

FR 59



## NOTE.

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*The Secretary has prepared for the use of the Commission a Digest of the Evidence contained in this and the two preceding Volumes. It is entitled "Digest of Evidence, Group C." (Volumes I., II., and III.), and includes in Volume III. an Index to the Précis in all three volumes.*

*An Index to the Evidence before Group C. will also shortly be published, but in a separate volume. It will be of a two-fold character, consisting of (a.) a Trades Index, and (b.) a Subjects Index, and will supply complete references to the whole evidence taken by Committee C., and published in the Minutes of Evidence, Volumes I., II., and III. (this volume).*

*A Witness Index is supplied by the Analysis in the volumes of the Digest, to which reference will be made in the Index to the Evidence.*

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## LIST OF ERRATA RELATING TO GROUP C. PUBLICATIONS.

Vol.	Page.	Column.	Questions as numbered, and Situation.	Present Reading.	Correct Reading.
<b>MINUTES OF EVIDENCE, GROUP C., VOLS. I. AND II.</b>					
I.	17	2	522 (line 5) - -	Chadderton - -	Chatterton
	27	2	774 (line 11) - -	considerably - -	considerable
	110	2	2784 (line 4) - -	spinners - -	spinners
	185	1	5001 - -	5001 - -	4501
	195	1	4733 (line 12) - -	heen - -	been
	399	1	6708 - -	6708 - -	9608
	458	1	11031 (lines 1 and 2) - -	som-thing - -	something
II.	250	2	17253 (line 4) - -	1872 - -	1878
	336	1	19,264 - -	You are the representative of the Operative Bricklayers' Society of Ashton-under-Lyne and district?—Yes.	You are the representative of the Ashton-under-Lyne Branch of the United Operative Bricklayers' Trade, Accident, and Burial Society of Great Britain and Ireland?—Yes.
	336	1	19,267 - -	Of what society?—The Manchester Order of Operative Bricklayers.	Of what society?—Of the United Operative Bricklayers' Trade, Accident, and Burial Society of Great Britain and Ireland, commonly called the Manchester Order of Operative Bricklayers on account of its immediate connection with Manchester.
	340	2	19,405 - -	Is that usual?—Yes, there is a rule which would bear out my statement ( <i>handing in same; see Tabulated Rules</i> ).	Is that usual?—Yes. Here is a rule which would bear out my statement ( <i>handing in same; see page 26, rule 47, and page 31, rule 59, in the Book of Rules* of the United Operative Bricklayers' Trade, Accident, and Burial Society of Great Britain and Ireland</i> ).
	416	3	4th document - -	12234 - -	16234
	418	1	11th " - -	Rules of the Operative Bricklayers' Society	Working Rules of the Operative Bricklayers' Society
	418	3	" " - -	19405 - -	19276
<b>ANSWERS TO SCHEDULES, GROUP C.</b>					
Group C.	vii	1	Lines 3 and 4 - -	answers have been received from two hundred and eighty-one of these.	answers have been received from two hundred and eighty of these.  (See page 764 of this volume.)

\* These Rules are printed as Appendix 42 to the Evidence: see page 577 of this volume.

ROYAL COMMISSION ON LABOUR.

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MINUTES OF EVIDENCE,

WITH

APPENDICES,

TAKEN BEFORE

GROUP "C."

(TEXTILE, CLOTHING, CHEMICAL, BUILDING, AND  
MISCELLANEOUS TRADES)

OF THE

ROYAL COMMISSION ON LABOUR.

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(VOLUME III.)

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TEXTILE, CLOTHING, CHEMICAL, BUILDING, AND  
MISCELLANEOUS TRADES.

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Presented to both Houses of Parliament by Command of Her Majesty.  
February 1893.

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1893.

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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 Tunstall; 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 C.

## TEXTILE, CLOTHING, CHEMICAL, BUILDING, AND MISCELLANEOUS TRADES.

## LIST OF WITNESSES.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group C.)	Days on which Evidence was given. (Vol. III., Group C.)	Page in Digest. (Vol. III., Group C.)	
				Analysis.	Précis.
Mr. George Mitchell - - -	Chemical workers of Glasgow, Imrie, and Rutherglen.	21,189-21,502	27th	218	19
„ Thomas Steel - - -	Tyneside and National Labourers' Union and Chemical Workers.	21,503-21,717	„	219	20
„ G. Greig } - - -	Tyneside and National Labour Union (Red-Lead Workers and White-Lead Workers, respectively).	{ 21,718-21,786 21,787-21,984 }	„	{ 219 220 }	21
„ John Shotton }					
„ Isaac George - - -	Acid Workers at Taibach (Glamorganshire) -	21,935-22,061	„	220	22
„ Jacob Meredith - - -	Dock, Wharf, Riverside, and General Labourers' Union (Swansea), and Copper Workers (Smelting Department).	22,062-22,194	„	221	22
„ James Wignall - - -	Dock, Wharf, Riverside, and General Labourers' Union and Copper Workers (Finishing Department).	22,195-22,312	„	221	23
„ Patrick Healey } - - -	Chemical Workers (Burner-men; Salt-cake-men; and Powder Packers; respectively).	22,313-22,589	28th	{ 222 222 222 }	24
„ Richard Sheil }					
„ John Carey }					
„ Michael Mannion - - -	Chemical Workers - - - -	22,589a	„	223	25
„ George D. Kelley - - -	Amalgamated Society of Lithographic Printers	22,590-22,756	„	223	54
„ Henry Slatter - - -	Typographical Association - - - -	22,757-22,914	„	223	55
„ Charles William Bowerman	London Society of Compositors - - -	22,915-23,155	„	224	56
„ Alexander Ross - - -	Scottish Typographical Association - -	23,156-23,292	„	225	60
„ William V. Jackson - -	Manchester, Hull, and Newcastle Lath-Makers	23,293-23,332	„	226	14
„ Robert William Brooks -	National Union of Gas Workers and General Labourers (London Lath-Renders Branch).	23,333-23,437	29th	226	14
„ Jonathan Taylor - - -	Gas Workers and General Labourers' Union (Sheffield District).	{ 23,438-23,618 23,648-23,701 }	„	226	27
„ Henry Joseph Wilson, M.P.	Gas Workers and General Labourers' Union (Lock-out of confectionery girls, Sheffield, September 1890).	23,619-23,701	„	227	27
„ Thomas Blackburn - - -	Gas Workers and General Labourers' Union (Greenwich Marshes Branch) and South Metropolitan Gas Strike of 1889.	{ 23,702-23,929 24,047-24,217 }	„	227	28
„ William Henry Ward - -	Gas Workers and General Labourers' Union -	23,930-24,217	„	227	28
„ John William Higgins - -	Salford Gas Workers (non-unionists) in connection with the South Metropolitan Gas Strike of 1889.	{ 24,218-24,528 24,852-24,862 }	30th	228	30
„ William Thorne - - -	Gas Workers and General Labourers' Union, and Manchester, Salford, and Metropolitan Gas Strikes.	{ 24,529-24,851 24,863-25,418 }	„	228	31
„ A. Linton - - - -	Gas Workers and General Labourers' Union -	25,419-25,462	„	229	34
„ Charles Wheeler - - -	Gas Workers and General Labourers' Union (Beckton Station, Gas Light and Coke Company).	25,463-25,673	31st	230	37
„ William Andrew Valon - -	Incorporated Gas Institute - - - -	25,674-25,924	„	230	38

## LIST OF WITNESSES—continued.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group C.)	Days on which Evidence was given. (Vol. III., Group C.)	Page in Digest. (Vol. III., Group C.)	
				Analysis.	Précis.
Mr. Thomas Duxbury -	Darwen Corporation (Gas Department)	25,925-26,192	31st	231	40
" H. E. Jones -	Commercial Gas Company of London -	26,193-26,422	"	232	41
" George Careless Trewby -	Gas Light and Coke Company, London	26,423-26,692	32nd	233	42
" George Livesey -	South Metropolitan Gas Company -	26,693-27,112	32nd & 33rd	233	44
" C. C. Carpenter -	South Metropolitan Gas Company -	26,965-26,974	32nd	234	
" Robert Johnstone -	Scotch Typographical Association -	27,113-27,223	33rd	234	59
" John Eddy -	Typographical Society (Glasgow) -	27,224-27,326	"	235	60
" Samuel Monro -	Typographical Society (Belfast) -	27,327-27,404	"	235	61
" J. W. Richards -	Waterford Typographical Association -	27,405-27,450	"	236	62
" William Merry -	Typographical Provident Society of Dublin -	27,451-27,503	"	236	63
" Daniel David Leahy -	Printing Machine Managers' Trade Society -	27,504-27,548	"	236	57
" Alexander Catto -	Federated Union of Operative Bakers in Scotland.	27,544-27,593	"	237	64
" Thomas Gardner * }	Their respective firms (Coal Merchants) }	27,594-28,033	34th	237	48
" Frederick Brough Cameron* }				237	49
" G. C. Locket * -				Society of Coal Merchants	237
" John William Gardner -	National Union of Gas Workers and General Labourers (Plymouth).	28,034-28,145	"	238	35
" John Marsh - }	South Metropolitan Gas Workers (Non-Unionists).	28,146-28,271	"	238	36
" Denham Siggers }					
" William James -	Gas Light Company, Beckton Station (Non-Unionists).	28,272-28,362	"	239	36
" Thomas O'Grady -	Printers' Labourers' Union -	28,363-28,523	35th	239	57
" Henry Batty Smith -	Firm of Ashley and Smith, Ltd., proprietors of the "Sportsman" newspaper.	28,524-28,686	"	239	58
" Alfred Palace -	Lithographic Stone and Zinc Preparers' Society.	28,687-28,767	"	240	54
" James Lawlor -	Bakers' Society (Dublin) -	28,768-29,073	"	240	65
" John O'Connor -	Irish National Bakers' Federation }			241	65
" Murray Davis -	Bakers' Society (Cork) -			241	65
" John Jenkins - }	Amalgamated Union of Bakers (generally; London District; and Hammersmith Branch; respectively).	29,074-29,566	36th	242	66
" Christopher Lee }				243	66
" Louis Albert Hill }				243	66
" Herbert Emery -	Staffordshire Operative Bakers -		"	243	66
" David Alexander Prain - }	London Master Bakers' Protection Society }	29,567-29,755	"	244	70
" George Sturgis }				244	70
" George William Chibnall -				Chibnall and Jasper (Wholesale Bakery Establishment).	244
" Alfred Greenwood -	Glass Bottle Makers of Yorkshire United Trade Protection Society.	29,756-30,068	37th	244	74
" William Bagley -	Firm of Bagley and Co., Knottingley; Yorkshire Glass Bottle Manufacturers' Association.	30,069-30,381	"	245	76
" Joseph John Candlish -	Firm of Robert Candlish and Sons, Seaham Harbour and Londonderry Bottle Company (Glass Bottle Manufacturers and Merchants).			246	76
" Dan Rylands -	Firm of Dan Rylands, Limited (Glass Bottle Manufacturers).	30,206-30,381	"	246	76
" William Owen -	Amalgamated Potters' Society (Burslem); Board of Arbitration for the Potteries.	30,382-30,526	"	246	80
" Thomas Pickin -	Hollow-Ware Pressers' Society (Staffordshire).				80
" Thomas Edwards -	United Firemen's, Dippers', and Placers' Association.	30,527-30,668	38th	247	82
" William Johnson }	National Union of Shop Assistants	30,669-30,905	"	247	89
" Richard Davis }					31,066-31,126

\* See further references below.

## LIST OF WITNESSES—continued.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group C.)	Days on which Evidence was given (Vol. III., Group C.)	Page in Digest, (Vol. III., Group C.)		
				Analysis.	Précis.	
Mr. George William Patterson	Assistants employed in the London Wholesale Trade; and recent National Union of Warehouse Assistants.	{ 30,906-30,919 31,066-31,126 }	38th	249	89	
„ Kenneth M. Milligan	Scottish Shopkeepers and Assistants' Union	30,920-31,001	„	249	92	
„ Rees James	Grocers and Provision Dealers' Employee's Association of Liverpool and District.	31,002-31,065	„	250	94	
„ Joseph Trantom	Liverpool and District Grocers' and Provision Dealers' Association.	31,127-31,160	39th	250	96	
„ G. W. Greenman	London Domestic Servants' Union	31,161-31,424	„	250	88	
„ James Boyd	International Union of Cork Cutters (Glasgow)	31,425-31,440	„	251	78	
„ George Henry Bell	Seed Crushers' Branch of the Dockers' Union (Hull).	31,441-31,616	„	251	85	
Henry Frederick Smith	Hull Chamber of Commerce (Seed Crushers' Committee).	31,547-31,616	„	251	87	
„ George Adams	Men in the employ of the London Oil Mills	31,617-31,707	40th	252	86	
„ Thomas Bartlett	Journeymen Butchers' Society (Birmingham)	31,708-31,786	„	252	72	
„ James Adams	Mat and Matting Trade Society	31,787-31,907	„	252	79	
„ Daniel Fitzpatrick	Covent Garden Porters' Union	31,908-31,965	„	253	73	
„ Stanley G. Bird	Central Association of Master Builders (London)	{ 31,966-32,308 32,389-32,843 }	41st	{ 254 258 255 255 255 }	15	
„ John Mowlem Burt						
„ Henry J. Wright						
„ John Grover						
„ J. Henry Bridgman						
„ George Dew	London Building Trades Committee, in refutation of evidence of Mr. Knox.	32,304-32,376	„	{ 255 255 }	14	
„ F. B. Burton						
„ John Brock	United Alkali Company	{ 32,377-32,442 32,482-32,484 }	„	255	25	
„ Thomas W. Stuart	United Alkali Company	32,443-32,461	„	255	26	
„ Walter Morrison	United Alkali Company; (Salt Cake working; work in Bleaching-powder Department; Salt Cake working; respectively).	{ 32,485-32,508 32,504-32,518 32,519-32,551 }	„	{ 256 256 256 }	25	
„ Martin Grady						
„ John Darlington						
„ E. W. Young	Staffordshire Pottery Manufacturers' Association; and firm of earthenware manufacturers.	32,552-32,578	„	256	83	
„ William Ross	National Union of Paper Mill Workers	32,579-32,670	„	256	80	
„ Richard A. Langford	South London Voluntary Early Closing Association.	32,671-32,806	42nd	257	95	
„ James O'Connor	Coal Porters' Union, in refutation of previous evidence of Mr. Gardner and Mr. Locket.	{ 32,807-32,819 32,835-32,974 32,985-33,005 }	„	238	52	
„ Augustus Wilkins	The Union, in refutation of Mr. O'Connor's evidence.	32,975-32,985				
„ F. B. Cameron*	Their respective firms in refutation of Mr. O'Connor's evidence.	{ 32,865 32,820-32,834 33,005 }				237
„ T. Gardner*			337	49		
„ G. C. Locket*					337	
„ James O'Connor	Purveyors' Assistants (Dublin)	33,006-33,078	„	257		94
„ Hugh Francis McCann	Firm of Bakers in Dundalk, in refutation of evidence of Mr. Murray Davis.	33,079-33,102	„	257	72	
„ Thomas Lilley	London Board of Conciliation and Arbitration for the Wholesale Boot and Shoe Trade, and Boot Manufacturers' and Workmen's Association, in refutation of evidence of Mr. Judge and Mr. Inskip.	33,103-33,227	„	257	12	
„ Charles Freak						
„ John Hollings	Amalgamated Society of Tailors of Great Britain and Ireland, in refutation of evidence of Mr. Allen.	33,228-33,283	„	{ 258 258 }	9	
„ Thomas Gall	Amalgamated Society of Tailors of Great Britain and Ireland (Sheffield Branch and Executive Council).					

\* See previous references above.

LIST OF WITNESSES—*continued.*

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group C.)	Days on which Evidence was given. (Vol. III., Group C.)	Page in Digest. (Vol. III., Group C.)	
				Analysis.	Précis.
Mr. Elijah Meggitt - -	Master Tailors' Association of Great Britain and Ireland.	33,384-33,304	42nd	258	10
" Henry Cuahen - -	Metropolitan Grocers' and Provision Dealers' Association.	33,305-33,510	43d	359	96
" Dudley Cornes - -	Early Closing Association, in refutation of evidence of Mr. Langford.	33,511-33,532	"	260	95
" George Copsey - -	General Union of Mill-Sawyers in London -	33,533-33,605	"	260	94

# APPENDIX.

## GROUP C.

### Textile, Clothing, Chemical, Building, and Miscellaneous Trades.

#### LIST OF DOCUMENTS.

*Omitted from Vols. I. and II.*

Documents.	No. of Appendix.	Reference.	Witness.
Newspaper extracts, containing Reports of a prosecution for violation of the Factory Act.	—	10,137-49 10,281-4 (Vol. I.)	Mr. J. Bignold.
Rules of the Dundee and District Mill and Factory Operatives Union with Abstracts of Accounts for half-years ending September 5th, 1891, and September 3rd, 1892. ( <i>Rules printed</i> ).	40	11,031 (Vol. I.)	Rev. H. Williamson.
*History of the Amalgamated Society of Carpenters and Joiners, containing— Table A.—Amounts paid each year for Benefits since 1860. Table B.—Showing progress made by the Society.	} 152	18,137 18,122-30 (Vol. II.)	Mr. G. J. Davies.
Awards in the cases of lock-outs in the House and Ship Painting industry— (1.) at Hartlepool; (2.) at Burnley.	} 41	{ 18,986-9 18,990-2 (Vol. II.)	Mr. G. Sunley.
Rules of the United Operative Bricklayers' Trade, Accident, and Burial Society of Great Britain and Ireland.	42	19,264 19,267 19,405† (Vol. II.)	Mr. A. Emmett.
List of principal disputes, 1890-1, connected with the Alliance Cabinet Makers' Association.	43	19,897 (Vol. II.)	Mr. H. Ham.

\* This document was dealt with too late to be numbered continuously; the tables have, however, been inserted on pp. 575-6, i.e., in the proper relative position in the Appendix.—G.D.

† See Errata List attached to this volume.

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Rules of the Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland.	—	22,062	Mr. J. Meredith.
Rules of the Amalgamated Society of Lithographic Printers of Great Britain and Ireland.	—	22,592	Mr. G. D. Kelley.
Rules of the Edinburgh Typographical Society.	—	23,156	Mr. A. Ross.
Rules of the Scottish Typographical Association.	—	23,157	”
Scale of Prices agreed to by the employers and journey-men printers of Edinburgh.	—	23,170	”
Copy of “The Clarion” (a Manchester paper), dated April 16th, 1892, containing an article on “Free Trade; its effects upon the Lathrenders.”	—	23,382-91	Mr. R. W. Brooks.
Report of action for slander brought by Mr. J. W. Higgins against Mr. W. H. Ward.	44	24,295	Mr. J. W. Higgins.
Rules of the National Union of Gas Workers and General Labourers of Great Britain and Ireland (new copy, September 1891).	—	{ 24,539 24,547-9 24,841-5	Mr. W. Thorne.



## LIST OF DOCUMENTS—continued.

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Rules of the National Union of Gas Workers and General Labourers of Great Britain and Ireland (old copy, June 1889).	—	24,539-46	(Produced by Mr. Livesey).
Notice of terms of settlement of dispute with the South Metropolitan Gas Company.	(See Evidence)	24,717-24	Mr. W. Thorne.
Newspapers containing articles respecting the lock-out of Mr. Berry's employees at Buckfastleigh, viz. :—	(See Evidence)	24,766-8	"
(1.) "Western Morning News" (December 3rd, 1891).	—		
(2.) "Western Morning News" (December 4th, 1891).	—		
(3.) "Western Daily Mercury" (December 4th, 1891).	—		
List, with dates of commencement and termination, locality, cost, cause, and result, of all strikes connected with the Gas Workers' Union since its formation.	45	24,800-4	"
Circular (undated), signed by W. Thorne, General Secretary of the National Union of Gas Workers and General Labourers, respecting the Brickmakers' Strike.	—	24,812	"
Draft agreement to settle dispute in the brickmaking trade in 1891.	(See Evidence)	24,812	"
Notice (dated November 16th, 1889) issued by the Resident Engineer, Beckton, stating the rate of pay to machine-men.	(See Evidence)	24,875	"
Balance Sheet of the Brickmakers' Strike, conducted by the National Union of Gas Workers and General Labourers (April 18th to August 15th, 1891), and Second Half-yearly, Second Yearly, and Third Yearly, Reports and Balance Sheets of the National Union.	—	24,934	"
Circular letter, together with form of return to be filled in, issued by the Incorporated Gas Institute to the principal gasworks in the United Kingdom for the purpose of collecting information for this Commission.	—	25,682-3	Mr. W. A. Valon.
Synopsis of Returns :—Tables showing— (a.) Number of works to which forms were issued ; (b.) Number of works (with numbers of men employed) from which returns were received ; and (c.) Number of tons carbonised in 1891 by (a.) and (b.).	(See Evidence)	25,684-5	"
Abstract of the Returns received from 49 works which did not object to the publicity of their replies.	151*	25,687	"
Tables showing rates of wages, working hours, payment for overtime and for Sunday labour, and percentages of increase in wages since 1887 of— (a.) Yardmen and labourers ; (b.) Mechanics and artisans ; (c.) Stokers ; (d.) Firemen.	(See Evidence)	25,696	"
Placard posted up by the Darwen Corporation Gasworks Sub-Committee, showing the terms proposed to the men and the names of those men who had sent in their notices.	—	26,008-9	Mr. T. Duxbury.
Working Rules of the Builders Labourers' Union of the Darwen Labourers' Society.	—	26,112-5	"
Reports of the Directors and Statements of Accounts of the Gas Light and Coke Company for the half years ending June 30th and December 31st, 1889.	—	26,423	Mr. G. C. Trewby.

\* This document was received too late to be numbered continuously ; it has, however, been inserted in p. 589, i.e., in its proper relative position in the Appendix.—G.D.

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Report of the Consulting Physician of the Gas Light and Coke Company on the health of the members of the Workmen's Provident Societies, together with Tables of cases of Sickness, Death, and Accidents, for the half-year ending December 31st, 1888.	46	26,446-8	Mr. G. C. Trewby.
Statement by the Gas Light and Coke Company of the number of tons carbonised, cost of production, wages paid, amount of pensions, and Contributions to Provident Fund for the years 1888-91.	47	{ 26,457 26,484 26,487	"
Statement by the Gas Light and Coke Company, showing total wages paid to each coal filler in the gang during March 1891 to March 1892 at Beckton Station.	48	26,633	"
Notice (dated September 20th, 1889) issued by the Gas Light and Coke Company to their workmen concerning the ill-usage of an old servant by fellow-workmen.	(See Evidence)	26,671	"
Copy of Solicitor's Report of "The Queen v. James Hodgson and J. Sheehan" (October 17th, 1889), cases of assaults to force a man to join the Gas Workers' Union.	—	26,675	"
Tables of rates of wages, hours of work, holidays, and benefits of the workmen employed at the Old Kent Road Station of the South Metropolitan Gas Company.	(See Evidence)	26,706	Mr. G. Livesey.
Balance Sheet for 1891 of the Workmen's Sick and Superannuation Funds, with a list of the annuitants.	49	26,715	"
South Metropolitan Gas Company. Rules of the Sick and Burial Fund and of the Workmen's Superannuation Fund.	—	26,730	"
South Metropolitan Gas Company. Balance Sheet of the Profit-sharing and Savings Bank Schemes (1889-1891).	50	{ 26,743 26,929	"
Original notes concerning the Profit-sharing Scheme (South Metropolitan Gas Company).	—	26,835-6	"
Original form of Profit-sharing Agreement (South Metropolitan Gas Company).	51	26,842-58	"
Altered form of Profit-sharing Agreement (South Metropolitan Gas Company).	52	{ 26,859 26,868	"
Report of the proceedings at an interview (November 21st, 1889) between the Directors and representatives of the workmen of the South Metropolitan Gas Company respecting the Profit-sharing Scheme.	—	26,872	"
Letter from an old workman, now a foreman under the Sheffield United Gas Company, giving independent testimony with regard to the Profit-sharing Scheme.	(See Evidence)	26,872	"
The failure of the Wages System of Payment, and, as a Remedy, Profit-sharing.—Paper read by George Livesey at a meeting of the Incorporated Institution of Gas Engineers, May 11th, 1892.	—	26,873	"
Notice issued by the South Metropolitan Gas Company to their workmen declining to employ members of the Gas Workers' Union.	53	26,904-11	"
Directors' Report of the South Metropolitan Gas Company for the half-year ended December 31st, 1890.	—	26,913	"
Regulations of the South Metropolitan Gas Company in regard to accidents and employers' liability.	54	27, C 13	"

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Letter from a present workmen giving independent testimony respecting the Profit-sharing Scheme.	(See Evidence)	27,071	Mr. G. Livesey.
Rules and Regulations of the Glasgow Typographical Society.	—	27,224	Mr. J. Eddy.
Rules of the Belfast Typographical Society, with Amended Rules of the Sick and Trade Funds.	—	27,327	Mr. S. Monro
Reports and Balance Sheets of the Belfast United Trades Council for the years ending November 30th, 1889, 1890, and 1891. ( <i>Extracts printed.</i> )	55	27,328	"
Rules agreed to by the Master Builders' Association and (1) the Bricklayers' Society, (2) the Carpenters and Joiners' Society, (3) the Stonecutters' Society, (4) the Operative Plasterers' Society.	—	27,354	"
Printed paper containing : (a.) Extracts upon the subject of Trade Unionism, from the Fifth Reading Book (sanctioned by the National Board of Education, Ireland); (b.) Extracts from the works of J. S. Mill, George Howell, Professor Bonamy Price, and others; (c.) Resolution of the Belfast United Trades Council thereon.	56	27,388	"
Statement showing result of a vote taken by the Belfast United Trades Council upon the eight hours' question.	57	27,400-4	"
Rules of the London Printing Machine Managers' Trade Society.	—	27,504	Mr. D. D. Leahy.
Copy of Report made by witness to the Board of Trade upon the blocking of the "Eastern Star" (January 1891).	—	27,602	Mr. T. Gardner.
Extract from the "Daily Graphic" (January 30th, 1892) concerning "Wilkins v. Elliott" and "Breanan v. Elliott," libel actions taken by two members of the National Amalgamated Coal Porters' Union.	—	27,622	"
Copy of the Correspondence in the matter of the libel actions, "Wilkins v. Elliott" and "Brennan v. Elliott," and question of payment of costs.	—	27,624	"
Table showing coals transhipped by cranes at Regent's Canal Dock in each month from 1888-1891.	(See Evidence)	27,631	"
Copy of Manifesto (undated) issued by the National Amalgamated Coal Porters' Union of Inland and Seaborne Coalworkers to its financial members.	(See Evidence)	{ 27,742 27,750 27,888	Mr. G. C. Locket.
Copy of Manifesto (dated December 14th, 1891) issued by the Society of Coal Merchants to the coal porters of London.	(See Evidence)	27,747-8	"
Copy of the "Western Daily Mercury" (May 25th, 1892) containing an article on "The Buckfast Labour Dispute: termination of the Struggle."	58	28,074	Mr. J. W. Gardner.
Statements respecting Cornish miners.	—	28,137-8	"
Form of Memorandum of Agreement respecting the Employers' Liability Act.	59	28,143	"
Statements (with letters) respecting the strike at Messrs. Hanlyn's at Buckfastleigh; also statements respecting agricultural labourers.	—	28,145	"

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Copy of manifesto (dated October 26th, 1891) issued to the London Employers by the Lithographic Stone and Zinc Preparers' Society.	60	28,643	Mr. A. Palace.
Balance Sheet for 1891 of the Dublin Operative Bakers' Union.	61	28,791	Mr. J. Lawlor.
Rules of the Operative Bakers of Ireland National Federal Union, and Reports of the First and Second Delegate Meetings, May 1890 and 1891.	—	28,886	Mr. M. Davis.
Statistics showing that there is a varying death-rate and sickness-rate in bakeries in the various districts according to the healthiness or unhealthiness of the premises.	62	29,168-72	Mr. J. Jenkins.
List showing the number of strikes and disputes of late years in the bakery trade.	63	29,173	"
Copy of "The Bakers' Record," containing an article on "Bakehouses in Southwark."	(See Evidence)	29,266-7	Mr. C. Lee.
List of prosecutions, with dates and results, instituted by the Amalgamated Union of Operative Bakers and Confectioners (London District Board), against the manufacture and sale of bread on Sunday; also Section 16 of the Act of 1822 relating thereto.	64	29,267	"
Rules of the London Master Bakers' Protection Society -	—	29,569	Mr. D. A. Prain.
Documents relating to the income and expenditure, &c., of the Glass Bottle Makers of Yorkshire United Trade Protection Society:—			
Table showing summarised expenditure under general heads and average expenditure per member for the 25 years, 1867-1891.	65	29,773	Mr. A. Greenwood.
Table showing yearly amounts of expenditure and averages per member for the 25 years, 1867-1891.	66	29,773	"
Summary of total income and expenditure under general heads for the 25 years, 1867-1891.	67	29,773-8	"
Tables, with observations thereon, showing:—			
(a.) Unemployed benefit paid for the three years, 1885-1888;	68	29,779-80 29,785 29,788 29,779-80	"
(b.) Number of weeks and amounts of unemployed allowance paid by every branch from September 1885 to November 1888;			"
(c.) Number of weeks off work and donations paid for year 1889;			"
(d.) Number of weeks off work and donations paid for year 1890.			"
Table showing the amounts of unemployed allowance, the number of members, and the average cost per member for the 10 years, 1882-1891.	69	29,779-80 29,785 29,788 29,778	"
Tables showing number of members, balances at the end of each year, amounts of income and expenditure, and average funds per member for the years 1866-1891.	70	29,784	"
Statement showing weekly rates of contribution of members from April 21st, 1884, to December 21st, 1891.	71	29,782	"
Table showing quarterly rates of contributions and amounts of levies from January 29th, 1864, to December 21st, 1891.	72	29,782	"

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
<p>Tables concerning the Glass Bottle Makers of Yorkshire United Trade Protection Society, showing—</p> <p>(a.) The numbers of members locked out by the various firms on January 1st, 1887, together with statement concerning the lock-out;</p> <p>(b.) The number of workmen out of work on January 1st, 1887;</p> <p>(c.) Number of members in receipt of out-of-work and lock-out benefits on January 24th, 1887.</p>	73	29,788	Mr. A. Greenwood.
<p>Table, with observations thereon, concerning the Glass Bottle Makers of Yorkshire United Trade Protection Society, and showing number of members, average state of trade, number of glass-bottle houses, number of members out of employment, and number in receipt of trade or superannuation benefits at the end of every quarter from September 30th, 1867, to December 21st, 1891.</p>	74	29,970	"
<p>Table, with observations thereon, showing the standard rates of wages of the Yorkshire glass bottle hands from 1847 to 1891; also the revision of amended lists of numbers and rates of overtime.</p>	75	29,847	"
<p>Analysis of disputes (1854-1887) and concessions (1866-1891) in connection with rates of wages.</p>	76	29,854	"
<p>Statement respecting wages showing the rates paid to glass-bottle hands; amounts paid for over-work in 1890 by an important Yorkshire firm, the results of organisation on wages, &amp;c.</p>	77	29,802	"
<p>Table showing the number of members of the Glass Bottle Makers' Society, and average cost per member per year and per week of management expenses for the 25 years, 1867-1891.</p>	78	29,951-2	"
<p>Copies of agreements (dated December 19th, 1890, and February 16th, 1892), as to wages and terms and conditions of working mutually agreed upon by the Glass Bottle Makers' Society, and the Yorkshire Glass Bottle Manufacturers' Association.</p>	79	29,977	"
<p>Tables, with observations thereon, showing number of glass bottle hands in the Yorkshire District, number of furnaces, number of holes working and standing, number of men out of work, and number in receipt of unemployed allowance, on November 5th, 1892.</p>	80	30,003	"
<p>List of numbers and rates of overwork of the glass bottle makers of Yorkshire as agreed by employers and workmen.</p>	—	29,848	"
<p>Comparative statement relative to the glass bottle trade in Great Britain and Ireland for December 1872 :—</p> <p>(a.) Table showing the names of the firms, works, and localities in which they are situated, the number of glass houses, description of furnaces, number of holes at work, number of glass bottle hands engaged in making bottles, percentage and ratio of apprentices and youths to journeymen, number of glass bottle hands out of employment, rates of wages, division of work, number of members in each district, amount of funds, the average per member.</p> <p>(b.) Summary of the foregoing returns.</p>	81	30,068	"

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
(c.) Table showing the number of journeys worked in a week, number of dozen for a journey's work and for a week's work, also the rates of payment of each district to holes differently constituted, for making 390 dozen of wine quarts and beer pints, or 195 of each kind in a given week.			
(d.) Table showing rate of wages from 1872 in Yorkshire, Lancashire, and North of England Districts.			
Tables, with observations thereon, showing :— (a.) Number of glass bottle furnaces; (b.) Number of glass bottle hands in Great Britain and Ireland in 1872 and 1891.	82	30,068	Mr. A. Greenwood.
Report of the correspondence and meetings on the wages question, and agreement made for 1891 by the Yorkshire Glass Bottle Manufacturers and the Glass Bottle Makers.	—	29,858	"
Rules of the Staffordshire Board of Conciliation and Arbitration for the Potteries.	—	30,386	Mr. W. Owen.
Tabulated figures as to foreign invoices 10 years ago and in May 1892.*	--	30,525	"
Pamphlet (1887) containing two lectures delivered, by request, at Burslem and Stoke-upon-Trent (1892) by John Arlidge, M.D. and A.B. (Lond.) upon "Diseases of Potters; their causes and prevention." ( <i>Extracts printed.</i> )	83	30,570	Mr. T. Edwards.
Pamphlet (1892) upon "The Pottery Manufacture in its sanitary aspects" by J. T. Arlidge, M.D. and A.B. (Lond.), F.R.C.P. (Lond.) ( <i>Printed in full.</i> )			
Letter to Mr. R. Davis from a firm in Cardiff, showing the effect upon that firm of the refusal of the neighbouring firms to support the early closing movement.	(See Evidence)	30,793	Mr. R. Davis.
Approximate statement of the hours worked in shops in cities in Scotland which keep open after 7 p.m.	84	{ 30,929 30,945 30,955	Mr. K. Milligan.
Statement of wages paid in Scotland to message boys and girls, to apprentices and juniors, assistants considered qualified, and to managers or charge hands.	85	30,944-5	"
Statement showing the amount annually paid in taxation by the Glasgow shopkeepers.	86	31,000	"
Letters from five doctors, testifying to the injurious effects of the long hours upon shop assistants, especially upon females.	—	30,962-5	"
Statement showing result of a plebiscite of shopkeepers in Glasgow upon early closing of shops by Act of Parliament.	87	{ 30,973 30,979-80	"
Letters from shop assistants complaining of the long hours of work and insanitary arrangements.	—	{ 31,021 31,026	Mr. Rees James.
Draft of a Bill to regulate the hours of closing retail shops.	88	31,053-65	"
Form of Memorandum of Agreement between a provision merchant and assistant.	89	31,068	"

\* Up to the present (July 1893) no reply has been received from the Witness to a request for a copy of this document.—G. D.  
U 74720.

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Copies of the agreements (1872) entered into by the Central Association of Master Builders and— (a.) The masons; (b.) The carpenters and joiners; (c.) The plasterers, painters, metal planers and labourers; (d.) The operative bricklayers.	90	32,121-5	Mr. S. G. Bird.
Notices posted up in the works requesting the men to assure themselves that the plant and machinery are in proper order, and, if not, to report any negligence or defect.	91 (See also Evidence.)	32,176-7	"
Black-list issued after the carpenters' strike (London), 1891.	92	32,277-8	Mr. J. H. Bridgman.
Newspaper sheet, with skull and cross bones, &c. tared thereon, showing the intimidation practised by unionists upon black-legs in witness's works.	—	32,280	Mr. S. G. Bird.
Black-lists of men who worked for witness issued during the carpenters' strike, 1891.	93	32,285	Mr. H. J. Wright.
Report of the London United Trades Committee of Carpenters and Joiners upon the "Eight Hours Movement," containing Memorial presented to the Central Association of Master Builders of London and copies of the correspondence in connection with that strike. (Extracts printed.)	94	{ 32,311 32,350	Mr. G. Dew.
Copy of resolution passed (November 19th, 1892) by a delegate meeting of 6,000 unionist joiners, protesting against the evidence given by Mr. Knox before this Commission with regard to the strike of 1891.	95	32,347	Mr. F. B. Burton.
Statement showing hours of attendance and time spent in actual work at the Globe, Greenbank, and Sutton Lodge Works, together with statement relating to the Sick and Accident Club in connection with the Globe Works.	96	32,389	Mr. T. W. Stuart.
Report on the sickness and mortality experienced by the workmen employed at Tennant's Alkali Works, Hebburn, 1884-1890.	97	32,443-4	"
Particulars of sick clubs in connexion with chemical works in Widnes District.	98	}	The representatives of the chemical industry, Mr. T. Stuart, Mr. J. Brock, &c.
Table showing number of special process men and percentage to total men employed (Widnes and Tyne and Scotland Districts).	99		
Table showing average hours of labour and wages per week (Widnes and Tyne and Scotland Districts).	100		
Table showing average death-rate per 1,000 per annum (Widnes and Tyne and Scotland Districts).	101		
Diagram showing average death-rate of Widnes compared with other large towns for the 10 years 1881-90. (Average death-rates printed.)	102		
Table showing actual hours of labour of men who work night and day shifts (Widnes and Tyne and Scotland Districts).	103		
Table showing average weekly earnings per individual (Widnes and Tyne and Scotland Districts).	104		
List of men in St. Rollox Chemical Works, Glasgow, 60 years of age and upwards, on March 3rd, 1892.	105		
List of deaths at St. Rollox Chemical Works, Glasgow, May 1884 to May 1892.	106		
Extract from the "St. Helens Chronicle" (November 8th, 1892) containing article on "The Amalgamated Society of Chemical and Copper Workers; their critic and his failures."	107		

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Table showing the times of firing and drawing glost and biscuit ovens, and number of degrees of heat at various times before the drawing.	108	32,558	Mr. R. W. Young.
Copy of withdrawal of plea of justification of Mr. T. Edwards, the defendant in the prosecution of Messrs. J. & G. Meakin for alleged defrauding workmen of their wages.	109	32,564	"
Evidence given before, and Award of, the Staffordshire Potteries Board of Arbitration with regard to the appeal of Workmen for an increase of 10 per cent., and appeal of Manufacturers for a reduction of 10 per cent. in wages.	—	32,571	"
Circular letter (dated December 4th, 1891) issued by the Staffordshire Potteries Manufacturers' Association with regard to the arbitration in May 1891, and the attitude of the operatives towards arbitration.	110	32,572	"
Copy of resolutions passed (May 16th, 1892) and published by the Staffordshire Potteries Manufacturers' Association, stating proposals for termination of the Potters' Lock-out.	111	32,578	"
Rules of the National Union of Paper Mill Workers of Great Britain and Ireland.	—	32,584	Mr. W. Ross.
Bill of fare for fortnight ending November 19th, 1892, of shop-assistants in witness's employ.	112	32,741	Mr. R. A. Langford.
Reprint of Correspondence relating to speech made (September 14th, 1892) at Birmingham by the Right Hon. Joseph Chamberlain, M.P., as to "Hours of Trade in the Old Kent Road," together with copy of Table quoted in the speech.	—	32,750-1	"
Statement of hours of opening and closing of shops in the Old Kent Road.	—	32,778-9	"
Statutory declaration to the effect that wages in Dundalk paid to bakers were advanced in 1890 to 27s., having been 24s. per week for 15 years previously.	—	33,088	Mr. H. F. McCann.
Abridged Report of a meeting of the London Boot and Shoe Manufacturers, held at Shoreditch Town Hall (November 25th, 1889), with an Address by Mr. Thomas Lilley upon "The Aristocracy of Unionism," "Arbitration," and "The Workshops Question."	—	33,154	Mr. T. Lilley.
Rules of the Board of Conciliation and Arbitration for the Boot and Shoe Trade of London.	113	33,165	"
Transcript of Shorthand-writer's Notes of the Proceedings at a Conference of Representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives held at Leicester, August 1892; containing copy of the award by the umpire, Sir Henry James, and the rules (prepared by the Sub-Committee appointed by the Conference) for the prevention of Strikes and Lock-outs.	114	33,168	"
London Uniform Statement of Wages:—Home Trade; applying to all firms except those paying to the first and second class statements, and compiled by the Board of Conciliation and Arbitration under Terms of Settlement dated April 17th, 1890.	—	33,227	"



Document handed in.	No. of Appendix. (Vol. III. Evidence, Group C.)	No. of Question. (Vol. III. Evidence, Group C.)	Witness.
Pamphlet issued by the Amalgamated Society of Tailors to its members, containing a history of the Liverpool dispute, 1892, and copies of manifestoes and circular letters issued by the Society and the Master Tailors' Association of Great Britain and Ireland with regard to the Liverpool Dispute, 1892.	115	{ 33,267 33,304	Mr. J. Hollings. Mr. E. Meggitt.
Circular issued to certain Liverpool employers by the Amalgamated Society of Tailors requesting them to have all their coats and trousers made on the premises.	(See 115)	33,268-9	Mr. J. Hollings.
List of tailoring prices for police clothing in Sheffield and in Dundee.	—	33,274	Mr. T. Gall.
Black list issued (1891) by the Master Tailors' Association.	116	33,277	"
First Balance Sheet (October 15th to December 31st, 1891) of the Sheffield Operative Tailors' Co-operative Society, Limited.	117	33,281	"
Specimen handbills distributed by the workmen during the Liverpool and Manchester Lock-out.	118	33,291	Mr. E. Meggitt.
Copies of extracts from the Supplement to the 45th Annual Report (1885) of the Registrar-General of Births, Deaths, and Marriages in England, showing death-rate percentages of shopkeepers and others.	—	{ 33,382-95 33,450	Mr. H. Cushen.
Annual Report (1891) of the Early Closing Association and Traders' Parliamentary Alliance.	—	33,511	Mr. D. Cornes.
Statements of daily hours of opening and closing of shops in the London Road, Newington Causeway, Old Kent Road, Newington Butts, Southwark Park Road, Walworth Road, and Camberwell Road.	—	33,522-3	"

## APPENDIX XL.

## THE DUNDEE AND DISTRICT MILL AND FACTORY OPERATIVES' UNION.

At a mass Meeting of Mill and Factory Operatives, held in the Barrack Park, Dundee, on the 29th August 1885, presided over by the Rev. HENRY WILLIAMSON, resolutions were unanimously adopted in favour of forming a Union. Rules were drawn up, and the enrolment of members began. It has now been found necessary to revise the rules, and also arrange to render some benefit to members suffering from accidents, and to surviving friends in case of a member's death.

