a thing that requires watching. Casuals such as cooks and deck hands I would class as learners or young persons. A cook on board of a steam fishing vessel I should not class as a learner. If boys are too young they are not capable of performing their duty which somebody else must do. This is annoying and causes ill-feeling. Boys are put on board of fishing boats who are not capable of performing the

Lord Hartington—continued.

duty which is allotted to them. Someone must do their work without of course any extra pay. The next question, my Lord, is what number of unskilled persons are there in the district. I say it is somewhat of a puzzle to define what is unskilled labour in our industry. For instance, the employers class as unskilled a person who is left in charge of a watch, the third hand or the boatswain, as we should call him, on steam fishing vessels. They would class those persons as unskilled. We should class them as skilled artizans and maintain that no one but a skilled workman should be empowered to take charge of, say, a steam fishing vessel, whether it is thick weather or whether it is clear weather. These vessels carry perishable cargoes, and very often it is the third hand who is classed as unskilled by the employers, who is left in charge of the boat wholly and solely for perhaps six consecutive hours in mid-winter and in bad weather. We are going to ask the Board of Trade to make this position the position of a skilled man, and to grant him a certificate of competency for his skill.

11,155. What statement do you wish to make as to the wages in your industry?—It is impossible to do more than give an estimate. I have estimated by the number of men and boys employed in the industry according to the Board of Trade returns and the amount of clear earnings of all the fishing boats in the United Kingdom, and these would give something like 43*l.* 4*s.* 8*d.* per man and boy for the entire year if all this money was divided amongst these people. Well, of course it is quite evident that all these men are not employed all the year through, and there is a certain amount to be deducted for the use of plant and the working of the industry, so that I do not think we could get an estimate in that way. From practical observation I should say that there are, perhaps, 15,000 fishermen in the United Kingdom who are getting something like 30*s.* a week if they are employed all the year through, and the remainder earn about 1*l.* a week. Probably there are some 2,000 men on the east coast who earn more than 30*s.* There are some who earn more than 100*l.* a year. There are probably a thousand who earn more than 100*l.* a year.

11,156. How are they paid, weekly?—There are some 2,000 men on the east coast who are paid by the share of profits. In fact we contend that the only way to work the fishing industry to make it remunerative is to place every man on board of every boat on the profit-sharing system. We consider that we lose caste if we work in any other way. I myself have never worked any other way than by a share of the profits. Of course with regard to profit-sharing we share upon what is called the clear money. There are three kinds of money, the gross, the nett, which is after all the pontoon expenses, have come off with regard to the salesmen, &c.; then there is the clear money after a good many expenses other than stage expenses have been taken off, and this which we call the "clear money" is what we share upon. A considerable

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

amount of trouble and difference exists and has always existed between employers and workmen in our industry through these same expenses. There are certain classes of plant which are classified as expenses by employers which we contend have no right to be put down as expenses, but that they are articles which the employer himself should find and pay for. There are some classes of this kind, for instance. It may happen that one of the hands gets injured and is not able to do his work for a considerable time. Sometimes these men, and boys too, are sent up to London to the hospital, and a considerable time elapses, sometimes as much as four weeks, during which the vessel is short-handed in the North Sea, and we say that some provision should be made when these vessels are short-handed.

11,157. By whom do you say provision should be made?—By the employer we say. We say that if a man is injured on board the fishing boats in the North Sea, and this makes the crew less than it was formerly, and less than it was when the boat made sail from home, then there should be some provision by the employer to make up the number. The Mission to Deep Sea Fishermen have tried to solve this problem. They have carried a certain number of spare hands on board their mission boats, and hospital ships, and have supplied smacks from time to time with the spare hands until the one who is injured has got his injuries attended to on board the mission hospital. Of course in different parts the men sail under different conditions as to wages and regulations, so that I do not propose to inflict upon this Commission an account of the wages and shares in particular ports but to put the case more generally. Wages and so on vary in the different localities, and it would be an impossibility to define exactly what all the men get, and it would only weary the Commission.

11,158. Have you any other statement you wish to make on the question of wages?—No. I do not see that it is in the power of this Commission to assist the fishermen with regard to wages, seeing that our desire is that we should be co-partners with the employers in order to make the business more remunerative. I have a statement to make with regard to the sub-contractors, although not in the same spirit as that in which the question is asked. In many cases the employer, the owner of the boat, is also the fish salesman, upon the boat arriving or the fish being sent to the fish pontoon. In his position as fish salesman he is paid a certain amount of commission for selling the fish, usually 5 per cent. Very often he sub-contracts this part of the work to someone else, paying him considerably less than 5 per cent. In fact there are what we call "fish-rings." The members of these rings having fishing boats do not sell their own fish, but charge 5 per cent. upon the gross sales to the share fishermen, but they engage a man at so much a week to sell this fish. This is a clear gain to the employers; and our contention is, that if the real salesman only receives so

Lord Hartington—continued.

much per week, that the share fishermen should only pay their proportion, according to the sharing, of the amount expended in the sales of the fish. Then with regard to the commission upon the fish sales in London, things are a little altered now, but still to us they are virtually the same. The winter fleeting system commenced some 10 years ago, and then we paid 5 per cent. upon the gross for all fish sales in London. This was a fair and an honourable agreement between employers and workmen, but we found out, after the fleets had been a very short time in vogue, that the salesmen returned 2½ per cent. directly back to the employer, of which the share fishermen receive no part. Now we consider this is very unfair treatment with regard to the share fishermen, and we want this Commission to take cognizance of this fact, because, in our opinion, it is an illegal transaction. We sign our log-book on the conditions that we take a certain percentage. The master and mate take two-and-a-half shares out of eight shares of the clear earnings of the boat, and we contend that all expenses should be paid, all legitimate expenses, and that if after the charge for any work that is done for all the co-partners any rebate is sent to one partner which he does not share or distribute with his other co-partners, we say it is illegal to keep back something that the share fishermen should have a part or share in. Since the commencement of winter fleeting there have been various large companies formed who have their own fish salesmen, and pay their own men, and consequently the rebate is not transferred. The 5 per cent. is still charged; but it is, in our opinion, just the same as it was in the olden time when the 5 per cent. was actually paid, and 2½ per cent. actually returned to the employer. In this way the share fishermen of Hull during last year, and every year for this last eight or ten years, have not got their share of some 6,500*l.* Their share would have amounted to 2,000*l.* Now I am not accusing any company or any employer of defrauding the fishermen, but I contend it is the system, and a system which can and may be altered, with your help. In some cases reductions are made for lost nets, use of plant, &c. At Yarmouth and Gorleston there is a very large company, Hewett and Co., and they have instituted a system, which the men contend is very unfair, of charging them for the use of their nets and for their lost nets. They have a system of sharing, they have a system of paying wages, and of paying these men a certain bonus upon the clear money earned. Now there is one very unjust part of this matter. The men receive a certain bonus up to a certain figure. For instance, if they make 140*l.* then they receive 1*s.* 5*d.* per pound bonus, besides 1*s.* per week. Then, if their earnings are less than 140*l.*, they lose the first hundred fivepences. Now in the paying for these nets it very often happens that the earnings realise considerably over 140*l.*, but by taking the cost of a net, or two nets out of the earnings, it brings them below the 140*l.* A net costs 8*l.*, but the master and mate of the boat may in this way lose more than 8*l.*

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

11,159. How do you suggest that these complaints which you have to make can be remedied, except by agreement with the masters?—We believe that it is illegal for any employers to contract with the workmen with regard to certain shares and arrangements, and then receive any rebate or returns in the shape of commissions, discounts, &c., which they do not share with their partners, or which are not taken off the bills in the debtor and creditor account.

