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**TRADE UNION DOCUMENTS**

# TRADE UNION DOCUMENTS

Compiled and Edited with an Introduction

*by*

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**TO MY WIFE**

## PREFACE

TRADE UNIONISM has a large and growing literature, but hitherto there has not been available for students any collection of the original documents that are necessary if a first-hand acquaintance with the activities of this great movement is to be obtained. As Trade Unions become more powerful, and assume more and more the character of public institutions, it may be taken for granted that interest in their doings and in their organisation will continue to increase, and while enquirers will doubtless still turn to Mr. and Mrs. Webb's monumental works on Trade Unionism, this 'source-book' will, it is hoped, prove a serviceable adjunct.

Collections of documents are like anthologies, in that every reader has to bewail the omission of some item which to him seems to be of the first importance. That the present volume is full of imperfections is undeniable, but some of the more obvious can perhaps be explained.

It is clear, in the first place, that some of the documents included have only ephemeral value; others remain as of permanent importance in the annals of Trade Unionism. The inclusion of the former is deliberate, for it seems necessary that the current, and perhaps temporary, aspects of the movement should be illustrated as well as the long-time tendencies. If they were excluded, a more critical standard would be observed at the expense of losing touch with realities. If ever a new edition should be called for, a new selection of 'ephemeral' matter would probably be needed.

No documents of purely historical interest have been included. The material used either refers to present-day conditions, or is of direct and immediate value in the discussion of the problems of to-day. It must not be assumed, however, that the Union Rules and other documents included are in all cases in operation at the time of publication. Changes are constantly taking place, but the extracts given are typical of modern Trade Unionism. To emphasise the fact that my object has been to illustrate the general features of the movement, a brief introduction to each Part links up the documents into a continuous series, and suggests some of the more important sources of further information. The historical introduction is not intended as a substitute for studying a standard history of Trade Unionism. It is, indeed, taken for granted that every serious reader of this collection will turn continually to Mr. and Mrs. Webb's *History of Trade Unionism* and *Industrial Democracy*, having, as a preliminary step, worked through Mr. Lloyd's *Trade*

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*Unionism* and Mr. Cole's *Short History of the British Working Class Movement*. The historical Introduction may then serve to remind the reader of some of the outstanding events which have led up to the complexities, problems, and achievements of modern Trade Unionism.

Some slight references have been made to the Trade Union movements in other countries, but only in order to illustrate important differences or similarities between them and the British movement.

I have finally to make a number of acknowledgments both for the valuable help I have received in the compilation of this volume and for permission to use material. For the defects, and for all expressions of opinion, I alone am responsible, however, and neither the Trades Union Congress nor individual Unions must be held responsible for any views or interpretations contained in the Introduction or Commentaries.

To the Trades Union Congress and to the Unions and Employers' Associations whose publications and documents I have used I have to express my deepest thanks for the permission, willingly given, to include these extracts, as also to the authors and publishers of the books from which passages have been taken. The extracts from documents in this book are made with the permission of the official Controller of H.M. Stationery Office. The extracts from H. D. Henderson's *The Cotton Control Board* are used by permission of the Oxford University Press and the Carnegie Endowment for International Peace. Permission has been willingly given, also, by the following: Mr. and Mrs. Webb, for the use of extracts from their *History of Trade Unionism and Industrial Democracy*; Mr. G. D. H. Cole and Messrs. Macmillan for the use of extracts from *The World of Labour* and *Self Government in Industry*; Mr. G. D. H. Cole and Mr. W. Mellor for the use of a passage from their pamphlet *The Greater Unionism*; Mr. R. H. Tawney and Messrs. Bell & Sons, Ltd., for the use of extracts from *The Acquisitive Society*; Mr. W. M. Citrine and the International Federation of Trade Unions for the use of extracts from *The Trade Union Movement of Great Britain*; Mr. W. M. Citrine and the *Manchester Guardian* for the use of an article from the *Manchester Guardian* 'Industrial Relations Supplement'; Mr. L. H. Green and the *Manchester Guardian* for the use of another article from the same 'Supplement'; Prof. H. J. Laski and the Fabian Society for the use of an extract from the Fabian Tract, *The State in the New Social Order*; Prof. H. J. Laski

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and the Yale University Press for the use of passages from *Authority in the Modern State*; the *Manchester Guardian* for the use of an extract from the late Prof. Geldart's 'The Osborne Judgment and After'; the I.F.T.U. for the use of extracts from their *Year Book*; the Labour Party for the use of extracts from their publications; the Food Trades International for the use of its Constitution; the Canadian Department of Labor for an extract from its Annual Report; the Nat. Joint Council for the Building Industry for the use of its Constitution and Working Rules; the Workers' Educational Assoc. for the use of its Report on Adult Education and the Trade Unionist; the L.G.O.C. for the use of its notice on recognition of Unions; the Nat. Joint Council for the Elec. Supply Industry for the use of its Resolution on recognition of Unions; and the American Federation of Labor for the use of extracts from its Annual Reports.

Finally, I have the pleasant duty of thanking several friends for their ungrudging assistance and advice: Rt. Hon. Sidney Webb, M.P., Mr. Arthur Henderson, Jun., my colleagues at the T.U.C., and, above all, Prof. H. J. Laski, for whose generous help and encouragement I cannot adequately express my gratitude. Special thanks are due, I feel, to Messrs. G. Bell & Sons, who have shown so much more than ordinary business interest and care in the production of this book. Lastly, my deepest thanks are due to my wife for unflinching help throughout the preparation of the Documents and for the compilation of the Index.

W. M.-B.



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<sup>1</sup> The official title is "Conference on Industrial Reorganisation and Industrial Relations." The popular name "Mond-Turner Conference" and the title "Conference between the General Council of the T.U.C. and the 'Mond' group of Employers" are also used in this book.



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