4, Mid Street, Dundee,  
September 27th, 1888.

The Rules were again revised—Feb. 10, 1891.

## RULES.

## I.—NAME.

This Union shall be called the "Dundee and District Mill and Factory Operatives' Union," and is established in Dundee and County of Forfar as a trade protective union, and the business of this Union shall be transacted at No. 4, Mid Street, Constitution Road, Dundee, County of Forfar, or at such other place as may be deemed desirable.

## OBJECTS.

The objects of this Union are to unite Mill and Factory Operatives under a common bond of interest, and to have an organization which shall be a power for the prevention of strikes and lock-outs; and in case of members being locked out, or a strike being forced upon them by unjustifiable demands on the part of the employers, they may have a fund to support them. Also, to protect members from injustice, afford temporary relief in case of accidents, and give the friends of deceased members a funeral benefit, and to give help to members in cases of the breakdown of machinery.

## II.—ELIGIBLE MEMBERS.

All Mill and Factory Operatives (Male and Female), also Sewing Machinists, above 10 years of age, are eligible to become members of the Union.

## III.—ENTRY MONEY.

The entry money shall be threepence for adults and three half-pence for half-timers, half-timers to have half-benefit until they reach the age of 14, when they shall be entitled to full benefit on payment of the extra three half-pence of entry money and the full contribution of one penny per week. Operatives shall be in membership six months before becoming entitled to trade benefits. Members wishing double trade benefits must pay sixpence entry money and treble benefit—nine-pence.

## IV.—CONTRIBUTIONS.

The contributions shall be one penny per week for adults, and one half-penny per week for half-timers, to be paid weekly. A member may pay 2d. per week, and be entitled to double trade benefits only, other benefits remaining same as for the penny; or threepence, and be entitled to treble trade benefits. In cases of sickness and want of work only one penny per week will be remitted.

## V.—EXPENSE OF RULES AND CARDS OF MEMBERSHIP.

The entry money to cover expense of rules and cards of membership. A member losing his or her card will be charged one penny for a new one.

## VI.—FINES FOR ARREARS.

For six weeks, 1d.; seven weeks, 1d.; eight weeks, 1½d.; nine weeks, 2d.; ten weeks allowed before being excluded. Cases of sickness and want of work, properly certified, exempted. Intimation will be made to members six weeks in arrear by the Secretary.

## VII.—EXAMINATION OF BOOKS.

Any legal member, by giving one week's notice to the Committee, shall be allowed to examine the books of the Union.

## VIII.—OFFICES OR PLACES OF MEETING.

This Union shall have offices or places of meeting, if practicable, throughout the town and district for the purpose of receiving members' subscriptions, and should any member at any time desire to have his or her name transferred from one place to another, he or she, on applying to the Secretary, shall receive a transfer card, but no member shall be transferred unless clear on the books.

## IX.—OFFICE-BEARERS.

There shall be elected annually the following office-bearers:—President, Vice-President, Secretary, and Treasurer. There shall also be elected annually a Committee of Management of twenty-two operative members, and the Office-Bearers; also three Trustees, two of whom must be non-members, and two Auditors.

Any official whose conduct is considered to be unsatisfactory may be removed from office by a majority of the Committee. The Committee to have power to fill any vacancy thus made.

## X.—PRESIDENT AND VICE-PRESIDENT'S DUTIES.

The President's duties shall be to preside at all meetings, sign all minutes, see that the business of the Union is properly conducted, consult with the Secretary on business of importance, attend at the office when required, lend his best assistance and counsel in conducting the affairs of the Union. The Vice-President's duties shall be to assist the President, and preside at all meetings in the absence of the President. In the absence of the President and Vice-President, the members present shall elect a Chairman. The Chairman shall not vote excepting the votes are equal, when he shall have a casting vote.

## XI.—SECRETARY'S DUTIES.

The Secretary's duties shall be to take Minutes of all Union and Committee Meetings, conduct all correspondence, convene all meetings, keep the accounts, exercise a supervision over the affairs of the Union; he shall keep a correct account of all the receipts and expenditure of the Union, and at the end of each six months prepare a balance sheet, showing clearly every item of the receipts and expenditure.

If any officer, member, or other person, by false representation, obtain possession of any moneys, books, papers, or other effects of this Union, or, having the same in his or her possession, shall wilfully withhold, or fraudulently misapply the same, or any part of the same, the Committee is hereby appointed and empowered to make a complaint, and to take legal proceedings to recover the same for and on behalf of the Union.

## XII.—TREASURER'S DUTIES.

The Treasurer shall receive all moneys belonging to the Union, and duly enter them in the books kept for that purpose; and shall discharge all debts and expenses thereof on the approval of the Committee; and shall produce all books, documents, and moneys belonging to the Union at the half-yearly audits of the Union; and when ordered to do so by a duly attested resolution of the Union or by the Trustees or Committee, he shall give up all books, documents, and moneys in his possession belonging to the Union.

## XIII.—AUDITORS' DUTIES.

At the election of Office-Bearers two Auditors shall be elected, who shall audit the books and accounts of the Union every six months in presence of the Treasurer, and Secretary. The Auditors must have the books and accounts audited up to and including the first payment in March and September of each year.

**XIV.—COMMITTEE.**

The Committee shall take charge of the members' contributions, which shall be handed over to the Secretary and Treasurer. The Committee shall attend on Monday and Saturday nights at such place or places as may be hereafter named to receive the weekly payments and enrol new members.

**XV.—COLLECTORS.**

It is very much to be preferred that members should attend personally and pay their contributions, but as some are indisposed to do this, Collectors may be directed to call upon such members regularly.

No person shall be recognised as a Collector who has not been appointed by the Committee, and no Collector shall be permitted to collect for any other society or business, nor to canvass for orders.

Members should endeavour to attend the meetings of the Union.

**XVI.—DUTIES OF TRUSTEES.**

The Trustees shall receive the funds from the Treasurer, to be placed in the Savings Bank in their names, all of whose signatures will be required to draw out any sum. They shall also transact all legal business in connection with the funds of the Union.

**XVII.—RESIGNATION OF SECRETARY OR TREASURER.**

In case of either the Secretary or Treasurer resigning before the expiry of his term of office, he shall give one month's notice, in writing, to the Committee of such intention, and the Auditors shall inspect his books, documents, &c., and hand over the same to his successor.

**XVIII.—INVESTMENT OF FUNDS.**

All money, except that required for working expenses, shall be invested in the names of the three trustees as a working balance, to be devoted to carrying out the objects provided for in these rules. A sum of 5,000*l.* of the accumulated balance shall be invested by the Trustees in any of the following ways:—In the public funds, in the purchase of land, or in the erection or alteration of offices or other buildings thereon, on the security of any County, Burgh, or other rates authorised to be levied and mortgaged by Act of Parliament, and paying a dividend. No part of the funds shall be invested in Building or Loan Societies, Joint Stock Banks, or any personal securities.

**XIX.—PROTECTION OF MEMBERS.**

Should any member of this Union suffer injustice from his or her employer through such member taking a legal and proper part in the business thereof, or in any other way, such member shall lay his or her case before the Secretary or President, who shall investigate the matter and communicate with the Committee, who shall attend and learn the particulars of the case, and if it is considered a legal and deserving case, such member shall get assistance from the funds of the Union until he or she gets employment elsewhere; and if any employer is guilty of such persecution, and is amenable to the law, he shall be prosecuted by the Union.

**XX.—ACCIDENTS.**

The Union will render assistance to members suffering from injustice or from accidents in connection with their employment. Any member being thrown out of work through an accident will be entitled to assistance from the Union, the amount being fixed by the Committee, but not exceeding 4*s.* per week for 5 weeks, except in cases where the employer is bound to give compensation. Two members not related to the recipient must guarantee the case.

**XXI.—FUNERAL BENEFIT.**

In case of the death of a member an allowance will be made to the friends of 10*s.* for the first year, and 5*s.* each year the deceased had been a member up to 3*l.* The case must be properly certified.

**XXII.—STRIKE OR LOCK-OUT.**

In the event of a reduction of wages taking place, the Secretary is hereby empowered to call a General Meeting of members. No member of this Union shall be allowed to strike work without the sanction of the Committee, and any member infringing this rule will receive no support. But in the event of a strike or lock-out taking place in any mill or factory where the members of this Union are in a minority, and thereby forced idle against their will, the Union will support its members, provided that they take no part in the dispute.

**XXIII.—BREAKDOWN OF MACHINERY.**

An allowance will be made to members at the discretion of the Executive Committee in cases of loss of wages through breakdowns. No allowance for less than a week.

**XXIV.—AMOUNT PAYABLE.**

The Committee of the Union to fix the amount payable to members weekly in the event of a strike or lock-out as the funds of the Union may warrant, but in no case will any benefit be allowed when the sum at the credit of the Union is below 50*l.*

**XXV.—BYELAWS.**

The Committee are empowered to draw up such Byelaws as may from time to time be considered necessary for the working of this Union and guidance of members.

**XXVI.—ARBITRATION.**

That whenever a dispute arises as to wages or hours of labour, an effort shall be made by the Union to decide such dispute by arbitration. The Committee shall have power to take charge of such disputes between employers and employed, to make arrangements for supporting members when out of employment in consequence of a demand made by the Union, or by reason of a member obeying the rules of the Union.

**XXVII.—POWER OF COMMITTEE.**

The Committee shall have power to fine, not exceeding 5*s.*, suspend, or expel any member who may violate the rules of the Union; and shall also possess such other powers as may be requisite to accomplish the objects of the Union.

**XXVIII.—BRANCHES.**

The members in any town may be formed into a branch, and appoint a Local Committee, with Office-bearers, President, Vice-President, Secretary, and Treasurer. All funds must be sent to the Central Office in Dundee. The Executive will determine the remuneration of the Branch Committee and Office-bearers.

**XXIX.—ALTERATION OF RULES.**

That no addition or alteration be made to these rules excepting at a Special General Meeting of the Union, called for the purpose after at least two weeks' notice.

At a General Meeting held at 4, Mid Street, Dundee the above Rules as amended were adopted.

HENRY WILLIAMSON,  
Hon. President,  
Chairman.

Dundee, Feb. 10, 1891.

APPENDIX CLII.

AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.

TABLE A.—AMOUNTS paid each year for the various BENEFITS since the formation of the SOCIETY in June 1860, and the BALANCE at the end of each Year.

Year.	No. of Members.	Unemployed.		Tool.		Sick.		Funeral.		Accident.		Superannuation.		Trade Privileges.		Benevolent Grants.		Grants and Loans to other Trades.		Value of Assets at the end of each Year.
		Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	Yearly Amount.	Per Member.	
1860	018	25	0 0 9½	10	0 4	11	0 4½	17	0 9½	—	—	—	—	—	—	—	—	—	—	321
1861	650	247	0 7 7	40	1 3½	92	2 10	23	0 9½	—	—	—	—	—	—	—	—	—	—	693
1862	940	267	0 5 8½	39	0 9½	249	5 3	73	1 6½	—	—	—	—	7	0 1½	—	—	—	—	849
1863	1,718	435	0 5 0½	101	1 2	571	6 7½	95	1 1½	30	0 4½	—	—	10	0 1½	—	—	—	—	2,042
1864	3,279	811	0 1 3½	88	0 6½	1,031	6 3½	212	1 3½	—	—	—	—	702	4 7½	—	—	—	—	4,566
1865	5,070	347	0 1 2½	114	0 4½	1,870	4 10½	257	0 10½	200	0 8½	—	—	1,941	6 10½	121	0 5½	60	0 3	8,320
1866	8,008	1,335	0 3 4	305	0 11	2,246	5 7½	423	1 0½	360	0 10½	—	—	2,025	6 3½	271	0 8½	109	0 3½	13,032
1867	8,023	5,271	0 13 1½	524	1 3½	3,371	3 2	581	1 5½	200	0 6	16	0 0½	1,818	4 6½	308	0 9½	103	0 3	16,153
1868	8,736	5,874	0 13 5½	619	1 5	4,304	9 7½	830	1 10½	800	1 10	34	0 0½	455	1 0½	351	0 9½	93	0 2½	17,179
1869	9,305	8,904	0 19 1½	423	0 11	5,008	10 9½	829	1 9½	500	1 1	60	0 1½	588	1 3½	436	0 11½	77	0 2	17,626
1870	10,173	10,058	0 19 9	659	1 3½	5,513	10 10	1,038	2 1½	300	0 7	151	0 3½	651	1 3½	432	0 10½	29	0 0½	17,563
1871	9,704	6,436	0 13 2½	360	0 8½	5,693	11 5½	1,105	2 3	400	0 9½	131	0 8½	1,120	2 3½	425	0 10½	5	0 0½	16,829
1872	11,236	3,468	0 0 2	361	0 8½	5,566	9 11	1,103	1 11½	700	1 3	128	0 2½	4,595	8 2	444	0 0½	80	0 1½	22,063
1873	12,789	3,085	0 4 10	503	0 10½	5,865	9 3	1,248	1 11½	300	0 5½	97	0 1½	3,964	4 7½	466	0 8½	155	0 3	32,732
1874	13,817	2,767	0 4 0	785	1 1½	6,665	9 7½	1,312	1 10½	1,000	1 5½	202	0 3½	1,769	2 6½	540	0 9½	650	0 11½	45,551
1875	14,917	2,658	0 3 0½	705	0 11½	7,651	10 3	1,464	1 11½	1,150	1 6½	205	0 3½	1,581	2 1½	690	0 11	95	0 1½	59,736
1876	16,033	2,963	0 3 8½	1,148	1 5½	7,304	9 10½	1,505	1 10½	950	1 3½	217	0 3½	2,831	3 6½	623	0 0½	32	0 0½	74,782
1877	16,329	4,205	0 5 0	903	1 0½	8,409	10 0	1,702	2 0½	1,600	1 10½	230	0 4	13,168	15 7½	637	0 0	130	0 1½	79,006
1878	16,574	10,504	0 12 8	1,184	1 4½	8,316	10 7½	1,946	2 4½	1,800	1 5½	385	0 5½	12,392	14 10	793	0 11½	126	0 1½	76,166
1879	17,034	27,902	1 12 9	997	1 2	11,008	12 11	2,003	2 4½	1,500	1 10	445	0 6½	10,558	12 4½	758	0 10½	49	0 0½	53,596
1880	17,764	21,922	1 4 8	1,412	1 7	11,731	13 2½	1,924	2 2	1,200	1 4½	487	0 6½	2,622	2 10	693	0 9½	39	0 0½	46,395
1881	18,765	19,182	1 0 5½	1,035	1 1	13,575	13 4	2,174	2 3½	1,050	1 1½	665	0 8½	732	0 9½	756	0 0½	56	0 0½	46,111
1882	20,622	14,735	0 14 8½	1,200	1 3	12,273	11 10½	2,238	2 2	1,650	1 7	1,030	0 11½	2,259	2 2½	769	0 8½	35	0 0½	52,112
1883	22,839	16,073	0 14 0½	1,139	0 11½	12,061	11 5½	2,357	2 0½	1,150	1 0	1,460	1 3½	1,251	1 1	765	0 8	97	0 1	61,617
1884	24,784	23,202	0 18 9½	1,641	1 3½	14,832	11 11½	2,499	2 0½	1,450	1 2	2,003	1 7½	2,140	1 9½	960	0 9½	154	0 1½	63,270
1885	26,781	24,900	1 7 0½	1,469	1 1½	10,719	12 11½	2,913	3 3	1,750	1 4½	2,581	2 0	4,625	3 7	1,031	0 9½	98	0 0½	50,850
1886	24,979	40,752	1 12 7½	1,563	1 8	17,469	13 11½	2,804	3 3	1,700	1 4½	3,090	2 5½	1,945	1 6½	862	0 8½	74	0 0½	46,725
1887	25,497	32,814	1 5 8½	1,510	1 2½	17,228	13 6	2,951	3 3½	1,370	1 0½	3,797	2 11½	4,487	3 6½	713	0 6½	73	0 0½	39,927
1888	25,050	39,105	1 4 0½	1,600	1 3½	10,505	13 5½	3,211	3 6½	1,150	0 11	4,519	3 7½	4,499	3 7	791	0 7½	31	0 0½	44,235
1889	26,472	18,305	0 14 2½	1,460	1 1½	15,322	11 11½	3,901	2 2½	1,330	0 11½	5,026	3 9½	2,999	2 3	761	0 0½	133	0 1	68,922
1890	30,693*	14,265	0 9 3½	1,554	1 0	18,908	12 4½	3,322	2 1½	1,170	0 9	5,468	3 6½	2,297	6 0½	824	0 6½	326	0 2½	66,369

\* Not including trade section.  
[Average number of members for each of the above years :—14,405.]

TOTAL AMOUNT OF BENEFIT paid during the above Years :—

	£	£ s. d.	
Unemployed benefit	363,760	25 1 10½	being per member for 31 years.
Tool	25,667	1 15 4½	"
Sick	258,633	17 16 10½	"
Funeral	47,051	3 4 11	"
Accident	26,201	1 16 1½	"
Superannuation	32,527	2 4 10½	"
Trade privileges	96,391	6 12 11½	"
Benevolent grants	16,247	1 2 5½	"
Grants and loans to other trades	2,908	0 4 0	"
<b>Total</b>	<b>869,385</b>	<b>59 19 6½</b>	

Table A. shows the amounts paid by the Society for the various benefits each year, and the total paid since its formation to the end of 1890. Attention is called to the comparative smallness of the expenditure under the heading of Trade Privileges or Strike Pay. Out of a total expenditure of 869,385£ only 96,391£ has been devoted to that purpose, and even that includes the cost of trade committees, arbitrations, and the general

maintenance of trade rules. In 1889, with an expenditure of 2,999£ only, the members obtained increased wages in no less than 60 towns or districts in amounts varying from 1s. to 5s. 6d. per week; and, in some cases, reduction of hours.

The fixed contribution for all benefits is 1s. per week and 3d. per quarter to a contingent and benevolent fund. One peculiar feature of the Society is to be found

in the provision that all free members in receipt of sick, unemployed, strike, or superannuation pay are exempt from the payment of contributions. There is also a fund for defraying the cost of legal proceedings under the Employers Liability Act. All compensation thus received is in addition to the accident benefit of

the Society. The trade section, which admits men over 40 years of age and under 55 to trade benefits only, has been in operation since March 1890. (For full details of Table of Benefits, see Volume of Tabulated Rules [C.—6795.—xii.], p. 157.—G. D.)

TABLE B.—Showing the PROGRESS made by the SOCIETY since its FORMATION.

Dates.	Branches.	Members.	Cash Balance in hand.	Net Increase of Branches, Members, and Funds.			
				Dates.	Branches.	Members.	Cash Balance in hand.
December 1860 -	20	618	£ 321 3 2½	December 1860 -	20	618	£ 321 3 2½
" 1861 -	32	650	593 12 0½	" 1861 -	12	32	272 8 10
" 1862 -	38	949	849 8 10	" 1862 -	6	299	253 16 9½
" 1863 -	53	1,718	2,042 11 8	" 1863 -	15	769	1,193 2 5
" 1864 -	81	3,279	4,566 10 0½	" 1864 -	28	1,561	2,523 18 9½
" 1865 -	134	5,670	8,320 13 7	" 1865 -	53	2,891	3,754 3 6½
" 1866 -	187	8,002	13,052 4 3½	" 1866 -	53	2,832	4,731 10 3½
" 1867 -	203	8,022	15,153 11 2½	" 1867 -	16	80	2,101 6 11
" 1868 -	218	8,736	17,179 16 1	" 1868 -	15	714	2,026 4 10½
" 1869 -	214	9,305	17,626 14 6½	" 1869 -	6	569	446 18 5½
" 1870 -	236	10,178	17,568 19 4	" 1870 -	12	873	—
" 1871 -	242	9,764	16,829 7 1½	" 1871 -	6	—	—
" 1872 -	226	11,236	19,849 8 6½	" 1872 -	—	1,473	3,020 0 5
" 1873 -	249	12,789	30,450 11 8½	" 1873 -	28	1,553	10,601 2 9½
" 1874 -	265	13,817	41,264 4 6½	" 1874 -	16	1,028	10,813 13 2½
" 1875 -	286	14,917	55,300 0 8	" 1875 -	21	1,100	14,035 16 1½
" 1876 -	317	16,038	70,109 13 10	" 1876 -	31	1,121	14,809 13 2
" 1877 -	330	16,829	74,248 7 8½	" 1877 -	13	791	4,138 13 10½
" 1878 -	337	16,574	71,370 7 4½	" 1878 -	7	—	—
" 1879 -	342	17,034	48,779 3 5½	" 1879 -	5	460	—
" 1880 -	354	17,764	41,386 9 8½	" 1880 -	12	730	—
" 1881 -	363	18,765	40,960 16 6½	" 1881 -	9	1,001	—
" 1882 -	376	20,622	46,389 10 0	" 1882 -	13	1,857	5,428 13 5½
" 1883 -	397	22,839	55,869 8 5½	" 1883 -	21	2,217	9,479 18 5½
" 1884 -	427	24,784	57,253 2 8	" 1884 -	30	1,945	1,383 14 2½
" 1885 -	440	25,781	44,711 4 0	" 1885 -	13	997	—
" 1886 -	448	24,979	40,387 4 1	" 1886 -	8	—	—
" 1887 -	452	25,497	33,667 17 7½	" 1887 -	4	518	—
" 1888 -	460	25,050	37,896 1 11	" 1888 -	8	—	4,228 4 3½
" 1889 -	471	26,472	53,140 9 7	" 1889 -	11	1,422	15,244 7 8
" 1890 -	501	30,693*	60,641 14 10½	" 1890 -	30	4,221	7,501 5 3½

\* The 802 trade section members are not included in these figures.

Table B. indicates the progress of the Society. Its operations are not confined to the British Isles, about 100 branches being situated in different parts of the United States, Canada, New Zealand, Australia, and South Africa. The latest return places the whole

society at 543 branches and 35,102 members, with an accumulated capital of 66,359*l*. There is no centralisation of funds, the moneys being held by the branches, and equalised every three years

## APPENDIX XLI.

### AWARDS in the CASES of LOCK-OUTS in the HOUSE AND SHIP PAINTING INDUSTRY— (1) at HARTLEPOOL; (2) at BURNLEY.

(1.)

#### AWARD.—HARTLEPOOL LOCK-OUT.

WE, William Gray and J. W. Cameron, having carefully considered the question of the legality of the notice sent by Mr. Thos. Sharples, dated December 30th, 1890, addressed to Mr. Christopher Smyth, secretary of the Masters' Association, Middlegate, Hartlepool, and also that Mr. Smyth having on former occasions acted as secretary to the Master Painters' Association of the Hartlepoons, that Mr. Sharples had a right to assume that he was still so acting on the 30th December 1890, no notice to the contrary having been given by Mr. Smyth. We have also considered the fact that Mr. Smyth received Mr. Sharples' notice on December 31st, 1890, and it was not until January 3rd, 1891, that he wrote to Mr. Sharples to inform him that he was not secretary to the Masters' Association. We have, therefore, come to the conclusion that the notice dated December 30th, 1890, is a valid and legal one.

WILLIAM GRAY.  
J. W. CAMERON.

Dated this 10th day of  
February 1891.

(2.)

#### AWARD.—MAYOR OF BURNLEY.

(*Re* Painters' Dispute.)

Mayor's Parlour, Burnley.  
May 20, 1891.

In accordance with agreement in my possession, I hereby forward my decision on the points in dispute, after full and careful consideration of all statements laid before me:—

- (1.) Wages. Sevenpence per hour for the next three months; after that period sevenpence farthing per hour.
- (2.) The agreement as to rules is to be binding for six months from this date; after which period
- (3.) Six months' notice may be given on any date after November 2, 1891.

Believe me,

Yours very truly,  
THOS. SHORNBY.

Mr. T. Etherington,  
Burnley.

## APPENDIX XLII.

## RULES OF THE UNITED OPERATIVE BRICKLAYERS' TRADE, ACCIDENT, AND BURIAL SOCIETY OF GREAT BRITAIN AND IRELAND.

(Agreed to, April 1875. Amended up to July 31st, 1890.)

## U.O.B.T.A. &amp; B.S.O.G.B.&amp;I.

This society is established for the purpose of protecting and securing to its members the full possession and enjoyment of all the "rights, rules, customs, and privileges of the trade," in every locality wherein a lodge shall be opened for that purpose. Its objects, further, are to aid its members to obtain "a fair day's wage for a fair day's work," to employ every lawful and legitimate means to reduce the hours of labour, to resist every act of tyranny or injustice, to repel any insidious attacks upon their present position, to ameliorate their condition, and to advance the general interest of the trade. For these purposes it has been agreed to be governed by the following rules.

## PERSONS ELIGIBLE FOR MEMBERSHIP.

1.—That no person shall be eligible to become a member of this society who is not by trade a bricklayer. He shall not be under the age of 20, nor above the age of 45 years, except as over-age members, who may be admitted up to 55 years of age, under conditions named in Rule 2.

## ADMISSION OF MEMBERS.

2.—That in the event of a candidate for admission who shall state that his age is under 45 years, but who shall appear to the officers and members present to be more than 45 years, the officers shall be requested to demand the person to produce either a certificate of birth, or other evidence satisfactory to the Lodge; and that the person be not allowed to come into benefit until he furnish the necessary proof. If the person be found to be above 45 years or 50 years of age, he shall pay the proper amount of contributions due for that age, and shall also pay up the arrears of contributions which have accumulated to his account since his entrance, by the lower rate of contribution paid by him. But if it be proved that the age as given by the candidate was correct, then the expense or proof shall be refunded by the Lodge to the member; but if the proof be that the age was above the limit, then the cost shall be paid by the member. Members not to be entitled to any of our benefits until six months after their entrance; persons joining over 45 years to pay one penny per week extra contributions, and all over 50 years of age to pay twopence per week extra contributions (the same to be paid to the General Funds to the over-age members' accident and burial account, to entitle him to the benefits of Rules 10 and 12, pages 41\* and 43\*); and no person shall be admitted as a member of this society who is over 55 years of age, as stated in Rule 1; and no person shall be admitted a member of this society who has not been proposed and seconded by two members, and approved of by at least two-thirds of the members present at the time of election, which shall take place the next meeting night after the proposition.

## ENTRANCE FEES.

3.—That any person wishing to become a member of this society, shall pay an entrance fee of such amount as the respective Lodges may from time to time think necessary. Such entrance fee to be paid before he can be made a member.

## MEMBER'S CONTRIBUTIONS.

4.—That each Lodge shall forward to the Executive Council, by the first Thursday in every month, by post office order or otherwise, the sum of one penny per week for each of their members who are not more than eight weeks in arrear with their contributions, deducting from the gross amount what they may have paid for any legal and recognised purposes of the society, as per Rule 43, page 23.

## ARRARS.

5.—That any member who is eight weeks in arrear with his contribution shall not be eligible to receive a travelling card, nor will he be entitled to receive any travelling relief, or any benefits allowed by this society to unemployed members on tramp; and should any

Lodge violate this Rule the same shall be fined 5*l.*; to be paid into the General Fund within one month. No person to be allowed tramp relief who has not been a member six months, and paid his contributions for that time.

6.—That any member thirteen weeks in arrear with his contributions shall not be permitted to enter the Lodge room, or take any part in the proceedings of the society.

## MEMBERS ELIGIBLE FOR OFFICE.

7.—That any new member who has contributed to the funds of the society for any period beyond six months, shall be eligible to be elected to any of the offices of the society, provided he is a payable member at the time of proposition.

## MEMBERS INTOXICATED AT MEETINGS.

8.—That any member entering the Lodge or any Committee meeting intoxicated, or becoming intoxicated during the time of business, shall be fined one shilling and be ordered to withdraw. If he refuse to withdraw, the President or Chairman shall direct that he be expelled the room for that evening; and if the President or Chairman neglect to order any such member to withdraw he shall be fined for every such neglect the sum of one shilling.

## MEMBERS MISCONDUCTING THEMSELVES AT MEETINGS.

9.—That should any member in open Lodge or Committee meeting, swear or use any abusive or obscene language, annoy the meeting, or refuse to keep order or silence when called upon by the President, he shall be fined one penny for the first offence, twopence for the second offence, and for the third offence he shall be ordered to leave the room by the President; and if he refuse to do so, he shall be fined the sum of one shilling and threepence; and if the President neglect to order any such member to withdraw, he shall be fined for every such neglect the sum of one shilling.

## MANNER OF ADDRESSING THE LODGE.

10.—That any member wishing to obtain the attention of the Lodge must be upstanding, and address the President as "Worthy President," and all other officers and members as "Brothers." Any member attempting to speak before the member who is speaking has done, shall be called to order by the President. The privilege of speaking first shall be given to him who first rises to address the meeting.

## INSULTING OR ABUSING OFFICERS.

11.—That any member insulting any officer of this society, or otherwise abusing him, either at the meetings or in any other place, by charging such officer with dishonesty, or any act of injustice or improper conduct as to the discharge of his duty, unless such charge be made in proper form and manner before the Committee shall be fined for every such offence any sum not exceeding ten shillings; and that any Lodge neglecting to support their officers in carrying this Rule into effect, shall be fined (on conviction by the E.C.) for every such neglect the sum of ten shillings; two shillings and sixpence of this sum shall be paid to the officer insulted, two shillings and

\* In this Volume, p. 553.

sixpence to the person preferring the charge to the E.C., and the remaining five shillings to be paid into the General Fund.

#### MEMBERS BRINGING CHARGES AGAINST OTHERS.

12.—That any member having a charge against another member must bring the case before the Committee, which they shall duly investigate; and if they find such a charge proved against the member, he shall be fined any sum not exceeding two shillings and sixpence; but if the Committee are of opinion that the charge has been made for frivolous or vexatious purposes, the member bringing the charge shall be fined any sum not exceeding two shillings and sixpence. Such member shall be allowed four weeks after the investigation of the charge to pay the said fine; and if not satisfied with the result, he shall have the right of appeal to his Lodge, whose decision shall be final and binding.

#### DEFAUDING THE SOCIETY.

13.—That any member of this society detected in defrauding the society, or attempting to defraud it, or misapplying any of its money entrusted to his care, shall refund the same within one month from the time of its being discovered, together with a fine of not less than ten and not more than twenty shillings; or in default thereof he shall be dealt with as the law directs.

#### LOSS OF EMPLOYMENT.

14.—That if any member of this society shall be discharged by his employer in consequence of being engaged at any time on the business of this society, he shall state his case to the Lodge, which Lodge shall forward such statement to the Executive Council, and if the case be proved to their satisfaction, the said member shall be supported at the expense of the funds of the society, at the same rate of wages as if he was in actual employ, until he has obtained other employment.

#### SONS OF MEMBERS.

15.—That the sons of members who are not duly apprenticed to the trade, and who are under twenty years of age, shall pay a quarterly contribution of two shillings and sixpence, and shall be subject to such rules and regulations as may be adopted by this society from time to time, to apply to the different localities.

#### CONTRIBUTION OF MINORS.

16.—That all minors, not sons of members or deceased members, shall pay a quarterly contribution of four shillings and fourpence. The sons of deceased members shall pay the same contribution as the sons of members, excepting in cases of the said members, leaving, or not complying with the Rules of this society.

#### LODGES ALLOWED TO WORK BY DAY OR HOUR.

17.—That it shall be optional for the Lodges in each locality to work by the day or the hour according as circumstances may seem pressing; but that each Lodge shall be eligible to receive the protection and support of the General Fund, in case of anything detrimental to their schedule being attempted to be forced upon the members of this society by the employers.

#### STRIKE PAY TO MEMBERS STRIKING AGAINST UNQUALIFIED PERSONS.

18.—That should any labourer or other person not connected with the trade, be put by an employer to do Bricklayers' work, the members striking will be entitled to receive strike pay from our General Fund, until the employer removes such unqualified person from the work, or they shall have obtained other employment.

#### EXECUTIVE COUNCIL.

19.—That this society be under the management and direction of an Executive Council, which shall consist of seven members and the Corresponding Secretary, and that the Lodge from which the E.C. is chosen shall be elected annually by a majority of the members of the Society, whose votes shall be given in the Reports as they are sent from each Lodge. The seven members of the said Council shall each receive the sum of one shilling and sixpence per week, and sixpence per night for allowance. Such sum as he or they may receive shall be placed to each man's name in the Reports for

conducting the business of the society for which they shall sit not less than one night per week; and should any member be absent, his money shall be deducted accordingly. That any member being absent three consecutive nights, his name shall be struck off the list, and a fresh member be elected in his place. The Corresponding Secretary to receive sixpence per night for allowance when attending the Council.

#### BRANCHES ELIGIBLE FOR EXECUTIVE COUNCIL.

20.—That it shall be competent for any branch consisting of not less than 50 members who are clear on the books, and not indebted more than one month's contribution to the general fund, to become the Executive Branch, providing that they have been two years established, and are elected by a majority of the members of the society to that office.

#### LODGES NOMINATED FOR EXECUTIVE COUNCIL.

21.—That two months previous to the election, the Lodges nominated to stand election for the Executive Council, and the members nominated to stand an election for Corresponding Secretary, shall have their names published in proper form, and voting papers shall be sent to each Lodge. The election shall take place on the first Monday in August in each year. The Lodge and the member having the greatest number of votes shall be declared duly elected.

#### HOW LODGES SHALL BE NOMINATED FOR EXECUTIVE COUNCIL.

22.—That no Lodge shall be allowed to stand its election for Executive Council, unless nominated by another Lodge. The nominations for Executive Council or Corresponding Secretary to be sent to the E.O. three months prior to the election taking place, and the nominations (if any) to be inserted in the following Report, and voted upon as per Rule 21. Any Lodge thus nominated shall be communicated with, by the Executive Council as to whether they are willing to stand their election. No person to be allowed to stand his election for office of Corresponding Secretary unless nominated by the Lodge of which he is a member.

#### DURATION OF OFFICE OF EXECUTIVE COUNCIL.

23.—That the members who are chosen to form the E.O. by the Lodge nominated to elect the same, shall be elected for twelve months, three of whom shall retire at the end of the first six months after being elected, and four at the end of the next six months; and there shall be a Chairman and Treasurer chosen from their own body, who shall be considered their Chairman and Treasurer until their time of office expires as members of that Council. All retiring members at the Council to be eligible for re-election; and no officer of the Lodge from which the Council is elected shall be eligible to stand his election as a member of the Council during the period of his office in the Lodge.

#### REPORTS TO BE ISSUED.

24.—That the Executive Council shall cause to be issued on the third Thursday in every quarter, a report, which shall be printed and a copy sent to each branch Lodge, of the number of members who are not more than two months in arrear with their contributions to the General Fund; giving an account of the number of payable members, the amount paid for the relief of tramps, for turn-outs, for letters and parcels, the amount of contributions received for the General Fund, and a detailed account of the disbursements on account of the same.

#### DUTIES OF CORRESPONDING SECRETARY.

25.—That the Corresponding Secretary shall receive and answer all letters on the part of the Executive Council; it being imperatively understood that he shall not write anything inimical to its interests. All post office orders, or money orders, shall be made payable to the Executive Council in his name, and the Corresponding Secretary shall send receipts for all moneys forthwith; and all moneys remitted from the Executive Council to any of the branches or other parties, shall be through him. The Secretary shall enter into a bond or security for his probity, if required.

26.—The Corresponding Secretary shall attend all meetings of the Executive Council. He shall record the minutes of the proceedings, and the attendance of the members, in books provided for that purpose. He shall have the power to summon the Executive Council



upon any emergency or extraordinary occasion. He shall be empowered to pay the E.C. according to Rule 19; he shall keep all the documents, accounts, and papers of the Council; and make out all monthly returns, and conduct the general business of the society.

#### ELECTION OF AUDITORS.

27.—That the Society shall appoint two Auditors, not members of the E.C. or of the Lodge, from which the members forming the E.C. are elected, to examine the reports and audit the accounts of the entire society. Any branch Lodge shall be eligible to send one such Auditor. The two Auditors to be chosen from two separate Lodges, and the expense of such work to be paid from the General Fund. The Auditors shall inspect the bank book or banking account regularly, or any other documents they may deem necessary. The said work to be done every three months. The Auditors to be elected for six times and one to retire after the new Auditor has served three times. Any Lodge returning or sending an Auditor who is incompetent, the said Lodge shall pay all his expenses. Any Lodge failing to send an Auditor, the next Lodge to be applied to, in order, as they stand on the Report. The Auditors shall receive 1*l.* 5*s.* each per quarter, and third-class railway fare.

#### DUTIES OF OFFICERS OF LODGES.

28.—That each Lodge shall be considered a branch of the society, and as such shall be denominated a branch Lodge. That each Lodge shall be governed and presided over by the following officers:—President, Vice-President, Secretary, and Treasurer. The President shall open, preside over, and close all Lodge meetings in due form, read all notices of motion, preserve proper decorum, according to the Rules; and in the event of an equality of votes, to have the casting vote. When the President is absent from the Lodge, the Vice-President shall take his place, and officiate in all the duties that office involves. The Secretary shall keep accurate minutes of the proceedings of the Lodge, receive all contributions, make out all monthly and other returns, keep a debtor and creditor account of the Lodge with the Executive Council, keep and produce (when required) receipts for all items of expenditure, and communicate such information as may be required to the Corresponding Secretary. The Treasurer shall be responsible for all receipts and disbursements of the funds of the Lodge; he shall pay all moneys as per order of the Lodge or Committee, and keep a check account of all the financial transactions of his Lodge.

#### CORRESPONDENCE HOW CONDUCTED.

29.—That all official correspondence with the Executive Council shall be conducted by the Lodge Secretary, unless the Lodge shall occasionally deem it expedient to correspond otherwise; and no letter or document shall be considered genuine or legal unless dated and stamped with the Lodge stamp on behalf of the Committee or branch by whom it is authorised. ALL THE CORRESPONDENCE TO BE PREPAID.

#### NO MEMBER OR BRANCH LODGE TO ISSUE CIRCULARS EXCEPT THROUGH THE E.C.

30.—That no member or branch Lodge shall be permitted to issue or send any address or circular relative to the business of the society in general, to any other branch, except through the medium of the Corresponding Secretary and the Executive Council, unless the Executive Council or the Corresponding Secretary shall have committed themselves, or have neglected to fulfil any trust or duties with which they are invested; then any branch shall draw up, and send to each other branch, a copy of the charge they have to make against the Executive Council or the Corresponding Secretary, and take the opinion of the members of the society thereon.

#### PREFERRING FRIVOLOUS CHARGES AGAINST THE EXECUTIVE COUNCIL OR CORRESPONDING SECRETARY.

31.—That if any branch prefer a charge against the Executive Council or the Corresponding Secretary, in the manner mentioned in the preceding article, and the majority of the payable members shall declare such charge to have been made from frivolous or vexatious motives, then shall such branch be fined in any amount not to exceed five pounds, in addition to the payment of all expenses incurred in bringing and considering the said charge. But if such charge shall be proved against the Executive Council, then shall the said Council be withdrawn, and no member thereof shall be

eligible for that office for the next ensuing twelve months from the date of such withdrawal, and a fresh Council shall be elected in their stead from the Lodge forming the Executive Branch.