11,160. You believe it is illegal?—We believe it is illegal.

11,161. Has it ever been tried at law?—It has not.

11,162. I understand you to complain that in your opinion you are illegally defrauded of a portion of your lawful remuneration?—Yes, you may put it in that way.

11,163. I understand that this has never been tried in a court of law?—It has never been tried in a court of law for the want of a case.

11,164. What do you mean by the want of a case?—The employer will say, and has said, "If you wish for a share of these rebates and bonuses then you must take a share in these several companies." Now, if we can find a man who has been 12 months in one particular company, who might sue for this rebate, we should have a case to bring before the court. We cannot sue because we are not defrauded; but if we can find a man who has been a whole 12 months in one particular boat, who would give us his case to sue in a court of law, and endeavour to recover the bonus and rebate of which he should have a legal share, then we might take it to the court, but in the meanwhile this is the first opportunity we have had of bringing the question before the general public. We thought it was necessary to air the question.

11,165. The employer has done something which is either illegal or legal?—Yes.

11,166. If he has done anything illegal, why are not legal proceedings taken against him?—As I state, for want of a case.

11,167. Does the want of a case mean that it has not happened?—It is continually happening. It has happened for 10 years.

11,168. Are we to understand that for 10 years the employers have been illegally defrauding you of some portion of your remuneration, and that yet you cannot produce a case?—We cannot produce a case.

11,169. I should like to understand, if you can explain, why it is impossible for you to bring your complaint before a court of law?—The reason is this. The employer maintains that this gain to him by engaging someone else to sell the fish is the result of his business foresight. We quite admit the business foresight; but the business foresight has resulted in him receiving 5 per cent., and getting fish sold by a salesman at so much per week, when without his business foresight a private salesman would sell for 5 per cent. and return him 2½ per cent. rebate. We say before he brought his business foresight to bear upon the matter 2½ per cent. was really all that was expended. Ten years

Lord Hartington—continued.

ago we might have taken a case to the court, because the rebate was really sent back. It was really a clear transaction of 5 per cent. charged, and 2½ per cent. rebate. But now the companies engage a man to sell upon their own account, and although the transaction is really the same in the end the system is different, and it would be more difficult now to get a case than it would have been perhaps 10 years ago.

11,170. Have you any remarks to make upon the food?—We have not much complaint to make with regard to the food. There are one or two cases which I could quote, but we have not much to complain of on that point. I may say, however, that there are a good many instances where share fishermen are coerced into purchasing provisions at stores in which the employer has a vested interest. Although the share fisherman pays for his own provisions, and pays ready money for those provisions, or money payable at sight, or in a month, yet he is coerced into buying provisions at certain stores in which the employer has an interest. For instance, here is a large company where there are four share fishermen in one boat, and those four share fishermen pay for their own provision; they order their own provision and pay for it; but yet they were compelled to buy those provisions at the employer's store, or not to sail in his vessel.

11,171. That you complain of as a sort of payment by truck?—We have consulted our solicitor, and he says it will not come under the truck system; but it is what we call a breach of agreement. Then there is another case which occurred last week, in which, although the food was really good, yet the prices charged were prices over and above what would have been charged at any other place. There was one case last week in the S.S. "Angler;" 22 pieces of beef were put on board ship at 7d. per lb. There was not one piece of prime joint among those 22 pieces, and those men could, if they had the liberty, have gone to any butcher's shop in the town and bought better beef at the same price.

11,172. Is your complaint that they are obliged to buy at certain stores or not get employment?—They are obliged to buy at certain stores or not get employment. The employers have very large stores in some ports, and they supply their own vessels. They consider it is their right to do so. We do not question that right, but all we ask is that the men who pay money for their provisions have a right, if they wish, to purchase provisions at any other store, and if the employer cannot sell as good food and as cheap, so as to compete with other stores, we say he has no right to use any coercion.

11,173. Is not that a matter which the Trade Unions can deal with?—It does not conduce to amicable relations to be always taking legal proceedings against employers with regard to these things.

11,174. Would not a Trade Union enable you to assert your independence, and to buy your

27 November 1891.]

MR. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

provisions at whatever store you liked?—I do not think so.

11,175. Have you anything further to state about wages or payments?—No; nor about provisions, but I should like, with your permission, to explain a point. The employer receives a bonus which we do not say is illegal, but we believe it is illegal on ice for instance. One particular case in point I may mention at Grimsby. There are two ice-houses, and one ice-house sells their ice at 15s. per ton block, and the other 17s. 6d. per ton block. Now it is quite evident that if the share fishermen were allowed to buy their stores, ice for instance, at the cheapest market, they would go to the store or the ice-house where they sold it at 15s. per ton. The other ice-house is a co-operative ice-house where all the co-operators are employers, and they return a bonus of 4s. in the ton back to the purchaser, of which the share fisherman receives no part. He has to pay his part towards the purchase of the ice, but receives no part or share in the bonus or the rebate at the end of the month or the year, as the case may be.

11,176. Has your Union ever made any representations to the masters on the subject of this complaint?—Yes.

11,177. Has that led to any result?—No. In September in this year we had a conference in Hull with the employers with regard to this rebate, and nothing would have altered this but perhaps a large strike, and we are opposed to strikes in nearly every case, and our men were of opinion that it was better to come to the Royal Commission on Labour and to lay this complaint before them than to rush into a disastrous strike, which would have injured us all round. We wish to try all other methods before we try the method of strike.

11,178. What do you think the Commission can do for you on this subject?—I do not know.

11,179. What do you ask us to do?—I am not so clear as to what I should ask you to do with regard to this. I consider that our men are coerced into buying their stores at other than the cheapest market. This I consider an oppression. There are only two ways to remove oppression, and those are conciliatory measures and aggressive measures, and we have thought it well to bring this matter before the notice of the Royal Commission on Labour.

11,180. You have had a conference with the masters?—Yes.

11,181. And has nothing come of it?—Nothing has come of it with regard to the return of these commissions. They are returned commissions or bonuses—I do not know which you would call them.

11,182. Have the employers made no concessions to you?—Not on this point.

11,183. On anything?—Yes.