#### MANNER OF PREFERRING A CHARGE AGAINST THE CORRESPONDING SECRETARY.

32.—That any branch desirous of preferring a charge against the Corresponding Secretary shall send such charge in writing, addressed to the Chairman of the Executive Council. The said Council shall investigate the charge, and if the Secretary be found culpable, he shall be fined according to the circumstances of the case, in any sum not exceeding five pounds.

#### APPEALS.

33.—That in any case where a Branch Lodge, Executive Council, or the Corresponding Secretary shall not be satisfied with the result of any investigation of any charge preferred against them, they shall have the right of appeal to the whole of the branches; but previous to such appeal being made, either of the before-mentioned parties must deposit with the Treasurer of the General Fund the sum of twenty shillings; and if the previous decision shall be confirmed, the above twenty shillings shall become forfeited to the Society, to meet the expenses of such appeal; but should the previous decision not be confirmed by a majority of the members, the above sum deposited shall be returned; and this decision to be final and binding on all parties.

#### CONDUCT OF OFFICERS.

34.—That all officers shall obey the orders of the President, and assist him in keeping order; they shall also assist in the manner required of each of them in the form of introduction of new members. Any Lodge desirous of allowing an officer any remuneration for his services, can do so only out of their own private fund.

#### NOTICES OF MOTION.

35.—That all notices of motion shall be read at the time they are given, and shall stand over until the following meeting night for discussion, except in cases of emergency, when this Rule may be suspended by the consent of the majority of members then present, and the question discussed immediately.

#### COMMITTEE OF MANAGEMENT.

36.—That each Lodge shall have a Managing Committee, to consist of not more than twelve members; the said Committee shall be elected quarterly. They shall see that all officers and members do their duty; they shall have the power to pay, or cause to be paid, all just demands upon the Lodge; they shall be amenable to the Lodge for their transactions. Four of them shall form a quorum. The President, Vice-President, Secretary, and Treasurer shall be members *ex officio* of the said Committee.

#### APPOINTMENT AND DUTY OF AUDITORS FOR LODGES.

37.—That each Lodge shall appoint two Auditors to examine the Secretary's accounts, books, receipts, &c., and see that the books are kept in a clear and intelligible manner; they must examine each month's return, made to the Executive Council, and see that a just and proper return has been made; they shall report the receipts and expenditure, and a general view of the financial transactions of the Lodge for one month, to the members in open Lodge assembled.

#### OPENING NEW LODGES.

38.—That it be the duty of each of our Lodges to endeavour to open new Lodges in any town or locality in Great Britain and Ireland, where such may be practicable; and the same to be done by the nearest Lodge upon the day or hour system, as may be most suitable to the men forming such new Lodge. That it shall be competent for the Executive Council to direct that any town making application for permission to be opened as a Lodge under the Rules and Regulations of this society, shall be established as a branch, providing that such town can guarantee, and the Executive Council are satisfied that at the opening there shall not be less than six persons who have paid their entrance fee. In all cases of towns making such application, they must, previous to being opened, certify the schedule of "rights, rules, customs, and privileges of the town," which they have had twelve months previous; and if the masters take any privilege from the



above schedule, they are to be supported from the General Fund. The two delegates who go to open the new Lodge nearest to them shall each receive 1*l.* 1*s.*, and third-class railway fare and insurance. All expenses of opening new Lodges to be paid from the General Fund, and reported in the next return.

#### OFFICERS OF LODGES RESIGNING.

39.—That no officer shall throw up or resign his office without first giving notice to the Lodge or Committee that he intends doing so; and in such notice he must give a sufficient and reasonable cause for his resignation, or in default thereof, he shall be fined any sum not exceeding five shillings; such officer shall be allowed four weeks to pay the said fine. If the case be decided by the Committee, and the said officer is not satisfied with the result, he shall have the right of appeal to his Lodge, whose decision shall be final and binding.

#### MEMBERS LEAVING ONE LODGE AND JOINING ANOTHER.

40.—That any member less than nine weeks in arrear with his contributions, leaving one Lodge and joining another, shall be returned to the E.C. by the Lodge to whom such arrears are due up to the expiration of the said nine weeks. It shall also be incumbent upon the part of the Lodge who receives such member to return to that Lodge the contributions which have been paid for him to the General Fund, providing such member has paid that amount. If a member is more than nine weeks in arrear with his contributions, and does not clear up those arrears in the Lodge which receives him (so as to enable the Secretary to return him) it shall be incumbent on the Lodge that receives any portion of that member's arrears, to refund the amount received to the Lodge from which he was last returned; and should any Lodge refuse to comply with this Rule, the E.C. shall, on being applied to, be empowered to force the same.

#### LODGES MAKING IMPROPER DEDUCTIONS FROM CONTRIBUTIONS TO GENERAL FUND.

41.—That any Lodge making any improper deductions from the amount of the contributions due to the General Fund, or withholding, or neglecting to remit any part thereof, shall be debited with the amount withheld, or improperly deducted, in the column provided for that purpose in the monthly Report; and if any Lodge shall be indebted in any sum amounting to more than two months' contribution to the General Fund, they shall be suspended from all benefits of the society until such arrears have been paid. The C.S. shall write to the President of such Lodge previous to their suspension.

#### LODGES FAILING TO SEND TO THE E.C. ACCOUNTS OF EXPENDITURE.

42.—That if any Lodge have incurred any expenses on account of any of the legal or recognised purposes of this society, and shall fail or neglect to send to the Executive Council an account of such expenditure, in the next monthly return, and by the time it is due, they shall forfeit all claim to have such expenditure deducted from the amount of contributions due from them to the General Fund.

#### MONTHLY RETURNS.

43.—That each Lodge shall forward to the Executive Council, by the first Thursday in every month, an account of the number of members they have upon the books who are more than eight weeks in arrear with their contributions; also, the names of any members who are not more than eight weeks in arrear, and who are paying contributions, specifying the amount of contributions they have paid,—as all members paying up their arrears must be considered to be paying the arrears due from them to the General Fund,—and such arrears must be remitted to the Executive Council accordingly. They shall also forward, by the first Thursday in every month, an account of the amount of money they have paid for the relief of tramps (the certificates of such payments must be remitted at the same time), the amount they have paid for letters and parcels—but only the actual cost of postage of letters to the E.C. and to the General Secretary, the commission on money orders sent to the G.S. or E.C., and the carriage of parcels to the General Office, shall be charged by the Lodges with each month's return, and the E.C. shall allow the same from the General Fund. No charge for postage, parcels, or orders, other than the above, shall be allowed to the Lodges from our

General Fund. The General Secretary to report to the E.C. if at any time, he see cause to believe charges are being improperly made. The postage, &c. to be prepaid in all cases where possible—the amount they have paid on account of any strike or turn-out, accompanied with a list of the names receiving turn-out pay, and the amount paid each week; the amount they have sent to, or received from the Executive Council, and every other information they may be required to furnish.

#### LODGES PAYING IN EXCESS.

44.—That if any Lodge should exceed by its legal and recognised payments, during any month, the amount of their payments due to the General Fund, the Executive Council shall remit to such Lodge the difference between the excess and the amount due from them, and charge the same upon the General Fund.

#### LODGES STRIKING AND BEING IN ARREAR.

45.—That no Lodge shall be permitted to strike or turn-out, or make application for permission to strike or turn-out, or to have any vote upon any question, or be in any manner recognised as entitled to the protection or benefits of this society, which is more than two months in arrear with its payments to the General Fund; and any Lodge which is more than three months in arrear with its payments, shall not be entitled to the protection or benefits of this society until the expiration of four weeks of such arrears have been paid; and it is hereby ordered, that all reports or returns required to be sent to the Executive Council by the first Thursday in any month, shall be made up from the first Thursday to the last Thursday of the preceding month, both days inclusive. Every Lodge on strike or turn-out shall forward to the Executive Council, by the Tuesday in every week, during the said strike or turn-out, a correct account of the names of members receiving pay for the previous week, ending on the Saturday night, and the amount paid to each person; and should any Lodge neglect or refuse to comply with this Rule, the Executive Council are empowered to refuse any further assistance from the General Fund, until a proper account has been rendered. That where any Lodge may be on strike or turn-out, the origin of such strike shall be clearly defined in the first Report issued after it commences; and if a deputation from the Council is sent to inquire into the same, a detailed account shall be given of the state or progress of the strike in the next Report.

#### IMPOSITION.

46.—That any Lodge who shall designedly impose any improper statement or charge for strikes, turn-outs, or any other purposes, upon the Executive Council, shall, within four weeks from the time of such imposition being discovered refund the amount of such improper charge, or in default thereof, such Lodge shall be suspended from all benefits until the same be paid.

#### LODGES ON STRIKE TO COMMUNICATE WITH THE EXECUTIVE.

47.—That any Lodge striking or turning-out in support of, or in protection of any of the "rights, rules, customs, or privileges," as contained in their schedules, shall immediately communicate the same to the Executive Council, by whom they shall be furnished with the means of carrying out such strike or turn-out, so long as a majority of members shall be agreeable thereto. Any Lodge neglecting to communicate to the Executive Council that they are upon strike or turn-out, within three days after such strike or turn-out has taken place, shall forfeit any claim they may have upon the funds of the society for such strike or turn-out.

#### LODGES MAKING UNTRUE STATEMENTS TO EXECUTIVE COUNCIL.

48.—That should any Lodge strike or turn-out in support of their schedule or "rights, rules, customs, privileges, &c.," and it shall afterwards be discovered that such schedule had not truthfully and fairly described the "rights, rules, customs, &c." of their town and locality, they shall not be permitted to charge the cost and expenses of such strike or turn-out upon the General Fund, but such strike shall be declared illegal; and if they have received any assistance from the General Fund for any such illegal purposes, they

shall refund the amount so received, within four weeks from the time of the transaction being discovered, or in default thereof, be suspended from all benefits until the same be paid.

**PRIVILEGES TO BE MAINTAINED ONE YEAR BEFORE  
INSERTED IN THE SCHEDULE.**

49.—That any Lodge obtaining any privileges beyond those inserted in their schedule, shall maintain the same for one year before they can apply to the society to have such additional privileges inserted in their schedule or supported from the General Fund; but each Lodge shall have its amendments printed in the Reports.

**POWER OF EXECUTIVE COUNCIL TO APPOINT DELEGATES.**

50.—That in any case of strike or turn-out, or in any other matter wherein the interest of the society may be involved, the Executive Council shall have power to appoint one member to proceed to any branch, for the purpose of making necessary inquiries, and obtaining information as to the state and position of their circumstances, or to negotiate or enter into any arrangement that may be mutually agreed to by both parties, or to effect any amicable adjustment of the differences then at issue; but no delegate shall be allowed to hold conference with the employers without first having seen the members then on strike; and he shall take two or more members with him, if he wish to hold conference with the employers.

**PAYMENTS TO TURN-OUTS.**

51.—That members (and others following the trade or occupation of bricklayers) who are upon the books as turn-outs, shall receive from the funds of the society, at the rate of two shillings per day during such time as they are upon the books, provided always that they shall have signed their names in a book kept for that purpose, at least twice in each day; and no person can have any claim upon the funds for any day that the said book has not been properly signed. All members on strike or turn-out shall receive strike pay, as per Rule, for Christmas Day or Good Friday, except when Christmas Day falls on Sunday.

**STRIKE PAY TO PROTECTIONISTS.**

52.—That should there be a strike in any town or locality, or on any job where protectionists are working with our members, and they are willing to turn-out or strike, they shall receive the sum of one shilling and twopence per day so long as they are out on strike; but no tramps or others who come into any town where such strike occurs, shall receive any strike pay.

**MEMBERS ON STRIKE OBTAINING PARTIAL  
EMPLOYMENT.**

53.—That any member on strike or turn-out, getting partial employment, whereby he earns twelve shillings and upwards during any one week, shall not be entitled to receive any money from the funds of the society for that week; but should such partial employment produce him less than twelve shillings per week, the difference between his earnings and that sum shall be paid to him from the funds, provided that during the time he was not at work he has signed the turn-out book in a proper manner.

An exception to this Rule shall be made to members who may obtain employment during the first week of the strike. In such cases, each member on turn-out shall receive two shillings per day for every day he is unemployed during that week, irrespective of the amount he has earned by partial employment, provided always that he has signed the book, as required above.

**MEMBERS REFUSING TO ACCEPT EMPLOYMENT.**

54.—That should any member on strike or turn-out get employment for two weeks, without intermission, he shall have no claim for that strike or turn-out. The members' names shall be taken from the strike or turn-out list as they stand in regular rotation; and any member who refuses to take employment when offered, shall forfeit his claim to the payments made to members on strike or turn-out, unless he can give the Committee a satisfactory reason for not accepting such employment.

**PAYMENT OF DELEGATES.**

55.—That in any case of strike or turn-out where the E.C. deem it necessary to send one delegate to inquire into the cause of such strike or turn-out, he shall

receive the sum of seven shillings and sixpence per day, and third-class railway fare.

**SALARY OF CORRESPONDING SECRETARY.**

56.—That the Corresponding Secretary shall receive two pounds ten shillings per week for his salary, and fifteen pounds per year for rent of office. Should he require any extra assistance, the same shall be paid by him out of his own salary.

**TREASURER AND TRUSTEES.**

57.—That the Treasurer and Trustees shall receive two shillings and sixpence each for attending the Bank.

**MEMBERS TO CONFORM TO RULES OF TOWN WHERE  
WORKING.**

58.—That if any bricklayer or builder take or contract for work in any town but that to which he may belong, he must, in all such cases, conform to the schedule rules of the town in which the work is performed, so far as concerns their customs of time or method of working, unless in such cases where it is detrimental to the members' interests.

**POWER TO SETTLE DISPUTES BY CONCILIATION.**

59.—That each Lodge shall accept that form of working which seems most beneficial to them as a body; and that they shall also have power to settle their disputes by conciliation, as shall seem most conducive to their interests.

**POWER TO GRANT LOANS.**

60.—That the Executive Council shall not have power to grant to any Lodge a loan or loans, unless sanctioned by the votes of the society, on an appeal being made through the Reports, that votes may be taken on the same.

**OPTION OF LODGES TO DEMAND TRAMP CARDS, AND  
CONTRIBUTIONS.**

61.—That in all cases where members go to work in districts other than the one in which their own Lodge is situate, it shall be optional for the Lodge in the district where they go, to demand that such members shall throw their tramp cards into the Lodge where they are working, and also whether they shall pay their contributions into that Lodge.

**TRAMP RELIEF.**

62.—That any member drawing a tramp card, shall not receive relief under a radius of eight miles from the place where such card was drawn. He shall receive the sum of one shilling and sixpence at each relieving station; and if it be on Saturday, he shall receive an extra one shilling and sixpence for Sunday, provided he has received tramp relief during the week. He shall not be relieved twice on one day (except Saturday for Sunday), nor shall he be relieved more than once in four months at the same place. Members obtaining relief in an improper manner, will be guilty of fraud, and be liable to a fine of not less than ten shillings. The Pink Tramp Card shall in future be printed in columns under the necessary headings, as—Name of Relieving Station. Date on which relief is paid. Amount of relief, and Relieving Officer's Signature.

63.—That any Secretary granting a tramp card to a member shall insert the date to which he is clear on his Pink Tramp Card, and also carry forward the date when the member shall pay contributions, if he is to keep himself in benefit. When a member draws a tramp card, the Secretary granting it shall state on his contribution card (opposite the date nearest to the day of drawing it) that the member had drawn his card (D.C.), stating the Lodge granting it, and signing his name or initials. Also if a member with a tramp card pays contribution, the Secretary shall insert opposite the nearest date, "Renewed Card" (R.C.), likewise stating the Lodge, and signing his name or initials. And if a member returns his tramp card to the officers of the society, the Secretary of the Lodge receiving the card shall state "Brought Card" (B.C.) opposite nearest date, stating name of Lodge, and signing name or initials. All tramp cards returned by members shall be filed at the Lodge they may be thrown in at; and any member applying for a tramp card, after having had one and returned it shall receive the same Pink Certificate that he previously had; that is of course if he is entitled to one. No tramp card shall be relieved, unless the person presenting it produces his contribution card along with it; but the relieving officer shall

detain all tramp cards that are not accompanied by the proper contribution card. Only members who are out of employment shall at any time be allowed to receive a tramp card. If any member is proved to have drawn a tramp card in opposition to this regulation, he shall pay a fine of five shillings to the General Fund, and return to the society the total amount of relief drawn on that issue of the card, and shall not be entitled to receive any other benefit from the society until that be paid.

#### ALTERATIONS OF LAWS.

64.—Any Lodge desirous of altering any laws, or making new ones, must send their propositions for alterations, additions, or new laws, to the Executive Council, who shall insert the same in the first Report issued after its receipt by the E.C.; but no voting papers shall be issued till the following Report; and in the event of there being any amendment made, the voting papers shall not be issued till the second Report following that in which the proposition appears is sent out. But in no case shall an amendment be inserted in the Reports, unless it be received by the E.C. on or before the second Thursday in the month following the one in which the Report containing the Proposition is issued. The number of votes for and against, as received from each Lodge, shall be placed to the name of that Lodge in the Reports, and if approved of by a majority of two-thirds of the members, such Proposition shall become a law of the society; but any Lodge sending more votes on any question than they have returnable members in the Report that contains the result of voting, such Lodge's votes shall be considered null and void.

#### MEMBERS IN ARREAR TO RE-ENTER AS NEW MEMBERS.

65.—Any member who is upwards of twelve months in arrear with the Executive Council, shall be eligible to re-enter this society as a new member.

#### PAYMENT FOR CONTRIBUTION CARDS.

66.—That each member pay one penny to the General Fund for his contribution card, and that all Lodges forward the amounts due from them for their contribution cards to the E.C., along with their January Report of each year, so that they can be inserted in the January Report.

#### LIST OF ARTICLES REQUIRED TO BE FURNISHED TO E.C., AND ESTIMATES TO BE OBTAINED.

67.—That the C.S. shall furnish the E.C. with a complete list, as far as possible, of all articles required in the G.O., and also for the use of the Lodges at least once in six months; and that the E.C. obtain estimates from not less than three respectable printing firms, who employ union men, in whatever town the G.O. is situated, and that the lowest tender be accepted. All tenders to be published in the Reports. No non-society shop to be allowed to tender for work for our society.

*These rules having been unanimously agreed to at a Meeting of Delegates from the various Lodges of the Society held in Sheffield, and also amended from time to time by the various Lodges by their votes, we authorise the publication of the same as the Rules of the Society,*

*By Order of the Executive Council.*

G. H. CLARKE,  
*Corresponding Secretary.*

#### ACCIDENT AND BURIAL RULES.

##### THE NAME AND INTENT OF THIS SOCIETY.

1.—That this society is instituted for the purpose of mutual support of the members in case of accident, and for the burial of members and members' wives, and their widows; and it is agreed that this society shall be known by the title of "The United Operative Bricklayers' Trade, Accident, and Burial Society, of Great Britain and Ireland."

##### TIME OF OFFICERS TO ATTEND MEETINGS OF THE SOCIETY FOR THE TRANSACTION OF BUSINESS.

2.—That the meetings of the society shall be held on each evening, at o'clock, and business shall commence at at which time the officers shall each take their places; and

should any of them be absent at half-past seven, he that is absent shall be fined the sum of sixpence; and should any officer be absent the whole of the meeting, he shall be fined the sum of one shilling, unless he send an excuse in writing, together with his key (if he has one), in due time; if so, he shall be exempt from any fine. The business of the society shall commence at half-past seven o'clock, and continue till nine, for the collection of subscriptions, and the transacting of any other of the society's business; but no money as subscriptions shall be received after nine o'clock. If the said officers cannot finish the society's business within the said time, then the President shall call for a greater length of time, not to exceed ten o'clock; and during such additional time, the President shall demand order to be observed by the members, as at other times or fine them that disobey, agreeable to these Rules. There shall be a box provided, with three locks; the keys to be kept by the President, Vice-President, and Secretary—each to have one.

##### OFFICERS OF SOCIETY: HOW CHOSEN AND THEIR DUTY.

3.—That there shall be a President chosen from among the members of the society. He shall be a person most eligible for the office. He shall serve six months, and then another shall be chosen in his stead. If anyone chosen as President refuse to serve the office, unless he has served or paid the fine within twelve months, he so refusing to serve as President shall be fined the sum of two shillings, and another chosen in his stead. The duty of the President shall be to keep good order in the club room during club hours, inspect the society's business, and see that it be conducted in a proper manner, or be fined such sum as a majority of the members present may think proper, not to exceed five shillings. There shall be two Stewards chosen over this society; twelve names shall be taken from the roll book of the society, as they stand in regular rotation, and two to be elected from them. They shall serve six months, and then others shall be called in like manner. Anyone refusing to serve as Steward, shall be fined two shillings, and another be called in his stead. The duty of the Stewards shall be to attend all the meetings of the society, and see that all the demands upon the society be paid. There shall be a Vice-President chosen by the society, to assist the President. He shall serve six months, and then another shall be chosen. Anyone refusing to serve shall be fined two shillings, unless he has been in office within twelve months.

##### SECRETARY AND HIS DUTIES.

4.—That there shall be a Secretary appointed to this society, one that is qualified for such office. He shall be appointed by a majority of the members at a regular meeting of the society, and shall continue in office six months, or so long as he gives general satisfaction; and his salary shall be such sum as agreed upon by him and the society half-yearly. The Secretary's duty shall be to keep the society's accounts in a clear and correct manner, attend all meetings of the society and transact all writing for the society as regards their accounts; and shall be fined, if late, one shilling; and if absent the whole of the night of any of the society's meetings, he shall be fined two shillings and sixpence.

##### TREASURER AND HIS DUTY.

5.—That there shall be a Treasurer appointed to this society. He shall be chosen by the members at a regular meeting of the society, and shall continue in office six months, or so long as he gives general satisfaction; and his salary shall be such sum as agreed upon by him and the society, half-yearly. He shall be empowered to lay out at interest any part of the society's funds, on such security as shall be approved of by the members; and shall be empowered to maintain an action at law, in the name, and for the society. He shall give satisfactory security for whatever property he may be entrusted with belonging to the society, and shall attend all meetings of the society, and if late or absent, shall be fined the same as all other officers.

##### COMMITTEE AND THEIR BUSINESS.

6.—That there shall be a Committee appointed by the members, at a regular meeting of the society, to consist of seven members. They shall serve six months, and then others shall be appointed in like manner. The duty of the Committee shall be to investigate all business of the society, and make such inquiry as they think needful in any business that may be laid before them. They shall determine anything wherein the

society's rules are silent, and shall make a report to the society, at the next meeting following the investigation, for the society's approbation. The Committee shall meet and examine all accounts and see all money paid in due time. Any Committee-man neglecting to attend in due time, to be fined sixpence; if he neglect to attend altogether he shall be fined one shilling, unless he send an excuse, in writing, in due time.

#### ADMISSION OF MEMBERS, SUBSCRIPTIONS PAID, &c.

7.—That any man wishing to become a member of this society, shall be proposed by a member and seconded by another member; and if there be any objection to his admission, there shall be two-thirds of the members present for his admission before he can be admitted; and on his entrance, and for subscriptions, he shall pay such sums as the exigencies of the society may require, and not be entitled to any benefit until six months after his entrance.

#### TIME ALLOWED BEFORE A MEMBER IS OUT OF BENEFIT.

8.—That no person shall be entitled to receive from the funds of this society any benefit that may arise from a death or accident, if he be more than eight weeks in arrear at the time.

#### MEMBERS IN ARREAR NOT ELIGIBLE FOR BENEFIT.

9.—Any member meeting with an accident, and more than eight weeks in arrear at the time, shall not receive any benefit for such accident should he pay up his subscriptions. And any member being more than thirteen weeks in arrear shall not be entitled to receive any benefit until four weeks after such arrears be paid, and not for any accident that may occur within the said four weeks.

#### PAY TO MEMBERS WHILE UNABLE TO WORK, FROM ACCIDENT.

10.—That if any member of this society meet with an accident (he being sober at the time), and be rendered incapable of following his work in consequence of such accident, then he shall receive from the Stewards of this society the sum of twelve shillings per week for the first three months, nine shillings per week for the second three months, seven shillings per week for the third three months, five shillings per week for the fourth three months, and two shillings and sixpence per week so long as he is unable to follow his employment. The Stewards shall visit each afflicted member while receiving pay, at least once a week; and the Committee shall pay the same before seven o'clock on Saturday evenings, or be fined one shilling for each neglect. No member to do any work, or overlook any work done by another man, while he is receiving support, on pain of being excluded this society, or fined, not exceeding one pound. Any member, while receiving pay being found in a state of intoxication, shall not receive pay that week; and every member, while receiving pay, shall bring a certificate, signed by a surgeon, specifying his inability to follow his employment. Should the Lodge Officers consider any member in receipt of accident pay is imposing upon the funds of the society, they shall have power to call a special meeting to investigate his case, and have him medically examined if found necessary, and charge the cost of such meeting and examination, along with the deputation's expenses, upon the General Fund of the society.

#### ACCIDENT THROUGH FIGHTING, &c.

11.—Should any member meet with an accident through fighting or other misconduct, no benefit will be allowed such member from the funds of this society for such accident.

#### FUNERAL ALLOWANCE, AND WHAT PAID THEREON BY EACH MEMBER.

12.—That when it shall please Almighty God to take away any member of this society by death, the Stewards shall pay to the next-of-kin, or any other person he may legally appoint, the sum of 8*l.*, to defray the funeral expenses; and in like manner shall the Stewards pay to any member 8*l.* at the death of his wife, providing he produce a certificate of his marriage. But should a member marry a second time, he shall only be entitled to the sum of 5*l.* for the second wife, on his paying an entrance fee of 10*s.* 6*d.*, to be sent to the E.C., with the returns for the month in which the entrance of the wife takes place, providing she is under 45 years of age, and he produce a doctor's certificate stating her to be in

good health at the time of her entrance; the certificate to be sent to the E.C., to be filed. That the widow of a deceased member, or her representatives, shall be entitled to a funeral allowance of 5*l.*, on payment of ninepence per quarter. Any widow being more than twelve months in arrear, shall forfeit all claim to the above; or if she marry again her claim shall cease. This rule to apply to all past and future widows. Each member to subscribe to each funeral according to the exigencies of the society, towards defraying the expenses of each funeral of either member or member's wife or widow—to be paid the first meeting following each funeral. The Executive Council shall be empowered to levy the members of the society each month, for the total amount of funeral expenditure for the preceding month. In all cases, the Stewards shall visit the dead body, and be satisfied before they pay the funeral money; and if it be in the country, they shall require a certificate agreeable to Form at the end of these Rules, and shall deduct all reasonable expenses. In case any member should die without any relations in town to superintend his funeral, the Secretary shall write to his nearest relations, if he has any, informing them of his death; and if they do not attend in due time for the funeral, then the Stewards of the society shall provide for the funeral, and see that he be decently interred, and return the overplus money that may remain to the funds of the society; and should any of his relations come forward and claim the said overplus within twelve months from the date of such funeral, it shall be paid to them, deducting all reasonable expenses. All funeral benefits to be paid for members dying beyond the limits of the United Kingdom, who are in benefit, upon the receipt of the properly authenticated certificate of death.

13.—That if any member receive 8*l.* from the funds of this society for one wife's funeral, he shall not be entitled to receive more than 5*l.* for the death of a second wife, if he run out of benefit and re-enter as a new member. The above benefit not to be allowed, unless he has paid the sum of 10*s.* 6*d.*, as entrance fee for the said second wife; this amount to be sent to the E.C. with the certificate of health, as per Rule 12.

#### MEMBERS CIRCULATING REPORTS INJURIOUS TO THE SOCIETY.

14.—That if any member be found to circulate reports injurious to this society or to create angry feelings between its members, he shall be summoned before the Committee, who shall make all necessary inquiry, and if it be proved, he so offending shall be fined five shillings; and should he refuse to pay such fine, he shall be indulged one month from the date of the fine being laid, and then it shall be added to his contributions, and he shall be deprived of the benefits of the society until paid.

#### MEMBERS FIGHTING WHILE RECEIVING ACCIDENT PAY.

15.—That any member happening an accident, shall bring a certificate, signed by a surgeon, specifying his inability to follow his employment. If his accident occurred before one o'clock on the day of his declaring upon the funds, he shall be paid for that day; if after one o'clock, his pay shall not commence until the following day. The doctor's certificate to be delivered to the Secretary within three days after receiving it, or, if not, the pay to commence three days preceding the day of delivery. Any member found fighting, so as to endanger his recovery or prevent his cure, shall receive no more benefit for that accident. Should any member in receipt of accident pay, be found out of his house or place of abode after nine o'clock at night, or before five o'clock in the morning, from the 1st of April to the 1st of November, or before seven o'clock in the morning, or after seven o'clock at night, from the 1st of November to the 1st of April, he shall receive no pay for that week, except it be on the society's business. Any member meeting with an accident, and who intends to declare upon the funds, must do so within one month of the date of the occurrence of the accident, or he shall not be entitled to claim any relief for such accident.

#### FINES FOR MISCONDUCT IN CLUB ROOM, &c.

16.—That if any member refuse to be silent at the first call of the President for order, or interrupt any member while addressing the President on any subject relative to the society's business, he shall be fined the sum of twopence for the first offence; fourpence for the second; and sixpence for the third; and if not reformed, he shall leave the room for that meeting, or be fined in

such sum, not exceeding ten shillings, as the majority of the members then present may think proper. That any member having a desire to speak on any subject before the meeting for discussion, shall stand up in the room uncovered, and shall address the President in an audible tone, and shall be heard attentively, in silence, by the rest of the members until he has finished his remarks upon the subject; but he shall not speak more than once upon the same subject, unless he be called upon to explain. If any member come into the club-room intoxicated, or interrupt any officer in the execution of his duty, he so offending shall be fined the sum of sixpence for each offence. If any member strike a member in anger in the club-room, he shall be fined the sum of two shillings. If any member introduce debating, either on religion or politics, he shall be fined the sum of one shilling. If any member be guilty of embezzling any part of the society's funds, he shall be proceeded against as the law directs.

If any officer lose or damage his key, he shall replace it by the next meeting of the society, or fined one shilling for the neglect, and pay for the key besides. If any member change his residence, he shall give notice to the Secretary on or before the next meeting of the society, or be fined sixpence. The Secretary shall make up their money, to agree with the Secretary's books, before they go out of office; and those coming in office as Stewards shall see that all things are correct before they receive the accounts, or the Stewards deficient shall make up the deficiency, and shall be fined for the neglect, as required by the majority of the members present, in any sum not to exceed two shillings each. The President shall read up to the members present, at the close of the business, what sums have been received, and what sums have been paid, and for what purpose, or he shall be fined one shilling for each neglect. All fines to be paid with the first payment of subscription money after they are due, and shall be added to the society's funds, towards expenses of management.

#### APPROPRIATION OF THE FUNDS OF THE SOCIETY.

17.—That the sums of money received as subscription money from the members of this society shall not be applied to any purposes save those of the society at large; and if any officer, or any other member, misapply or embezzle any part thereof, they shall repay such sums immediately, along with a fine of ten shillings. If any member propose to break up this society, he shall be fined five shillings.

#### ARBITRATION IN CASE OF DISPUTE.

18.—That if any member or members of this society find himself or themselves aggrieved, or have any cause of complaint, or the claimant on behalf of any member have any cause of complaint, against the President, Stewards, Committee, or any other member or members of this society, such complaint shall be referred to arbitration. Seven Arbitrators shall be named and elected; and in case of dispute, the names of the Arbitrators shall be written on a piece of paper, and placed in a hat or bag, and the three whose names are first drawn out by the complaining party shall be Arbitrators to decide the matter in dispute, and their determination shall be final and conclusive, to all intents and purposes. The Arbitrators' expenses shall be paid by the party against whom the award is given, which expenses shall not exceed ten shillings. If any witness be called, each party shall pay their witness's expenses; and a deposit of ten shillings for the Arbitrators' expenses shall be made by the party demanding the arbitration, in the hands of the President, before such arbitration be called, to ensure the payment thereof.

#### ACCIDENT PAY TO SONS OF MEMBERS AND MINORS.

19.—That any protectionist wishful to join the Accident Fund shall pay at least one penny per week as contribution, for which he shall receive, in case of accident, the sum of eight shillings per week for the first six months and four shillings per week afterwards, so long as he is unable to follow his employment. Any protectionist allowing his contribution to run more than thirteen weeks in arrear, shall not be allowed any benefit in case of accident should he pay up his contributions. No benefit to be allowed until the said protectionist shall have paid for six months to the Executive Council.

20.—That these Rules be observed and strictly adhered to by the members of this society, and no

alteration shall be made to them during the next two years, and the officers are earnestly requested to insist upon them being observed, and the fines enforced according to each Rule; these Rules as they now stand having been unanimously agreed to by the members present at a general delegate meeting, convened for the purpose, by public notice, and otherwise amended by the members of this society.

By Order of the Executive Council.

G. H. CLARKE, Corresponding Secretary.  
THOS. PHILLIPS, Chairman.

JAMES AXON.  
JOHN BATESON.  
THOS. ASPINALL.  
JAMES COGAN.  
JOHN WOOLRICH.  
HENRY ROBERTS.

July 1890.

#### FORM OF A CERTIFICATE OF THE DEATH OF A MEMBER OR THE WIFE OF A MEMBER.

No.	Name of Town.
I hereby certify that my care, and that the day of was	has been under departed this life on The cause of death
Dated this	day of 188
Signed,	

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  7. Members Eligible for Office.
  8. Members Intoxicated at Meetings.
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  11. Insulting or Abusing Officers.
  12. Members bringing Charges against others.
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  18. Strike Pay to Members Striking against Unqualified Persons.
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  20. Branches Eligible for Executive Council.
  21. Lodges nominated for Executive Council.
  22. How Lodges shall be nominated for Executive Council.
  23. Duration of Office of Executive Council.
  24. Reports to be Issued.
  25. Duties of Corresponding Secretary.
  27. Election of Auditors.
  28. Duties of Officers of Lodges.
  29. Correspondence:—How Conducted.
  30. No Member or Branch Lodge to issue Circulars except through the Executive Council.
  31. Preferring Frivolous Charges against the Executive Council or Corresponding Secretary.
  32. Manner of Preferring a Charge against the Corresponding Secretary.
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  34. Conduct of Officers.
  35. Notices of Motion.
  36. Committee of Management.
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  39. Officers of Lodges Resigning.
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  43. Monthly Returns.
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4. Secretary and his Duty.  
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12. Funeral Allowance, and what Paid thereto by each Member.  
14. Members circulating Reports injurious to Society.  
15. Members Fighting while Receiving Accident pay.  
16. Fines for Misconduct in Club-room, &c.  
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18. Arbitration in case of Dispute.  
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## APPENDIX XLIII.

## LIST of PRINCIPAL DISPUTES, 1890-1, connected with the ALLIANCE CABINET MAKERS ASSOCIATION.

Year.	Town.	No. of Men affected.	No. of Weeks Duration.	Advantages to Members.	Mode of Settlement.	Cost.	No. of Members benefited.
1890	Liverpool*	85	6	½d. per hour advance. Time and quarter for overtime.	Conference with employers.	£ s. d. 550 0 0	130
1890	E. Manchester	200	5	Uniform price list; 10 to 15 per cent. advance; reduction of hours.	Conference with employers.	838 0 0	650
1890	Oldham	12	8	Revised price list	Conference	80 0 0	40
1890	Nottingham	50	4	Day work	Deputation	118 0 0	65
1890	Beith	30	3	2s. advance. Time and quarter after 51 hours.	Deputation	100 0 0	90
1891	Bristol	70	4	Uniform price list; 5 per cent. advance.	Deputation	140 0 0	230

\* This dispute was conducted by Joint Committee of Alliance and Amalgamated Union, therefore the members of that Union should be added to those shown above.

In addition to the above, a large number of towns, viz., Birmingham, Dublin, Glasgow, Bolton, Swansea, Sunderland, and others have obtained similar advances, by the withdrawal of a few men and timely conference with the employers.



## APPENDIX XLIV.

(Reprinted from the "Journal of Gas Lighting," January 19, 1892.)

## SLANDER by the ASSISTANT SECRETARY of the GAS-WORKERS' UNION.

HIGH COURT OF JUSTICE—QUEEN'S BENCH DIVISION.

Friday, January 15.

(Before Mr. Justice DENMAN and a Special Jury.)

HIGGINS v. WARD.

To-day an action brought by John William Higgins, a gas stoker, formerly of Salford, but now in the service of the South Metropolitan Gas Company, against William H. Ward, Assistant Secretary of the Gas-Workers' and General Labourers' Union, to recover damages for an alleged slander uttered by him against the plaintiff, came on for hearing. The litigation arose in connexion with some statements made by Ward at a meeting of gas workmen held in May last; plaintiff being one of the men taken on by the above Company when their old hands threw up their work on the occasion of the strike. Defendant denied having uttered the slander; but said if he had, it was not done maliciously.

Mr. Murphy, Q.C., and Mr. Mews appeared for the plaintiff; Mr. T. Terrell for the defendant.

Mr. Murphy, in opening the case, said the action had only been brought by plaintiff to vindicate his character, and to put a stop to the persecution to which he had been subjected. Prior to the strike of gas workmen in 1889, plaintiff had been employed by the Salford Corporation; but he left their employment, and took service with the South Metropolitan Gas Company. As a result of his action, he was described as a "blackleg," and became a marked man. On May 7, 1891, speaking at a meeting of union men, in Blackwall Lane, East Greenwich, defendant made imputations on plaintiff's character which, it was admitted on the pleadings, were absolutely without foundation. The words complained of were these: "There is a man working for Joe Tysoe [the Superintendent of the Company's East Greenwich station] named Higgins, whom and whose parents I have known for nearly 30 years. He is nothing but a common thief and a street-corner boy, who would rob any hard-working man of his wages, or his watch and chain if he were lucky enough to have one, especially if he saw the man was drunk. He knows the cells inside Strangeways Gaol better than he knows the retorts in the gas-works. I remember on one occasion, when he was taken into custody, when searched there were over 40 pawn-tickets upon him relating to stolen watches and chains which he could not account for." These statements were altogether untrue. The matter having come to the knowledge of the directors of the Company, the plaintiff was asked to explain it; and thereupon he told the truth. The directors accordingly ordered their solicitors to assist him in bringing the present action. They wrote a letter, and the answer to it was that the defendant had never referred individually to the plaintiff in most of what was said; and that the statement was as to the class of men to which the plaintiff belonged. He did not know the plaintiff personally; and he had simply stated the effect of the report he had received. The learned Counsel concluded by saying that even at this stage of the proceedings his client would be willing to accept an apology; but, if this were not tendered, the jury must say at what amount they ought to assess the damages.

Justice Denman asked whether it was to be peace or war.

Mr. Terrell replied that the case must go on, as he had no instructions to tender an apology.

Plaintiff was then called, and stated that he entered the service of the South Metropolitan Gas Company in December 1889, having worked for the Salford Corporation for 16 years. There had never been the slightest suggestion of dishonesty against him. He was once fined 2s. 6d. for being drunk.

Cross-examined by Mr. Terrell: He had been employed by the Company to get them labourers. He heard of the speech from a fellow workman on the same day.

William Drain, a constable in the Metropolitan Police, examined, said he was present at the meeting on May 7, and heard the defendant say plaintiff had never done a day's work in his life, and was a street-corner boy and

loafer. He would stand about and rob any hard-working man of his week's wages, or his watch and chain if he were lucky enough to have one; and he knew the cells in Strangeways Gaol better than the retorts in gas-works. He had often been convicted, and on one occasion, when he had been taken into custody, upwards of 40 pawn-tickets were found on him relating to stolen watches and chains which he could not account for. He (Ward) had known plaintiff's father for 20 years as a hard-working, honest man, and all the rest of his family. Plaintiff was the only black sheep in the flock.

Cross-examined: There had been a procession, and he had followed it to the place of meeting. He was about ten yards away from the defendant when he was speaking. He took no notes of the proceedings. About a week after the meeting his inspector asked him to put down what he remembered having been said about the plaintiff. He did so. There were three other policemen at the meeting. He did not consult the other men before he made his note. He had probably talked about it since. He did not hear defendant say he did not know plaintiff, or that what he was telling the meeting was only what he had heard about plaintiff in Manchester. He did say he was not sure about all he had said.

Justice Denman having read the note made by witness, found the word "thief" was used.

Witness: Defendant said plaintiff was a thief and a scamp.

Police constables Aylward and Angell gave similar evidence. They stated that defendant said plaintiff was a disgrace to his family, and would get hold of a man's watch and chain if he could. He was known as a thief and street-corner boy.