11,184. On what point?—They lowered the price of the ice 2s. 6d. per ton. They have lowered the rate of freight to London. They have given us several concessions in the conference we had in September, which practically made us better friends than we were before, and

Lord Hartington—continued.

averted a disastrous strike which was all arranged for the first of October.

11,185. In fact your differences were compromised?—Part of the differences were compromised.

11,186. You have still some outstanding grievances?—Yes.

11,187. Do you wish to state anything further on that point?—No.

11,188. Have you any statement to make upon the subject of the hours of labour?—Yes. There are no set hours of labour in our industry; but with regard to a certain section of the fishing industry, particularly steam fishing boats, the men work on an average 15 hours per day for seven days per week—an average of over 100 hours per week the year through. This work is very hard and monotonous work, and it is very dangerous work. They work night and day alike. The shelter is not always of the best. It is not day-work, it is all hurry-scurry piece-work, and our men complain that the hours of labour are really too long. I have a good many reliable instances here of the hours of labour that have been worked by a good many fishermen during this present year. I myself, the last time I was at sea, which was 18 months ago, have worked for six consecutive months, 15 hours a day, seven days a week, with three Sundays at home; so that, with the exception of the three Sundays at home, for six consecutive months I have worked 15 hours a day. I have a case here of a man who went to sea on Monday morning, who worked 14 hours on Monday, 13 on Tuesday, and during the next four days he worked 84 hours out of 96. Then the next day was Sunday, he worked 11 hours, and on the next day, Monday, landing fish, he was 17 hours at work. Our men contend that the work at sea in steam fishing vessels is so arduous and so long that the Government should assist them in reducing their hours of labour.

11,189. Have you had any negotiations with the employers on the subject?—Yes, we have asked them that in consideration of the long hours of work which our men put in at sea, they should give us more time for rest and recreation while in port without stopping their pay. Our men consider that working at sea seven days per week they should at least have one day's rest on shore in lieu of the Sunday's work at sea without being deprived of their pay, that is the men who are paid by the week. The share fishermen only ask that they shall have their day, without being paid for it, but without paying anybody else. It has been the practice for a considerable number of years, where the fishermen were paid by a share of the profits, that if a fisherman required a day or two for himself when in port he has been obliged to put someone else on board in his room, and pay 5s. a day or more, as the case may be, although at the same time there have been no profits coming in and consequently no earnings for the fishermen, so that every day they have been in port and not at work there has been a going-out system. This has been considerably altered, I

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

am pleased to say, with regard to several ports, notably Hull. The employers have seen it advisable to give the men who sail in the boxing fleets, who are away 8 and 10 weeks at a time, a little rest to themselves when they come in port. We contend that the men work so very long at sea that it is necessary for the safety of the vessel when she goes to sea again that the men should be sufficiently rested before the vessel proceeds. This we contend is not now the case. Our men go to sea very tired. The vessels are perhaps not so efficiently manned as they should be owing to the weariness of the sailors when they are going out of port. They have not sufficient time to rest and recover themselves while in port, and to recoup themselves for the extended labour at sea.

11,190. Do you consider that the boats are under-manned and the hours are too long?—No, I do not consider that the boats are under-manned. They have plenty of men on board. If all the men are good men, and all the men are in good working order, and are not tired and sleepy and weary before they commence, as they are very frequently, there are plenty of men on board the ships to do the work. That is, I say, if they are good men and qualified for their position.

11,191. But if the hours are shortened the number of men must be increased, must they not?—No, we do not ask that the hours of labour should be shortened at sea. Our industry is entirely different to any other industry. The work is all piece-work. When the fish is caught it must be cleared away in the shortest possible time. We have to catch as much fish as we can in the shortest possible time in order to make the concern remunerative.

Sir M. Hicks-Beach.

11,192. The men want a day's rest on shore?—That is what we want, that more rest should be given to the men on shore in lieu of the long hours they work at sea.

Lord Hartington.

11,193. And that you say the masters have conceded in some cases but not in all?—They have conceded a little; not so much as we should like. Our opinion is that the men should do no work when in port, because they work so very long while they are at sea. We ask the Government to do something for us with regard to this question. In our opinion the hours of labour will not be shortened, with regard to this reduction I am speaking of, between ourselves and the employers, without a strike. We do not wish to have a strike with this object. I have here an illustrative case of two men in one ship, one in each watch, which of course represents all the others. They were at sea 312 hours. These two men worked between them 436 hours, that is 216 and 220, so that they worked 62 hours each over and above 12 hours a day for 13 consecutive days. Then these men have to deliver the fish and go away the next morning tide. This Commission will quite see

Lord Hartington—continued.

that it is an impossibility for these men to be properly rested and recruited ready for another voyage at sea; consequently the vessel will be inefficiently manned if the men are not in sound working order.

11,194. You ask for more hours on shore?—Yes.

11,195. Longer intervals of rest?—Longer intervals of rest on shore in lieu of the longer hours worked at sea. I have a few cases here.

11,196. I think you have given sufficient. Is the employment regular?—The employment is not regular. The employment was more regular before the introduction of steam trawling and steam fishing vessels generally. There are no more fishermen now, comparatively speaking, in each boat than there were, although the steam vessels cost 5,000*l.* and the other costs perhaps 1,300*l.* or 1,700*l.* The introduction of steam fishing vessels has caused many of our men to be thrown out of employment.

11,197. Is the employment regular or irregular?—It is regular with some folks. They sign articles for six months and very often stop in the boat six months. Some men stop in employment a considerable number of years, other men are out of employment a considerable time because they have not sufficient boats to take all the men away. I should like to say a word or two with regard to the Sunday work. There really is no difference on board most of the fishing craft that I am acquainted with with regard to Sunday work. The men work just as long upon Sunday as upon any other day. I have a carefully compiled record of some 20 or 30 men of their Sunday work, and they average over 15 hours per day working on Sunday. This is very hard work; it is not easy; there is no easy work on board a fishing boat. The crew are so small that if they have any time to themselves (and we call it time to themselves if they are on watch) there are so few upon the watch, and the vessels are always steaming at a great speed, and so a severe mental strain is put upon the men when they are not using their muscular powers; so that it is all muscular or mental work on board fishing boats.

11,198. Have you anything to state with regard to the safety of the employment?—With regard to the safety of employment the Board of Trade have done much for us, but the Board of Trade can do more. We wish the Life Saving Appliances Act to apply to fishing vessels. We see no reason why it should not apply to our boats as well as to any other class of boats. We wish our fishing boats to be surveyed annually by some authority outside of the Employers' Mutual Insurance. We consider that the mutual insurance survey is more or less a farce; that our vessels would be more seaworthy and in a better condition if there were practical surveyors.

11,199. Do you consider a large proportion of them are not seaworthy?—I consider a good many of them are not properly surveyed, and if vessels go to sea with pumping gear not in good order, with sails not properly and thoroughly

27 November 1891.]

MR. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

repaired, with any deficiency of the hull or the rigging or any other part of the plant necessary and that should be on board a vessel efficiently equipped, that vessel is not seaworthy. If her boat is not in a thoroughly good condition the vessel is not seaworthy; if she is inefficiently manned or insufficiently equipped the vessel is not seaworthy.