Cross-examined: Defendant spoke well of plaintiff's father and uncle; and did not say the plaintiff was reported to belong to a gang who did these things, but that plaintiff himself did them. They (the policemen) thought from what they heard that plaintiff was a man to be watched. The remarks were not made as showing the class of persons employed by Mr. Livesey.

Police-constable Cullum gave similar evidence.

Cross-examined: The police all made their written reports in the same room at one time. They might have been talking about what had been said on the occasion. Each man wrote what he remembered. They did not read over their reports to one another.

This was the case for the plaintiff.

Mr. Terrell, in opening the defendant's case, said that the defence would be a complete denial that the words complained of had been used. It was clear that the police evidence had been agreed upon, and that the action was really one by the directors of the Gas Company against the Union.

William Henry Ward was then called, and said he had been a gas stoker for 23 years, and was now Assistant-Secretary of the Gas-Workers' Union. He remembered what he stated at the meeting in question. He said: "There is at present working for Joe Tysoe a man named Higgins, whom I have never seen in my life, but whose father and uncle I have known for years. If the account I received of young Higgins in Manchester is correct, all I can say is that he has disgraced an honourable and honest parent; for a better foreman than old Dick Higgins I never knew. I have been informed that Higgins belonged to a gang who loitered about the Regent Road Barracks on pension day, watching the pensioners. This gang knows more about the inside of Strangeways Gaol than about the inside of a retort. How true this is, I cannot say; I give it you as I received it. But if the information is correct, it proves to me that the South Metropolitan Gas Company don't care who they employ to bring them in anything in the shape of humanity at 1l. a head. At one time, when a raid was made on the gang, 40 pawn-tickets for watches were found on them." He did not call the plaintiff a thief, or any of the other things complained of. He said that the gang, and not the plaintiff, had done all these things.

Cross-examined by Mr. Murphy: The Gas Company were ready, and are even ready now, to take anyone who will work for them, whether he be a thief or not. The gang he mentioned were bad characters—street-corner boys and loafers, who picked the pockets of pensioners and others. He did say he had heard plaintiff was a member of this gang, who picked pockets.

John Fitch, the chairman of the meeting, said the police were outside the crowd. Defendant began by saying that if the information he received was true, plaintiff was a disgrace. He did not hear the words complained of. He should have heard them, he thought, if they had been used.

Thomas Blackburn said he called the meeting, and stood near Ward with a banner. Defendant said that, if what he heard about the plaintiff was true, he had disgraced his parents. Defendant did say plaintiff's character would not bear investigation, and that he was an agent for procuring blacklegs. Defendant also said plaintiff was an associate of street-corner boys. "Watches and chains" were mentioned in connection with the class of men employed by Mr. Livesey.

Counsel having addressed the jury,

Justice Denman, in summing up, said defendant had himself admitted having said that the plaintiff was one of a gang of thieves. The mere fact that he had been told what he said was no defence. The evidence of the police was very strong; their attention having been drawn to the matter on account of the language used about the plaintiff. If, in substance, the words complained of in the statement of claim were made out, the verdict should be for the plaintiff. He could not say that this was not a very serious slander, as systematic dishonesty of a very low character was charged against the plaintiff. At the opening of the case, Mr. Murphy, on behalf of the plaintiff, said he was willing to accept an apology. But defendant's Counsel had been instructed to fight the matter out; and now the question of damages would be on a different footing. The jury must consider what sum would mark their opinion that the attack was an unfounded, unfair, and cruel one.

The jury almost immediately found for the plaintiff—damages 200*l.*

His Lordship gave judgment accordingly; certifying for a special jury.

APPENDIX XLV.

LIST of STRIKES in connection with the GAS WORKERS' UNION.

Supplied by Mr. W. H. WARD (and received June 20th and July 8th, 1893) in reply to questions 24,800-4 in Mr. W. THORNE'S Evidence before Group C. (30th Day).

Actual or Approximate Date of		Locality, &c.	Cost.		Cause.	Result.	
Commencement.	Termination.		£	s. d.			
Dec. 13th, 1889	Feb. 8th, 1890	Six stations South Metropolitan Gas Company, viz. :—				Men defeated.	
		2,000 men involved.	Old Kent Road	1,881	2 4		
			Vauxhall	1,775	0 0		
			East Greenwich	1,514	0 0		
			West Greenwich	1,101	1 6		
			Rotherhithe	1,514	7 1		
		Bankside	500	8 6	8,375	19 5	
		(Money collected and paid by Strike Committee.)					
		Old Kent Road			2,595	6 5	Against introduction of profit-sharing scheme.
Dec. 9th, 1889	Feb. 12th, 1890	Government Department Gas Works, Woolwich Arsenal.			77	11 8	
Oct. 9th, 1889	Jan. 20th, 1890	Silvertown Telegraph Works.			200	0 0	For advance of $\frac{1}{2}$ d. per hour.
Dec. 6th, 1889	Dec. 10th, 1889	Manchester Corporation Gas Works.			242	19 2	1,056 men struck against non-union men without the sanction of the Executive, who marked their disapprobation by only granting them a small amount.
May 1890	June 1890	Mossley Gas Workers			63	10 0	For eight hours.
July 1890		Liverpool labourers in Building Trade.			11	2 8	For $\frac{1}{2}$ d. per hour advance.
May 1890	(Lasted several weeks.)	Sittingbourne Brickmakers	179	0 0	Locked out through Bargemen's strike.	Defeat of bargemen, who went in on old terms.	
		Paversham Brickmakers	65	10 0			
		1,500 men involved.	Teynham Brick-makers.	24			10 0
			Rainham Brick-makers.	40			15 0
			319	10 0			
April 4th, 1890	Apr. 24th, 1890	Elmly Cement Workers			40	18 4	For $\frac{1}{2}$ d. per hour advance.
		Birdwell Quarrymen			116	1 0	For $\frac{1}{2}$ d. per hour advance.
Sept. 27th, 1890	Oct. 5th, 1890	Sheffield Females (Confectioners).			23	0 4	Against obnoxious fines.
		Liverpool Sugar Workers			15	14 9 $\frac{1}{2}$	Against victimising union men.
Nov. 24th, 1890	Nov. 29th, 1890	Darwen Gas Workers			24	16 0	For eight hours.
		" Labourers			1	15 0	For $\frac{1}{2}$ d. per hour advance.
June 30th, 1890	July 6th, 1890	Leeds Gas Workers			115	15 6	Against managers wanting them to do as much work in eight hours as they formerly did in twelve.
		Leeds Clay Workers			1,250	0 0	For advance of 3s. per week.



Actual or Approximate Date of		Locality, &c.	Cost.		Cause.	Result.
Commencement.	Termination.		£	s. d.		
May 27th, 1890	Oct. 24th, 1890	Barnsley Gas Workers -		128 0 0	Against reverting to twelve hours from eight.	Defeat of men.
June 25th, 1890	Aug. 30th, 1890	Norwich Gas Workers -		105 4 6	Against reverting to twelve hours from eight.	Men put back on 12 hours.
		Rotherhithe Metropolitan Gas Company.	10 4 0*		Victimised members.	
		Bankside Metropolitan Gas Company.	0 0 0*			
		West Greenwich Metropolitan Gas Company.	8 8 0*	19 12 0		
July 26th, 1890	Aug. 22nd, 1890	Bromley, Kent -		10 8 0	Against reverting to 12 hours from eight.	Men put back on 13 hours.
May 1890	-	Sittingbourne District Brickmakers.		150 0 0	Re Bargemen's strike.	
Mar. 22nd, 1890	Apr. 3rd, 1890	Erith Brickmakers -		18 0 0	For 1d. per 1,000 advance -	Men successful.
		Leeds Clayworkers -		19 0 0		
		Slough Brickmakers -		10 0 0		
Feb. 1st, 1891	Feb. 14th, 1891	Northfleet Brickmakers -		7 0 0	For 1d. per yard on earth digging.	Men successful.
		Edmonton Brickmakers -		3 15 0		
		West Drayton Brickmakers		2 0 0		
Sept. 1st, 1890	Sept. 14th, 1890	Dublin Coal Porters -		3 0 0		
June 7th, 1890	June 14th, 1890	Dublin Canal Men -		250 0 0	For 1d. per ton extra for discharging coal.	Men successful.
Jan. 6th, 1891	Mar. 19th, 1891	Doulton's Potters' Labourers.		25 0 0	For 3s. per week advance -	Men successful.
Dec. 31st, 1890	Mar. 3rd, 1891	York Combmakers -		219 10 10	Locked out through potters' strike.	Defeat of the workers.
Mar. 6th, 1891	Mar. 27th, 1891	Shoreditch Woodcutters -		135 0 0	For advance of 2s. per week for men, and 1s. per week for women, and against obnoxious fines and paying for gas.	Defeat of men.
Jan. 21st, 1891	Mar. 3rd, 1891	Engineers' Labourers, Deptford.		19 10 0	For an advance of wages.	Dispute settled in favour of men.
Feb. 28th, 1891	Mar. 19th, 1891	Gray's Cement Workers -		17 0 0	Came out to assist Boiler-makers, who struck at Pennis on Government contract.	Went back on old terms.
Feb. 24th, 1891	April 28th, 1891	Lathrenders -		8 0 0	For 1d. per hour advance.	Men went to work for firms using English laths.
April 17th, 1890	(Termination not known).	Lock-out at Nordenfeldt Gun Factory, Erith.		7 10 0	Against foreign-made laths.	Being engineers' dispute the union men got work elsewhere.
Mar. 3rd, 1891	(Lasted only a few days.)	Coal Porters, Victoria Docks		5 0 0	Against boy labour.	Men successful.
June 13th, 1891	Nov. 7th, 1891	Lock-out at Samudas -		4 1 8	Against reduction.	The union men sought work elsewhere.
Dec. 10th, 1890	Jan. 20th, 1891	Stratford Chemical Works -		23 2 8	Owing to strike of engineers against unskilled men working machines.	Failure.
Aug. 21st, 1890	Aug. 20th, 1890	Nottingham Sanitary Men -		5 16 8	For eight hours.	Went back on old terms.
		Durham Gas Workers -		30 0 0	For 2s. a week advance.	
		Plymouth Labourers -		84 6 8	Against reverting to twelve hours from eight.	
		Mersey Shipyard Labourers		27 17 4	Against a reduction of wages.	
		Heckmondwike Dyers -		82 18 0	Against a reduction of wages.	
		Halifax Dyers -		1,883 8 10	For an advance of 2s. per week and four hours less per week.	
		Tingley Coke Burners -		113 10 10	For advance of 2s. per week and four hours less per week.	
		Leeds Dyers -		72 3 8	For 2s. per week advance.	
		Dewsbury Gas Workers -		40 2 6	Against infringement of agreement.	
		Sowerby Bridge Dyers -		11 13 10	For eight hours.	
		Wyke Dyers -		5 3 0	For four hours reduction per week.	
		Wakefield Dyers -		47 6 8	For four hours reduction per week and 2s. per week advance.	
		Lancashire Labourers -		21 18 10		
pr. 24th, 1891	Apr. 20th, 1891	Batley Woollen Sorters -		149 18 2	For reduction of hours and increase of wages (between 15 and 20 men involved).	Men successful: received 1s. per week advance.
Jan. 22nd, 1892	Mar. 10th, 1892	Clevedon Brickmakers -		16 0 0	For four hours per week reduction.	Concessions granted to men.
May 1892		Bristol Brewery Men -		43 6 8	For 3d. per 1,000 advance.	Two men victimised; others working on old terms.
		Belfast Builders' Labourers		17 0 0	For 2s. per week advance.	
		Cowley District Brick-makers -		988 0 0	Locked out through masons' strike.	
Apr. 18th, 1891	Aug. 15th, 1891.	West Drayton -	2,780 6 8		For 6d. per 1,000 advance.	Men received what was equivalent to 4d. per 1,000.
		Southall -	1,612 1 4			
		Slough -	514 4 0			
		Extras -	287 15 2	5,174 7 2		
May 17th, 1891	June 3rd, 1891	Sheffield Quarrymen -		80 0 0	For 1s. per week advance.	Men successful.

\* These three items are for victimised men, arising out of South Metropolitan Gas Strike.

Actual or Approximate Date of		Locality, &c.	Cost.	Cause.	Result.
Commencement.	Termination.				
June 11th, 1891	July 30th, 1891	Gowerton Gas Producer Men.	185 0 0	Against 10 per cent. reduction.	Men successful.
		Labourers - - - -	24 0 0	Locked out through carpenters' strike, London.	
		Engineers' strike - -	23 6 8	"Samuda's" labourers locked out.	
		Gray's Cement Workers -	9 10 0	For 1s. per week advance.	
		Coal Porters - - - -	7 5 0	Against introduction of blacklegs.	
Mar. 19th, 1892	Apr. 23rd, 1892	Sydenham Brickmakers -	4 10 0	For 3d. per 1,000 advance.	Men successful.
Dec. 11th, 1891	May 27th, 1892	Buckfastleigh Weavers -	(Paid to men.) 940 13 4	} Locked out through joining the Gas Workers Union.	Defeat of workers.
			(Paid to women.) 664 11 8		
		Dublin Coal Porters -	309 4 5	For 1d. per ton advance.	
		Kingstown Coal Porters -	255 19 0	For 1d. per ton advance.	
		General lock-out by merchants, Dublin and Kingstown.	279 0 4		
		Dublin Corporation Labourers.	13 10 0	For 2s. per week advance.	
		Cleckheaton Quarrymen -	950 5 10	For 2s. per week advance.	
		The following items are made up of small sections of men in the various Districts:—			
		London - - - -	16 13 4		
		Manchester - - - -	42 16 0		
		Bristol - - - -	52 6 8		
		Belfast - - - -	5 0 0		
		Dublin - - - -	7 0 0		
		Sunderland - - - -	35 0 0		
			158 0 0		

APPENDIX CLI.

PLACARD POSTED UP BY THE DARWEN CORPORATION GAS WORKS SUB-COMMITTEE.

TO THE GAS STOKERS, WHEELERS, AND LABOURERS EMPLOYED AT THE DARWEN GAS WORKS.

Whereas, the following notice has been received by me this morning, by post, signed by William Boardman, purporting to be given on behalf of the under-mentioned men as follows:

I. Redman.  
T. Hope.  
C. McNulty.  
M. Ward.  
Robt. Eccles.  
G. Kellett.  
G. Briggs.  
R. Baines.  
Andrew Yates.

H. Pimberley.  
Wm. Graham.  
Wm. Collinge.  
Thos. Eccles.  
Wm. Doody.  
R. Mullholland.  
Edwin Edwards.  
I. Crooney.  
I. Rea.

December 1, 1890.

To the Chairman and Members of the Darwen Corporation Gas Committee.

I remain,  
Yours obediently,  
W. BOARDMAN.

GENTLEMEN,  
At a meeting held on Saturday it was resolved that we, the undersigned, tender to you our notice to leave work next Monday morning, at 6 a.m., December 8th, 1890, unless there is a settlement in the meantime:

Jos. Leighton.  
R. Hacking.  
Jas. Entwistle.\*  
Thos. Durkin.  
Mk. Duckworth.  
John Wickers.  
Robt. Ferris.  
W. Pickering.  
H. Firth.  
Patrick Duffy.  
Mk. Smith.  
W. Boardman.  
T. Parsonage.  
G. Masters.  
Arthur Hughes.

I. Kelly.  
J. Crompton.  
R. Ward.  
H. Green.  
W. Chappel.  
A. Baxendale.  
Patrick Durkin.  
T. Leighton.  
John Baron.  
John Bayley.  
T. Scarisbrick.  
Robt. Scholes.  
Alfred Yates.  
I. Walsh.  
Thos. Holmes.

With reference to the above, I am instructed by the Corporation to state that they are willing to meet the men fairly, and put them upon the same terms as the same class of men now obtain at the Blackburn Gas-works. I am also instructed to state that unless the men whose names appear in the above notice inform me within twenty-four hours' time of this being posted and published that they individually wish to withdraw such notice the Corporation will assume that they intend to abide by its terms, and will feel at liberty to act accordingly.

It is hoped that it will not be necessary to engage new hands, but should new hands be engaged notice is hereby given that they will be retained.

THOS. DUXBURY,  
Manager.

December 1st, 1890.

## APPENDIX XLVI.

### THE GAS LIGHT AND COKE COMPANY.—WORKMEN'S PROVIDENT SOCIETIES.

REPORT of the COMPANY'S CONSULTING PHYSICIAN on the Health of the MEMBERS of the above SOCIETIES, and TABLES of CASES of SICKNESS and DEATH, compiled from the Monthly Returns of the several Medical Officers, for the Half-year ending 31st December 1888: to which is appended a Statement of all the Personal Accidents connected with the Supply of Gas in the Company's District, which have been reported to the Company during the same Period.

#### LIST OF MEDICAL OFFICERS.

*Beckton, Silvertown, and Chemical Works*, A.W. Beaumont, B.A. (Cambs.), L.R.C.S. Edin.; Wm. Vance, M.R.C.S. Eng.; John Moir, L.R.C.P. Edin.; Alfd. Edmund Kennedy, L.R.C.P. Edin.; Hugh Herbert Mason, M.R.C.S.; Alfred Sharpe, M.D.

*Bromley*, Henry Vincent Garman, M.R.C.S.

*Bow Common*, Christopher Thos. Coward, L.S.A.; John McLean Carvell, L.S.A.

*Shoreditch*, Major Greenwood, Jun., L.R.C.P. Lond., M.R.C.S. Eng.

*Haggerston*, Fredk. Wallace, M.R.C.S.; Robert Edwd. Inman, M.R.C.S.

*St. Pancras*, Wm. Geo. Rowntree, L.R.C.P., M.R.C.S.

*Fulham, &c.*, Richd. Thos. Daniell, M.B. (Dub.), F.R.C.S.I.

*Kensal Green*, Fredk. Ernest Pocock, M.D., M.R.C.S.

*Nine Elms*, Robert Braithwaite, M.D.; James Miller, M.B.

*Pimlico*, John Hunt, M.R.C.S.

*Westminster, &c.*, George Pearse, L.R.C.P., M.R.C.S.

*Beckton*, Robert J. Adamson, L.R.C.S.I. (Assistant Surgeon).

*Marylebone, Paddington, and Kilburn*, Owen Pritchard, M.D.

*St. Pancras, Camden Town, and Hampstead*, Wm. Henderson, M.B.

*Islington, Clerkenwell, and Lower Holloway*, John Alexr. Miller, M.R.C.S. Eng.

*Hackney and Bethnal Green*, Wm. N. Walker, M.R.C.S. Eng.

*Stoke Newington*, Charles Denny, M.R.C.S. Eng.

*Gooswell Road*, Charles P. Langford, M.R.C.S. Eng.

*Battersea*, William H. Kempster, M.R.C.S. Eng.

*Upper Holloway*, Malachy Daly, L.R.Q.C.P.I.

Consulting Physician to the Company and Medical Referee to the Provident Society.

George Hastings, M.D.

*To the Directors of the Gas Light and Coke Company.*

GENTLEMEN,

In accordance with your instructions, I instituted, in the summer of last year, a system by which the various Medical Officers of the Workmen's Provident Societies connected with your Company were to supply Monthly Returns, giving short particulars of all the cases of sickness and accident coming under their treatment.

This system came into operation on the 1st July 1888, and I have now the pleasure to submit to the Court the annexed Tables relating to the half-year ending the 31st December last. These Tables have been compiled from

the above-mentioned Monthly Returns, and will, I hope, be of interest and of service, not only to the Court, but also to the Managing Committees of the Provident Societies, and to the members of the Medical Staff.

Table No. 1 shows that the number of men upon the sick list at the commencement of the period under notice was 101, that the total number of fresh cases placed upon the list during the half-year was 1,540, and that the number remaining on the list at the close of the half-year was 163.

The daily average number of sick during the half-year, as shown by Table 5, has been 153 (nearly), and, as the average number of members has been 6,136, the rate of sickness has averaged 2.49 per cent.

It is gratifying to be able to report that the above per-centage appears to demonstrate the fact that the health of men engaged in the various occupations connected with the manufacture and distribution of gas is good; even comparing favourably with that of such a fine body of men as the Metropolitan Police, whose rate of sickness for the year 1887\* was 2.9 per cent.

There have been 27 deaths of members during the half-year, representing a death rate of 8.80 per 1,000 per annum.

The prevailing diseases during the half-year have been, as will be seen from Table 2, rheumatism, catarrh, and bronchitis. A large number of men have been placed on the sick list as the result of injuries received chiefly whilst on duty. Especially would I call your attention to the fact that only one case of infectious disease has been reported during the half-year.

Table No. 6 gives particulars of all the personal accidents connected with gas supply which have been reported as having happened in the Company's district during the half-year. The casualties set forth in this return include not only those which have happened to persons in the service of the Company, but also all cases of injury to the public at large which have been reported to the Company as traceable in any way to the gas supply. The number of persons injured was 19—very few, when the magnitude of the Company's operations is taken into account.

While congratulating the Directors on the health of their employes, I would venture to make the following recommendations, suggested by the study of the annexed Tables:—1st, That inquiry should be made as to the reasons for the higher rates of sickness at some of the branches, as compared with the general average; and, 2nd, That where these higher rates cannot be explained by reasons connected with locality or nature of employment, the Medical Officers, Branch Committees, and Branch Secretaries should be urged to use their best endeavours to prevent the rate of sickness being raised through members unduly prolonging their claims on the Societies.

I have, &c.

May, 1889.

GEORGE HASTINGS, M.D.

\* The last year for which the returns have been published.

TABLES OF SICKNESS, DEATHS, AND ACCIDENTS FOR THE HALF-YEAR ENDING 31ST DECEMBER 1888.

1.—TABLE showing the TOTAL NUMBER of CASES of SICKNESS, Month by Month, for the Half-year ending 31st December 1888.

	Placed on Sick List.						Total.
	July.	August.	September.	October.	November.	December.	
Fresh cases	210	222	219	285	309	295	1,540
From previous month	101	129	130	130	159	178	827
Total	311	351	349	415	468	473	2,367
Resumed duty	178	217	211	251	280	301	1,438
Continued to next month	129	130	130	159	178	163	889
Pensioned by the Company.	—	1	—	1	3	—	5
Ceased to be members of the Society.	1	2	2	1	3	6	15
Died	3	1	6	3	4	3	20
Total	311	351	349	415	468	473	2,367

2.—TABLE of PREVAILING DISEASES during the Half-year ending 31st December 1888.

Diseases.	Placed on Sick List.						Total.
	July.	August.	September.	October.	November.	December.	
Rheumatism (articular and muscular).	49	49	54	43	62	48	308
Phthisis pulmonalis	1	2	—	1	—	1	5
Hæmoptysis	1	3	—	—	—	—	3
Catarrh and bronchial catarrh.	21	24	20	46	44	49	204
Bronchitis	10	7	7	27	25	38	114
Pleurisy	1	3	1	3	4	6	18
Pleurodinia	2	1	1	3	5	2	14
Pneumonia	2	—	1	3	2	1	9

Diseases.	Placed on Sick List.						Total.
	July.	August.	September.	October.	November.	December.	
Congestion of lungs	—	2	1	1	1	—	5
Diseases of heart	2	1	—	1	1	1	6
Diarrhœa	9	15	14	7	7	1	53
Injuries	42	31	35	38	40	50	245
Burns and scalds	4	1	2	9	8	9	33
Other ailments	66	84	83	100	101	89	523
Total all diseases	210	222	219	285	309	295	1,540

3.—TABLE showing CAUSES of DEATHS reported during the Half-year ending 31st December 1888.

Diseases.	July.	August.	September.	October.	November.	December.	Total.
Phthisis pulmonalis	2	—	2	—	—	3	7
Rheumatism	—	2	—	—	1	—	3
Gout	—	—	1	—	—	—	1
Apoplexy	—	—	—	1	2	—	3
Blood poisoning, &c.	—	—	—	1	—	—	1
Heart disease	—	—	—	—	1	—	1
Cancer of liver	—	—	1	—	—	—	1
Simple enlargement of liver.	—	—	—	1	—	—	1
Gastritis	—	—	—	—	1	—	1
Bronchitis	—	—	—	1	—	—	1
Hepatitis	—	—	—	—	—	1	1
Dysentery	1	—	—	—	—	—	1
Bright's disease (albuminuria).	—	—	1	1	—	—	2
Internal injury	—	1	—	—	—	—	1
Street accident	—	—	—	1	—	—	1
Total	3	3	6	6	5	4	27

4.—NOMINAL RETURN of DEATHS reported during the Half-year ending 31st December 1888.

Branch.	Name.	Occupation.	Date, 1888.	Disease.	Duration of Sickness.
Beckton	Collins, H.	Coke filler	August 4	Rheumatism	10 weeks, 5 days.
"	Stephens, Jno.	Coal porter	" 24	Internal injury	Sudden.
"	Lilley, W.	Coke filler	September 3	Typhoid fever	2 weeks, 1 day.
"	Burrell, F.	"	" 12	Bright's disease	12 weeks, 3 days.
"	Painter, Jas.	Smith	October 4	Apoplexy	32 hours.
"	Turner, R.	Stoker	" 12	Bronchitis	16 weeks, 4 days.
"	Panting, Jas.	Carpenter	" 16	Blood poisoning	3 days.
"	Rugg, W.	Labourer	November 2	Gastritis	10 weeks.
"	Fryer, M.	"	December 2	Phthisis pulm.	9 weeks.
"	Foley, D.	Stoker	" 29	"	Uncertain.
Silvertown	Sheldrick, Jno.	"	July 2	"	"
"	Morgan, Geo.	Gatekeeper	" 26	Dysentery	"
Bromley	Flegg, W.	Labourer	September 10	Gout	6 weeks, 4 days.
"	Hurtwell, T.	Gatekeeper	October 3	Bright's disease	5 weeks.
"	Bork, John	Labourer	" 18	Simple enlargement of liver.	8 weeks, 4 days.
Bow	Carpenter, James	"	November 3	Apoplexy	2 days.
Shoreditch	Jackson, Thos.	Carpenter	" 25	Heart disease	Uncertain.
Fulham	Emmerson, R. G.	Blacksmith	" 16	Rheumatism	5 days.
"	Perry, Wm.	Lamp-lighter	December 25	Phthisis pulm.	5 years.
Kensal Green (Works).	Burton, Joseph	Stoker	September 2	"	35 weeks, 2 days.
Nine Elms	Wright, T.	Fireman	December 12	Hepatitis	2 weeks, 2 days.
Pimlico	Hughes, Jas.	Labourer	July 14	Phthisis pulm.	About 2 years.
"	Evans, Thos.	Fireman	September 29	"	31 weeks.
Chemical Works Goswell Road	Frater, J.	Blacksmith	November 6	Apoplexy	1 week.
Haggerston (District).	Ford, F.	Lamp-lighter	August 19	Rheumatism	1 year off and on.
"	Turfery, F.	Fitter	September 21	Cancer of liver	2 weeks.
Kensal Green (District).	Ellis, A.	"	October 23	Street accident	Sudden.

5.—TABLE showing the 'TOTAL NUMBER OF DAYS' SICKNESS, the DAILY AVERAGE OF SICKNESS, and the PER-CENTAGE which such DAILY AVERAGE bears to the NUMBER OF MEMBERS on the Books at each Branch during the Half-year ending the 31st December 1888.

Branch.	Number of Days' Sickness in each Month.						Total No. of Days' Sickness in the Half-year.	Daily Average No. of Sick during Half-year.	Average No. of Members on the Books.	Per-centage of Sickness.
	July.	August.	Sept.	Oct.	Nov.	Dec.				
Beckton - - - - -	1,248	1,542	1,489	1,892	2,172	1,768	10,106	54.92	2,001	2.74
Silvertown - - - - -	28	9	4	6	21	1	69	0.37	39	0.94
Bromley - - - - -	420	347	309	355	462	605	2,498	13.58	527	2.57
Bow - - - - -	12	66	50	83	125	183	519	2.82	117	2.41
Shoreditch - - - - -	185	205	152	309	479	820	1,650	8.97	265	3.38
Haggerston (Works) - - - - -	54	62	67	101	254	322	860	4.67	172	2.71
Pancras - - - - -	140	175	232	287	304	415	1,553	8.44	337	2.60
Fulham - - - - -	278	331	197	268	441	529	2,044	11.11	518	2.14
Kensal Green (Works) - - - - -	256	254	264	232	281	406	1,593	9.20	264	3.48
Nine Elms - - - - -	410	308	291	345	215	420	1,989	10.81	558	1.93
Pimlico - - - - -	239	302	327	313	294	273	1,748	9.50	228	4.16
Westminster - - - - -	35	59	72	65	21	—	252	1.37	56	2.44
Chemical Works - - - - -	217	263	229	338	313	206	1,566	8.51	464	1.83
Islington, Clerkenwell, and Holloway.	53	67	61	39	23	7	250	1.36	114	1.19
Marylebone, Paddington, and Kilburn.	64	18	49	91	44	9	275	1.50	84	1.78
St. Pancras, Camden Town, and Hampstead.	30	12	43	51	31	39	206	1.12	31	3.61
Hackney and Bethnal Green.	14	5	—	—	6	18	43	0.23	31	0.74
Stoke Newington - - - - -	48	71	56	33	36	28	272	1.49	43	3.44
Haggerston (District) - - - - -	17	—	14	18	1	—	50	0.27	24	1.12
Goswell Road - - - - -	65	14	—	9	22	31	141	0.77	86	0.90
Kensal Green (District) - - - - -	2	35	25	31	26	25	144	0.78	47	1.66
Westminster, St. George's, St. Mary Abbots, and Battersea.	45	25	27	42	49	22	210	1.14	130	0.88
Total - - - - -	3,860	4,170	3,958	4,908	5,620	5,622	28,138	152.92	6,136	2.49

6.—RETURN of ACCIDENTS which have happened to the COMPANY'S WORKMEN or to the PUBLIC in the DISTRICTS supplied by the GAS LIGHT AND COKE COMPANY, through Explosion of Gas or in any other manner connected with the Supply of Gas and the Outdoor Operations of the Company, during the Half-year ending 31st December 1888.

Date of Accident.	Name and Address of Person injured.	Place of Accident.	Cause of Accident.	Nature of Injury.	Name and Address of Medical Attendant or Hospital where treated.
1888.					
Aug. 4 -	— Campbell and man, (gas-fitters), 10, Falcon Grove.	Russell's "Clock House," 441, Battersea Park Road.	Explosion through broken fittings under floor.	Shock to system - -	—
" 6 -	W. Chapman - - -	Somerset House, Strand.	Repairing valve -	Suffocation and death	Div. Police Surgeon, Bow Street.
" 17 -	W. Taylor (lamplighter), Kingsland.	Lamp opposite 97, De Beauvoir Rd.	Breaking of pitching-iron of lamp.	Fall and laceration of thumb.	Dr. Denny, Buckingham Road, Balls Pond.
" 28 -	Doreas Hewlett - - -	Albert Buildings, 49, Queen Victoria St.	Explosion through escape of gas from pendant.	Badly burned about face and hands, also shock to system.	St. Bartholomew's Hospital.
Sept. 6 -	— Chamberlain (lighter)	Vauxhall Bridge -	Breaking of standard	Injury to leg, &c.	No doctor employed.
" 8 -	Hy. Lucas (contractor's man).	Finchley Road -	Runaway horse -	Bruised and shaken	Hampstead Infirmary.
" 8 -	Philip Blyth (service layer).	Finchley Road -	Runaway horse -	Fractured ribs and cuts on head.	Hampstead Infirmary.
" 8 -	David Thorn (contractor's man).	Finchley Road -	Runaway horse -	Unknown at time of accident.	Died suddenly, 22nd Sept. Inquest held at St. Pancras Coroner's Court. Verdict, "Acc. Death."
" 19 -	— Hoadley - - -	20, High Street, Marylebone.	Escape of gas on private fittings.	Slight burn on wrist	No doctor employed.
Oct. 12 -	J. W. Cogger (lighter) -	112, St. Clement's Road.	Ladder slipped -	Cuts on head and leg.	Dr. Pritchard, Southwick Street, W.
" 15 -	Mrs. Clifford, 41, Maude Grove, Chelsea.	41, Maude Grove, Chelsea.	Explosion (defective pendant).	Burns on arms and face.	St. George's Hospital.
" 22 -	Albert Ellis (fitter), 42, Chesson Road, Fulham.	Lillie Bridge - -	Run over while engaged in Co.'s work.	Broken ribs and internal injuries.	Died in cab on way to St. George's Hospital.
" 27 -	A. Marsh - - - - -	Garrick Street -	Opening ground, stone fell on foot.	Bruised foot - -	Unknown.
" 29 -	G. Fisher, 19, Hart Street, Covent Garden.	Garrick St. Subway (Manhole in Rose Street).	Fall into manhole -	Injured knee, &c. -	No medical advice required.
Nov. 16 -	— Casey (Company's workman).	Horseferry Road Works.	Fall of valve - -	Cut heel - - -	Westminster Hospital.

Date of Accident.	Name and Address of Person injured.	Place of Accident.	Cause of Accident.	Nature of Injury.	Name and Address of Medical Attendant or Hospital where treated.
Nov. 16 -	— Foleys (Company's workman).	Carlisle Place	Removing public lamp.	Crushed thumb	Westminster Hospital.
Dec. 4 -	H. Dodimead (Company's workman).	By 75, Elsham Road	Breakage of ladder whilst pressure-taking.	Slight shock	Dr. W. L. Child, 2, College Park Villas, Harrow Road.
„ 5 -	A builder's labourer (name unknown).	“Cock” Tavern, Love Lane.	Escape of gas from leaking joint into cellar, which ignited from light taken there.	Face and body burned.	London Hospital.

## APPENDIX XLVII.

## THE GAS LIGHT AND COKE COMPANY.

Year.	Tons of Coal carbonised.	Wages paid.											Company's Contribution to Provident Fund.
		Gas-making, handling Coal and Coke and working up Products.	Per Ton of Coal.	Percentage over 1888 on Wages per Ton.	Repairs to Building and Plant and Distribution.	Per Ton of Coal.	Percentage over 1888 on Wages per Ton.	Erection of New Buildings and Plant.	Pensioners.	Total.	Per Ton of Coal.	Percentage over 88 on Wages per Ton.	
1888	1,777,389	£ 453,274	s. 1·21		£ 175,627	s. 11·71		£ 12,435	£ 5,318	£ 646,654	s. 3·32		£ 2,713
1889	1,875,659	531,756	5 8·04	11·15	200,066	2 1·60	7·9	5,370	4,962	742,154	7 10·96	8·7	2,840
1890	1,954,429	667,520	6 9·97	33·91	231,842	2 4·47	20·07	30,706	4,418	934,486	9 6·75	31·41	3,191
1891	2,089,131	696,144	6 7·97	30·64	237,442	2 3·28	15·05	48,994	4,467	937,047	9 5·39	29·85	3,426

## APPENDIX XLVIII.

WAGES PAID TO EACH COAL FILLER IN THE GANG DURING MARCH 1891 TO MARCH 1892.\*  
BECKTON STATION.

In Nos. 1, 2, and 3 gangs, 174*l.* 14*s.* 1½*d.*, 180*l.* 2*s.* 8*d.*, 182*l.* 6*s.* 7*d.*, respectively.

† No. of days on which these gangs did not work ships, 125.

Nos. 4, 5, and 6 gangs, 170*l.* 12*s.* 1*d.*, 172*l.* 6*s.* 3*d.*, 177*l.* 18*s.* 3*d.*

† No. of days on which these gangs did not work ships, 117.

Nos. 7, 8, and 9 gangs, 179*l.* 14*s.* 8*d.*, 173*l.* 6*s.* 5*d.*, 184*l.* 2*s.* 4*d.*

† No. of days on which these gangs did not work ships, 124.

Nos. 10, 11, and 12, 175*l.* 10*s.* 1*d.*, 180*l.* 14*s.* 0*d.*, 185*l.* 16*s.* 9*d.*

† No. of days on which these gangs did not work ships, 130.

Coffee pot gangs, 145*l.* 5*s.* 1*d.*, 143*l.* 0*s.* 5*d.*, 143*l.* 18*s.* 6*d.*

† No. of days on which these gangs did not work, doubtful, but about 120.

Some of the days on which ships were not worked were occupied in picking up stores, as under, viz. :—

March 1891—92 gangs worked in stores 1 day each.	
April 1891—71	1
May 1891—75	1
Aug. 1891—4	1
Sept. 1891—3	1
Oct. 1891—21	1
Nov. 1891—39	1
Dec. 1891—38	1
Jan. 1892—15	1
Feb. 1892—5	1

\* In a letter (dated October 31st, 1892) to the Secretary, forwarding the above statement, the Witness stated as follows:—“As you will notice, although the coal men were not at work every day on ships, yet there was work found for them on several days in taking coal out of stores. The wages put down is the total amount which each man in the gang received.”—G. D.

† Including Sundays and holidays.

## APPENDIX XLIX.

## SOUTH METROPOLITAN GAS COMPANY.

## WORKMEN'S SICK AND SUPERANNUATION FUNDS.—STATEMENT OF ACCOUNTS FOR 1891.

## SICK FUND.

		£ s. d.	£ s. d.			£ s. d.	£ s. d.
<b>Members' payment:—</b>							
Bankside Station	- - -	108 15 0		<b>Bankside Station.</b>			
Greenwich "	- - -	243 8 5		By sick pay to members	- - -	147 10 6	
Old Kent Road "	- - -	871 5 8		Payments for death of members		12 10 0	
Rotherhithe "	- - -	259 8 0		Do. do. wives		7 10 0	
Vauxhall "	- - -	395 4 4		Doctors' fees	- - -	44 14 0	
East Greenwich "	- - -	404 11 1					812 4 6
				<b>Greenwich Station.</b>			
Company's contribution	- - -		2,282 3 3	By sick pay to members	- - -	413 16 10	
			1,577 5 9	Payments for death of members		81 5 0	
				Do. do. wives		7 10 0	
				Doctors' fees	- - -	54 17 0	
							557 8 10
				<b>Old Kent Road Station.</b>			
				By sick pay to members	- - -	1,002 6 0	
				Payments for death of members		175 0 0	
				Do. do. wives		75 0 0	
				Doctors' fees	- - -	144 0 0	
							1,397 6 0
				<b>Rotherhithe Station.</b>			
				By sick pay to members	- - -	302 1 0	
				Payments for death of members		12 10 0	
				Do. do. wives		22 10 0	
				Doctors' fees	- - -	65 5 0	
							402 6 0
				<b>Vauxhall Station.</b>			
				By sick pay to members	- - -	511 14 2	
				Payments for death of members		87 10 0	
				Do. do. wives		7 10 0	
				Doctors' fees	- - -	93 8 0	
							700 2 2
				<b>East Greenwich Station.</b>			
				By sick pay to members	- - -	395 7 6	
				Payments for death of members		68 15 0	
				Do. do. wives		33 15 0	
				Doctors' fees	- - -	93 4 0	
							591 1 6
							<u>£3,859 9 0</u>
							<u>£3,859 9 0</u>

NOTE.—The attention of the members is drawn to the fact that the workmen's subscriptions amount to 2,282*l.* 3*s.* 3*d.*, and the Company's contribution to 1,577*l.* 5*s.* 9*d.*, from which it appears that the Company gives about 2*d.* for each 3*d.* subscribed by the workmen.

## SUPERANNUATION FUND.

		£ s. d.	£ s. d.			£ s. d.
<b>Members' payments:—</b>						
Bankside Station	- - -	92 7 0		By balance, 1st January 1891	- - -	55 3 1
Greenwich "	- - -	204 19 6		Superannuation allowances (see list)	- - -	1,632 7 4
Old Kent Road "	- - -	437 1 9		Repayments to members left Company's service		87 10 0
Rotherhithe "	- - -	185 16 5		Ditto to representatives of deceased members	- - -	111 3 11
Vauxhall "	- - -	169 2 0		By purchase of 5,900 <i>l.</i> South Metropolitan Gas Company's "C" Stock	- - -	14,278 0 0
East Greenwich "	- - -	144 13 9		Balance	- - -	1,220 4 3
			1,233 19 11			
Interest on investments	- - -		501 3 9			
Back subscriptions paid by workmen to fund	- - -		23 14 6			
Sale of 10,335 <i>l.</i> South Metropolitan Gas Company's 5 per cent. Debenture Stock	- - -		14,393 6 6			
Company's subscription of 100 <i>l.</i> per cent. (less 1 <i>l.</i> 16 <i>s.</i> paid by members beyond 6 <i>d.</i> per week)	- - -		1,232 3 11			
			<u>£17,384 8 7</u>			<u>£17,384 8 7</u>

## RESERVED FUND ACCOUNT.

		£ s. d.			£ s. d.
To sale of 10,335 <i>l.</i> of South Metropolitan Gas Company's 5 per cent. Debenture Stock	- - -	14,393 6 6	By balance on 31 December 1890	- - -	11,781 1 5
" Balance	- - -	14,278 0 0	" Profit on sale of stock	- - -	2,632 5 1
			" Purchase of 5,900 <i>l.</i> South Metropolitan Gas Company's "C" Stock	- - -	14,278 0 0
					<u>£28,671 6 6</u>
		<u>£28,671 6 6</u>			<u>£28,671 6 6</u>

Audited and found correct; the certificates of the investment having been produced to me with the other vouchers.

9th February 1892.

(Signed) W. WESCOTT, F.C.A.  
91, Gresham Street, E.C.

## RECIPIENTS OF SUPERANNUATION ALLOWANCES.

Station.	Annuitants. January 1st, 1891.	Amount of Allowance. Weekly.	Additional Annuitants.	Amount of Allowance. Weekly. Dec. 31, 1891.	Deceased during the Year. Date of Death.	Total Amount per Annum of Weekly Payments.
		£ s. d.		£ s. d.		£ s. d.
BANKSIDE	Howard, T.	10			10th December	25 0 0
	Walters, R.	10				26 0 0
	Evans, J.	10				26 0 0
	Beardwell, J.		27th May	10		15 10 0
	Cuthbert, J.		4th June	14		21 0 0
	Ford, P.		22nd October	10	17th December	4 10 0
						118 0 0
GREENWICH	Steele, R.	9				23 8 0
	Lock, W.	10				26 0 0
	Hurley, D.	10				26 0 0
	Winch, E.		9th July	10		12 10 0
	Must, G.		"	10		12 10 0
	Robins, R.		"	10		12 10 0
	Peader, B.		"	10		12 10 0
						125 8 0
OLD KENT ROAD	Aris	12				31 4 0
	Pow	12				31 4 0
	Rushton	10				26 0 0
	Sadler	12				31 4 0
	Sims	5				13 0 0
	Watson	18				46 16 0
	Durrant	12				31 4 0
	McCoy	14				36 8 0
	Dicketts	14				36 8 0
	Neville	7				18 4 0
	Brill	7				18 4 0
	Goodwin	14				36 8 0
	Lock	10			28th November	24 0 0
	Miskens	10				26 0 0
	Parfit	16				41 12 0
	Sulman	9				23 8 0
	Hatton	16				41 12 0
	Beverton	16				41 12 0
	Osmond	10				26 0 0
	Cuthbert	10				26 0 0
	Aylett	10				26 0 0
	Gilbert	16			10th April	12 0 0
	Smith	16				41 12 0
	Turner	10				26 0 0
	Bellamy, G.	20				52 0 0
	Gardiner	20			8th May	19 0 0
	Bellamy, A.	20				52 0 0
Mullis	14				36 8 0	
Rosch	16				41 12 0	
Malaune	14				36 8 0	
Prendergast			1st May	16		28 0 0
						977 8 0
ROBENHITHE	Dicks	10				26 0 0
	Condon, T.	10				26 0 0
	Wuest	10				26 0 0
	Condon, P.	10				26 0 0
	Galway	10				26 0 0
	Renshaw	9				23 8 0
	Jackman	10				26 0 0
	Archer	9				23 8 0
	Saunders	9				23 8 0
	Knight		16th July	10		12 8 4
	Knowler	10			11th June	12 15 0
VAUXHALL	Harland	10				26 0 0
	Sharpe	10				26 0 0
	Stott	10				26 0 0
	Gabitt	10				26 0 0
	Thompson	8				20 16 0
	Mills	10				26 0 0
	Hurst		15th October	10		5 18 0
	Matheson		8th "	10	19th November	3 10 0
						160 4 0
						<u>£1,632 7 4</u>

FRANK BUSH,  
Secretary.

NOTE.—In addition to the 1,632*l.* 7*s.* 4*d.* paid in pensions, 111*l.* 3*s.* 11*d.* has been paid to the representatives of deceased members, and 87*l.* 10*s.* has been returned to members who have left the Company's service, making a total paid out of 1,831*l.* 1*s.* 3*d.*; while the total subscriptions, including back subscriptions of the members, amount to 1,257*l.* 14*s.* 5*d.*

Any member can obtain a copy of this statement on application at the pay office.



## APPENDIX L.

## SOUTH METROPOLITAN GAS COMPANY.

## PROFIT-SHARING AND SAVINGS BANK ACCOUNTS.

	£	s.	d.	£	s.	d.	1890-1891.	£	s.	d.	£	s.	d.
1889. June 30th.	To "Nest Egg"— Three years' bonus credited to 1,008 workmen			6,862	19	11	June 30th. By withdrawals— "Nest Egg" and interest on a/c of 42 men deceased or left Company's service				298	9	5
1890. June 30th.	To interest at 4 per cent. on "Nest Egg"	270	2	9			Profit-sharing with- drawn in the first month	3,046	9	7			
	To profit-sharing bonus for 12 months to date	6,036	19	3			In remaining 11 months				882	2	7
					6,307	2	0						
1891. June 30th.	To interest on "Nest Egg" and bonus to date	380	1	0			Savings and interest				8,428	12	2
	To workmen's sav- ings deposited with the Company in the 12 months	4,547	6	7			Bonus taken by win- ter men				979	14	10
	To profit-sharing bonus to employes	8,653	7	9			Balance				1,856	7	9
	To profit-sharing bonus to winter men	1,356	7	2							22,749	0	10
					14,937	2	6						
											£28,107	4	5
1891. July 1st.	To balance				£22,749	0	10	1891. July 31st. Withdrawn (1st month)					£4,659 9 1

## APPENDIX LI.

## SOUTH METROPOLITAN GAS COMPANY.

## ORIGINAL FORM OF PROFIT-SHARING AGREEMENT.

MEMORANDUM OF AN AGREEMENT made the day of 1889  
BETWEEN for and on behalf of  
the SOUTH METROPOLITAN GAS COMPANY of No. 709A,  
Old Kent Road, in the County of Surrey, of the one  
part and  
of the other part.

1. The said for  
South Metropolitan Gas Company agrees to employ the  
said if he shall remain sober,  
honest, industrious, and able to do the work allotted to  
him for a period of twelve months from the day of the  
date hereof at one or other of the stations of the said  
Company.

2. The said agrees to serve the said  
Company for the period of twelve months in whatever  
capacity he may from time to time be employed by the  
said Company at the current rate of wages applying to  
such capacity.

3. The said agrees to obey the  
orders of the foreman in charge.

4. The work in the retort house is to be carried on in  
the eight hour shift system, each gang working one shift  
in the 24 hours.

5. The hours of working for yardmen to be 54 hours  
per week.

6. The Company undertakes that no alteration shall be  
made in the wages to the disadvantage of any of the men.

7. The said to be entitled to the  
benefit and be bound by the conditions of the annexed  
notice.

As WITNESS the hands of the parties,

No obstacle will be thrown in the way of any man  
engaged under the above contract who may wish to  
leave the Company's employment before the expira-  
tion of the period of service therein agreed for,

provided he shall notify such wish to the engineer  
of the station at which he may for the time being  
be employed, and on receipt of such notice, the  
engineer shall in his discretion consider whether  
the services of such man can be dispensed with  
without detriment to the Company, and if so, per-  
mission will be given at the expiration of such notice  
as the engineer may deem sufficient.

## NOTICE TO WORKMEN.

In order to give to every regular workman employed  
by the Company a direct interest in its prosperity, the  
directors are prepared to place to the credit of every  
such workman who will sign the form of agreement  
herewith annexed a sum of money annually as a bonus  
or per-centage on his wages, regulated by the price  
charged for gas on the principle of the sliding scale, so  
that the workmen as well as the shareholders shall be  
benefited by reduction of price.

The shareholders get one quarter per cent. additional  
dividend for each reduction of one penny per 1,000 feet.

The workmen's scale will be one per cent. on their  
year's wages for every penny reduction below 2s. 8d. per  
1,000 feet, which, at the present time, will amount to  
five per cent. on the wages of the present year.

For the purpose of making a good start, and in order  
that the men may derive a substantial benefit at once,  
the system of bonuses shall be calculated three years  
back, that is, for the first year it will be two per cent.,  
for the second three, and for the third three, which is  
equal to eight per cent. on one year. This will give to  
the man who has been in regular employ for three years  
at say, 30s. a week, rather over 6l.; to the 24s. a week  
man about 5l., and other rates in proportion. Four per  
cent. interest will be allowed on each man's account,  
who will have the option of receiving it yearly or of  
letting it accumulate at compound interest. When a

man has attained a certain age, or has been a certain time in the service, he will be entitled to the whole sum—principal and interest.

No money, except in the case of death, to be withdrawn during the first year, nor during the first five years, except in cases of death, superannuation, or leaving the service of the Company. Those men who accept this offer are requested to give in their names to the engineer of their station. As soon as possible a committee, to be composed of equal numbers of workmen selected by themselves, and officers chosen by the directors, presided over by the Chairman of the Company, to be formed to settle all details.

This offer is made as a recognition of faithful service in the past, and as an inducement to the same in the future. The money will be the absolute property of the

men, except in the case of a strike or wilful injury to the Company, in which cases, and in those only, it will be forfeited by those men guilty of that conduct.

By order of the Board,  
(Signed) GEORGE LIVESEY,  
Chairman.

6th November 1889.

NOTE.—At the expiration of five years, any man may withdraw one-half of the money standing in his name on giving three months' notice, or the whole on giving six months' notice, or he may leave the whole or part at interest.

(Signed) GEORGE LIVESEY,  
Chairman.

9th November 1889.

## APPENDIX LII.

### SOUTH METROPOLITAN GAS COMPANY.

#### ALTERED FORM OF PROFIT-SHARING AGREEMENT.

##### General Agreement.

Wages No.	Profit-sharing No.

MEMORANDUM OF AN AGREEMENT made the day of 189

BETWEEN for and on behalf of the SOUTH METROPOLITAN GAS COMPANY, of No. 709A, Old Kent Road, in the County of Surrey, of the one part and

of the other part.

1. The said for South Metropolitan Gas Company agrees to employ the said who says that he is not a Member of the Gas Workers' Union, for a period of months from the day of the date hereof at one or other of the stations of the said Company, if he shall remain sober, honest, industrious, and able to do the work allotted to him, and shall not at any time during the said period become a member of the said Union.

2. The said agrees to serve the said Company for the said period of months in whatever capacity he may from time to time be employed by the said Company at the current rate of wages applying to such capacity.

3. The said agrees to obey the orders of the foreman in charge.

4. The hours of working for yardmen to be 54 hours per week.

5. The Company undertakes that during the continuance of this agreement the different rates of wages in force at the date hereof, and which, under Clause 2, may become payable to the said shall not be reduced.

6. The said to be entitled to the benefit and be bound by the conditions of the annexed notice, so long as he shall continue in the service of the Company under agreement.

As witness the hands of the parties,

No obstacle will be thrown in the way of any man engaged under the above contract who may wish to leave the Company's employment before the expiration of the period of service therein agreed for, provided he shall notify such wish to the engineer of the station at which he may for the time being be employed, and on receipt of such notice the engineer shall, in his discretion, consider whether the services of such man can be dispensed with without detriment to the Company, and, if so, permission will be given at the expiration of the usual week's notice.

##### NOTICE TO WORKMEN.

In order to give to every regular workman employed by the Company a direct interest in its prosperity, the directors are prepared to place to the credit of every such workman who will sign the form of agreement herewith annexed, a sum of money annually as a bonus or per-centage on his wages, regulated by the price charged for gas on the principle of the sliding scale, so that the workmen as well as the shareholders shall be benefited by reduction of price.

The shareholders get one quarter per cent. additional dividend for each reduction of one penny per 1,000 feet.

The workmen's scale will be one per cent. on their year's wages for every penny reduction below 2s. 8d. per 1,000 feet.

The annual profit-sharing will be limited to those men who serve under agreement, and will be calculated on the 30th June each year, when the amount will be credited to each man's account, who may withdraw it on giving seven days' notice, or it may be left to accumulate at four per cent. compound interest. The money so left shall remain the absolute property of the man in whose name it stands, and at his disposal so long as he remains in the service of the Company or is placed on the superannuation list in accordance with the rules and regulations settled by the committee appointed for that purpose, and set out in full in the *employés* pass books.

This offer is made as a recognition of faithful service in the past, and as an inducement to the same in the future.

By order of the Board,  
(Signed) GEORGE LIVESEY,  
Chairman.

##### NOTICE TO WINTER MEN.

The directors have given the regular men, who work under agreement, the privilege of taking their share in profits annually.

The directors have, therefore, resolved to place the winter men on a somewhat similar footing. Any winter man who will sign an agreement for any period not less than three months shall be entitled, on leaving in an honourable manner after the said three months or such other extended time as shall be agreed upon, to five per cent. on his wages, reckoned from the time when he was put on the regular books, but he will not be entitled like a regular man to the gift or "nest-egg."

He may take the money in cash, or, if he intends to return next season he may, if he chooses, leave it in the hands of the Company at four per cent. interest, as set out in the rules.

(Signed) GEORGE LIVESEY,  
Chairman.

## APPENDIX LIII.

## SOUTH METROPOLITAN GAS COMPANY.

## NOTICE TO WORKMEN.

In the "Western Morning News" of Monday, the 17th February 1890, there is a report of a speech made on the previous Saturday evening to a meeting of the Plymouth branch of the Gas Workers' Union, by Mr. Thorne, secretary of that Union.

In that speech Mr. Thorne is reported to have said "he warned the consumers of London that the men

"would not give seven days' notice again before striking."

After this plain declaration that the Gas Workers' Union intends to break the law, the Company must do what is necessary to protect the consumers of gas and the public.

Notice is therefore given that no one who pays to, or is a member of, the Gas Workers' Union will be employed by the Company.

709A, Old Kent Road, S.E.

## APPENDIX LIV.\*

## SOUTH METROPOLITAN GAS COMPANY.

## EMPLOYERS' LIABILITY.

Accidents may be divided into five classes:—

- (a.) A very considerable porportion are pure accidents for which no one is to blame.
- (b.) A large number are due to the carelessness or thoughtlessness of the individual who is injured.
- (c.) The third class consists of those which are caused by the negligence of fellow workmen.
- (d.) The fourth class consists of those which are caused by the negligence of the employer, coupled with contributory negligence on the part of the injured workman.
- (e.) The fifth class consists of those which are due to the negligence of the employer or his representative.

For the first four classes the Employers' Liability Act does not provide any compensation, but only for those that come under the fifth class.

It is not therefore fair to expect the employer to take the responsibility for all accidents. The workmen should take their share of responsibility.

Workmen are therefore requested to at once report any defect in plant, machinery, or tackle to the foreman.

The following regulations in regard to accidents have been adopted by the Profit-Sharing Committee on the 8th of February 1893.

## REGULATIONS IN REGARD TO ACCIDENTS.

1. That an enquiry be made into every accident if the injured man claims accident money. If no claim be made, the engineer of the station shall order an enquiry, if in his judgment the circumstances of the case require it, or on the requisition of not less than two profit-sharing workmen.

2. That at the discretion of the engineer an inquiry be made into any accident that results in loss of, or damage to, property.

3. That such enquiries be made by a jury consisting of 12 workmen presided over by the engineer of the station, except in fatal cases, when the chairman, or one of the directors of the Company shall preside, and in these cases the enquiry shall be subsequent to the coroners' inquest.

4. That the jury and the presiding officer shall call witnesses and hear evidence, and thoroughly investigate all the conditions and circumstances connected with the accident; the jury shall then retire alone to consider and endeavour to agree upon a verdict.

5. That they shall endeavour to the best of their ability to arrive at the real cause of the accident, and when they have done so, shall state their honest conviction, not hesitating to say whether any blame attaches to any official or workman, or whether the plant, machinery, or means of protection were defective, where they are satisfied that there has been any neglect or carelessness or defect.

6. That the jury in consultation with their president, shall determine whether the party injured is entitled to

the 6s. per week accident money, in addition to his usual sick pay, in accordance with Rule 5 of the Sick Fund. In dealing with this question, they shall carefully consider whether the accident was caused by any neglect or carelessness or thoughtlessness on the part of the injured workman, who shall not in that case be entitled to the extra 6s., in short, if they are satisfied there has been contributory negligence on his part, they shall not allow the extra pay. This point, whenever there is any doubt, shall be decided by ballot, and by a two-thirds majority; only the 12 jurymen are to vote. On this point, either the injured workman or the engineer of the station is to have a right of appeal to the chairman.

7. If, in the opinion of the jury, anything can be done to prevent a similar accident in future, they shall make such recommendation as they may consider necessary.

8. In order to secure a fair selection of jurymen, an alphabetical list shall be made on the 1st of May in each year of all the men who have been three years in the Company's service; and in selecting a jury, the names shall be taken in the order in which they appear on the list. Every jury shall consist of not more than two members of the Profit-Sharing Committee of the station, not more than four from the department in which the accident happened, and the remainder taken in order from the jury list—men required as witnesses not to serve on the jury. Any man, excepting the members of the Profit-Sharing Committee, having served on a jury, shall not again serve until the whole of the names on the list have been called in their turn.

9. The enquiry shall take place in public, that is, in the presence of as many of the workmen as can conveniently attend without unduly interfering with their work, and where practicable, the inquiry shall be held on the spot where the accident happened.

10. The verdict of the jury shall be posted up in one or more conspicuous places about the works, and a summary of the case, and the proceedings thereon, with the verdict and the names of the jurymen, shall be recorded in a book kept at the station for the purpose. A copy of this summary shall also be sent to the secretary of the Company, to be laid before the directors at their next Board meeting.

11. These regulations to be subject to alteration if found to be necessary—in which case notice of the intended alteration is to be given to the profit-sharing committee, who shall meet to determine what shall be done.

NOTE.—The provision to be made for all accidents to the workmen is to be a charge on the Sick and Burial Fund. The Company's contribution to this fund has hitherto been something less than 3d. per week per member, and it is expected that a small addition thereto will be quite sufficient to maintain it in a solvent condition, and to provide pensions to widows of men whose lives are lost in the Company's service, on the scale adopted by the directors of 15s. per week for at least a year, and then 10s. for life or widowhood. Where there are motherless children and other exceptional cases, the Directors will deal with them at their discretion.

\* The original document handed in by the Witness was a draft of the regulations. The regulations finally adopted, of which this Appendix is a copy, were received later. The latter document has therefore been substituted for the former and printed as Appendix LIV.—G.D.

## APPENDIX LI.

## BELFAST UNITED TRADES COUNCIL.

BALANCE SHEET for Year ending December 31st, 1889.

INCOME.		EXPENDITURE.	
£	s. d.	£	s. d.
Cash in bank	0 2 9	Deficit at end of 1888	0 17 1½
Dues	31 3 7½	President's salary, 1888	2 0 0
Proceeds from Mr. Donovan's lecture	10 8 8	Treasurer's do.	3 0 0
Received from Mr. M'Geagh	10 0 0	Auditors' do. (10s. each)	1 0 0
Balance from Campbell appeal fund	4 9 8	Secretary's do.	7 0 0
		Grant to hall-keeper, and rent	4 5 0
Special grant to Irish Labour Federation Fund—		Printing annual reports, &c.	4 11 6
Amalgamated Union of Cabinetmakers	0 10 0	Postage, stationery, books, &c.	2 12 10
Trades Congress Fund—		Special delegations—	
Boilermakers and iron shipbuilders (Belfast No. 1 branch)	0 10 0	Dublin Conference, Trades Congress, &c.	15 6 3
Bricklayers	0 10 0		
Amalgamated Union of Cabinetmakers	0 10 0	Donovan lecture—	
Plumbers	1 0 0	Hire of hall, printing, posting, advertising, &c.	10 15 7
		Cash in bank	0 2 9
	2 10 0	Do. in treasurer's hands	7 13 8
			7 16 5
	£59 4 8½		£59 4 8½

GEORGE T. M'INTOSH, Treasurer.

## AUDITORS' REPORT.

We have examined the foregoing statement, with treasurer's book and accounts, and found them all correct.

FRANK O. JOHNSTON, }  
THOMAS JOHNSTON, } Auditors.

FINANCIAL STATEMENT for 11 Months ending November 30, 1890.

Dr.	£	s.	d.		Cr.	£	s.	d.
Contributions, as per detailed sheet	30	3	6	President's salary for 1889	2	0	0	
Cash in bank	0	2	9	Secretary's " 1889, 1890	13	8	4	
Do. in treasurer's hands at beginning of year	7	13	8	Treasurer's " 1889	3	0	0	
Discount off Mr. Morrison's account	0	2	6	Do. " 1890	1	16	8	
Special grants to Trades Congress Delegates' Fund—				Assistant secretary's salary for 1890	1	16	8	
Sailors' and Firemen's Union	1	0	0	Auditors' salary for 1889	1	0	0	
Machine drillers and cutters	1	0	0	Do. " 1890	0	10	0	
Bricklayers	1	5	0	Five quarters' rent, and grant to hall-keeper	5	5	0	
French polishers	0	9	0	Stationery, postage, &c.	2	3	9	
Linen lappers	1	0	0				31 0 5	
Shipwrights	1	0	0	Robinson Brothers, printing address to Lord Lieutenant			0 15 0	
Typographical printers	1	0	0	W. & G. Baird's printing account (for meetings, 1887, and Donovan lecture)			1 4 6	
Plumbers	1	0	0	T. Morrison, printing circulars, slips, and rule books			2 7 0	
Yarn dressers	0	10	0	Deputation to city council			0 11 3	
Power loom tenters	0	10	0	Refunded to cabinet makers (Irish Labour Federation)			0 10 0	
Plasterers	0	10	0	Trades Congress expenses—				
Brass foundry	0	10	0	Parliamentary fund	1	0	0	
Carters	0	7	6	Delegate's fee	0	10	0	
Reports sold	0	6	6	Do. expenses	7	0	0	
			10 8 0	50 copies of report	0	5	8	
Special grants to Women's Organisation Fund—							8 15 8	
Bakers	1	0	0	Campbell appeal fund—Mr. A. M'Erlean's account			1 5 0	
Coopers	1	0	0	Women's Organisation Fund—				
Cochbuilders	0	10	0	Rent of Assembly's Hall	1	2	0	
French polishers	0	5	6	" Engineers' Hall (five meetings)	2	10	0	
Amalgamated engineers (No. 5 branch)	3	0	0	T. Morrison, printing handbills	1	0	0	
Linen lappers	0	5	0	Commissionaire for distributing handbills	0	5	2	
Lath renderers	0	10	0				4 17 2	
Millers	1	0	0	Cash in bank			0 2 9	
Packing-case makers	1	0	0	Cash in treasurer's hands at end of year			5 12 2	
			8 10 6				£57 0 11	
			£57 0 11				£57 0 11	

THOMAS JOHNSTON, Treasurer.

We have examined the foregoing statement with treasurer's book and accounts, and found them all correct.

(Signed, January 1891.)

JOHN M'MILLAN, }  
WILLIAM BLAIR, } Auditors.



LIST OF SOCIETIES REPRESENTED ON COUNCIL, WITH DELEGATES' NAMES, ADDRESSES, &c.

Name of Society.	Delegate's Name and Address.	Place of Meeting.	Branch Secretary's Name and Address.	No. of Members in Branch December 1891.	No. of Council Meetings in 1891.	No. of Attendances.	Dues paid 1889.	Dues paid 1890.	Dues Paid 1891.
Boilermakers and Iron Ship-builders (No. 1 Branch, Belfast).	Edward Hughes, 17, Spamount Street - James M'Mahon.	White Lion, York Street -	C. Beggs, 12, Spencer Street	264	28	14	£ s. d. 2 10 6	£ s. d. 1 13 6	£ s. d. 2 4 0
Boilermakers and Iron Ship-builders (No. 2 Branch, Belfast).	- - - - -	Brunswick Hall, Sussex Street.	- - - - -	265	-	-	1 10 0	withdrawn	-
Boilermakers and Iron Ship-builders (No. 1 Branch, Ballymacarrett).	- - - - -	White Star, Newtownards Road.	R. Craig, 37, Donegore St. -	230	-	-	2 0 0	do.	-
Boilermakers and Iron Ship-builders (No. 2 Branch, Ballymacarrett).	- - - - -	Do. do.	R. Rodger, 19, Fenmore St.	228	-	-	1 0 0	do.	-
Blacksmiths, Associated	George Barton, 24, Bloomfield Avenue G. T. M'Intosh, 9, Parker Street.	Oddfellows' Hall, York Street.	James Thompson, Euston Street.	172	28	11	1 3 10	£ 13 6	1 7 0
Blacksmiths' Helpers and Strikers	Samuel Hunter, 47, Fraser Street - John Parkes, 303, Upper Mervue Street.	Do. do.	Samuel Hunter - - -	70	-	-	-	-	0 2 1
Bakers, Operative	Murray Davis, 53, Albertbridge Road - William Hayes, 18, Ballynafeigh. James Orr, 77, Wall Street.	Artisans' Hall, Garfield Street.	Murray Davis - - -	350	28	17	2 0 0	2 0 0	2 0 0
Brassfounders	James Bole, 43, Mountpottinger Road - George Winnington, 6, Ventry Street.	Engineers' Hall, College Street.	D. Gray, 30, Cumberland Street.	190	28	17	0 15 3	0 15 0	0 16 0
Bricklayers	William Meaney, 54, Clementine Street - Arthur M'Cutcheon, 20, Wallbeck Street.	Do. do.	J. M'Adam, 100, Percy St.	240	28	24	1 12 6	1 7 0	1 10 0
Bricklayers' and Plasterers' Assistants.	John Stafford, 17, Coates Street John M'Nally, 14, Roseland Place.	Artisans' Hall - - -	J. Stafford - - -	200	28	14	-	1 3 4	0 16 8
Bookbinders	James M'Ferran, 43, Auburn Street - Richard Leigh, 26, Elm Street.	Oddfellows' Hall - - -	W. M'Ferran, 12, Turin St.	70	6	4	0 8 0	0 4 0	re-affiliated
Brushmakers	- - - - -	- - - - -	- - - - -	-	-	-	0 5 0	withdrawn	-
Boot and Shoe Operatives	R. H. Feagan, 26, Upton Street P. Russell, 3, Spinner Street.	Typographical Institute, College Street.	R. H. Feagan - - - -	120	28	16	-	-	1 0 0
Carpenters and Joiners, Amalgamated (No. 1 Branch).	William Blair, 19, Bristol Street - John Watson, 56, Hopeton Street. James M'Alcarn, 67, Hanover Street.	Artisans' Hall - - -	T. A. Foreman, 26, Glentilt Street.	342	28	22	1 0 0	0 16 0	1 19 4
Carpenters and Joiners, Amalgamated (No. 2 Branch).	Edward M'Gowan, 168, New Lodge Road Bennett Larmour, 74, Paris Street.	Garfield Chambers, Royal Avenue.	R. Cobain, Hillman Street -	317	28	13	0 5 0	0 17 0	1 17 0
Carpenters and Joiners, Amalgamated (No. 3 Branch).	James M'Cudden, 7, Parkview Street - Moses M'Gowan, 26, Parkmount Street.	Russell's Hall - - -	W. Cuthbertson, 54, Hardcastle Street.	322	28	16	-	1 4 6	1 12 0
Carpenters and Joiners, Amalgamated (No. 4 Branch).	James Hamilton, 22, Hope Street - Robert Young, 57, M'Clure Street.	Artisans' Hall - - -	- - - Abernethy - - -	165	14	8	-	-	1 5 0
Carpenters and Joiners, Associated.	Charles M'Clure, 36, Ormeau Road - James M'Fadden, 19, Whicla Street.	Garfield Chambers - - -	J. M'Larnon, 58, Nelson St.	100	28	7	-	0 5 0	0 10 0
Cabinetmakers, Amalgamated	Richard Sheldon, 49, Bryson Street - John Herdman, 13, Singleton Street.	Typographical Institute -	James Quail, 86, Snugville Street.	50	28	26	0 10 8	0 7 6	0 3 2
Do. Alliance	Thomas Campbell, 12, Memel Street - Thomas Rainey, 23, Newcastle Street.	Garfield Chambers -	Thomas Campbell - - -	36	28	10	-	0 6 6	0 4 8

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APPENDIX—GROUP C.

Name of Society.	Delegate's Name and Address.	Place of Meeting.	Branch Secretary's Name and Address.	No. of Members in Branch December 1891.	No. of Council Meetings in 1891.	No. of Attendances.	Dues paid 1889.	Dues paid 1890.	Dues Paid 1891.
Coachbuilders - - -	Joseph Scandrett, 17, Agincourt Street - Thomas W. Harper, 83, Joy Street.	Mastiff Bar, Victoria Sq. -	Jos. Scandrett - - -	96	28	16	£ s. d. 0 12 0	£ s. d. 0 13 0	£ s. d. 0 16 0
Choppers - - -	James Nelson, 61, Bentinck Street - John Devlin, 9, Washington Street.	Garfield Chambers -	John Devlin - - -	100	28	6	0 9 0	0 5 6	0 11 0
Do. Trade Protection - - -	James Ren, 41, Eighth Street - James Ritchie, 53, East Street.	Do. do. -	James Ritchie - - -	36	—	—	—	—	0 2 6
City Carters - - -	Hugh Boyd, 4, Rokey Street - Samuel Campbell.	Artisans' Hall - - -	Hugh Boyd - - -	500	8	4	—	8	1 5 0
City Labourers - - -	Robert Leckey, 66, Ewart's Buildings - Robert M'Kane, 52, Sixth Street.	Painters' Hall, Great George's Street.	Ed. Stewart, 10, Tyrone St.	160	28	13	—	0	1 3 0
Clerks' National Union - - -	Henry Oughton W. J. M'Laughlin, 6, Arthur Terrace.	Typographical Institute -	Henry Oughton - - -	60	18	3	—	—	0 2 1
Dock Labourers - - -	James Patterson M. M'Keown, 13, Cavendish St., Falls Road.	Lancasterian Hall, Frederick Street.	M. M'Keown - - -	800	11	3	0 14 7	—	1 0 0
Drillers, Hand and Machine - - -	David Lewis, 10, Conlig Street - Philip Kirk, 26, Little Corporation Street.	Engineers' Hall - - -	David Lewis - - -	120	28	1	—	0 8 4	0 10 0
Engineers, Amalgamated (No. 4 Branch).	- - - - -	Do. do. - - -	- - - - -	—	—	—	2 1 8	—	—
Engineers, Amalgamated (No. 5 Branch).	Charles Shanks, 5, Bryson Street - William Johnston, 36, Belvoir Street.	Comber Street Schools -	John Porter, 77, Castlereagh Street.	230	28	14	1 0 0	1 5 0	1 10 0
Engineers, National Union - - -	John Butler, 24, Balaclava Street - George Hunter, 26, Avoca Street.	Oddfellows' Hall -	John Owens, 28, Lyons St.	100	2	2	—	—	0 4 0
Electricians - - -	James Lyttle, 28, Westbourne Street - Charles Carey, 145, Meadow Street.	Crown Chambers Hall -	James Lyttle - - -	30	12	5	—	—	0 1 7
French Polishers - - -	Patrick Gilligan, 80, Raglan Street - Patrick Killen, 26, Lady Street.	Garfield Chambers - - -	Wm. M'Tier, 52, Union St.	60	28	18	0 8 4	—	0 18 6
Gas Workers and G.L.U. (No. 1 Branch).	Robert Greenlee, 187, Vernon Street - - - - -	- - - - -	R. Greenlee - - -	100	28	3	—	0 8 6	0 8 2
Do. (Mineral Water Workers).	- - - - -	- - - - -	- - - - -	—	—	—	—	—	0 18 2½
Do. No. 3 Branch (Coachmen).	Daniel M'Auley, 50, Shankhill Road - John Curiale, 49, Israel Street.	Oddfellows' Hall - - -	- - - - -	200	12	8	—	—	0 8 4
Do. No. 4 Branch -	John O'Hare, 4, M'Auley's Court - John Corry, 8, Currie Street.	Garfield Chambers -	- - - - -	100	17	4	—	—	0 4 3
Do. No. 5 Branch (Street Cleaners).	William Patterson, 29, Malvern Street - James Reynolds, 84, Hemsworth Street.	Do. do. -	James Reynolds - - -	200	16	8	—	—	0 8 6
Do. No. 6 Branch (Brickmakers).	Thomas Garrett, 4, Peveril Street - P. Clarke, 40, Parkview Street.	Do. do. -	Thomas Garrett - - -	540	6	5	—	—	0 5 0
Do. No. 7 Branch (Provision Workers).	James Coulter, 9, Kildare Street - Charles Spottiswoode.	Do. do. -	James Coulter - - -	270	6	4	—	—	0 5 0
Gasfitters and Tinplate Workers	William Connor, 45, Glenfarne Street - George Madden, 23, Wilson Street.	Engineers' Hall - - -	N. Fitzsimmons, 29, Cromac Street.	50	1	—	—	0 1 8	0 10 0
House Painters - - -	- - - - -	- - - - -	- - - - -	—	—	—	1 6 8	withdrawn	—
Hairdressers - - -	- - - - -	- - - - -	- - - - -	—	—	—	—	—	0 2 6
Iron Dressers - - -	Edward Boyle, 1, Dayton Street - John Marshall, 23, Tennant Street.	Typographical Institute -	W. Dobbin, 13, Woodstock Road.	33	2	1	—	—	0 2 9

Name of Society.	Delegate's Name and Address.	Place of Meeting.	Branch Secretary's Name and Address.	No. of Members in Branch December 1891.	No. of Council Meetings in 1891.	No of Attendances.	Dues paid 1889.	Dues paid 1890.	Dues paid 1891.
Lithographic Printers -	W. B. Goyer, 2, Crosby Street - W. H. Weightman, 9, Beverley Street.	Garfield Chambers -	S. Spence, Newtownards Rd.	100	28	3	£ s. d. 0 16 8	£ s. d. 0 8 4	£ s. d. 0 16 8
Locomotive Engine Drivers -	John Roy, 78, Hillman Street - John M'Vernon.	Engineers' Hall -	Edward Kearns -	166	28	10	—	1 5 0	0 12 6
Linenclappers -	R. Millar, 111, Stratheden Street - James Ward, 56, Penrith Street. Alix. Taylor, 46, Agnes Street.	Do. do. -	Thomas M'Kendry -	380	28	16	0 3 5½	0 11 11	2 4 9
Lamplighters -	-	-	-	—	—	—	0 10 0	0 6 0	collapsed
Lathrenders -	-	-	-	—	—	—	—	0 4 0	do.
Millers' National Union -	James Smyth, 5, Violet Street - A. M'Kinley, 54, Northumberland Street.	Garfield Chambers	James Smyth -	—	28	14	—	0 6 3	0 7 6
Mill Sawyers and Machinemem -	R. J. Monahan, 3, Riley's Place - Wm. Price, 74, Cambrai Street.	Do. do. -	R. J. Monahan -	90	11	10	—	—	0 7 3
Plasterers -	John M'Alcer, 11, North Boundary Street	Artisans' Hall -	James Caruth, 31, Wigton Street.	160	11	8	0 15 10	0 13 4	0 14 7
Plumbers -	James Whiteside, 9, Conlon Street	-	-	—	28	7	0 10 0	0 8 6	0 6 6
Pattern Makers, U.K. -	Daniel M'Intosh, 90, Matchet Street - John M'Millan, 143, Cupar Street.	Crown Chambers Hall -	A. B. Collinson, 43, Woodstock Road.	50	28	22	0 4 8	0 2 6	0 6 8
Packing-case Makgrs -	P. Leonard, 26, Millfield - J. Cunningham, 161, M'Clure Street.	Typographical Institute -	Charles Molloy, 10, Scotland Street.	58	28	7	—	0 9 0	0 9 0
Paviors -	-	-	-	—	—	—	—	0 3 8	—
Railway Servants (No. 1 Branch)	James Harvey, 10, Elm Street - Andrew Lewsley, 133, Leeson Street.	Engineers' Hall -	H. Scammell, 33, Maryville Street.	240	—	—	0 8 0	1 12 6	1 0 0
Do. (No. 2 do.)	John Wortley, 28, Carnalea Street - Alex. Taylor, 36, Craigavad Street.	Painters' Hall -	John Wortley -	120	24	20	—	—	1 8 2
Shipwrights -	Thomas Williams, 37, Thompson Street - James Flemming, 42, Upper Meadow Street	Artisans' Hall -	James Burland, 61, Distillery Street.	180	28	24	1 9 0	1 2 6	1 17 6
Sailors' and Firemen's Union -	Philip Clibbett, 39, Altcar Street - Samuel Laird, 148, Urney Street.	Abercorn Rooms, Victoria Street.	Philip Clibbett -	200	28	20	0 12 6	3 6 8	1 13 4
Sailmakers -	Charles Rodgers, 32, Ashton Street - John Stewart, 71, Hillman Street.	Oddfellows' Hall -	W. J. M'Cracken -	30	28	9	—	0 10 0	0 3 0
Saddlers and Harness Makers -	William M'Quoid - John Clarke, 49, Bristol Street.	Garfield Chambers -	William M'Quoid, 20, Nore Street.	54	24	16	—	—	0 6 9
Typographical Printers -	Samuel Monro, 24, Pottinger Street - John Murphy, 29, Derwent Street. Hugh M'Manus, 84, M'Donnell Street.	Typographical Institute -	Samuel Monro, 20, College Street.	450	24	12	2 2 0	1 11 6	2 12 6
Tenters (Power Loom) -	W. J. M'Dowell, 14, Glenwood Street - Thomas Ferguson, Wilson Street.	Engineers' Hall -	Samuel Diamond, 12, Agnes Street.	120	—	—	1 5 0	1 0 0	0 10 0
Tailors, Amalgamated (No. 1 Branch)	William Rea, 16, Wesley Place - Malachi Durr, 35, Auburn Street.	Kitchen Bar, Victoria Sq.	John M'Shane -	140	22	9	—	—	1 8 10½
Do. do. (No. 2 Branch)	Richard Wortley, 18, Derg Street - James M'Cormick, 10, Zetland Street.	Abercorn Rooms, Victoria Street.	Richard Wortley -	160	22	4	—	—	1 6 8
Tobacco Operatives	-	-	-	—	—	—	—	—	0 15 7
United Workingmen	-	-	-	—	—	—	—	—	0 3 0
Wood Turners and Sawyers	Joseph M'Anulty, 40, Lady Street - Andrew Saugster, 42, Ninth Street.	-	-	100	18	9	—	—	0 4 2
Yarn Dressers -	Thomas Johnston, 111, Northumberland Street - W. J. M'Manus, 37, Dover Street.	Oddfellows' Hall -	W. J. M'Manus -	90	18	6	0 13 0	0 13 4	0 14 0
				10,404	28	20	31 3 7½	30 3 6	49 7 4

APPENDIX.—GROUP C.



## APPENDIX LVI.

## THE NATIONAL SCHOOLBOOKS AND TRADE-UNIONISM.

Crown Chambers,  
64, Royal Avenue, Belfast.  
DEAR SIR,  
At a special meeting of the Belfast United Trades Council, held on the 2nd April 1892, the following resolution was adopted:—

“That a special committee be appointed from the Council for the purpose of taking such measures as will bring under the notice of the Commissioners of National Education in Ireland the ‘Political Economy’ lessons now taught in the Fifth Book, with a view to having certain passages expunged, as being contrary to fact and prejudicial to the working men of this country who are trade-unionists; and that the co-operation of the various trades councils, associated trades, the press, and members of Parliament be requested for the purpose of carrying out this object.”

The political economy printed in our national school-books should be up to date. The importance of this subject to every working man and trade-unionist is obvious. The advent of a new scheme of education in

Ireland is an opportune time to press this matter successfully. The school children of to-day will provide the work people of the future. It is imperative that the lessons taught our children should be both moral and true. A great deal of the ignorance and prejudice which exists with regard to the principles and aims of trade-unionism arises from such obsolete theories and erroneous “facts.” The precept, “Honour thy father,” &c., would bear a strange interpretation taken in conjunction with some of the extracts given below. It is too late in the century to discuss the lawfulness and utility of trade-unionism. If all the extracts were true, no man should be a trade-unionist; if not true, they are pernicious teaching for our children, and must be deleted. In this question there is nothing of a political or sectarian tendency. Every friend of education has an interest in the matter. We, therefore, seek and rely on your assistance in carrying out the object in view.

RICHARD SHELDON, Secretary,  
Belfast Trades Council.

## EXTRACTS FROM THE FIFTH BOOK.

The statutes of labourers, apprentices, parish settlement, &c. Combination laws.

“In former times, laws used to be often made to fix the wages of labour. It was forbidden, under a penalty, that higher or lower wages should be asked or offered, for each kind of labour, than what the law fixed. But laws of this kind were found never to do any good”—for the workers, as these laws were created for, and administered by, the landlords and “masters.”