11,200. And you consider that, in consequence of insufficient inspection, a certain proportion of the vessels are not seaworthy?—Yes.

11,201. And you ask for an official inspection?—Yes; and I wish the Board of Trade to make more restrictions. For instance, the Board of Trade have advised that life-saving chains and stanchions should be placed on board fishing boats. I would ask the Board of Trade to make this compulsory. Some of the employers have taken the advice of the Board of Trade.

Sir M. Hicks-Beach.

11,202. Do you suppose that the Board of Trade have the power to make this compulsory?—I think the Board of Trade could get the power from Parliament.

Lord Hartington.

11,203. Have you anything to say as to sanitary matters?—Yes, I have something to say with regard to sanitary matters. There is much bad water on board some of these boats. On board the steam fishing boats the water is all right. There the water is in tanks and not in casks. On board a good many of the fishing boats the water is not of the best. Then the ballast is very often neglected. These vessels carry iron ballast, and some renew their ballast very much oftener than others. The slime from the fish does not always go to a properly constituted slush pump, and gets through the crevices and cracks of the fish platform and gets into the ballast. Then there is a most noxious effluvia, and in our opinion this does not tend to make our men such healthy men as they should be. Then most of the smack's engines are placed in close proximity to the cabin, which of course ought to be avoided; but the boilers can be sufficiently lagged so that they will emit very little heat. Some of these boilers were lagged when the ship first went to sea; but when the lagging has worn off the employers have not seen fit to put fresh lagging upon it, consequently in the summer time the men have been nearly broiled with the engine being in close proximity to the cabin.

11,204. You think all these things are due to insufficient inspection?—That is my opinion.

11,205. That might be remedied by a more thorough inspection?—I do not think any inspection would compel the employer to put a lagging upon the boiler. I think that if it could be shown that it affects the health of the fishermen to sail under those circumstances that some authority should provide against this, and compel the employer to put a lagging of some sort upon the boiler to keep the heat in.

Lord Hartington—continued.

11,206. Have you approached the employers on this subject?—The fishermen have approached them individually.

11,207. Has the Union not approached them?—No, we have not approached them as a Union. The employers would not lag their boilers for our Union.

11,208. Is not that a subject on which the Union might make representations?—Of course they might make representations.

11,209. Would it not be reasonable if the Union, before asking for legislation on the subject, or before asking the Board of Trade to interfere, should see what they could do by representations to the employers?—It might be so, yes.

11,210. Have you anything to say as to the Employers' Liability Act?—The fishermen cannot claim under the Employers' Liability Act. A good many men have been injured on board fishing boats, especially on board of the fleeting vessels while the vessels have been at sea. We contend that injuries that happen to fishermen on board of fleeting vessels could many of them be avoided if the vessels were better equipped before they went to sea, with spare ropes, and spare gearing, and so on.

11,211. That again would be a question of proper inspection?—Yes. We think the boats should be properly inspected—that there should be a Board of Trade surveyor for all fleeting vessels' boats. This is a very important point. The men have to ferry the fish 50 or 60 times, or perhaps more than that during the course of the voyage, and the boats should be in a thoroughly seaworthy condition. When a smack leaves the dock with a boat on the deck the boat should be sufficiently strong to bear the strain of a cargo of fish 50 or 60 consecutive times, but this is not the case at present. Then with regard to apprentices we considered that the apprentice system was the backbone of our trade. We lay the blame upon the employers for discontinuing it. Yet at the same time I may say that too many apprentices in one ship are not good, and there are on some boats too many apprentices. Then there are some very bad boys in the fishing industry that have got men into a considerable amount of trouble. Men have suffered imprisonment, and two or three men have been hanged, in my opinion, through bad boys being put on board vessels. I wish to call the Commission's attention to the fact that the boys who are sent on board of smacks from the Southampton training ship are not good boys. They are sent on board this training ship because they are bad boys. The employers get them cheaper than they can any other boys, and they are very often put on board of fishing smacks, though they have never been to sea before. We should ask that no man or boy should go on board a fishing boat to occupy any position on board that boat unless he has been to sea before. Many boys go on board who have never been to sea before, but are fresh from school. I would ask that no man or boy should occupy any position on board of a fishing boat unless he had been to sea before as

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

a learner. He has not a right to occupy a position. He may go as a passenger or as a learner. But boys have gone on board who have never been to sea before and who could not cook the provisions, or who cooked them badly, and nothing conduces to ill-temper more than badly cooked food. We have a lot of this to put up with on board a good many of the fishing smacks. There are only five of us on board of a fishing boat, and there should be no more cats than could catch mice.

Sir M. Hicks-Beach.

11,212. And yet you want to have more in the shape of passengers and learners?—When I first went to sea I went as a learner. I had to go several voyages to learn to be the cook of a smack and get my sea legs. This should be the case at the present time, and that would do away with casuals going into the fishing industry. We should get good boys and they would be well taught.

Lord Hartington.

11,213. Do you complain of the employment of foreigners?—I have not much to complain of with regard to foreigners. We have a few foreigners in our industry and in our organisation who have been here a considerable time. Those who have been here and have got married and have wives and families here we consider as Englishmen; but we should advocate that foreigners be not asked to come over. It has been the case that employers have sent over to Norway for foreigners, who have come.

11,214. Do you say that a considerable number of fishermen are unemployed?—Yes, a considerable number are unemployed.

11,215. Why are foreigners taken in preference to unemployed British fishermen?—Foreign boys come, not foreign fishermen. No foreign fisherman ever came to my knowledge to England. The boys come and learn their trade as fishermen; apprentices are sent for, and the employers bind them as apprentices and teach them the trade.

11,216. Do they get them cheaper than they can get English boys?—There is no price paid for them at all when they go as apprentices. No employer would send for a boy from Norway or any other country unless he intended to bind him apprentice.

11,217. Have you any other point you wish to bring before the Commission?—We have a grievance, especially at Grimsby, with regard to the medicine chests. The Merchant Shipping Act says the employer shall put medicine chests on board, if a vessel is going from the United Kingdom to any other place. We consider that the North Sea is "some other place," and that the employer should put a medicine chest on board. He does this, but he charges a tariff for it. They also charge a tariff for several other things which in our opinion should not be charged for.

11,218. Have you any other complaint to make?—In some cases representative delegates

Lord Hartington—continued.

have been dismissed. I do not think that is often the case now. We are getting on better terms with our employers, and I believe that the greater number of our employers would not dismiss representative delegates at the present time.