The zero point of subsistence.

“ . . . The dearness of bread does not make it worth while to an employer to pay high wages, when he can get workmen for less. . . . The high or low rate of wages, in short, depends not on the price of provisions, but on the demand and supply of labour. . . . When any branch of trade is slack, the master tradesmen are forced to sell their goods so cheap that it barely answers to keep their men at work at the very lowest rate of wages they can live on.” [Note.—One of the principal functions of trade-unionism is to support the members, out of their own money, when unemployed during slack times.]

One cause of emigration.

“It may sometimes happen, accordingly, in hard times, that a farmer or tradesman is forced to part with some of his labourers, because the highest wages he can afford to pay them would not be enough for their support, so that they are obliged to go and seek for work elsewhere.” [Note.—Further on, under parallel circumstances, he says, “the work people remain,” &c.]

Non-intervention with the capitalist.

“All attempts of Governments to regulate by law the rate of wages are both useless and mischievous. Indeed, more harm than good is likely to be done by almost any interference of Government with men’s money transactions, whether letting and hiring, or buying and selling of any kind. [Note.—The chief work of Parliament during the last three-quarters of a century has been measures connected with the land, factories, shipping mines, &c., all of which have a direct influence upon wages.]

The “objects” of trade-unionism stated.

“But there is almost a much more frequent and more hurtful interference from another quarter, that is when men who are not lawful governors, and have no legal authority, combine together to control their neighbours, and to dictate to each man what wages he shall pay or receive, and how he shall dispose of his property.”

Action of the unions.

“Sometimes men are prevented by violence from using the most effective machines for threshing corn, spinning, weaving, and other works.” [Note.—Trade-unionism could, with equal truth, be made responsible for the influenza. Nearly the whole of our machinery is made, worked, and developed by trade-unionists.]

The “Poor Boy” calamity.

“ . . . In many places the master tradesman is forbidden by his journey-men to take as many apprentices as he would! . . . And they accordingly agree together, that if a master does not conform to their rules, they not only will not work for him, but will not allow any one else to work for him.” [Note.—The depravity of restricting apprentices in certain trades in Ireland, where some employers take as many boys and turnovers to “learn the business” as the cubic capacity permits,

is truly shocking! Even the printers of the Fifth Book suffer a terrible injustice in this direction! Poor Boys! What about the men and their families?]

*A Lay Sermon for Trade-unionists!*

“It is very common for the workmen in some manufactory or other branch of business, to form themselves into Unions, for the purpose of enforcing certain regulations, the principle of which is, that no one shall work under a certain rate of wages fixed by them; and if he cannot obtain work at this rate, he is to remain idle and starve, on pain of being most cruelly persecuted by the other workmen.”

“In the end, they generally lose their employment altogether, by destroying the trade of the masters who employ them. By forcing the masters to pay higher wages than they can afford, and interfering with the management of their business, they make their trade unprofitable. Some of the masters are ruined; others turn their capital into money, and either give up business or else go to America, or some other part of the world! But the work people remain! Some of them try to learn new trades; but those who seek to maintain themselves in this way, generally find themselves prevented by other trades unions—the workmen combining to keep out all newcomers! Some live on the charity of their friends, and some subsist by begging, or go into the workhouse!”

“Whenever men come to understand their own true interests, they will agree to resist all illegal combinations! They will resolve to act together firmly, not in resisting the law, or in seeking alterations in it!”

## NATIONAL BOARD FISCAL FACTS—Up to Date.

Expenditure per 20s. of Taxes.		s.	d.
Expenses of the Army and Navy, &c.	-	7	2
Civil list—King, Judges, Ministers of State, and other public officers; pensions and sinecure places, i.e., those that have no duties belonging to them	0	10	
Interest of the National Debt	-	12	0

A note is appended to above, which says:—The proportions are considerably altered since the text was written. They are now about 8s. 3d. for Army and Navy; 3s. 7d. for Civil List; and 8s. 2d. for interest of National Debt! [Query.—Is this the only part of the text in which the facts are “considerably altered” and require revision?]

“Some persons are apt to think that a high price of corn and other provisions is caused by high rents; but this is a mistake. It is not the high rent of land that causes the high price of corn. . . . But some persons say, that if rents were lower the farmers could afford to pay higher wages to their labourers; but those who talk so, confound together a payment and a gift. . . . No doubt the richer anyone is, the better he can afford to bestow a gift, if he is disposed to do so. . . . It is plain, therefore, that making farmers richer and landlords poorer would make no change in what is paid as

wages. The farmer would have more to give, if he were disposed to give away his money!"

to Land  
as: A  
ediction!

"Or, again, if you were to make a law for lowering rents, so that the land should still remain the property of those to whom it now belongs, but that they should not be allowed to receive more than so much an acre for it, the only effect of this would be, that the landlord would no longer let his land to a farmer, but would take it into his own hands, and employ a bafliff to look after it for him"!! [Note.—Comment on such "facts" would be superfluous. The date on the title-page of the Fifth Book from which all these excerpts are taken is 1891.]

Must our children be taught such facts?

EXTRACTS FROM J. S. MILL'S "POLITICAL ECONOMY," &c.

II, Rogers,  
on the  
our laws.

Fortunately for all, the leaders of British labour have sought to better the condition of their followers by processes which the most rigid of economists cannot condemn. . . . The legislature had, indeed, got rid of the combination laws, but the political economist of the old school and the judges had revived them in the very worst form and with the most malignant pedantry.—Thorold Rogers.

From the reign of Edward I. to the reign of George IV. the operation of the Common Law was enforced and enlarged by between twenty and forty Acts of Parliament, all of which were more or less distinctly and explicitly designed to prohibit what we have learnt to describe as the "organisation of labour."—Enc. Brit.

relative  
aven-

"I pass to another kind of Government interference, in which the end and the means are alike odious, but which existed in England until not so much as a generation ago. . . . I mean the laws against combinations of workmen to raise wages; laws enacted and maintained for the declared purpose of keeping wages low, as the famous statute of labourers was passed by a legislature of employers, to prevent the labouring class, when its numbers had been thinned by a pestilence, from taking advantage of the diminished competition to obtain higher wages. Such laws exhibit the infernal spirit of the slave master, when to retain the working classes in avowed slavery has ceased to be practicable."—Mill.

ablna-  
t laws,

"So long as combinations to raise wages were prohibited by law, the law appeared to the operatives to be the real cause of the low wages which there was no denying that it had done its best to produce. Experience of strikes has been the best teacher of the labouring classes on the subject of the relation between wages and the demand and supply of labour: and it is most important that this course of instruction should not be disturbed.

kes.

"It is a great error to condemn, *per se* and absolutely, either trades unions or the collective action of strikes. I grant that a strike is wrong whenever it is foolish, and it is foolish whenever it attempts to raise wages above that market rate which is rendered possible by the demand and supply. But demand and supply are not physical agencies, which thrust a given amount of wages into a labourer's hand without the participation of his own will and actions."—Mill's "Political Economy."

hand  
supply.

FROM GEORGE HOWELL'S "CONFLICTS OF CAPITAL AND LABOUR."

"real  
as" of  
ical  
economy.

"According to the definitions of the 'masters of the science,' the practical test with regard to wages is what it will command in the shape of 'the necessaries, conveniences, and luxuries of life.' This is the 'real wages' of political economy. It requires but a very superficial acquaintance with the facts of actual life to be able to discover that a large proportion of 'labourers' never realise wages at all in this sense, for they are not able to command the 'necessaries' of life, to say nothing of its conveniences, and almost less than nothing of its luxuries.

o  
cive  
need.

"There are many questions in connection with this part of the subject which it is necessary to discuss in detail, with especial reference to the action of trade unions, inasmuch as a great deal of misapprehension exists with regard to what they really attempt to do in the matter of the regulation of the wages of labour, more particularly as to the wages of those who belong to these unions as members, and relatively as to those who, although not belonging to the union, work at the same trade, and are consequently affected by whatever

plita  
m-

arrangements are made through the organisation of labour with capital, as represented by employers. Whatever political economists may say to the contrary, wages are not governed by natural and immutable laws. The rise of wages, their fluctuations, and the methods of payment are the result of influences quite other than those given in the text-book of this so-called science; and, moreover, the laws of supply and demand have even less to do with the question of wages than is generally supposed by economic writers.

The  
methods  
adopted.

"Before, however, we discuss the laws which regulate, or at least affect, the wages of the labourer, it will be well to ascertain accurately and precisely what trade unions attempt to do in relation to wages. But first let us state what they do not attempt to do. They do not attempt to fix a maximum wage, or the highest wages to be paid for skilled labour in any department of trade. That is what the masters endeavour to do, always with a sliding scale downwards, until they come to the lowest possible point which the necessities of the labourer will compel him to accept, in order to ward off a worse calamity.

What they  
do not  
attempt.

"They do not attempt to fix or enforce a uniformity of wages for all workmen in any particular branch of trade. Not only do they not try to do this generally, in so far as it affects the entire country, but they do not attempt to do so in any particular place or locality."

The profes-  
sors on  
political  
economy.

Prof. Cairnes, a disciple of Whately and J. S. Mill, in his book on "Political Economy," says, "That political economists have failed to find any law in the science capable of defining the just equilibrium between work and wages—that is, any law that can define what amount of wages should be paid for a certain amount of work."

Professor Bonamy Price has stated that there is no constant law in political economy, the same as when we speak of the law of gravitation or chemical affinity. "The science is extremely modern," Mill says. "Except on matters of mere detail, there are perhaps no practical questions, even among those which approach nearest to the character of purely economical questions, which admit of being decided on economical principles alone." "'The Wealth of Nations,' " that famous work of Adam Smith, "is in many parts obsolete, and in all imperfect."

"Free"  
contract

When working men make a free contract, and they can never make such a contract as individuals, I am persuaded that they will make more beneficial bargains for the use of their labour than they ever will if they are hindered from corporate and collective action, remain under the impression that their wages are fixed without any discretion on their part, or are constantly called upon to defend or apologise for what they believe is their undoubted right—a right which no consistent economist would dispute. The public is profoundly interested in the efficiency and the independence of the working man.—Thorold Rogers.

Betterment  
of work-  
people.

The future of the artizan, factory, and urban population has yet to be discussed. For this there is but one remedy—the extension of labour organisations on the trade union principle, but with considerable improvements in detail. If it be found that those callings alone have prospered in which labour partnerships have been developed, and those have prospered most in which the fundamental principles of such labour partnerships have been most prudently kept in mind and acted on, it stands to reason that an extension of the system to other callings, now notoriously underpaid, is the most obvious remedy for low wages and uncertain prospects. Wages are always, both in nominal amount and real power, greater when food and the other conveniences of life are cheap.—Thorold Rogers.

Trade-  
unions a  
necessity  
the times.

It is said that wages would have been equal to what they now are despite the unions; that combinations cannot permanently raise wages; and a number of other things equally paradoxical. . . . If all the advantages of higher wages and shorter hours of labour could be obtained and maintained without the aid of trade unions, we should cease to hear of their existence.—Howell.

The agri-  
cultural  
labourer.

How was it that the law of supply and demand was so ineffectual in raising the wages of the agricultural and unskilled labourers for so many years? It is well known that their wages were stationary until the unions stepped in to assist them.—Howell.

Patriotic  
econo-  
politans,

There is scarcely a trade in the country having a union in which wages have not had an upward tendency;

and there is hardly a single trade having no union in which wages have not had a downward tendency, or been absolutely stationary for years. Yes, some of the employers will say, they have forced up wages to that point which makes it impossible to carry on trade; it has driven shipbuilding from the Thames to the Tyne and the Clyde, and now it is driving it from our shores altogether. The men may well reply: If you will only tell us where it is gone to, we will follow it there. The pride of nationality would give way in the case of the workmen, as it appears to have done with employers, and cosmopolitanism would take its place to the injury of national interests.—*Howell*.

Driving  
trade away  
out of the  
country!

The absurd accusation that the shipwrights of London drove the trade of shipbuilding away from the banks of the Thames has been answered over and over again. Mr. Samuda, M.P., himself a large employer, refuted the notion that the disaster was due to the demands of

the men. Lord Brassey and others have collected abundant evidence in disproof of the assertion so constantly made against the workmen. Several causes may be assigned for the collapse of shipbuilding on the Thames. Coal and iron were more accessible on the banks of the Clyde and the Tyne than they were in London, and the value of land was considerably less; but the immediate cause was the downfall of Overend, Gurney, & Co., which involved so many in ruin. Besides all this, there was a general depression in shipbuilding everywhere, not in England alone, but on the Continent also. Similar allegations have been made from time to time with regard to other industries, most of which are equally erroneous, inapplicable, and without foundation in fact.—*Howell*. [The shipwrights and other artisans of Dublin, Cork, &c., could give some startling revelations as to the cause why their trades have dwindled away. Why is the Dublin shipyard empty? Is that the fault of the workmen?]

“Without entering into disputable points, it may be asserted without scruple, that the aim of all intellectual training for the mass of the people should be to cultivate common sense, to qualify them for forming a sound practical judgment of the circumstances by which

they are surrounded. Let this object be acknowledged and kept in view as the first thing to be aimed at, and there will be little difficulty in deciding either what to teach, or in what manner to teach it.”—*Mill*.

## APPENDIX LVII.

### RESULT of a VOTE upon the EIGHT HOURS' QUESTION taken by the BELFAST UNITED TRADES COUNCIL.

The following is the result of voting *re* eight hours' day, so far as the papers have been returned; but I may add that the members of Trades Council do not consider the figures an accurate gauge of the opinion of the general body of organised workers on the subject, the number of voting papers returned being such a small proportion of the 12,000 which the Council represents; while the delegates themselves decline to express an opinion on the subject:—

Total No. of Votes.	In favour of 8-hour day.	Against.	Permissive.	Act of Parliament.	Trades Union Effect.
1,075	922	153	126	379	181

(Signed) SAMUEL MONRO.  
12th May 1893.

## APPENDIX LVIII.

### EXTRACT from “The Western Daily Mercury,” May 25th, 1892.

#### THE BUCKFAST LABOUR DISPUTE.

##### TERMINATION OF THE STRUGGLE.

*All the Operatives to be re-employed.*

We announced yesterday the termination of the labour dispute at Buckfast. The history of this unhappy affair is only too well known to need re-iteration. Mr. Gardner, the district organising secretary of the Gas Workers Union, has been indefatigable in championing the cause of the workpeople all through, and there can be no doubt that he must feel much disconcerted at the sudden and unexpected turn things have taken. From the commencement of the struggle he has been confident of victory, basing his hopes upon Messrs. Berry being entrusted with Government contracts. Finding, however, that the firm showed no signs of caving in, he determined upon ascertaining definitely whether any such contracts had been placed with them. Accordingly he journeyed to London last week, and obtained an interview with Mr. Cunninghame Graham, M.P. On its turning out that Messrs. Berry had received no Government orders, it was thought desirable to bring the dispute to a close, especially as some of the operatives were growing impatient, and had expressed a wish to return to their employment. Although, according to Mr. Gardner, his Executive in London were

against giving in, it was determined to bring matters to a termination if possible. With this view Mr. Bennett Daw, of Hele House, Ashburton, consented on Saturday last to act as intermediary, and as the result of an interview with Mr. Berry, he wrote Mr. Gardner as follows:—“Mr. Berry says he will consent to receive all the *employés* back and put them in their old places, as far as possible, but cannot displace any of those who are now at work. He makes the condition that they return as non-unionist hands.” Mr. Gardner communicated Mr. Berry's terms to the workpeople on Monday, and although many showed no inclination to forsake the union, he recommended them to resign themselves to the inevitable. In justice to Mr. Gardner, it should be said that the whole of the locked-out operatives speak of him in terms of the highest praise. They are all prepared to acknowledge that he has done his level best for them, and it is because they have such confidence in him that they accepted his counsel to return to work.

It was rumoured on Monday evening that he left Buckfastleigh for North Tawton, but whatever may be his intentions, if he has any, in regard to the factory hands of that place, it is a fact that he took train for Plymouth. Yesterday morning he again proceeded to Buckfast, and met a number of the locked-out people just outside Messrs. Berry's factory. In the presence of our reporter he had an interview with Mr. G. Berry,

the sole surviving representative of the firm. Mr. Berry, in answer to Mr. Gardner, pledged his word to find employment for every one of the operatives who had stood out. He added, "I have had no bad feeling towards them right through. I know these people have a perfect right to stand up for their rights."

Mr. Gardner: "You did not think they were going to stand out like they have?"

Mr. Berry: "I don't know."

Mr. Gardner: "They have deceived me; I did not think they had the mettle."

Mr. Berry: "It would make no difference to me if they stood out another 12 months."

Mr. Gardner: "I am prepared to keep up the struggle for another 12 months, but the people think they have been out long enough."

Mr. Berry: "I have had a wish to put you straight. I know your ambition is to get them all back, and I promise you I will find work for all."

Mr. Berry made some reference to Messrs. Hamblyn, when

Mr. Gardner retorted: "I know I have said very hard words about many people, but I have never said an angry word about you, sir. If I had the chance I would fight Messrs. Hamblyn to-morrow."

Mr. Berry laughingly observed: "You will find them pretty tough people to fight."

Mr. Gardner: "I don't care. I am prepared to fight them to-morrow."

Mr. Berry assured Mr. Gardner that none of the operatives would hear anything from him about their action, and undertook that none of them should be "marked." He added that he was not the sort of man to bear them any ill-feeling, and promised that they should receive the same treatment as the other *employés*. He further states that the locked out people should return to the same work they were on before as far as possible, but said he would not displace any of the new hands who had been taken on.

Mr. Gardner asked that the weavers, before returning to the looms, should be first allowed to see that they were in the same condition as when they left them, so that they might not be tripped up through the possible carelessness or design of others, and

Mr. Berry promised that this opportunity should be given them.

Mr. Gardner explained to Mr. Berry that the people saw it was no use fighting any longer, as there were too many fighting against them.

It being suggested to Mr. Berry that when the people returned he would have more hands than before, he admitted that it would be so, but said he would stand

by his pledge, and would provide employment for some at Aahburton.

Asked by Mr. Gardner when they might resume work,

Mr. Berry observed: "I do not want them to remain out any longer. I want them to come back; they have had enough of it."

Mr. Gardner: "I think both sides have had enough."

Mr. Berry: "Let me tell you I can do without business; it makes no difference to me."

Mr. Berry's nephew, who was present at the interview, mentioned that he had heard that Mr. Gardner had advised the people to send on their contributions to the union secretly.

Mr. Berry thereupon said that it would be no use their coming in under false pretences; if the people did not break their connection with the union they would know the consequence.

Mr. Gardner emphatically denied having given such advice. He had been honourable in all his transactions, whatever rumours to the contrary might be afloat.

Mr. Gardner afterwards appealed to the operatives as to whether he had recommended them to keep up their contributions, and they gave a confirmation of his denial with an emphatic and unanimous "no."

Mr. Berry himself made known to the workpeople present that the majority of them, including the worsted spinners, the engine and mule hands, the combers, and other of the day hands, might return to work after breakfast this morning, and the weavers and finishers within a week or 10 days.

This announcement was cheerfully received.

Mr. Gardner informed the people that those returning to work to-day would receive strike pay up to last night, and the others the full week's allowance, and then left for Buckfastleigh.

SIR,

In your remarks on the settlement of the strike you say, "Mr. Berry does not pledge himself to take all the hands." This is not quite correct. Mr. Berry did pledge himself to take back all, but said he was not prepared with "chain" and yarn, &c., for the looms, and he could not take them back so promptly as he could wish. But he gave me his word of honour that they should all be taken back, and I have every reason to believe he will do so. His remark was, "I will forget and forgive." I was very pleased and gratified that such was his motto.

May 24, 1892.

WILLIAM BENNETT DAW.

## APPENDIX LIX.

### FORM of MEMORANDUM of AGREEMENT respecting the EMPLOYERS' LIABILITY ACT.

Memorandum of Agreement made this  
day of 188 between  
of

(hereinafter called the workman), of the one part, and Henry Herrmann, of Nos. 11 and 21 to 29, Dod Street, Limehouse, in the County of Middlesex, cabinet maker and timber merchant (hereinafter called the employer), of the other part, whereby, in consideration of the employer hiring and employing the said workman as

at or any other wages or terms, and also in consideration of the employer having effected, or hereby agreeing to effect, a policy of insurance with the Employers' Liability Association, Limited, or some other company or society in the name of the said employer, but for the benefit of the said workman, whereby the said workman is insured at a reduced premium at the yearly or other premium appearing by such policy, it is hereby agreed between the parties hereto as follows:—

1. In case the said workman shall at any time or times hereafter, whilst engaged in the service of the said employer, and whilst in any employment for him or on his account or behalf sustain any personal injury from any or either of the causes mentioned or referred to in Section 1 of "The Employers' Liability Act, 1880," or

from any other cause whatsoever, he, the workman hereby agrees that he shall not nor will make or have any claim or demand whatsoever upon or against the said employer under the said Act or otherwise howsoever for compensation for or on account of such injury, and shall not nor will attempt to enforce against the employer any remedy or remedies by the said Act in such case made and provided or any other remedy either at law or otherwise.

2. The said workman doth hereby for himself, his executors, administrators, or other his legal personal representatives and every other person (who but for this agreement would have been entitled to make or have had any claim for compensation under the said Act or otherwise by reason of such injury or death) further agrees with the said employer that his said executors, administrators or other his legal personal representatives or any such other person as aforesaid shall not have or make any claim or demand whatsoever upon the said employer for compensation under the said Act either at law or otherwise in case of death through any injury or accident whilst in the service of the said employer or engaged upon his work and will not commence any proceedings under the said Act or at law or otherwise in reference thereto.

3. For the consideration aforesaid and a further consideration of the said employer paying the premiums or other payments on the policy aforesaid and hereby agreeing that all the benefit to which the workman is or may be entitled to be derived from the said policy (the same including other workmen) shall be paid to and belong to the said workman, his executors or administrators or other legal personal representatives, he, the said workman, shall and will pay to the said employer the premium paid or payable as his share of the said policy by weekly or other instalments as shall be verbally or otherwise agreed upon, and the said employer shall be at liberty to deduct such instalment from the wages or moneys payable to the workman.

4. On the said workman quitting the service of the employer from whatever cause the latter shall not be called upon to keep on foot the said policy.

As witness the hands of the said parties the day and year first above written.

Workman's Signature _____	Stamp.
Employer's Signature _____	
Witness _____	

#### EMPLOYERS' LIABILITY ACT, 1880.

##### CHAPTER 42.

An Act to extend and regulate the Liability of Employers to make Compensation for Personal Injuries suffered by Workmen in their service.

[7th September 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. Where after the passing of this Act personal injury is caused to a workman

- (1.) By reason of any defect in the condition of the ways, works, machinery, or plant connected with or used in the business of the employer; or
- (2.) By reason of the negligence of any person in the service of the employer, who has any superintendence entrusted to him whilst in the exercise of such superintendence; or
- (3.) By reason of the negligence of any person in the service of the employer to whose orders or directions the workman at the time of the injury was bound to conform, and did conform, where such injury resulted from his having so conformed; or
- (4.) By reason of the act or omission of any person in the service of the employer done or made in obedience to the rules or byelaws of the employer, or in obedience to particular instructions given by any person delegated with the authority of the employer in that behalf; or
- (5.) By reason of the negligence of any person in the service of the employer who has the charge or control of any signal, points, locomotive engine, or train upon a railway,

the workman, or in case the injury results in death, the legal representatives of the workman, and any persons entitled in case of death shall have the same right of compensation and remedies against the employer as if the workman had not been a workman of nor in the service of the employer, nor engaged in his work.

## APPENDIX LX.

### LITHOGRAPHIC STONE AND ZINC PREPARERS' SOCIETY.

TO THE EMPLOYERS OF LONDON.

"Hand and Shears,"  
Cloth Fair, Smithfield, E.C.,  
October 26th, 1891.

We beg respectfully to inform you that, at a special meeting of our members, a fixed scale of wages was adopted, such scale being as follows:—Leading hands, 30s.; grainers, 28s.; polishers and shifters, 25s.

Previous to the above scale being adopted, the opinion of the representatives of the printing trades was solicited at the recent Trade Conference held at Newcastle-on-Tyne with the result that they, the representatives, unanimously declared in its favour. The Lithographic Printers, also, at their last general meeting, declared in its favour and pledged themselves to do all in their power to assist us in obtaining the above scale. The members of the National Society of Lithographic Artists have also arrived at the same decision.

The matter now remains for you to consider, and in appealing to you we are sanguine that you will not turn

a deaf ear to us. There are many employers who are paying wages according to our scale; to those gentlemen we are deeply grateful, and shall always consider them to be our friends. We appeal now to those employers who are not paying the proper wages to "go and do thou likewise." We ask in the interest of the poor wives and children who have to go short of the necessities of life on account of the low wages of the breadwinner. We ask you in the interest of the breadwinner himself, who sadly requires good and substantial food to enable him to perform his heavy and laborious work, and be a profitable servant to his employer.

In conclusion, we ask you on the grounds of justice and humanity to consider the matter, and so make life worth living for those in your employ. Should you require any further information, either by letter or personal interview, I am at your service.

On behalf of the committee,

I am, yours most respectfully,

ALFRED PALACE,  
President L.S. & Z.P.S.

## APPENDIX LXI.

## DUBLIN OPERATIVE BAKERS' TRADE UNION.

8, Upper Bridge Street, Dublin.

BALANCE SHEET, showing INCOME and EXPENDITURE from 27th December 1890 to 26th December 1891.

Dr.	RECEIPTS.				DISBURSEMENTS.		Cr.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.
To cash-on-hands 27th December 1890	50	16 1			By mortality on deaths of members	388	4 0	
To receipts from members from 27th December 1890 to 26th December 1891:—					Do. do. do. wives	180	0 0	
From 27th December to January 3rd	45	13 4			Do. do. do. children	28	0 0	596 4 0
From 3rd January to January 10th	251	19 0			„ sick allowances	1,060	18 0	
Month ending—					„ superannuation allowances	786	0 0	
February 7th	458	2 2			„ maintenance of deceased members' orphans	21	13 6	
March 7th	420	17 6			„ walking money	1,393	2 0	
April 4th	325	16 4			„ wages	212	0 0	
May 2nd	310	11 0			„ stationery	15	14 4	
May 30th	287	10 6			„ gas	13	19 10	
June 27th	278	4 8			„ coals	35	1 6	
July 25th	313	3 4			„ rent, taxes, and insurances	28	17 9	
August 22nd	875	16 10			„ newspapers and stamps	6	10 0	
September 19th	495	2 2			„ medical attendant, Dr. Halahan	60	0 0	
October 17th	394	11 8			„ Christmas allowances	51	15 0	
November 14th	454	16 10			„ charity funds—Mater Misericordiae Hospital, High Street and Thomas Street clergy	10	0 0	
December 12th	431	15 6			„ Trades' Council, affiliation fees	10	0 0	
Week ending—					Do. delegates	7	2 6	
December 19th	53	17 6			„ handmaster	26	0 0	
„ 26th	31	1 2			„ Assessment to Federal Union	172	0 0	
Borrowed from Thomas Dooley			4,910	15 7	„ gratuities—			
„ „ Patrick Corrigan			75	0 0	James Lawlor, ex president	20	0 0	
			60	0 0	James Flood	10	0 0	
					Patrick Maguire } Trustees	10	0 0	
					Auditor	5	0 0	
					James Flood, President	20	0 0	
					John Byrne } Trustees	10	0 0	
					Joseph Morrin } Trustees	10	0 0	
					Two auditors	10	0 0	
					„ presentation to secretary, as allowed by committee	5	0 0	
					„ allowed the band	10	0 0	
					„ new clarinet, and repairing instruments	3	14 0	
					„ allowance to boys	4	15 0	
					„ attending demonstrations and public funerals	31	17 2	
					„ allowed to the Corn Labourers' Strike Fund	20	0 0	
					„ loans to members	11	0 0	
					„ refreshments for committees and idle members	6	15 0	
					„ forwarded to firemen's fund	3	3 0	
					„ entertaining delegates (Federal Union Conference)	18	17 0	
					„ use of Mechanics Institute	3	17 6	
					„ repairing house—sanitary work, &c.	115	5 0	
					„ repairing house—painting	38	0 0	
					„ payment of loan, Thomas Dooley	75	0 0	
					„ payment of loan, Patrick Corrigan	60	0 0	
					„ officers expenses re deputations	6	3 0	
					„ incidentals	3	8 6	
					„ cash-on-hands			4,422 9 7
								27 2 0
								<u>£5,045 15 7</u>
			<u>£5,015 15 7</u>					

Dr.	ASSETS.				LIABILITIES.		Cr.		
	£	s. d.	£	s. d.		£	s. d.	£	s. d.
To subscriptions and arrears due by members	209	8 0			By representatives of the late—				
To cash-on-hands	27	2 0			Henry Proxle	28	0 0		
			236	10 0	Daniel Gaffney	12	0 0		
To house premises, 8, Upper Bridge Street, held under lease for 31 years, from 29th September 1879, at the yearly rent of 22 <i>l.</i>					Patrick Heland	10	0 0		
To furniture and banners					George Lawlor	13	0 0		
To one year's rent in advance with the Dublin Corporation			22	0 0	Murtha Connor	10	9 2		
					John B. Magrath	12	0 0		
					Patrick Burke	3	16 1		
					John Forde	5	14 0		
					Patrick Fitzsimon	7	13 0		
					Balance capital			102	12 3
								155	17 9
			<u>£258</u>	<u>10 0</u>				<u>£258</u>	<u>10 0</u>

We have examined the foregoing statement and accounts, and compared same with the books and vouchers of the Trade Union, and found them correct.

LAURENCE FLOOD, } Auditors.  
WILLIAM FREEMAN, }  
JAMES FLOOD, President.  
JOSEPH MORRIN, } Trustees.  
JOHN BYRNE, }  
JAMES LAWLOR, Secretary.

## APPENDIX LXII.

### AMALGAMATED UNION OF OPERATIVE BAKERS AND CONFECTIONERS.

STATEMENT\* of NUMBER of FINANCIAL MEMBERS in benefit to the FUNERAL FUNDS of the above UNION and the NUMBER of MEMBERS who have been paid as entitled in the Five Years ending December 31, 1891.

LONDON BRANCHES.					MANCHESTER.				
Date.	Year.	No. of Members.	No. of Deaths.	Amount paid.	Date.	Year.	No. of Members.	No. of Deaths.	Amount paid.
Dec. 31	1887	731	13	£ 130 0 0	Dec. 31	1887	219	3	£ 30 0 0
"	1888	707	12	120 0 0	"	1888	245	7	70 0 0
"	1889	902	16	160 0 0	"	1889	255	4	40 0 0
"	1890	1,435	20	200 0 0	"	1890	303	6	60 0 0
"	1891	1,007	34	340 0 0	"	1891	313	6	60 0 0
		<u>4,782</u>	<u>95</u>	<u>950 0 0</u>			<u>1,335</u>	<u>26</u>	<u>260 0 0</u>
Average number of financial members per year 956					Average number of financial members in provincial branches other than Manchester per year - 850				
" " deaths per year - 19					Average number of deaths per year - 19				
PROVINCIAL BRANCHES OTHER THAN MANCHESTER.					Average number of members Manchester 276				
Date.	Year.	No. of Members.	No. of Deaths.	Amount paid.	" " deaths - 5 and 1 over				
Dec. 31	1887	703	11	£ 110 0 0	Total average number of members per year - 2,094				
"	1888	731	13	130 0 0	Total average number of deaths per year 39 and 1 over				
"	1889	672	11	110 0 0	Total amount paid - £1,960				
"	1890	894	19	190 0 0	<p style="text-align: right;">J. JENKINS,  168, Camden Street,  London, N.W.</p>				
"	1891	1,253	21	210 0 0					
		<u>4,253</u>	<u>75</u>	<u>750 0 0</u>	July 4th, 1893.				

\* In forwarding this statement to the Secretary on July 4th, 1893, the Witness stated that the details were taken from "the union books for the years named" and regretted that he was unable to give "the sick returns for a like period," since the sick funds were "managed locally in each branch."—G. D.

## APPENDIX LXIII.

## LIST of STRIKES in connection with the BAKING INDUSTRY.

Actual or Approximate Date of		Locality.	No. of Men		Cost.	Cause.	Result.	Remarks.
Commencement.	Termination.		Affected.	Out of Work.				
Nov. 1889	Feb. 1890	London -	5,000	800	£ 3,000	Long hours, low wages, bad sanitary conditions.	Terms obtained	Conducted peaceably.
Sept. 1890	June 1891	Manchester	700	150	1,000	Long hours, low wages	" "	Conducted peaceably. 120 men out when strike closed.
July 1891	Mar. 1892	Liverpool -	800	100	600	Long hours, night work, low wages.	" "	Conducted peaceably.
1891	Feb. 1892	Birkenhead	200	30	300	" "	" "	" "
May 1891	Dec. 1891	Leicester -	200	33	280	Long hours, indoor living, low wages.	Terms partially obtained.	" "
1892.		Wolverhampton.	150	10		Long hours, low wages, night work.	Not settled yet.	

## APPENDIX LXIV.

## LIST of PROSECUTIONS, with DATES and RESULTS, instituted (under Section xvi. of the Act of 1822) by the AMALGAMATED UNION OF OPERATIVE BAKERS AND CONFECTIONERS (London District Board) against the MANUFACTURE AND SALE OF BREAD ON SUNDAY.

ANNO TERTIO GEORGII IV. REGIS.

Cap. cvi.

An Act to repeal the Acts now in force relating to Bread to be sold in the City of London and the Liberties thereof, and within the Weekly Bills of Mortality, and ten miles of the Royal Exchange; and to provide other Regulations for the Making and Sale of Bread, and preventing the Adulteration of Meal, Flour, and Bread, within the limits aforesaid. [22nd July 1822.]

Section XVI. Provided always, and be it further enacted, that no master, mistress, journeyman, or other person respectively, exercised or employed in the trade or calling of a baker within the limits aforesaid, shall, on the Lord's Day, or on any part thereof, make or bake any bread, rolls, or cakes of any sort or kind; or shall, on any other part of the said day than between the hours of nine of the clock in the forenoon and one of the clock in the afternoon, on any pretence whatsoever, sell or expose to sale, or permit or suffer to be sold or exposed to sale, any bread, rolls, or cakes of any sort or kind; or bake or deliver, or permit or suffer to be baked or delivered, any meat, pudding, pie, tart, or victuals, except as hereinafter is excepted, or in any other manner exercise the trade or calling of a baker, or be engaged or employed in the business or occupation thereof, save and except so far as may be necessary in setting and superintending the sponge to prepare the bread or dough for the following day's baking; and every person offending against the last-mentioned regulations, or any one or more of them, or making any sale or delivery hereby allowed otherwise than within the bakehouse or shop, and being thereof convicted before any justice of the peace of the city, county, or place where the offence shall be committed, within six days from the commission thereof, either upon a view of such justice, or on confession by the party, or proof by one or more credible witness or witnesses upon oath or affirmation, shall for every such offence pay and undergo the forfeiture, penalty, and punishment hereinafter mentioned; (that is to say,) for the first offence the penalty of ten shillings, for the second offence the penalty of twenty shillings, and for the third and every subsequent offence respectively the penalty of forty shillings; and shall moreover, upon every such conviction, bear and pay the costs and expenses of the prosecution, such costs and expenses to be assessed, settled, and ascertained by the justice convicting, and the amount thereof, together with such part of the penalty as such justice shall think proper to be allowed to the prosecutor or prosecutors

for loss of time in instituting and following up the prosecution, at a rate not exceeding three shillings per diem, and to be paid to the prosecutor or prosecutors for his, her, and their own use and benefit, and the residue of such penalty to be paid to such justice, and within seven days after his receipt thereof to be transmitted by him to the churchwardens or overseers of the parish or parishes where the offence shall be committed, to be applied for the benefit of the poor thereof; and in case the whole amount of the penalty, and of the costs and expenses aforesaid, be not forthwith paid after conviction of the offender or offenders, such justice shall and may, by warrant under his hand and seal, direct the same to be raised and levied by distress and sale of the goods and chattels of the offender or offenders, and in default or insufficiency of such distress commit the offender or offenders to the house of correction, on a first offence for the space of seven days, for the second offence for the space of fourteen days, and on a third or any subsequent offence for the space of one month, unless the whole of the penalty, costs, and expenses be sooner paid and discharged: Provided nevertheless, that it shall be lawful for every master or mistress baker, residing within the limits aforesaid, to deliver to his or her customers, on the Lord's Day, any bakings until half-an-hour past one of the clock in the afternoon of that day, without incurring or being liable to any of the penalties in this Act contained.

The above Section is incorporated in an Act of William IV., 1836.

\*The subjoined are cases summoned under the 16th Section of the Act for baking and selling of bread on Sundays, and the anomalous decisions of the magistrates:—

Thames Street, before Mr. Lushington.

1883. £ s. d.  
Jan. 11, Mr. Stine, High Street, Whitechapel 0 1 0  
—Fined  
" 11, Mr. Prita, Commercial Road.—Dismissed.

\*In forwarding this list to the Secretary the Witness, in a letter (dated August 16th, 1892), states as follows: "In spite of these prosecutions, which cost the society about 100*l.*, there are large bakeries in London at the present time, where bread is habitually drawn from the oven before 12 o'clock on Sunday night. This breach of the law necessitates a portion of the bakers commencing work at six on Sunday evening."—G. B.



1883.		1886.	
Feb. 15, Mr. Opochinsky, Commercial Road.	£ s. d.	July 1, Mr. J. Rosenberg, Bell Lane.—	£ s. d.
—Fined	0 5 0	Fined 2 <i>l.</i> and 1 <i>l.</i> 1 <i>s.</i> costs	3 1 0
„ 15, Mr. Libermann, Church Lane, E.—		„ 1, Mr. Barnett, King Edward Street.—	
Fined	0 1 0	Fined 5 <i>s.</i> and 5 <i>s.</i> costs	0 10 0
„ 15, Mr. Leakin, Commercial Road.—		Marlborough Street, before Mr. Newton.	
Dismissed.		„ 28, Mr. J. Jemini, Haymarket, W.—	
Worship Street, before Mr. Bushby.		Fined 10 <i>s.</i> and 2 <i>s.</i> costs	0 12 0
April 5, Mr. Rosenberg, Bell Lane, E.—Fined	0 12 0	Aug. 11, Mr. C. Durand, Greek Street.—Fined	0 12 0
10 <i>s.</i> and 2 <i>s.</i> costs		10 <i>s.</i> and 2 <i>s.</i> costs	0 12 0
„ 5, Mr. Morris, Chicksand Street, E.	0 12 0	„ 11, Mr. E. Grimmeil, Gerrard Street.—	0 12 0
Fined 10 <i>s.</i> and 2 <i>s.</i> costs		Fined 10 <i>s.</i> and 2 <i>s.</i> costs	0 12 0
„ 5, Mr. Ludwig, Old Montague Street,	0 12 0	„ 19, Mr. J. Jemini, Haymarket.—Fined	1 2 0
E.—Fined 10 <i>s.</i> and 2 <i>s.</i> costs		1 <i>l.</i> and 2 <i>s.</i> costs	
„ 5, Mr. Freedman, Pelham Street.—	0 12 0	Clerkenwell, before Mr. Hosack.	
Fined 10 <i>s.</i> and 2 <i>s.</i> costs		„ 19, Mr. A. Vickot, Church Street, N.—	0 12 0
„ 5, Mr. Harris, Spitalfields.—Fined 10 <i>s.</i>	0 12 0	Fined 10 <i>s.</i> and 2 <i>s.</i> costs	
and 2 <i>s.</i> costs		Marlborough Street, before Mr. Newton.	
Guildhall, before Sir Thomas Owden.		„ 28, Mr. Odone, Edgware Road.—Fined	0 14 0
„ 19, Mr. Stine, Middlesex Street.—Dis-		10 <i>s.</i> and 4 <i>s.</i> costs	
missed.		Clerkenwell, before Mr. Hosack.	
Worship Street, before Mr. Hannay.		Sept. 2, Mr. A. Vickot, Church Street, N.—	1 2 0
May 23, Mr. Rosenberg, Bell Lane.—Fined	0 17 0	Fined 1 <i>l.</i> and 2 <i>s.</i> costs	
10 <i>s.</i> and 7 <i>s.</i> costs		Worship Street, before Mr. Hannay.	
„ 23, Mr. Harris, Spitalfields.—Fined 10 <i>s.</i>	0 17 0	„ 2, Mr. Rosenberg.—Dismissed.	
and 7 <i>s.</i> costs		Marlborough Street, before Mr. Newton.	
Thames Street, before Mr. Balguy.		„ 8, Mr. A. Vickot, Church Street, N.—	0 7 0
June 14, Mr. Opochinsky, Commercial Road.	0 2 6	Fined 5 <i>s.</i> and 2 <i>s.</i> costs	
—Fined		„ 8, Anglo-Austrian Confectionery Com-	0 7 0
„ 14, Mr. Rosenberg, Commercial Road.—		pany.—Fined 5 <i>s.</i> and 2 <i>s.</i> costs	
Dismissed.		Bow Street, before Mr. Vaughan.	
Thames Street, before Mr. Lushington.		„ 9, Austro-Hungarian Bread Company.	0 5 9
Aug. 23, Mr. Rosenberg, Commercial Road.—	0 2 0	—Fined 3 <i>s.</i> and 2 <i>s.</i> costs	
Fined		Westminster, before Mr. Partridge.	
„ 23, Mr. Freedman, Morgan Street, E.—		„ 17, Messrs. J. Tognolo and L. Cassavells,	
Dismissed.		Gray's Inn Road.—Withdrawn.	
„ 23, Mr. Solmons, Back Church Lane.—		Marlborough Street, before Mr. Mansfield.	
Dismissed. With 5 <i>s.</i> costs to pay,		„ 22, Leon Charrington.—Dismissed.	
in the latter two, by the prosecution.		Thames Street, before Mr. Lushington.	
Worship Street, before Mr. Hosack.		„ 23, Mr. Harris.—Dismissed.	
1884.		„ 23, Mr. Debrowski.—Dismissed.	
July 17, Mr. Rosenberg, Bell Lane, E.—Fined	3 3 0	„ 23, Mr. Rosenberg.—Fined	0 1 0
2 <i>l.</i> and 1 <i>l.</i> 3 <i>s.</i> costs			
„ 17, Mr. Gottlob, Bell Lane, E.—Fined	0 15 0	DELIVERING SUNDAY DINNERS AFTER HALF-PAST ONE	
10 <i>s.</i> and 5 <i>s.</i> costs		O'CLOCK.	
„ 17, Mr. Goldstine, Flowerydean Street,	0 12 0	Clerkenwell, before Mr. Barstow.	
—Fined 10 <i>s.</i> and 2 <i>s.</i> costs		July 30, Mr. Oldecoppe, Central Street.—Fined	0 7 0
„ 17, Mr. Barnard, Chicksand Street.—		5 <i>s.</i> and 2 <i>s.</i> costs	
Dismissed.		„ 30, Mr. Henrick.—Adjourned and dis-	
Thames Street, before Mr. Lushington.		missed.	
Aug. 15, Mr. Morris, Fieldgate Street.—Dis-		Clerkenwell, before Mr. Barstow.	
missed. With 5 <i>s.</i> costs to pay by		Aug. 5, Mr. Vollmar, Bath Street.—Fined 1 <i>s.</i>	0 3 0
the prosecution.		and 2 <i>s.</i> costs	
„ 15, Mr. Rosenberg, Commercial Road.—	0 0 1	„ 5, Mr. White, Central Street.—Dismissed.	
Fined		„ 5, Mr. Anderson, Lever Street.—Fined	0 3 0
„ 15, Messrs. Levy and Lester, James	0 0 1	1 <i>s.</i> and 2 <i>s.</i> costs	
Street, Commercial Road.—Fined		Clerkenwell, before Mr. Hosack.	
„ 15, Mr. Freedmann, Morgan Street,	0 0 1	„ 19, Mr. Addy, Shepherdess Walk.—Fined	0 12 0
Commercial Road.—Fined		10 <i>s.</i> and 2 <i>s.</i> costs	
„ 15, Mr. Dornay, Fieldgate Street, E.—		Clerkenwell, before Mr. Hannay.	
Dismissed.		„ 10, Mr. Chamberlain.—Adjourned and	
Marlborough Street, before Mr. Mansfield.		dismissed.	
1885.		Clerkenwell, before Mr. Barstow.	
July 1, Mr. Jemini, Haymarket, W.—Dis-		Oct. 7, Mr. Ruel, Essex Road.—Fined	0 0 6
missed.			
„ 1, Mr. Durand, Firth Street, W.—Dis-		NOTE.—Out of the 61 summoned 39 convictions were	
missed.		obtained, 20 dismissals, and 2 withdrawn. It will be	
Thames Street, before Mr. Lushington.		observed that there were 21 cases adjudicated within the	
1886.		plain meaning of the Act, 18 Magisterial-made Law, and	
June 24, Mr. Max Green, Fairclough Street.—		out of the 19 cases tried before Mr. Lushington 10 were	
Dismissed.		dismissed; and only once did he give the prosecutors	
„ 24, Mr. I. Harris, Berners Street.—Fined	2 2 0	the full benefit of the Act. The prosecutors were almost	
2 <i>l.</i> and 2 <i>s.</i> costs		invariably successful at Worship Street. The contrary	
„ 24, Mr. M. Rosenberg, James Street.—		was the case at Thames Street.	
Dismissed.			
Worship Street, before Mr. Hosack.			
July 1, Mr. W. Werman, Middlesex Street.	0 10 0		
Fined 5 <i>s.</i> and 5 <i>s.</i> costs			
„ 1, Mr. Isaac Harris, Pelham Street.—	3 1 0		
Fined 2 <i>l.</i> and 1 <i>l.</i> 1 <i>s.</i> costs			

W. COLEY, Secretary.

London District Board, Amalgamated Union of  
Operative Bakers and Confectioners.

APPENDIX LXV.

SUMMARISED EXPENDITURE (UNDER GENERAL HEADS) OF THE GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY FOR 25 YEARS, 1867-91 INCLUSIVE, AND AVERAGES PER MEMBER.

	Year ending Dec. 23rd, 1867.		Year ending Nov. 23rd, 1868.		Year ending Jan. 17th, 1870.		Year ending Dec. 19th, 1870.	
	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit	953 14 0½	1 7 7	1,181 7 7	1 12 3½	207 19 6	0 5 5½	302 18 7	0 5 1½
Superannuation benefit	17 8 0	0 0 6	19 4 0	0 0 6½	46 15 0	0 1 2½	44 14 0	0 1 1½
Funeral benefit, including benefit to widows, per 24th Rule.	208 0 0	0 6 0	211 0 0	0 5 10½	149 0 0	0 3 11	270 0 0	0 6 9½
Quarterly and special delegations	123 19 1	0 3 8½	98 2 3½	0 2 8½	68 7 4	0 1 9½	74 9 0½	0 1 10½
Trade privileges or protection	79 0 5½	0 2 3	477 18 7	0 13 3½	23 4 7	0 0 7½	221 12 3½	0 5 7
Salaries of branch officers, council meetings, and rent of rooms.	126 16 3½	0 3 7½	131 5 10½	0 3 8½	151 19 2	0 4 0	133 19 3	0 3 4½
Printing, stationery, account books, postage, law expenses, and sundries.	64 11 6	0 1 10½	62 7 9	0 1 8½	69 3 2½	0 1 9½	81 14 3½	0 2 0½
Grants to other trades, associations, and institutions.	175 18 2	0 5 1½	69 8 1	0 1 11	199 12 6	0 5 0½	40 2 6	0 1 0
Deficiencies	1 13 0½	0 0 0½	39 8 5	0 1 1	29 15 8	0 0 9½	1 6 0	0 0 0½
Totals	1,761 6 7	2 10 9	2,293 12 7	3 3 8½	936 16 11½	1 4 8	1,070 16 5	1 5 9½
	Year ending Nov. 20th, 1871.		Year ending Jan. 13th, 1873.		Year ending Dec. 15th, 1873.		Year ending Nov. 16th, 1874.	
	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit	281 17 10	0 7 1½	17 10 3	0 0 4½	7 7 9	0 0 1½	30 2 6	0 0 7
Superannuation benefit	43 4 0	0 1 1	111 13 0	0 2 0½	101 9 0	0 2 1½	94 8 0	0 1 10½
Funeral benefit, including benefit to widows, per 24th Rule.	204 0 0	0 7 5	397 0 0	0 9 0½	343 0 0	0 7 2½	369 0 0	0 7 2½
Quarterly and special delegations	70 15 10	0 1 9½	84 10 11	0 1 9½	48 18 2	0 1 0½	58 3 1½	0 1 1½
Trade privileges or protection	79 18 0	0 2 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
Salaries of branch officers, council meetings, and rent of rooms.	123 7 6	0 3 1½	173 9 2	0 3 11½	139 1 11	0 2 10½	170 0 5½	0 3 4
Printing, stationery, account books, postage, law expenses, and sundries.	30 7 2	0 1 3½	39 9 7½	0 1 4½	55 10 11	0 1 1½	52 5 11½	0 1 0½
Grants to other trades, associations, and institutions.	8 17 11	0 0 2½	1,529 15 0	1 14 10	17 10 0	0 0 4½	47 5 0	0 0 11
Deficiencies	0 0 0	0 0 0	0 0 0	0 0 0	0 2 10½	0 0 0	0 0 0	0
Totals	952 8 3	1 4 0½	2,373 7 11½	2 14 0½	713 0 7½	0 14 11½	821 5 0½	0 16 1
	Year ending Jan. 10th, 1876.		Year ending Dec. 11th, 1876.		Year ending Nov. 12th, 1877.		Year ending Jan. 6th, 1879.	
	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit	30 3 8	0 0 6½	76 18 6	0 1 4½	439 16 6	0 7 8½	3,082 3 0	2 13 7
Superannuation benefit	111 0 0	0 2 1	99 7 0	0 1 9½	120 18 0	0 2 1½	214 10 0	0 3 8½
Funeral benefit, including benefit to widows, per 24th Rule.	430 0 0	0 8 1½	333 0 0	0 5 11½	581 0 0	0 6 8½	429 0 0	0 8 10
Quarterly and special delegations	256 18 2½	0 4 10½	186 12 11	0 2 5½	118 13 8	0 2 0	233 5 8	0 4 0½
Trade privileges or protection	184 7 7	0 3 5½	1,775 15 0	1 11 8½	3,629 18 5	3 3 9½	3,881 0 0	3 7 5½
Salaries of branch officers, council meetings, and rent of rooms.	215 0 0	0 4 0½	181 0 8	0 3 2½	195 7 2½	0 3 5	276 3 4½	0 4 9½
Printing, stationery, account books, postage, law expenses, and sundries.	375 9 9	0 7 1	199 14 2½	0 3 4½	128 13 0½	0 2 3	170 6 1	0 2 1
Grants to other trades, associations, and institutions.	43 0 0	0 0 1½	28 10 0	0 0 6	9 7 0	0 0 1½	63 0 0	0 1 1
Deficiencies	412 17 11	0 7 10½	24 4 8½	0 0 5	18 1 11	0 0 3½	30 7 1	0 0 6½
Totals	2,909 1 11½	2 17 9½	2,826 3 0	2 11 6½	5,641 15 9	4 8 0½	8,419 15 2½	7 6 5

## SUMMARISED EXPENDITURE FOR TWENTY-FIVE YEARS—continued.

	Year ending Dec. 8th 1878.		Year ending Nov. 8th, 1880.		Year ending Jan. 2nd, 1882.		Year ending Dec. 4th, 1882.	
	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit	3,550 19 0	8 1 10½	2,200 0 0	2 1 5½	1,456 18 5	1 7 10½	617 18 7	0 12 1½
Emigration and benevolent grants	0 0 0	0 0 0	0 0 0	0 0 0	72 0 0	0 1 4½	43 0 0	0 0 10
Superannuation benefit	215 15 0	0 3 8½	121 10 0	0 2 3½	130 1 0	0 2 8	103 10 0	0 3 2½
Funeral benefit, including benefit to widows, per 24th Rule.	352 0 0	0 6 1½	257 0 0	0 4 10	279 0 0	0 5 4	263 0 0	0 5 2
Quarterly and special delegations	181 10 3½	0 3 1½	55 0 7½	0 1 0½	45 15 11½	0 0 10½	41 15 0½	0 0 9½
Trade privileges or protection	4,314 18 0	3 15 1½	3,053 3 6	2 17 6½	251 6 6	0 4 10½	96 0 0	0 1 10½
Salaries of branch officers, council meetings, and rent of rooms.	107 17 11½	0 3 5½	189 14 9	0 3 6½	208 13 10	0 4 1½	181 12 0	0 2 11½
Printing, stationery, account books, postage, law expenses, and sundries.	92 0 10	0 1 7	89 18 9	0 1 8½	106 10 11½	0 2 0½	75 14 10	0 1 5½
Grants to other trades, associations, and institutions.	552 10 0	0 9 7½	12 5 4	0 0 2½	20 15 0	0 0 6½	220 5 0	0 4 3½
Deficiencies	0 0 0	0 0 0	54 16 3	0 1 0½	0 0 0	0 0 0	0 4 1½	0 0 9½
<b>Totals</b>	<b>9,457 1 1</b>	<b>8 4 5½</b>	<b>6,086 6 10½</b>	<b>5 13 9½</b>	<b>2,580 1 8</b>	<b>2 9 7</b>	<b>1,674 10 7</b>	<b>1 12 10</b>

	Year ending Nov. 5th, 1883.		Year ending Dec. 29th, 1884.		Year ending Nov. 30th, 1885.		Year ending Jan. 24th, 1887.	
	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.	Expenditure.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit	970 0 0	0 17 2	2,329 14 3	1 18 7	2,462 13 0	1 12 4½	6,013 18 0	3 17 4½
Emigration and benevolent grants	68 0 0	0 1 2½	100 0 0	0 1 5½	50 0 0	0 0 7½	87 0 0	0 1 1½
Superannuation benefit	172 12 0	0 3 0½	240 17 0	0 3 7½	251 10 0	0 3 3½	330 12 0	0 4 2½
Funeral benefit, including benefit to widows, per 24th Rule.	200 0 0	0 5 1½	450 0 0	0 6 7	303 0 0	0 5 1½	450 15 0	0 5 9½
Quarterly and special delegations	87 7 11	0 1 0½	37 12 1	0 0 0½	33 11 10	0 0 5½	96 8 7½	0 1 2½
Trade privileges or protection	31 2 6	0 0 6½	32 16 0	0 0 5½	—	0 0 0	2,008 14 6	1 5 10
Salaries of branch officers, council meetings, and rent of rooms.	172 7 9	0 3 0½	241 6 8½	0 3 6½	205 4 8	0 2 8½	265 12 3	0 4 8½
Printing, stationery, account books, postage, law expenses, and sundries.	56 14 10½	0 1 0	160 12 5½	0 2 4½	126 12 3½	0 1 7½	90 7 7½	0 1 3½
Grants to other trades, associations, and institutions.	560 6 0	0 9 11	89 7 0	0 1 3½	221 2 0	0 2 10½	124 1 0	0 1 7
Deficiencies	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
<b>Totals</b>	<b>2,409 1 0½</b>	<b>2 2 7½</b>	<b>3,501 5 6</b>	<b>2 18 6½</b>	<b>3,743 13 4½</b>	<b>2 0 2½</b>	<b>9,570 0 0½</b>	<b>6 3 2½</b>

Classes of Expenditure.	Year ended Dec. 26th, 1887.	Average per Member.	Year ended Nov. 26th, 1888.	Average per Member.	Year ended Jan. 20th, 1890.	Average per Member.	Year ended Dec. 22nd, 1890.	Average per Member.	Year ended Dec. 21st, 1891.	Average per Member.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Donation and travelling benefit.	1,511 2 5	1 0 4½	1,851 7 2	1 4 1½	2,351 13 8	1 8 2½	1,262 5 1	0 13 3½	945 5 6	0 8 2½
Emigration and benevolent grants.	41 0 0	0 0 6½	24 0 0	0 0 3½	42 0 0	0 0 6	9 0 0	0 0 1½	38 10 0	0 0 4
Superannuation benefit	307 15 0	0 4 1½	348 15 0	0 4 6½	441 6 0	0 5 3½	373 10 0	0 3 11	410 5 0	0 3 0½
Funeral benefit, including benefit to widows, per 24th Rule.	160 0 0	0 2 1½	171 10 10	0 2 2½	{ 141 0 0 } { 156 0 0 }	0 4 0½	{ 191 10 0 } { 48 0 0 }	0 2 0½	{ 250 0 0 } { 96 0 0 }	{ 0 2 2 } { 0 0 10 }
Quarterly and special delegations.	89 6 3½	0 1 2½	52 9 9½	0 0 8	27 8 7½	0 0 3½	104 15 8	0 1 1½	{ 97 8 9 } { 76 5 10 }	0 1 6
Trade privileges or protection	932 15 6	0 12 6½	13 16 0	0 0 2	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
Salaries of branch officers, council meetings, and rent of rooms.	227 15 0	0 3 0½	260 0 9	0 3 6	380 4 2½	0 4 8	330 1 6	0 3 5½	393 1 9	0 3 1½
Printing, stationery, account books, postages, law expenses, and sundries.	341 19 5½	0 4 7½	33 15 4	0 1 2½	151 11 9	0 1 9½	137 0 5½	0 1 3½	172 10 11½	0 1 5½
Grants to other trades, associations, and institutions.	51 12 9	0 0 8½	78 9 5	0 1 0½	71 17 4	0 0 10½	141 19 10	0 1 5½	127 13 6	0 1 1
Deficiencies	90 0 10½	0 1 2½	15 16 9	0 0 2½	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0
<b>Totals</b>	<b>3,753 7 3½</b>	<b>2 10 7</b>	<b>2,918 12 3½</b>	<b>1 13 0½</b>	<b>3,612 0 7</b>	<b>2 5 8½</b>	<b>2,598 1 6½</b>	<b>1 7 4½</b>	<b>2,577 1 3½</b>	<b>1 2 4½</b>

## APPENDIX LXVI.

## SUMMARY OF EXPENDITURE OF THE GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY, AND AVERAGE PER MEMBER FOR 25 YEARS, 1867—1891, INCLUSIVE.

Years.	Amounts.	Average per Member.	Years.	Amounts.	Average per Member.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
1867	1,756 6 7	2 10 9	1881	2,589 1 8	2 9 7
1868	2,298 12 7	3 3 8½	1882	1,674 19 7	1 12 10
1869	936 16 11½	1 4 8	1883	2,409 1 0½	2 2 7½
1870	1,070 16 5	1 5 9½	1884	3,991 5 6	2 18 6½
1871	952 8 3	1 4 0½	1885	3,743 13 4½	2 9 2½
1872	2,378 7 11½	2 14 0½	1886	9,576 9 6½	6 3 2½
1873	713 0 7½	0 14 11½	1887	3,758 7 3½	2 10 7
1874	821 5 0½	0 16 1½	1888	2,918 12 8	1 18 0
1875	2,059 1 11½	2 17 9½	1889	3,812 0 7	2 5 9½
1876	2,896 3 0	2 11 6½	1890	2,598 1 6½	1 7 4½
1877	5,041 15 9	4 8 0½	1891	2,577 1 3½	1 2 4½
1878	8,419 15 2½	7 6 5			
1879	9,457 1 1	8 4 5½			
1880	6,086 6 10½	5 13 9½			
			Totals	84,471 12 0½	71 16 8

## APPENDIX LXVII.

## SUMMARY OF INCOME AND EXPENDITURE OF THE GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY, FOR 25 YEARS, 1867—1891, INCLUSIVE.

INCOME.		EXPENDITURE.	
	£ s. d.		£ s. d.
Contributions		Donation and travelling benefit	34,335 19 7½
Levies		Emigration and benevolent grants	574 10 0
Fines and entrances	100,652 8 1	Superannuation benefit	4,552 7 0
Bank interest		Funeral benefit, including benefit to widows, per 24th Rule	7,842 15 10
Sundries		Quarterly and special delegation	2,455 14 1
Grants, &c.	1,147 5 3½	Lock-out allowance	21,087 13 5
		Salaries of branch officers, council meetings and rent of rooms	5,332 2 7½
		Printing, stationery, account books, postages, law expenses, and sundries	3,065 4 1
		Grants to other trades, associations, and institutions	4,504 9 9
		Deficiencies	720 15 7½
Balance, October 29th, 1866	101,799 8 4½	Balance, December, 21st, 1891	22,061 4 10
	4,733 8 6		
	<u>106,532 16 10½</u>		<u>106,532 16 10½</u>

Total income for 25 years	£ s. d.	101,799 8 4½
Total expenditure	£ s. d.	84,471 12 0½
Increase of income over expenditure	£ s. d.	<u>17,327 16 4</u>

## APPENDIX LXVIII.

## GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY.

## (a.) UNEMPLOYED BENEFIT paid for THREE YEARS, 1885-1888.

The following is a comparison of the amounts of donations paid, and the numbers of weeks' benefit paid for three years for "houses laid-in," for "bad trade," for "fires out" or "repairs of furnaces," and for "lock-out allowance" :-

Quarters ended.	"Houses laid-in."		"Fires out."		Total.		Totals per Year.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.
Nov. 30, 1885	754	11 0	210	12 0	965	3 0	5,984	15 0
Feb. 22, 1886	1,234	19 0	227	5 0	1,462	4 0		
May 17, 1886	758	2 0	98	2 0	856	4 0		
Aug. 9, 1886	437	14 0	46	7 0	484	1 0		
Nov. 1, 1886	1,317	13 0	25	4 0	1,342	17 0		
Jan. 24, 1887	1,783	7 0	26	2 0	1,809	9 0		
April 18, 1887	714	14 0	10	7 0	725	1 0		
July 11, 1887	156	6 0	—	—	156	6 0		
Oct. 3, 1887	136	4 0	—	—	136	4 0		
Dec. 26, 1887	486	17 0	—	—	486	17 0		
Mar. 19, 1888	404	14 0	—	—	404	14 0	1,850	0 6
June 11, 1888	147	12 0	30	3 0	177	15 0		
Sept. 3, 1888	113	9 6	—	—	113	9 6		
Nov. 26, 1888	1,150	10 0	3	12 0	1,154	2 0		
Totals	9,006	12 6	677	14 0	10,284	6 6		

## The number of weeks' benefit paid :-

Quarters ended.	"Houses laid-in."		"Fires out."		Total.		Totals per Year.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.
Nov. 30, 1885	1,611	—	469	—	2,113	—	11,321	—
Feb. 22, 1886	2,770	—	202	—	3,272	—		
May 17, 1886	2,483	—	218	—	2,701	—		
Aug. 9, 1886	1,133	—	93	—	1,226	—		
Nov. 1, 1886	2,972	—	56	—	3,028	—		
Jan. 24, 1887	4,046	—	48	—	4,094	—		
April 18, 1887	2,211	—	23	—	2,234	—		
July 11, 1887	703	—	—	—	703	—		
Oct. 3, 1887	497	—	—	—	497	—		
Dec. 26, 1887	1,182	—	—	—	1,182	—		
Mar. 19, 1888	867	—	—	—	867	—	4,151	—
June 11, 1888	375	—	67	—	442	—		
Sept. 3, 1888	263	—	—	—	263	—		
Nov. 26, 1888	2,571	—	8	—	2,579	—		
Totals	23,717	—	1,484	—	25,201	—		

It will be seen by the above comparison that during three years 25,201 weeks' donations have been paid, and

that the amount paid is 10,284*l.* 6*s.* 6*d.* This is for donations alone, independent of "lock-out allowance." The total number of weeks' benefit paid during this period is :-

Donations	-	-	-	25,201
Lock-out	-	-	-	4,769
Total	-	-	-	<u>30,070</u>

The amount paid for the same period is—

				£	s.	d.
Donations	-	-	-	10,284	6	6
Lock-out	-	-	-	3,797	4	0
Total	-	-	-	<u>£14,081</u>	<u>10</u>	<u>6</u>

The average number of weeks' benefit—donations and lock-out paid to the unemployed during the same period—is 179, and the amount paid per week is 83*l.* 16*s.* 4*d.*

The average number of weeks' donations paid for November 26th quarter, 1888, is 215, and the amount paid per week is 96*l.* 3*s.* 6*d.* The averages for December 26th, 1887 quarter, the corresponding quarter for the previous year, were 98 weeks' benefit, and the weekly amount 40*l.* 11*s.* 5*d.*

It will be seen by reference to the foregoing figures that the number of weeks' donations paid during the last quarter (November 26th) is 2,579, and the amount paid is 1,154*l.* 2*s.* 0*d.* It is two years since so large a sum was paid in one quarter. The number of weeks' benefit then paid (January 24th, 1887) was 4,094, and the amount paid 1,809*l.* 9*s.* 0*d.* But the funds decreased by 2,630*l.* that quarter. 1,470*l.* has been paid in lock-out allowance. In the absence of these figures, who could imagine that, during a period of a little over three years, the Society had paid as *bona fide* out of work allowance 25,201 weeks' benefit, amounting to 10,284*l.* 6*s.* 6*d.*, and 4,769 weeks' lock-out allowance, amounting to 3,797*l.* 4*s.* paid to members for giving up their situations in preference to submitting to the demands made upon them by the employers, making a total of 30,070 weeks' benefit, which amounts to 14,081*l.* 10*s.* 6*d.*? These simply represent the loss of time by workmen for which they have received out of work allowance which is get-at-able. But what about the loss of time for which they have not received any aliment? The time they have remained out of work after their aliment has expired, and the broken time they have had which does not qualify for donation. If all the figures representing the loss of time the men have suffered during these three years were given, they would transcend belief in the minds even of the most credulous persons. In the event of any members being so fortunate as not to require out-of-work allowance, so much the better for them. Let them remember it is more blessed to give than to receive. And let them reflect upon the position of those workmen who have no work, but who have children requiring bread. No Society can undertake to provide for the requirements of its members and their families, but a Society can assist in some degree the needy and helpless, and no one can examine these figures, however prejudiced he may be, without becoming convinced that this Society has, in a large measure, assisted the needy and helpless.

(b.) The NUMBER of WEEKS and the AMOUNTS of UNEMPLOYED ALLOWANCE paid by every BRANCH from September 7th 1885, to November 26th, 1888.

Branches.	Present No. of Journey-men Mem-bers.	No. of Weeks' Benefit paid.	Houses Laid-in.			No. of Weeks' Benefit paid.	Fires out for Repairs, &c.			Total No. of Weeks' Benefit paid.	Total Amounts paid.		
			£	s.	d.		£	s.	d.		£	s.	d.
Castleford	469	9,137	3,489	17	0	567	254	14	0	9,704	3,694	11	0
Swinton	124	2,567	1,096	13	0	83	37	7	0	2,650	1,134	0	0
Hunslet	126	1,028	412	9	0	164	78	6	0	1,192	490	15	0
Thornhill Lees	137	3,676	1,622	13	0	74	37	16	0	3,750	1,660	9	0
Ferrybridge	77	1,715	675	5	0	179	81	2	0	1,894	756	7	0
Wakefield	78	1,861	594	14	0	120	54	0	0	1,481	648	14	0
Barnsley	78	1,521	644	5	0	76	35	0	0	1,597	679	5	0
Conisbro'	107	1,881	765	12	6	169	76	1	0	2,000	841	13	6
Masbro'	14	122	46	7	0	—	—	—	—	122	46	7	0
Kilnhurst	8	8	3	6	0	3	1	7	0	11	4	13	0
Stairfoot	13	83	34	19	0	—	—	—	—	83	34	19	0
Shirehampton	Closed	53	23	17	0	—	—	—	—	53	23	17	0
Blydon-on-Tyne	45	428	169	18	0	49	22	1	0	477	191	19	0
Newport	65	187	76	17	0	—	—	—	—	187	76	17	0
<b>Totals</b>	<b>1,386</b>	<b>23,717</b>	<b>9,606</b>	<b>12</b>	<b>6</b>	<b>1,484</b>	<b>677</b>	<b>14</b>	<b>0</b>	<b>25,201</b>	<b>10,284</b>	<b>6</b>	<b>6</b>

This table shows the number of weeks' donations paid by every branch under the heads of "houses laid-in" and "fires out," &c., during the three years, and the number of members, November 26th, 1888.

(c.) NUMBER of WEEKS OFF WORK and DONATIONS paid for YEAR 1889.

Branches.	No. of Journey-men Members.	Donations paid from Nov. 20, 1888, to Jan. 13, 1890.										Total for 1889.	
		Feb. 18, 1889.		May 11, 1889.		Aug. 5, 1889.		Oct. 28, 1889.		Jan. 18, 1890.		No. of Weeks paid.	Amounts.
		No. of Weeks paid.	Amounts.	Weeks off.	Amounts.	Weeks off.	Amounts.	Weeks off.	Amounts.	Weeks off.	Amounts.		
Castleford	400	712	263 17 0	255	89 11 0	112	45 13 0	461	206 5 0	430	180 12 0	1,979	786 3 0
Swinton	143	511	123 2 0	68	24 7 0	39	16 0 0	157	70 13 0	255	111 0 0	830	350 11 0
Hunslet	127	323	132 9 0	61	19 7 0	15	7 0 0	53	23 17 0	22	9 18 0	474	193 0 0
Thornhill Lees	165	396	162 12 0	18	5 17 0	5	1 10 0	133	59 17 0	324	143 2 0	876	373 7 0
Ferrybridge	68	63	28 4 0	35	11 11 0	29	11 14 0	12	5 8 0	120	68 1 0	268	114 18 0
Wakefield	92	117	41 8 0	1	0 0 0	9	2 14 0	20	9 0 0	5	2 5 0	162	55 16
Barnsley	101	256	84 6 0	25	8 2 0	—	—	101	45 9 0	142	65 14 0	524	203 11 0
Conisbro'	118	76	29 17 0	11	3 6 0	2	0 18 0	120	52 7 0	144	63 3 0	363	149 11 0
Masbro'	17	—	—	—	—	—	—	—	—	10	4 10 0	10	4 10 0
Kilnhurst	11	—	—	—	—	—	—	—	—	—	—	—	—
Stairfoot, 1st	17	40	20 8 0	—	—	—	—	1	0 9 0	2	0 18 0	52	21 15 0
Blydon	60	—	—	1	0 9 0	4	1 16 0	43	19 7 0	9	4 1 0	57	25 13 0
Newport	58	—	—	—	—	—	—	53	23 17 0	115	51 15 0	168	75 12 0
London	11	—	—	—	—	—	—	—	—	—	—	—	—
Stairfoot, 2nd	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Totals</b>	<b>1,478</b>	<b>2,303</b>	<b>891 3 0</b>	<b>475</b>	<b>162 19 0</b>	<b>215</b>	<b>88 17 0</b>	<b>1,136</b>	<b>516 9 0</b>	<b>1,596</b>	<b>604 19 0</b>	<b>5,743</b>	<b>2,354 7 0</b>

Average number working for the year - - - - - 1,129  
 " " unemployed - - - - - 223  
 Superannuated and others not following trade - - - - - 83  
 Average number of journeymen for the year - - - - - 1,435

Amount received by 223 unemployed for 5,743 weeks = 2,354l. 7s.

## (d.) NUMBER OF WEEKS OFF WORK and DONATIONS paid for YEAR 1890.

	No. of Journeymen Members.	Quarters ended.								Total for 1890.	
		April 14, 1890.		July 7, 1890.		Sept. 29, 1890.		Dec. 29, 1890.		No. of Weeks paid.	Amounts.
		Weeks off.	Amounts.	Weeks off.	Amounts.	Weeks off.	Amounts.	Weeks off.	Amounts.		
Castleford -	492	284	£ 124 0 0	243	£ 106 2 0	50	£ 22 10 0	101	£ 44 5 0	678	£ 296 18 0
Swinton -	162	65	£ 29 5 0	60	£ 27 0 0	21	£ 9 9 0	161	£ 62 9 0	307	£ 128 3 0
Hunslet -	145	108	£ 48 12 6	16	£ 7 4 0	91	£ 40 19 0	16	£ 7 4 0	281	£ 103 19 6
Thornhill Lees -	178	363	£ 157 16 0	15	£ 6 6 0	11	£ 4 19 0	116	£ 52 4 0	505	£ 221 5 0
Ferrybridge -	111	3	£ 0 18 0	25	£ 15 6 0	—	—	112	£ 50 8 0	150	£ 66 12 0
Wakefield -	107	78	£ 35 2 0	96	£ 43 4 0	14	£ 6 15 0	1	£ 0 9 0	189	£ 85 10 0
Barnsley -	311	11	£ 4 16 0	9	£ 2 5 0	65	£ 29 5 0	93	£ 41 17 0	178	£ 78 3 0
Conisbro' -	121	68	£ 29 17 0	40	£ 17 10 6	28	£ 12 12 0	56	£ 24 15 0	192	£ 84 14 6
Masbro' -	12	12	£ 3 12 0	4	£ 1 1 0	8	£ 3 12 0	10	£ 4 4 0	34	£ 12 9 0
Kilnhurst -	12	—	—	4	£ 1 16 0	—	—	4	£ 1 16 0	8	£ 3 12 0
Stairfoot, 1st -	16	9	£ 2 5 0	5	£ 2 5 0	2	£ 0 18 0	6	£ 2 14 0	22	£ 8 2 0
Blaydon -	64	38	£ 17 2 0	11	£ 3 19 0	44	£ 19 16 0	34	£ 15 6 0	127	£ 57 3 0
Newport -	13	42	£ 18 9 0	180	£ 81 0 0	14	£ 6 6 0	—	—	236	£ 106 15 0
London -	11	—	—	—	—	—	—	—	—	—	—
Stairfoot, 2nd	—	—	—	—	—	—	—	—	—	—	—
Totals -	1,585	1,081	£ 471 14 6	718	£ 315 18 6	848	£ 157 1 0	710	£ 307 11 0	2,857	£ 1,252 15 0

Average number working for the year - - - - - 1,242  
 " " unemployed - - - - - 208  
 Superannuated and others not following trade - - - - - 93  
 Average number of journeymen for the year - - - - - 1,543

Amount received by 208 unemployed for 2,857 weeks = 1,252l. 15s.

The following are the totals for the two years 1889-1890.

Years.	Number of Members.	Number of Weeks paid.	Amount.
1889	1,478	5,743	£ 2,354 7 0
1890	1,585	2,857	£ 1,252 15 0
Totals	-	8,600	£ 3,607 2 0

The total number of weeks' aliment paid during the five years 1886-1890 inclusive is 33,801, amounting to 13,891l. 8s. 6d.

This is independent of the 4,769 weeks' lock-out, amounting to 3,797l. 4s., which make the sum total 38,570 weeks; amounting to 17,688l. 12s. 6d. for five years only.

The total expenditure for 1891 is 2,577l. 1s. 3½d., less by 21l. 0s. 3d. than for 1890. The total average amount per member for 1891 is 1l. 2s. 4½d. against 1l. 7s. 4½d.

for 1890. The difference is exactly 5s. in favour of 1891 as compared with 1890. It is to be feared that the present year will not show as favourable a comparison with 1891. The amount paid for donations—which is an important (in fact the principal) factor for 1891 less by 316l. 19s. 7d. than for 1890, although the average number of members for 1890 was 1,800 against 2,212 for 1891—and the average cost per member is 8s. 2½d. for 1891 against 13s. 3½d. for 1890, being a reduction of 5s. 2½d. per member on the full roll of members at the end of the year;—2,304. It is nine years since there was so favourable a result—since the amount paid for unemployed aliment was less than for last year—namely, in 1882, when the amount was 617l. 18s. 7d., and the number of members was 1,025, not half the present number, whereas the amount paid last year was 945l. 5s. 6d., with 2,304 members. The amount paid for donations for the last two years, 1890-91, is 2,207l. This is little more than the yearly average for the last 10 years; the yearly average is 2,061l. The highest amount paid was in 1886, when it reached 6,013l. 18s. with 1,542 members, or 3l. 17s. 4½d. per member; nearly twice the amount for any two years in the Society's history. The amount for 1878-79 reached 6,633l. 2s., 3,082l. 3s. for 1878, and 3,550l. 19s. for 1879.

## APPENDIX LXIX.

TABLE showing AMOUNTS of UNEMPLOYED ALLOWANCE paid by the GLASS BOTTLE MAKERS of YORKSHIRE UNITED TRADE PROTECTION SOCIETY for TEN YEARS 1882-1891.

Years.	Number of Members.	Amounts paid to Unemployed Members.	Average Cost per Member.
1882	1,014	£ 617 18 7	£ 0 12 1½
1883	1,227	£ 970 0 0	£ 0 17 2
1884	1,421	£ 2,629 14 8	£ 0 18 7
1885	1,576	£ 2,462 13 0	£ 1 12 4½
1886	1,542	£ 6,013 18 0	£ 3 17 4½
1887	1,470	£ 1,511 2 5	£ 1 0 4½
1888	1,536	£ 1,851 7 2	£ 1 4 1½
1889	1,717	£ 2,351 13 8	£ 1 8 2½
1890	1,899	£ 1,262 5 1	£ 0 13 3½
1891	2,212	£ 945 5 6	£ 0 8 7
Total and average per member	1,561	£20,615 17 8	£ 13 4 1½

## APPENDIX LXX

## SUMMARY of INCOME and EXPENDITURE of the GLASS BOTTLE MAKERS of YORKSHIRE UNITED TRADE PROTECTION SOCIETY for 25 YEARS; NUMBER of MEMBERS; AMOUNT of FUNDS; and AVERAGE per MEMBER.

Years.	No. of Members at the end of the Year.	Balances at the beginning of the Year.	Income.	Expenditure.	Balances at the end of the Year.	Average per Member.†	Increase of Members and Funds.		Decrease of Members and Funds.	
							Members.	Funds.	Members.	Funds.
1866	688	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	—	£ s. d.	—	£ s. d.
1867	692	4,788 8 6	2,212 14 0	1,750 6 7	5,189 15 11	7 9 11½	4	456 7 5	—	—
1868	720	5,180 15 11	*2,943 15 11	*2,203 12 7	5,839 19 3	8 2 2	28	650 3 4	—	—
1869	750	5,830 19 3	2,306 17 9	936 16 11½	7,210 0 0½	9 9 11½	30	1,370 0 9½	—	—
1870	792	7,210 0 0½	1,940 1 0	1,079 16 5½	8,088 4 7	10 4 2½	38	878 4 6½	—	—
1871	792	8,088 4 7	2,073 10 7	952 8 3	9,209 6 11	11 12 7	—	1,121 2 4	—	—
1872	878	9,209 6 11	3,308 11 4	2,373 7 11½	10,144 10 3½	11 11 1½	86	935 3 4½	—	—
1873	964	10,144 10 3½	2,380 5 9	713 0 7½	11,811 15 5	12 7 7½	76	1,667 5 1½	—	—
1874	1,018	11,811 15 5	2,481 8 2½	821 5 0½	13,471 18 7	13 4 8	64	1,060 3 2	—	—
1875	1,038	13,471 18 7	4,061 11 1½	2,059 1 11½	15,474 7 9	14 12 6½	40	2,002 9 2	—	—
1876	1,120	15,474 7 9	4,088 11 6	2,896 3 0	16,616 16 3	14 16 8½	62	1,142 8 6	—	—
1877	1,137	16,616 16 3	6,880 9 5	5,041 15 9	18,401 9 11	16 4 8½	17	1,844 13 8	—	—
1878	1,150	18,401 9 11	6,357 18 10	8,419 15 2½	16,309 13 6½	14 5 2½	13	—	—	2,061 16 4½
1879	1,140	16,309 13 6½	3,300 16 8½	9,457 1 1	10,542 9 2	9 3 6	—	—	1	5,857 4 4½
1880	1,001	10,542 9 2	3,140 17 3	6,036 6 10½	7,653 19 6½	7 4 3½	—	—	88	2,886 9 7½
1881	1,048	7,653 19 6½	2,690 3 2	2,589 1 8	7,757 1 0½	7 3 5½	—	101 1 6	18	—
1882	1,014	7,757 1 0½	2,015 18 0	1,074 19 7	8,097 19 5½	7 19 8½	—	340 18 5	29	—
1883	1,227	8,097 19 5½	2,453 11 4½	2,409 1 0½	8,079 0 8½	6 11 8½	213	44 10 4	—	—
1884	1,421	8,079 0 8½	4,131 9 10	3,091 5 6	8,282 14 1½	5 16 6	194	140 4 4	—	—
1885	1,578	8,282 14 1½	4,036 5 11	3,743 13 4½	8,595 6 8	5 8 11½	157	312 12 6½	—	—
1886	1,542	8,595 6 8	5,536 10 8½	9,574 9 6½	4,605 7 10	2 19 8½	—	—	36	3,980 18 10
1887	1,470	4,605 7 10	5,430 5 4½	3,753 7 3½	6,282 5 11	4 5 5½	—	1,676 18 1	72	—
1888	1,536	6,282 5 11	5,029 2 7½	2,918 12 3½	8,392 16 3	5 9 3½	66	2,110 10 4	—	—
1889	1,717	8,392 16 3	7,232 1 3	3,812 0 7	11,812 16 11	6 17 7½	184	3,420 0 8	—	—
1890	1,800	11,812 16 11	6,321 7 3	2,308 1 0½	15,536 2 7½	8 3 7½	182	3,723 5 8½	—	—
1891	2,304	15,536 2 7½	9,102 3 6	2,677 1 3½	22,061 4 10	9 11 6	405	6,525 2 2½	—	—
Totals			101,799 8 4½	84,471 12 0½			1,860	32,123 5 6½	244	14,785 9 2½
							Deduct	244	14,785 9 2½	—
							Net increase	1,516	17,327 16 4	—

\* 1868—Balance Sheet, page 29, Nov. 23rd Report reads 2,964*l.* 17*s.* 11*d.* income, and 2,304*l.* 1*s.* 7*d.* expenditure 11*l.* 2*s.* has been deducted in reducing the transactions to "net."