11,219. Have you had any strikes?—Not recently. We have only been established as a federation or as a thorough trade organisation for some 12 months, and we have had no strikes during those 12 months. Previous to that we have had our local societies and had several large strikes against winter fleeting, a system that was organised about 12 years ago by the employers, and which we resisted as much as we possibly could. But, in spite of our resistance, winter fleeting is now an accomplished fact. We do not now propose to strike against winter fleeting. We do not want to attempt the unattainable. What we wish to do is to ask the Board of Trade to make winter fleeting safer than it is at present.

11,220. Will you describe winter fleeting?—They are fleets that stay out in the North Sea during the whole of the winter. The fleet is there the whole of the winter, but not all the vessels. They go for eight or ten weeks, that is they stay in the North Sea for ten consecutive weeks, and ferry their fish to a steam carrier every morning, and the fish carrier brings it to London. These vessels stay there eight weeks and ferry the fish every morning. I say that there should be a practical inspector to certify that these boats previous to sailing are capable of bearing the strain for a consecutive eight or ten weeks' ferrying of the fish. At Hull, Grimsby, and several of the ports there have been strikes against winter fleeting.

11,221. What was the contention of the fishermen?—The contention of the fishermen was that winter fleeting would conduce to loss of life. The employers considered it was not so, and that in all industries there was a certain amount of risk. They quoted the case of the coal miners and said they did not give over digging coals because folk got killed. Our contention was that winter fleeting would conduce to loss of life, and subsequent events proved it was so.

11,222. Do you say no winter fleeting should go on?—We say that each fishing vessel should go and take its own ice and bring its fish to market, and not stay there eight or ten weeks at sea; and subsequent events proved that we were right, for there was considerable loss of life. The Board of Trade stepped in and provided regulations for the working of the fleets, and this has bettered things all round, but they can be still improved.

11,223. I see you refer to a large strike in Hull in 1883?—This was against the boxing system, the winter fleeting. In the winter of 1883, in March, there was a terrible gale swept over the North Sea, and as we had predicted, if the North Sea fleets got upon any dangerous shoal or patch in the North Sea during the winter time, and a heavy gale came on they

27 November 1891.]

Mr. REUBEN MANTON.

[Continued.]

Lord Hartington—continued.

would suffer considerable destruction. There were 27 vessels lost and all hands on March 1st, 1883. This, in our opinion, was entirely due to these vessels being in the fleet. If the master of each vessel had had liberty to do as he liked upon this particular occasion no doubt he would have used his own individual judgment and perhaps run up to the southward for the Doggerbank, or he would have hove his vessel round. We are confident so many vessels would not have been lost, and that so many lives would not have been lost at this particular time if it had not been for the winter fleeting. Still there are not so many lives lost now as previously.

11,224. Have you had any serious strike since 1883?—No.

11,225. I understand you are very desirous to avoid strikes?—Very desirous to avoid strikes; as a proof of this I may say in July 1890, we wrote to the employers in Hull asking them for certain concessions, and in March 1891 we gave the employers notice that unless they met us in conference to discuss this question we should stop the trade on October 1st. We met in conference in September, 15 months after we wrote the first letter. This is a proof that we wished for conciliatory measures.

11,226. The result is that the employers have made you some concessions, but not all you have asked for?—Some concessions, but not all we have asked for, sufficient for as to postpone any strike.

11,227. At the same time you ask for the interference of the Board of Trade or of Parliament in regard to several matters?—In regard to several matters.

11,228. Have you ever put your propositions for alterations of the law into a definite shape?—We have two or three proposed alterations with regard to several laws at the present time. We wish to amend the Fishing Boats Act with regard to certificates. That of course will come in due form. We also have a proposal which is being drafted in a Bill, to provide check officials upon the wholesale market. We are not satisfied with the way our fish is sold. We are of opinion that in all the wholesale fish markets in the United Kingdom there is a possibility of the fishermen being defrauded in the sale of fish, and we wish to avoid this.

11,229. Without stating the details, please state the proposals for the alteration of the law which you have considered?—We intend to bring before the Government the way the fish is sold. We wish fish to be sold by accurate weights in specially designed tubs which shall be surveyed in the same manner that scales and weights are surveyed in many towns and on many fish wharves. Then there is another point I should like to mention before I close. There is a system by which men who have a large control of the fish markets, and who are also owners of boats, let their boats out to fishermen who aspire to be smack-owners on the same system that furniture is let out on hire. These men agree to pay a certain per-centage for the use of the money that is left on mortgage, and the fish

Lord Hartington—continued.

salesman, the mortgagee, coerces him into buying his provisions at his store.

11,230. Do you wish to make that illegal?—I think all coercion should be made illegal.

11,231. What do you describe as coercion in that case?—Well, a bill of sale is given upon the ship with a guarantee to pay the principal at a certain time, at so much per quarter or per year, and 5 per cent. interest. Anything over and above that I should consider unjust or illegal.

11,232. Is it not the fact that the fisherman enters into a contract with somebody which places him subsequently in his power?—Yes, that is so.

11,233. And you wish to prevent men from making such a contract?—Yes, I wish something to be done in that way.

Professor Marshall.

11,234. As regards the boys, is your opinion that when a boy goes on a trawler who has not yet been to sea, he should not for the first voyage be counted as part of the crew, but be an addition to the crew?—That is my opinion.

11,235. I do not think you gave us the various ways in which the profit is divided between the employers and the master; but they seem to vary very much from port to port?—They vary very much from port to port.

11,236. Is there any general statement you can make as to the division without going into detail?—Yes, in most of the smacks the clear earnings are divided into eight shares, of which the master and mate receive two and a half, and the remaining five and a half goes to the employer, who finds the boat and finds the necessary plant and material to work the boat.

11,237. So that two and a half, out of eight shares, goes to the master and mate and the crew?—Goes to the master and mate. There are some weekly hands who must be paid by the employer.

11,238. Then are not the ordinary men paid on shares?—No, the best class of men are paid by shares. The master and mate of the trawlers are holders of the Board of Trade certificates and have always sailed by share of the profits. The remaining hands, as a rule, are weekly hands paid by the employer.

11,239. What did you mean by saying you would lose caste if you went to sea, not on the profit system?—What I meant was this: I was an apprentice for seven years, and when I came out of my time and got my indentures then I was duly qualified to sail by the share. Of course I considered that a better position than if I had to occupy an inferior position, which was a third hand or a deck hand. I was qualified to be a master or a mate. Now until some ten years ago no man who had served his apprenticeship would sail by the week in any fishing boat until the introduction of steam fish carriers. Then the sailors were fishermen but they were paid by the week, but that was the first time when fishermen went by the week. We considered we lost caste if we sailed by the week. It is through our industry, our skill, and

 27 November 1891.]

Mr. REUBEN MANTON.

[Continued.

 Professor *Marshall*—continued.
Sir *M. Hicks-Beach*.

our pluck that the concern pays at all, and we are the people who make the concern pay.

11,240. Is it true that in the old times of sailing trawlers nearly all the men were paid by shares?—All the men were.

11,241. But now all except the master and the mate are paid by the week and not by shares?—The master and the mate and the third hand were paid by share in the olden time. Now the third hand is paid by the week, so that there is one more weekly hand.

11,242. Does your Union represent masters and mates and weekly men also?—Yes; until recently our local unions only represented those who could show Board of Trade certificates, but recently, since October 1890, we have represented the weekly hands, too.

11,243. In what you have said you have been speaking for the weekly hands as well as for the masters and mates?—

The witness withdrew.

Adjourned till Tuesday, the 26th January 1892, at 11 o'clock

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	32,487	—	—	—	—	—	—	—	—
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	1,281	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	383	—	—
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	69,649
North America { British	42	53,253	24	34,852	6	3,978	2	2,231	—	—	—	—
{ United States	232	394,506	186	312,000	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	20,528	—	—	—	—	—	—	—	—
Falkland Islands and South Seas	4	5,100	2	2,158	—	—	—	—	—	—	—	—
TOTAL TO DATE	1,966	2,170,465	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	2,103,033	226	229,491	261	261,030	106	70,417	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	57,106	43	69,480	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	1,366	1	1,200	—	—	4	5,503	6	5,980	2	427	—	—
—	—	—	—	—	—	—	—	1	590	—	—	—	—	1	590
1	1,560	1	2,931	23	46,523	16	33,001	24	50,094	17	35,932	—	—	7	14,162
9	11,920	1	1,153	—	—	—	—	10	13,101	5	5,950	—	—	5	7,151
8	10,777	8	11,193	—	—	—	—	25	26,476	13	15,271	—	—	12	11,205
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	7	7,301	7	9,370	8	7,774	8	9,046	—	1,932	—	—
—	—	—	—	—	—	—	—	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	188,038	18	43,063	—	—
—	—	5	11,333	23	58,766	24	63,633	23	58,756	20	74,415	6	15,659	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	16	10,534	14	10,947	—	313	2	—
—	—	—	—	—	—	—	—	76	63,348	77	49,850	1	—	—	3,498
—	—	1	1,801	26	39,777	26	38,924	55	63,641	48	50,013	—	—	7	2,728
—	—	—	—	—	—	—	—	8	4,723	8	4,541	—	—	—	182
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
14	16,414	6	1,903	—	—	—	—	119	81,890	110	70,346	—	—	9	10,550
14	91,206	13	17,663	3	4,692	5	11,313	22	29,876	20	31,944	—	1,168	2	—
76	130,763	40	70,333	31	77,797	44	115,414	109	220,430	63	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	1,120	—	—	—	—	—	—	1	1,129	—	—	—	—	1	1,129
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
180	273,363	121	230,042	205	423,337	207	433,065	729	1,003,011	696	1,025,670	46	1,109,964	81	88,236
													Decrease	33	
													Increase	21,663	
186	268,493	120	234,765	202	422,863	204	432,640	721	991,903	687	1,013,243	46	108,340	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	2,173	—	—
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	13	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	120,184	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.				—			
1891.		1890.		1891.		1890.		1891.		Increase.		Decrease.	
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	77,699	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	2,793	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	—	—	10	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	36,968	29	58,475	58	74,921	55	89,357	—	14,535	3	—
—	—	—	—	1	1,166	25	10,479	32	12,993	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	168	296,624	434	533,973	435	570,555	49	74,714	48	43,132
—	—	—	—	—	—	—	—	—	Increase	1	31,582	—	—
59	99,220	148	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	88,740	59	99,353	5	10,613	—	—	—	—	—	—
Singapore and Penang	8	10,823	7	11,062	—	739	1	—	—	—	—	—
Java and Sumatra	2	1,497	2	2,439	—	972	—	—	—	—	—	—
Manilla and other Philippine Islands	5	9,058	10	15,986	5	6,511	—	—	—	—	—	—
Bangoon and other rice ports	18	21,897	21	32,437	3	10,540	—	—	—	—	—	—
Calcutta	97	208,164	97	217,941	—	9,777	—	—	—	—	—	—
Madras and other Coromandel coast ports.	12	16,863	17	24,880	5	8,017	—	—	—	—	—	—
Tuticorin and Cochin	4	5,503	6	5,980	2	427	—	—	—	—	—	—
Ceylon	3	3,147	—	—	—	—	2	3,147	—	—	—	—
Bombay, Kurrachee, and Malabar Coast.	26	62,957	19	39,015	—	—	7	13,842	—	—	—	—
Persian Gulf	10	13,101	5	5,980	—	—	5	7,121	—	—	—	—
West Indies { British	45	43,234	42	37,201	—	—	3	4,093	—	—	—	—
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	81,381	—	4,018	2	—	—	—	—	—
Australia	142	239,299	159	279,998	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	10,847	—	813	2	—	—	—	—	—
Spain and Portugal	76	53,348	78	60,789	2	—	—	2,609	—	—	—	—
France	56	53,641	48	50,912	—	—	7	2,729	8	663	—	—
Mediterranean ports	8	4,728	8	4,541	—	—	—	187	2	1,793	1	624
Black Sea	—	—	—	—	—	—	—	—	16	20,144	20	23,499
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	8	4,929
United States	167	295,301	143	269,768	—	—	24	5,539	29	30,976	13	13,237
Central America	25	10,479	32	12,993	7	2,514	—	—	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	269,892	372	240,759
						Increase						
						—		54,250				
						Decrease		33				
						—		—				
TOTAL TO LAST WEEK	1,150	1,521,146	1,104	1,555,986	48	97,053	94	62,192	387	256,632	361	238,580

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

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

	1889.	1890.	1891.
	Tons.	Tons.	Tons.
London and India Joint Docks - - - - -	1,438,639	1,541,984	1,596,234
Surrey Commercial - - - - -	277,059	269,382	240,359
Millwall - - - - -	430,386	365,099	320,347
Total in port - - - - -	2,146,584	2,176,465	2,156,940

	1890.		1891.	
	Vessels.	Tons.	Vessels.	Tons.
Light vessels, &c. - - - - -	741	315,216	674	325,971
Coasters, &c. - - - - -	482	206,345	437	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.

The FOURTH SCHEDULE above referred to.

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

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



Signed, sealed, and delivered by the above-named Henry Willey Williams, in the presence of
 EDWARD F. TURNER,
 101, Leadenhall Street,
 London, *Solicitor.*

H. W. WILLIAMS. (L.S.)

Signed, sealed, and delivered by the above-named Edward Henry Baily, in the presence of
 EDWARD F. TURNER.

E. H. BAILY. (L.S.)

Signed, sealed, and delivered by the above-named Henry John Morgan, in the presence of
 EDWARD F. TURNER.

HENRY J. MORGAN. (L.S.)

Signed, sealed, and delivered by the above-named Thomas Beck, in the presence of
 EDWARD F. TURNER.

THOS. BECK. (L.S.)

Signed, sealed, and delivered by the above-named Alfred Champ, in the presence of
 EDWARD F. TURNER.

A. CHAMP. (L.S.)

Signed, sealed, and delivered by the above-named Robert Adams, in the presence of
 EDWARD F. TURNER.

R. ADAMS. (L.S.)

Signed, sealed, and delivered by the above-named George Theodore Temple, in the presence of
 EDWARD F. TURNER.

G. T. TEMPLE. (L.S.)

Signed, sealed, and delivered by the above-named Rodolph Alexander Hankey, in the presence of
 EDWARD F. TURNER.

R. A. HANKEY. (L.S.)

Signed, sealed, and delivered by the above-named William Egerton Hubbard, in the presence of
 EDWARD F. TURNER.

W. E. HUBBARD. (L.S.)

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. BOTTERELL, Solicitor, 101, Leadenhall Street, London, E.C.
JNO. GLOVER - - -	88, Bishopsgate Street, London, shipowner	J. D. BOTTERELL.
THOMAS SCRUTTON - - -	9, Gracechurch Street, London, shipowner	J. D. BOTTERELL.
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.

INDEX TO CLAUSES OF ARTICLES OF ASSOCIATION.

Subject.	No. of Clause.	Subject.	No. of Clause.
Interpretation	2-3	General meetings	65-70
Business	4	Proceedings at general meetings	71-81
Offices	5-6	Votes of members	82-87
Members	7-18	Rules	88
Register	14	President	89
Funds and calls	15-21	General manager	90-91
Executive council	22-28	Secretary	92-94
General powers of the executive council	29-38	District managers or agents	95
Disqualifications of members of the executive council	39-42	Auditors and accounts	96-101
Proceedings of the executive council	43-58	Indemnity to officers	102
District committees	59-63	Notices	103
Scheme of co-operation	64	Arbitration	104

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.

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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 tippers 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 serjeant 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 2d., 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 10s. 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 2s. 6d. 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 10l. 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 10l.), 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 200l.

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 ½d. 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 quâ 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 STEAM SHIP 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 Freeman, 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 Freeman, 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 Freeman 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 Freeman.

GRAY, DAWES & Co.

APPENDIX XXXII.

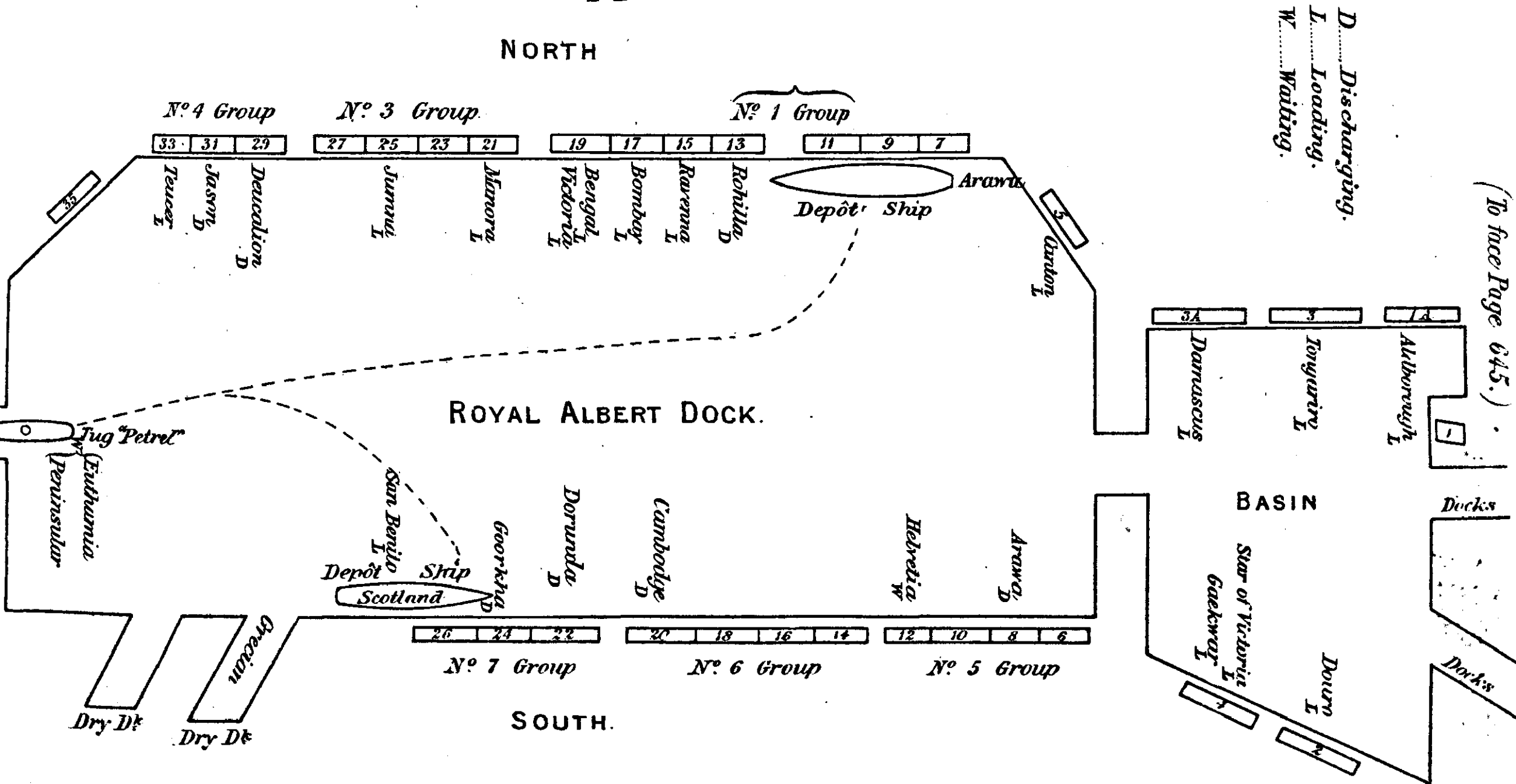
LIST of CASES in which PROSECUTIONS have taken place at WEST HAM and SOUTH WOOLWICH POLICE COURTS for ASSAULTS, &c. on MEN working on VESSELS employing FEDERATION LABOUR.

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	"	14 " " "	H. Allen, S.S. "Scotland."
	"	" police	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 6 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	208	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 3
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 8 1
10 "	15 "	70	1 9 11	11 "	16 "	63	1 2 10
17 "	22 "	70	1 7 2	18 "	23 "	62	1 8 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 4rd 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 8	
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	
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	8 13 0	4 17 4	17 7 10	
19	3 11 4	4 1 4	8 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 8 3	3 8 3	4 2 10	15 2 4	
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	
						10 men receive 145l. 15s. 5d., average of 14l. 11s. 6d., equal to 17s. 2d. per week.
						5 men receive 50l. 19s. 9d., average of 10l. 3s. 11d., or 12s. per week.

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	Scabrook - - - - -	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	9	3 10 0	175 0 0	350 0 0	525 0 0
N.	15	4 ¾	6½	10	3 15 0	187 10 0	375 0 0	562 0 0
O.	16	5	7	10½	4 0 0	200 0 0	400 0 0	600 0 0
P.	17	5 ½	7½	11	4 5 0	212 10 0	425 0 0	637 0 0
Q.	18	5 ¾	8	11½	4 10 0	225 0 0	450 0 0	675 0 0
R.	19	6	8½	12	4 15 0	237 10 0	475 0 0	712 0 0
S.	20	6 ½	9	12½	5 0 0	250 0 0	500 0 0	750 0 0
T.	21	6 ¾	9½	13	5 5 0	262 10 0	525 0 0	787 0 0
U.	22	7	10	13½	5 10 0	275 0 0	550 0 0	825 0 0
V.	23	7 ½	10½	14	5 15 0	287 10 0	575 0 0	862 0 0
W.	24	8	11	14½	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
					<u>£2,145 16 7</u>	
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. Waren	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

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	-	-	18	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
" rents of Sunday ferries	-	-							poor watermen of Westminster	-	-	6	18	3
" compensation on account of Tower Subway	-	-							Alderman Lucas' gift	-	-	1	6	1
" 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	company's poor	-	-	532	11	6
									poor watermen of Westminster	-	-	20	15	2
									Lucas' gift	-	-	4	8	0
						£2,413	1	7				1,855	6	11
												£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.

<table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">To cash, balance of previous account - - - - -</td> <td style="width: 10%; text-align: right;">£</td> <td style="width: 5%; text-align: center;">s.</td> <td style="width: 5%; text-align: right;">d.</td> </tr> <tr> <td></td> <td></td> <td></td> <td style="text-align: right;">28 0 1</td> </tr> <tr> <td style="padding-left: 20px;">" dividends on Stock (New 2½ per cents. Consols paid @ 3 per cent.) nett</td> <td style="text-align: right;">£</td> <td style="text-align: center;">s.</td> <td style="text-align: right;">d.</td> </tr> <tr> <td style="padding-left: 20px;">" retained out of pew rents - - - - -</td> <td style="text-align: right;">36</td> <td style="text-align: center;">9</td> <td style="text-align: right;">4</td> </tr> <tr> <td></td> <td style="text-align: right;">11</td> <td style="text-align: center;">15</td> <td style="text-align: right;">0</td> </tr> <tr> <td></td> <td style="text-align: right;"><u>48</u></td> <td style="text-align: center;"><u>4</u></td> <td style="text-align: right;"><u>4</u></td> </tr> <tr> <td></td> <td style="text-align: right;"><u>£76</u></td> <td style="text-align: center;"><u>4</u></td> <td style="text-align: right;"><u>5</u></td> </tr> </table>	To cash, balance of previous account - - - - -	£	s.	d.				28 0 1	" dividends on Stock (New 2½ per cents. Consols paid @ 3 per cent.) nett	£	s.	d.	" retained out of pew rents - - - - -	36	9	4		11	15	0		<u>48</u>	<u>4</u>	<u>4</u>		<u>£76</u>	<u>4</u>	<u>5</u>	<table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">By Balance on 30th June 1889 - - - - -</td> <td style="width: 10%; text-align: right;">£</td> <td style="width: 5%; text-align: center;">s.</td> <td style="width: 5%; text-align: right;">d.</td> </tr> <tr> <td></td> <td></td> <td></td> <td style="text-align: right;">276 4 5</td> </tr> </table>	By Balance on 30th June 1889 - - - - -	£	s.	d.				276 4 5
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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.						
Balance 30th June 1888.	{	Company's poor Poor watermen of Westminster Lucas' gift -	49,977	0	4	53,259	8	8	15,132	16	11	1,246	19	6								
		Purchased during the year:—	Company's poor	-	-	125	4	9	Poor watermen of Westminster	-	-	6	18	8	Lucas' gift	-	-	1	6	1		
			<u>£53,392</u>	<u>17</u>	<u>9</u>	<u>£15,132</u>	<u>16</u>	<u>11</u>	<u>£1,246</u>	<u>19</u>	<u>6</u>			<u>£53,392</u>	<u>17</u>	<u>9</u>	<u>£15,132</u>	<u>16</u>	<u>11</u>	<u>£1,246</u>	<u>19</u>	<u>6</u>

ROBERT GAMMAN, Master of the Company.
LOUIS S. WHITE, Clerk.

Examined and approved, 26th November 1889,
T. J. BROWNE, Auditor.

APPENDIX—GROUP B.

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

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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. ground black pepper.
- 1 oz. mustard.
- 2 ozs. currie powder.
- ½ oz. pudding spices.
- ½ pint vinegar.
- ½ lb. peas or beans.
- 1 lb. onions.
- ½ lb. rice.
- ½ lb. oatmeal.
- 1 lb. currants or raisins.
- ½ pint bottle of pickles.
- 1 tin condensed milk (1 lb. tin).
- 14 ozs. butter, ½ lb. marmalade or jam.

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.

Stores.

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 5,
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
timberdeck-
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
contraven-
tion 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
infringe-
ment 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 convey-
ance 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	36	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	5	—	—	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	2	1 and 1	17	650	1	1	1	1	7	2	—	1	28		
750	1	1	1	1	9	2	..	18	750	1	1	1	1	9	4	—	1	31		
850	1	1	1	1	10	2	..	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	2	1	42		
1,050	1	1	1	1	12	4	..	22	1,050	1	1	1	1	12	6	2	1	44		
1,150	1	1	1	1	12	4	..	23	1,150	1	1	1	1	14	6	2	1	46		
1,250	1	1	1	1	13	4	..	23	1,250	1	1	1	1	15	8	2	1	48		
1,350	1	1	1	1	14	4	..	24	1,350	1	1	1	1	16	8	2	1	50		
1,450	1	1	1	1	14	4	..	24	1,450	1	1	1	1	18	9	2	1	52		
1,550	1	1	1	1	14	5	..	25	1,550	1	1	3rd and 4th	1	14	12	2	1	54		
1,650	1	1	1	1	15	5	..	26	1,650	1	1	..	1	16	12	2	1	56		
1,750	1	1	1	1	15	5	..	26	1,750	1	1	..	1	18	12	2	1	58		
1,850	1	1	1	1	16	5	..	27	1,850	1st, 2nd, 3rd, 4th, 5th, and 6th	1	1	18	12	2	1	60			
1,950	1	1	1	1	16	5	..	27												
2,050	1	1	1	1	16	5	..	27												
2,150	1	1	1	1	16	5	..	27												
2,250	1	1	1	1	16	6	..	28												
2,350	1	1	1	1	17	6	..	29												
2,450	1	1	1	1	17	6	..	29												
2,550	1	1	1	1	17	7	..	30												
3,000	1	1	1	1	18	7	..	31												
3,500	1	1	1	1	19	8	..	33												
4,000	1	1	1	1	21	9	..	36												

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
	<hr/>
	176,000