† The number of members and average funds per member in this table have been revised and corrected.

## APPENDIX LXXI.

## STATEMENT showing WEEKLY RATES of PAYMENTS of MEMBERS of the GLASS BOTTLE MAKERS of YORKSHIRE UNITED TRADE PROTECTION SOCIETY, from April 21st, 1884, to December 21st, 1891.

It is now nearly 8½ years since the ordinary weekly 1*s.* rate of contribution was raised, viz., April 21st, 1884. Since then it has been advanced and reduced according to emergency. It has pressed heavily on many whose earnings have been little. The following is the weekly rate of payment during the period just referred to, independent of casual levies and factory subscriptions, which generally average 6*d.* per week:—

The WEEKLY RATE of PAYMENTS from April 21st 1884 to December 21st, 1891.

	£ s. d.
From April 21st, 1884, to April 18th, 1885, 52 weeks at 1 <i>s.</i> 8 <i>d.</i>	3 5 0
From April 18th, 1885, to June 15th, 1885, 8 weeks at 1 <i>s.</i> 9 <i>d.</i>	0 14 0
From June 15th, 1885, to October 5th, 1885, 16 weeks at 1 <i>s.</i> 3 <i>d.</i>	1 0 0
From October 5th, 1885, to September 6th, 1886, 48 weeks at 1 <i>s.</i> 6 <i>d.</i>	3 12 0
From September 6th, 1886, to October 4th, 1886, 4 weeks at 2 <i>s.</i>	0 8 0

	£ s. d.
From October 4th, 1886, to February 21st, 1887, 20 weeks at 3 <i>s.</i>	3 0 0
From February 21st, 1887, to April 18th, 1887, 8 weeks at 4 <i>s.</i>	1 12 0
From April 18th, 1887, to August 8th, 1887, 16 weeks at 3 <i>s.</i>	2 8 0
From August 7th, 1887, to December 21st, 1891, 228 weeks at 2 <i>s.</i>	22 16 0
Total, 552 weeks	£53 9 0

The average weekly rate of payment for 552 weeks (nearly 8½ years) is nearly 1*s.* 11½*d.*

The rate of payment has been changed nine times since the beginning of 1884.

For nearly six years every journeyman member working three days in a given week has had to pay from 2*s.* to 4*s.* out of his scanty wages. Many have been out of work several months in the year, who when holding regular situations have been subject to accidental tem-



porary stoppages, whose average wages when fully employed have not exceeded 30s. a week. But they have paid the 2s. or 3s. a week when they have scarcely had sufficient for themselves and families to keep body and soul together.

The 2s. rate has been advanced to 3s. in order to provide for the extra number of men thrown out of employment during this year, 1892.

During the last 28 years a working member would pay 118*l.*, being at the rate of 1*s.* 7½*d.* per week.

## APPENDIX LXXII.

TABLES showing RATES of PAYMENTS of the GLASS BOTTLE MAKERS of YORKSHIRE UNITED TRADE PROTECTION SOCIETY for 28 Years, from January 29th, 1864, to December 21st, 1891.

Quarters.	Contributions.	Levies.							Total Payments required.
		Widows' Benefit, per 24th Rule.	Per 3rd Resolution, page 42, Dec. Report, 1867.	Per 6th Resolution, page 240, vol. III.	Per 7th Resolution, page 540, vol. V.	Per 6th Resolution, page 544, vol. VII.	Per Resolution of D.M. Feb. 21, 1880.	Per Resolution, page 348, vol. VIII.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
April 16th, 1864	- 0 12 0	—	—	—	—	—	—	—	0 12 0
July 11th, 1864	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Oct. 3rd, 1864	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Dec. 26th, 1864	- 0 12 0	—	—	—	—	—	—	—	0 12 0
March 20th, 1865	- 0 12 0	—	—	—	—	—	—	—	0 12 0
June 12th, 1865	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Sept. 4th, 1865	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Nov. 27th, 1865	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Feb. 19th, 1866	- 0 12 0	—	—	—	—	—	—	—	0 12 0
May 14th, 1866	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Aug. 6th, 1866	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Oct. 29th, 1866	- 0 12 0	0 2 0	—	—	—	—	—	—	0 14 0
Jan. 21st, 1867	- 0 12 0	0 2 0	—	—	—	—	—	—	0 14 0
April 15th, 1867	- 0 12 0	—	—	—	—	—	—	—	0 12 0
July 8th, 1867	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Sept. 30th, 1867	- 0 12 0	0 1 0	—	—	—	—	—	—	0 13 0
Dec. 23rd, 1867	- 0 12 0	—	0 14 0	—	—	—	—	—	1 6 0
March 16th, 1868	- 0 12 0	0 2 0	1 4 0	—	—	—	—	—	1 18 0
June 8th, 1868	- 0 12 0	—	1 4 0	—	—	—	—	—	1 16 0
Aug. 31st, 1868	- 0 12 0	—	1 4 0	—	—	—	—	—	1 16 0
Nov. 28th, 1868	- 0 12 0	0 1 0	—	—	—	—	—	—	0 13 0
Feb. 15th, 1869	- 0 12 0	—	—	—	—	—	—	—	0 12 0
May 10th, 1869	- 0 12 0	—	—	—	—	—	—	—	0 12 0
Aug. 2nd, 1869	- 0 12 2	0 1 0	—	—	—	—	—	—	0 13 2
Oct. 25th, 1869	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Jan. 17th, 1870	- 0 12 2	—	—	—	—	—	—	—	0 12 2
April 11th, 1870	- 0 12 2	—	—	—	—	—	—	—	0 12 2
July 4th, 1870	- 0 12 2	0 2 0	—	—	—	—	—	—	0 14 2
Sept. 26th, 1870	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Dec. 19th, 1870	- 0 12 2	0 3 0	—	—	—	—	—	—	0 15 2
March 13th, 1871	- 0 12 2	—	—	—	—	—	—	—	0 12 2
June 5th, 1871	- 0 12 2	0 2 0	—	—	—	—	—	—	0 14 2
Aug. 28th, 1871	- 0 12 2	0 2 0	—	—	—	—	—	—	0 14 2
Nov. 20th, 1871	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Feb. 12th, 1872	- 0 12 2	0 1 0	—	—	—	—	—	—	0 13 2
May 6th, 1872	- 0 12 2	0 1 0	—	0 4 0	—	—	—	—	0 17 2
July 29th, 1872	- 0 12 2	—	—	0 4 0	—	—	—	—	0 16 2
Oct. 21st, 1872	- 0 12 2	0 1 0	—	0 4 0	—	—	—	—	0 17 2
Jan. 13th, 1873	- 0 12 2	0 2 0	—	0 4 0	—	—	—	—	0 18 2
April 7th, 1873	- 0 12 2	—	—	0 4 0	—	—	—	—	0 16 2
June 20th, 1873	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Sept. 22nd, 1873	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Dec. 15th, 1873	- 0 12 2	—	—	—	—	—	—	—	0 12 2
March 9th, 1874	- 0 12 2	—	—	—	—	—	—	—	0 12 2
June 1st, 1874	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Aug. 24th, 1874	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Nov. 16th, 1874	- 0 12 2	—	—	—	—	—	—	—	0 12 2
Carried forward	- 28 8 0	1 3 0	4 6 0	1 0 0	0 0 0	0 0 0	0 0 0	0 0 0	34 17 0

TABLES showing RATES of PAYMENTS for 23 Years—continued.

Quarters.	Contributions.	Levies.										Total Payments required.
		First—Widows' Benefits.	Second—Donations.	Third—Seotch Levy.	Fourth—Thornhill and Conisbro' Lock-out.	Fifth—Seotch Levy.	Sixth—Donations.	Seventh—Benevolent Levy.	Eighth—Fires out and Repairs.			
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.		
Brought forward	28 8 0	1 3 0	4 6 0	1 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	34 17 0
Feb. 8th, 1875 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
May 3rd, 1875 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
July 26th, 1875 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
Oct. 18th, 1875 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
Jan. 10th, 1876 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
April 3rd, 1876 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
June 26th, 1876 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
Sept. 18th, 1876 -	0 12 2	—	—	—	0 16 0	—	—	—	—	—	—	1 8 2
Dec. 11th, 1876 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
March 5th, 1877 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
May 28th, 1877 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
Aug. 20th, 1877 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
Nov. 12th, 1877 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
Feb. 4th, 1878 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
April 29th, 1878 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
July 22nd, 1878 -	0 12 2	—	—	—	1 4 0	—	—	—	—	—	—	1 16 2
Oct. 14th, 1878 -	0 12 2	—	—	—	0 16 0	—	—	—	—	—	—	1 8 2
Jan. 6th, 1879 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
March 31st, 1879 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
June 23rd, 1879 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
Sept. 15th, 1879 -	0 12 2	—	—	—	0 12 0	0 6 0	—	—	—	—	—	1 10 2
Dec. 8th, 1879 -	0 12 2	—	—	—	0 12 0	0 6 0	—	—	—	—	—	1 10 2
March 1st, 1880 -	0 12 2	—	—	—	0 12 0	0 6 0	—	—	—	—	—	1 10 2
May 24th, 1880 -	0 12 2	—	—	—	0 12 0	0 6 0	0 6 0	—	—	—	—	1 16 2
Aug. 16th, 1880 -	0 12 2	—	—	—	0 12 0	—	0 4 0	—	—	—	—	1 8 2
Nov. 8th, 1880 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
Jan. 31st, 1881 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
April 25th, 1881 -	0 12 2	—	—	—	0 12 0	—	—	—	—	—	—	1 4 2
July 18th, 1881 -	0 12 2	—	—	—	0 4 0	—	—	—	—	—	—	0 16 2
Oct. 10th, 1881 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
Jan. 2nd, 1882 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
March 2nd, 1882 -	0 12 2	—	—	—	—	—	—	—	—	—	—	0 12 2
June 19th, 1882 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
Sept. 11th, 1882 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
Dec. 4th, 1882 -	0 12 2	—	—	—	—	—	—	0 1 0	—	—	—	0 13 2
Feb. 26th, 1883 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
May 21st, 1883 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
Aug. 13th, 1883 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
Nov. 5th, 1883 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
Jan. 28th, 1884 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
April 21st, 1884 -	0 12 2	—	—	—	—	—	—	0 0 6	—	—	—	0 12 8
July 14th, 1884 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	—	—	0 15 8
Oct. 6th, 1884 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	—	—	0 15 8
Dec. 29th, 1884 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	—	—	0 15 8
Carried forward	55 3 4	1 3 0	4 6 0	1 0 0	18 0 0	1 4 0	0 10 0	0 6 6	0 9 0	0 9 0	82 1 10	

TABLE showing RATES of PAYMENTS for 28 Years—continued.

Quarters.	Contributions.	Levies.														Total Payments required.
		First— Widows' Benefit.	Second— Donations.	Third— Scotch Levy.	Fourth— Thornhill and Conisbro' Lock-out.	Fifth— Scotch Levy.	Sixth— Donations.	Seventh— Benevolent Levy.	Eighth— Fires out and Repairs.	Ninth— Scotch Lock-out.	Tenth— Fires out, &c.	Eleventh— Dublin Lock-out.	Twelfth— Schumann's Testimonial.	Thirteenth— Financial Position.	Fourteenth— Financial Position.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Brought forward -	55 3 4	1 3 0	4 6 0	1 0 0	18 0 0	1 4 0	0 10 0	0 6 6	0 9 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	82 1 10
March 23rd, 1885 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	—	—	—	—	—	—	0 15 8
June 15th, 1885 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	0 4 6	—	—	—	—	—	1 0 2
September 7th, 1885 -	0 12 2	—	—	—	—	—	—	0 0 6	0 3 0	—	—	—	—	—	—	0 15 8
November 30th, 1885 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	0 15 8
February 22nd 1886 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	0 17 0
May 17th, 1886 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	0 18 0
August 9th, 1886 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	0 18 0
November 1st, 1886 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	1 0 6
January 24th, 1887 -	0 12 0	—	—	—	—	—	—	—	0 9 0	—	—	—	—	—	—	1 8 6
April 18th, 1887 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	0 12 0
July 11th, 1887 -	0 12 0	—	—	—	—	—	—	—	0 3 0	—	—	—	—	—	—	1 16 0
October 3rd, 1887 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1 12 0
December 26th, 1887 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1 4 0
March 19th, 1888 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
June 11th, 1888 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
September 3rd, 1888 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
November 26th, 1888 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
February 18th, 1889 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
May 13th, 1889 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
August 5th, 1889 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
October 28th, 1889 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
January 20th, 1890 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
April 14th, 1890 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
July 7th, 1890 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
September 29th, 1890 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
December 22nd, 1890 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
March 16th, 1891 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
June 8th, 1891 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
August 31st, 1891 -	0 12 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 12 0
December 21st, 1891 -	0 16 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0 16 0
Totals -	73 7 10	1 3 0	4 6 0	1 0 0	18 0 0	1 4 0	0 10 0	0 8 0	1 16 0	0 1 6	0 17 0	0 2 6	0 0 6	0 10 0	15 8 0	118 17 4

This table represents 1,452 weeks, exactly 28 years. The average weekly rate is 1s. 7½d.

APPENDIX LXXIII.

GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY.

(a.) TABLE showing NUMBER of MEMBERS LOCKED OUT January 1st, 1887.

Firms.	Places.	Stages of Trade.				Totals.
		Finishers.	Blowers.	Gatherers and Blowers.	Gatherers.	
E. Breffitt & Co. -	Castleford -	30	23	2	10	65
J. Lumb & Co. -	" -	20	19	1	10	50
J. Wilkinson & Co., Yorkshire.	South Swinton -	21	20	2	4	47
Thomas Barron and Sons	" -	16	8	5	—	29
Waddington Bros.	Mexbro' -	15	6	—	—	21
W. Brooke -	" -	7	5	—	—	12
G. Wood -	Hunslet -	14	13	—	5	32
Kilner Bros. -	" -	6	6	—	—	12
T. Turner & Co. -	Thornhill Lees -	13	9	—	1	23
Bagley & Co. -	Saville Town -	12	11	2	4	29
J. Kilner and Sons	Knottingley -	15	9	—	—	24
Redfearn Bros. -	Wakefield -	19	19	—	2	40
J. Dobson & Co. -	Barnsley -	6	3	—	—	9
Kilner Bros. -	" -	10	9	—	1	20
Beaston & Co. -	Conisbro' -	32	24	16	24	96
Blunn Bros. -	Masbro' -	—	—	—	—	—
Rylands & Co. -	Kilnhurst -	4	1	—	—	5
Redfearn Bros. -	Stairfoot -	31	23	3	—	56
Alexander & Co. -	Wombwell -	4	4	—	1	9
South Wales Bottle Co.	Blaydon-on-Tyne -	—	—	—	—	—
	Newport (Mon.) -	—	—	—	—	—
	Totals -	275	211	31	62	579

This table shows the number of workmen locked out by the various firms in order to enforce a reduction of 3s. per week per man and 20 per cent. on the rates of overwork. The rates of wages at the time being 30s., 28s., and 23s., for finishers, blowers, and gatherers respectively.

The dispute was continued at several factories for several months, and involved the society in thousands of pounds; it was settled by the workmen accepting a reduction of 25 per cent. on overwork rates.

In Jan. 1889 10 per cent. was restored, and in Jan.

1890 the balance of 15 per cent. was restored. During these three years the men and boys sacrificed 27,000l. through the 25 per cent. reduction on overwork rates.

All the men employed in the trade had to threaten to strike in order to get the rates of overwork restored. This is the first time in the history of the Yorkshire glass bottle trade the rates of overwork have been reduced below the normal rates of 4s. 6d. per gross for ordinary pints and quarts, and 3s. a gross for small bottles.

(b.) TABLE showing the NUMBER of WORKMEN OUT OF WORK ON JANUARY 1st, 1887.

Places.	No. of Firms.	Stages of Trade.				Totals.
		Finishers.	Blowers.	Gatherers and Blowers.	Gatherers.	
Castleford -	4	44	45	22	69	180
Swinton -	3	10	22	8	9	49
Hunslet -	3	15	25	2	13	55
Thornhill -	3	25	29	12	24	90
Ferrybridge -	1	10	18	5	7	40
Wakefield -	1	4	2	4	7	17
Barnsley -	2	10	11	—	6	27
Conisbro' -	1	8	3	8	4	23
Masbro' -	1	2	—	1	1	4
Kilnhurst -	1	—	1	1	—	2
Stairfoot -	2	13	9	2	4	28
Blaydon -	1	4	2	8	2	16
Newport -	1	2	3	—	4	9
Totals -	24	147	170	73	150	540

(c.) TABLE showing the NUMBER of MEMBERS receiving TRADE BENEFITS on JANUARY 24th, 1887.\*

No. of Journeymen Members.	No. of Members receiving Trade Benefits.		
	Out-of-Work.	Lock-out.	Total.
495	105	40	145
112	21	63	84
104	7	23	30
135	17	52	123
66	23	13	36
67	14	40	54
54	10	—	10
91	33	60	93
16	—	—	—
8	—	—	—
98	—	75	75
45	10	—	10
46	4	—	4
Totals -	1,337	298	366
			664

\* This table shows the number of workmen in receipt of out-of-work and lock-out benefits when the dispute had gone three weeks, viz. 664 out of 1,337. The dispute was continued for several months at several factories. But eventually it ended by the workmen accepting a reduction of 25 per cent. on overwork rates instead of 6s. a week per man on the standard wages and 20 per cent. on overwork rates.

## APPENDIX LXIV.

TABLE showing the Number of MEMBERS in the GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY and Number out of EMPLOYMENT at the end of every Quarter, from September 30th, 1867, to December 21st, 1891; also the Average State of Trade, &c.

Quarters.	Accounts written off.		No. of Members.			Average State of Trade.	No. of Glass Bottle Houses.			No. of Members out of Employment.					No. of Members left the Trade or in other Districts, and paying per 2nd Rule.	No. of Members receiving Trade Benefits.			No. of Members receiving Superannuation Benefit.			
	Exclusions.	Deceased.	Apprentices and Youths.	Journeymen.	Total.		Working.	Standing.	Total.	Bottle Makers.	Blowers.	Gatherers and Blowers.	Gatherers.	Total.		Out of Work.	Strike and Lock-out.	Total.	£s. per Week.	£s. per Week.	£s. per Week.	Total.
Sept. 30th, 1867	—	—	166	502	668	Bad	—	—	—	29	35	4	23	91	4	70	—	70	1	—	1	2
Dec. 23rd, 1867	—	—	140	543	682	Bad	—	—	—	46	66	12	39	163	7	131	—	131	1	—	1	2
Mar. 16th, 1868	—	—	164	540	704	Bad	—	—	—	44	62	10	33	152	9	112	—	112	1	—	1	2
June 8th, 1868	—	—	167	555	722	Improving	—	—	—	14	24	3	19	60	6	37	—	37	1	—	1	3
Aug. 31st, 1868	—	—	154	581	735	Im proving	—	—	—	15	23	3	12	53	11	21	—	21	1	—	1	2
Nov. 23rd, 1868	—	—	159	561	720	Moderate	—	—	—	15	25	2	11	53	11	17	—	17	1	—	1	2
Feb. 15th, 1869	—	—	156	570	726	Moderate	—	—	—	12	19	4	8	43	14	15	—	15	2	—	1	3
May 10th, 1869	—	—	145	592	737	Good	55	10	65	7	12	4	4	27	16	5	—	5	3	—	1	4
Aug. 2nd, 1869	—	—	161	592	753	Good	58	3	61	11	11	5	4	31	14	—	—	3	—	1	4	
Oct. 29th, 1869	—	—	154	607	761	Dull	56	6	62	16	18	3	11	48	15	5	—	5	3	—	1	4
Jan. 17th, 1870	—	—	150	609	759	Dull	55	7	62	17	23	7	14	61	16	23	—	23	3	—	1	4
April 11th, 1870	—	—	140	623	772	Improving	56	7	63	12	30	4	11	57	17	13	—	13	3	—	1	4
July 4th, 1870	—	—	141	643	784	Moderate	58	7	65	13	17	4	3	42	15	—	—	3	—	1	4	
Sept. 20th, 1870	—	—	133	664	797	Moderate	58	6	64	19	20	5	4	46	20	1	—	1	3	—	1	4
Dec. 19th, 1870	—	—	130	656	786	Bad	54	10	64	26	39	12	17	94	30	45	—	45	3	—	1	4
Mar. 13th, 1871	—	—	123	674	797	Improving	55	10	65	20	26	13	16	75	23	23	—	23	3	—	1	4
June 5th, 1871	—	—	115	630	725	Moderate	57	8	65	14	16	9	7	46	22	7	—	7	3	—	1	4
Aug. 23th, 1871	—	—	122	676	798	Moderate	57	8	65	21	18	3	6	48	21	2	—	2	3	—	1	4
Nov. 20th, 1871	—	—	121	671	792	Moderate	57	7	64	14	15	2	8	39	25	7	—	7	3	—	1	4
Feb. 12th, 1872	—	—	123	669	812	Good	58	8	66	12	14	—	8	34	23	5	—	5	5	—	2	7
May 6th, 1872	—	—	126	702	828	Good	62	7	69	9	11	1	4	25	23	—	—	5	—	2	7	
July 29th, 1872	—	—	140	699	839	Good	63	6	69	3	3	—	4	10	23	—	—	6	—	3	9	
Oct. 21st, 1872	—	—	153	722	875	Good	66	6	72	6	1	1	3	11	29	—	—	6	—	3	9	
Jan. 13th, 1873	—	—	151	727	878	Good	66	7	73	3	4	1	2	10	21	—	—	6	—	3	9	
April 7th, 1873	—	—	148	751	899	Good	68	8	74	10	2	2	1	15	21	1	—	1	5	—	4	9
June 30th, 1873	—	—	174	759	933	Good	71	5	76	3	3	1	—	7	24	—	—	8	—	2	10	
Sept. 22nd, 1873	—	—	181	784	965	Good	71	6	77	7	5	—	—	12	24	1	—	1	7	—	2	9
Dec. 15th, 1873	—	—	193	761	954	Good	72	5	77	8	5	1	4	18	25	1	—	1	7	—	2	9
Mar. 9th, 1874	—	—	199	775	974	Moderate	73	5	78	7	7	1	2	17	24	—	—	7	—	2	9	
June 1st, 1874	—	—	203	781	984	Good	74	4	78	5	2	1	3	11	25	—	—	7	—	2	9	
Aug. 24th, 1874	—	—	194	800	994	Moderate	74	5	79	19	9	—	7	35	27	—	—	6	—	2	8	
Nov. 16th, 1874	—	—	190	818	1,018	Moderate	75	8	83	20	13	2	4	39	26	—	—	6	—	2	8	
Feb. 8th, 1875	—	—	181	834	1,015	Good	75	9	84	10	13	2	2	27	24	—	—	7	—	2	9	
May 3rd, 1875	—	—	186	844	1,030	Good	74	10	84	14	14	6	7	41	23	—	—	6	—	2	8	
July 26th, 1875	—	—	190	843	1,033	Good	74	9	83	14	13	7	5	39	23	—	—	6	—	2	8	
Oct. 18th, 1875	—	—	190	866	1,056	Moderate	75	11	86	13	17	9	5	49	20	2	—	2	6	—	2	8
Jan. 10th, 1876	—	—	187	871	1,058	Moderate	74	11	85	22	23	5	2	57	20	1	—	1	5	—	2	7
April 3rd, 1876	—	—	194	838	1,032	Moderate	73	13	86	32	27	10	9	78	21	3	—	3	6	—	2	8
June 26th, 1876	6	2	194	901	1,095	Moderate	77	12	89	13	16	5	5	44	23	—	—	7	—	2	9	
Sept. 18th, 1876	4	1	191	924	1,115	Bad and Lock-out.	69	23	92	76	55	13	35	180	23	—	112	112	7	—	2	9
Dec. 11th, 1876	1	1	188	938	1,120	Bad and Lock-out.	73	19	92	75	61	20	34	183	25	26	101	127	8	—	2	10
Mar. 5th, 1877	9	4	186	935	1,121	Bad and Lock-out.	73	19	92	75	68	30	44	207	23	46	94	140	7	—	2	9
May 26th, 1877	7	1	185	946	1,131	Moderate	79	13	92	41	61	17	26	137	27	15	80	95	8	—	2	10
Aug. 20th, 1877	8	3	199	943	1,142	Moderate	79	13	92	42	49	24	25	140	29	14	59	73	8	—	2	10
Nov. 12th, 1877	19	—	183	952	1,137	Bad	74	16	92	59	72	34	39	204	30	51	64	115	11	—	2	12

TABLE showing the Number of Members and Number out of Employment, &c.—continued.

Quarters.	Ac- counts written off.		No. of Members.			Average State of Trade.	No. of Glas Bottle Houses.			No. of Members out of Employment.					No. of Members left the Trade or in other Districts, and paying per 32nd Rule.	No. of Members receiving Trade Benefits.			No. of Members receiving Superannuation Benefits.			
	Exclusions.	Deceased.	Apprentices and Youths.	Journeyman.	Total.		Working.	Standing.	Total.	Bottle Makers.	Blowers.	Gatherers and Blowers.	Gatherers.	Total.		Out of Work.	Strike and Lock- out.	Total.	5s. per Week.	4s. per Week.	3s. per Week.	Total.
Feb. 4th, 1878 -	9	1	182	940	1,131	Bad	78	26	94	92	91	50	72	305	31	159	57	216	12	—	2	14
April 20th, 1878	16	1	197	948	1,145	Bad	74	19	93	76	82	38	70	266	36	95	91	186	12	—	2	14
July 22nd, 1878	7	3	108	958	1,154	Moderate	81	12	93	38	49	30	49	165	34	40	55	96	13	—	2	15
Oct. 14th, 1878	9	4	190	953	1,149	Bad	71	23	94	73	82	46	60	272	31	116	50	106	13	—	2	15
Jan. 6th, 1879 -	12	4	192	958	1,150	Bad	58	30	88	106	103	63	82	353	33	213	49	202	15	—	2	17
Mar. 31st, 1879	4	5	196	964	1,160	Bad	61	23	84	106	122	58	92	334	34	200	98	298	15	—	3	13
June 23rd, 1879	2	1	195	960	1,164	Bad	75	14	89	84	63	24	65	198	33	08	45	113	15	—	3	18
Sept. 15th, 1879	7	2	198	963	1,161	Bad	60	29	89	62	102	43	84	291	34	176	43	219	16	—	3	19
Dec. 8th, 1879 -	7	3	192	977	1,149	Bad	46	44	90	197	194	97	144	632	40	248	228	576	18	—	3	21
Mar. 1st, 1880 -	19	3	174	959	1,133	Bad	55	33	88	123	133	72	122	450	40	172	152	324	7	—	—	7
May 24th, 1880	35	2	153	950	1,103	Bad	61	26	87	91	96	67	119	373	51	107	82	189	7	—	—	7
Aug. 16th, 1880	28	4	143	931	1,174	Bad	67	30	87	43	71	40	95	240	40	55	36	91	7	—	2	9
Nov. 8th, 1880 -	17	—	120	932	1,051	Bad	50	37	87	81	100	72	118	330	50	102	49	211	7	—	2	9
Jan. 31st, 1881	21	1	137	920	1,057	Bad	50	39	89	71	94	70	112	247	50	153	35	104	7	—	2	10
April 25th, 1881	16	1	154	914	1,068	Improving	59	29	88	32	42	34	53	166	46	60	23	83	7	—	3	10
July 18th, 1881	102	3	143	880	1,024	Good	68	19	87	31	27	20	60	123	53	18	—	13	7	—	4	11
Oct. 10th, 1881	25	—	164	892	1,026	Declining	66	21	87	41	53	36	78	111	53	59	5	64	7	—	4	11
Jan. 2nd, 1882	17	1	173	870	1,043	Moderate	54	34	88	54	72	39	77	242	76	124	5	129	7	—	3	10
Mar. 27th, 1882	28	6	186	855	1,011	Moderate	60	28	88	35	55	36	71	197	60	66	5	71	7	—	6	13
June 19th, 1882	12	3	166	899	1,045	Good	60	20	80	11	35	22	63	131	61	18	3	21	7	—	9	16
Sept. 11th, 1882	35	1	127	867	1,014	Moderate	67	20	87	23	43	25	65	161	55	34	3	37	7	—	9	16
Dec. 4th, 1882 -	29	5	133	832	1,014	Moderate	64	24	88	26	42	35	68	171	57	54	2	56	9	2	7	13
Feb. 26th, 1883	13	1	123	905	1,023	Moderate	70	16	86	27	42	25	73	165	55	45	—	45	6	3	10	19
May 21st, 1883	8	1	126	978	1,104	Good	72	15	87	30	39	15	44	123	49	39	—	39	6	3	10	19
Aug. 13th, 1883	19	1	129	1,035	1,164	Good	73	13	86	25	25	15	40	105	52	15	1	16	6	3	10	19
Nov. 5th, 1883 -	8	7	134	1,093	1,227	Moderate	66	27	93	63	61	23	68	223	47	147	—	147	6	3	10	19
Jan. 28th, 1884	4	2	154	1,143	1,296	Moderate	70	24	94	40	51	22	61	174	42	56	1	57	5	4	10	19
April 21st, 1884	7	2	171	1,166	1,337	Moderate	72	25	97	31	53	30	76	190	45	71	—	71	5	2	11	18
July 14th, 1884	5	1	171	1,178	1,349	Good	76	22	98	24	35	23	72	159	42	43	1	44	5	5	11	21
Oct. 6th, 1884 -	18	3	130	1,235	1,413	Bad	74	27	101	45	73	63	83	239	42	118	1	119	5	6	14	25
Dec. 29th, 1884	15	4	139	1,232	1,421	Moderate	67	34	101	65	82	49	109	305	41	141	—	141	5	14	7	26
Mar. 23rd, 1885	15	3	210	1,254	1,464	Moderate	78	24	102	45	70	39	80	249	42	116	—	116	5	8	15	23
June 15th, 1885	13	2	208	1,291	1,499	Good	80	21	101	24	39	18	56	137	44	28	—	28	7	6	14	27
Sept. 7th, 1885	2	3	219	1,331	1,550	Moderate	75	27	102	34	39	24	59	156	42	42	—	42	7	6	13	26
Nov. 30th, 1885 -	7	4	229	1,340	1,573	Bad	50	51	101	111	127	61	133	433	45	255	—	255	7	8	13	23
Feb. 22nd, 1886	26	9	230	1,347	1,577	Bad	64	39	103	90	95	55	112	352	44	251	—	251	7	8	13	23
May 17th, 1886	27	4	221	1,263	1,484	Moderate	70	27	97	36	59	21	96	292	49	95	—	95	5	8	13	26
Aug. 9th, 1886	26	1	215	1,303	1,513	Bad	66	39	105	46	61	33	96	236	49	122	—	122	7	14	8	29
Nov. 1st, 1886 -	27	—	217	1,368	1,585	Lock-out	46	57	103	191	198	77	162	613	56	394	81	475	8	8	14	30
Jan. 24th, 1887	53	2	205	1,337	1,542	Lock-out	36	69	102	231	251	97	167	796	59	299	366	664	9	9	14	32
April 15th, 1887	70	1	220	1,331	1,551	Improving	63	33	101	36	101	46	106	339	75	135	42	177	9	8	14	31
July 11th, 1887	39	2	113	1,277	1,490	Good	72	31	103	43	53	32	82	215	69	53	19	74	10	14	8	32
Oct. 3rd, 1887 -	49	4	206	1,272	1,478	Moderate	61	36	97	93	91	25	116	305	72	121	12	133	11	9	13	33
Dec. 26th, 1887	30	4	216	1,254	1,470	Moderate	53	34	92	63	73	25	90	246	73	57	5	92	13	15	7	35
Mar. 19th, 1888	33	3	234	1,263	1,497	Moderate	67	28	95	53	55	23	91	204	66	61	2	63	13	15	5	33
June 11th, 1888	5	1	216	1,331	1,547	Good	71	33	94	24	36	18	63	146	53	24	1	25	15	8	13	36
Sept. 3rd, 1888	17	2	196	1,344	1,540	Moderate	63	34	96	37	61	24	75	217	75	63	—	63	17	8	13	37
Nov. 20th, 1888 -	12	2	200	1,336	1,536	Bad	53	36	96	113	122	29	106	330	59	206	—	206	16	5	12	36

TABLE showing the Number of Members and Number out of Employment, &c.—*continued.*

Quarters.	Accounts written off.		No. of Members.			Average State of Trade.	No. of Glass Bottle Houses.			No. of Holes.			No. of Members out of Employment.					No. of Members left the Trade or in other Districts, and paying per 32nd Rule.	No. of Members receiving Trade Benefits.			No. of Members receiving Superannuation Benefit.			
	Exclusions.	Deceased.	Apprentices and Youths.	Journeyman.	Total.		Working.	Standing.	Total.	Working.	Standing.	Total.	Bottle Makers.	Blowers.	Gatherers and Blowers.	Gatherers.	Total.		Out of Work.	Strike and Lock-out.	Total.	5s. per Week.	4s. per Week.	3s. per Week.	Total.
February 18th, 1889	20	1	215	1,371	1,586	Improved	61	29	90	569	58	627	76	96	19	106	296	49	151	—	151	16	9	10	35
March 13th, 1889	21	3	231	1,423	1,654	Good	71	21	92	616	145	761	35	60	15	71	181	42	20	—	20	17	13	6	36
August 5th, 1889	21	3	234	1,435	1,669	Good	70	24	94	600	171	771	33	50	21	44	148	44	31	—	31	22	10	6	38
October 28th, 1889	13	3	233	1,468	1,701	Moderate	60	34	94	552	219	771	85	98	18	91	292	46	120	—	120	19	7	12	38
January 20th, 1890	12	4	239	1,478	1,717	Good	68	27	95	624	170	794	61	63	14	68	201	46	44	—	44	19	6	12	37
April 14th, 1890	8	4	247	1,507	1,754	Good	62	30	92	591	167	758	69	86	13	74	242	54	95	—	95	19	5	12	36
July 7th, 1890	6	4	243	1,527	1,770	Good	72	22	94	644	153	797	36	66	14	46	152	55	6	—	6	19	5	12	36
September 29th, 1890	10	6	227	1,552	1,779	Good	64	30	94	597	180	777	69	64	21	55	229	56	49	—	49	19	5	13	37
December 22nd, 1890	7	3	314	1,585	1,899	Good	67	25	92	620	181	801	69	78	21	50	218	59	69	—	69	20	5	12	37
March 16th, 1891	5	8	376	1,637	2,013	Good	69	25	94	653	157	810	57	53	13	14	147	59	1	—	1	20	5	11	36
June 8th, 1891	3	5	436	1,615	2,251	Good	72	23	95	667	163	830	48	62	16	86	162	53	—	—	—	21	5	10	36
August 31st, 1891	1	1	459	1,821	2,280	Good	70	24	94	645	188	833	74	73	20	51	218	60	11	—	11	22	5	10	37
December 31st, 1891	13	17	465	1,839	2,304	Moderate	66	28	94	596	226	822	117	112	27	95	351	58	32*	—	32	24	4	11	39

\* Only 32 in receipt of permanent donation December 31, 1891.

The foregoing table is a quartly census of there Yorkshire Glass Bottle Trade, and is prepared and published from the reports of the audits made by the general secretary or his assistant. All the accounts examined on one principle. Every member's account is examined, and the schedules analysed.

This table shows at a glance the number of apprentice-members occupying stages of the trade, and filling men's places, whose ages range between 16 and under 21 years, and are continually employed, for every quarter since 1867; also the number of journeymen members in the society. It also shows the general condition of the glass bottle trade throughout the county, and the number of furnaces in operation, and the number damped out in consequence of bad trade and other causes, several of which have been superseded by the Siemens Gas Regenerative Furnace—which is on a much larger scale, in one instance nine times as large, and others five or six times as large as the old draught furnaces—as stated in answer to questions 29,885 and 30,058.\*

The table also shows the number of workmen belonging to the respective stages of branches of the trade,

\* See pp. 376 and 383.

viz., bottle makers, blowers, gatherers (gatherers and blowers each gather the metal and blow it into bottles, which is an intermediate step to blowing all). All these men are dependent upon the trade for a livelihood, and when not working are in receipt of out-of-work allowance until the scale of payment runs out, or they get labouring jobs—awaiting the obtaining of getting situations at the trade when trade revives and furnaces start again. It also shows the number of men who are not following the trade and depending upon it for a livelihood; men who become petty shopkeepers or travelling hawksters, or migrate into other countries where they can get employment at bottle-making, and retain their membership by a nominal quarterly payment to entitle them to funeral benefit during their absence from Yorkshire, and a free return into county to follow the trade when they can get back.

It also shows the number of men in receipt of trade benefits, viz., ordinary out-of-work allowance when discharged from slack trade or any other cause, free from disputes with the employers, and circumstances over which the men have no control, as shown in Appendices LXVII., LXVIII., and LXIX. The total amount paid during 25 years, 1867–1891, being 34,355l.

### APPENDIX LXXV.

TABLE showing the STANDARD RATES of WAGES of the YORKSHIRE GLASS BOTTLE HANDS from 1847 to 1891; also the REVISION or AMENDED LISTS of NUMBERS and RATES of OVERWORK.

Stages or Branches of the Trade.	Dates of Changes in the Rates of Wages, &c.									
	June 26, 1847.	Aug. 6, 1853.	April 1, 1854.	Aug. — 1854.	Jan. — 1857.	Sept. 29, 1863.	Feb. 17, 1866.	April 8, 1872.	Aug. 24, 1872.	July 18, 1873.
Bottle makers	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 8 0	£ s. d. 1 10 0	£ s. d. 1 4 0	£ s. d. 1 7 0	£ s. d. 1 10 0	The first list came into operation from this date.	£ s. d. 1 13 0	£ s. d. 1 16 0
Blowers	£ s. d. 1 2 0	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 8 0	£ s. d. 1 2 0	£ s. d. 1 5 0	£ s. d. 1 8 0		£ s. d. 1 11 0	£ s. d. 1 14 0
Gatherers and blowers	£ s. d. 1 0 0	£ s. d. 1 2 0	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 0 0	£ s. d. 1 2 0	£ s. d. 1 6 0		£ s. d. 1 8 6	£ s. d. 1 11 6
Gatherers	£ s. d. 0 18 0	£ s. d. 1 0 0	£ s. d. 1 2 0	£ s. d. 1 4 0	£ s. d. 0 18 0	£ s. d. 1 0 0	£ s. d. 1 4 0		£ s. d. 1 6 0	£ s. d. 1 9 0

Stages or Branches of the Trade.	Dates of Changes in the Rates of Wages, &c.										
	Oct. 13, 1876.	Jan. 12, 1878.	Dec. 23, 1878.	Nov. 12, 1879.	Jan. 1, 1881.	July 16, 1883.	Jan. 14, 1886.	Jan. — 1886.	Jan. 1, 1889.	Jan. 1, 1890.	Jan. 1, 1891.
Bottle makers	£ s. d. 1 13 0	£ s. d. 1 10 0	The second list came into operation from this date.	£ s. d. 1 7 0	The third list came into operation from this date.	£ s. d. 1 10 0	Numbers of Codd's Patents increased.	Rates of overwork reduced 25 per cent.	Rates of overwork advanced 10 per cent.	Rates of overwork advanced 15 per cent.	£ s. d. 1 13 0
Blowers	£ s. d. 1 11 0	£ s. d. 1 8 0		£ s. d. 1 5 0		£ s. d. 1 8 0					£ s. d. 1 11 0
Gatherers and blowers	£ s. d. 1 8 6	£ s. d. 1 6 0		£ s. d. 1 2 0		£ s. d. 1 5 0					£ s. d. 1 8 6
Gatherers	£ s. d. 1 6 0	£ s. d. 1 3 0		£ s. d. 1 0 0		£ s. d. 1 3 0					£ s. d. 1 6 0

This table shows all the changes that have taken place in the Yorkshire glass bottle hands' wages since 1847; not only in the standard rates of wages, but also in the rates of overwork referred to in answers to questions 29,847-9.\* A group or set of hands consists of bottle maker, blower, and gatherer, or, bottle maker and two gatherers and blowers. These are men's stages of the trade, as explained in answer to questions 29,989, 30,001.†

The preliminary stages, viz., taking-in (i.e., taking the bottles into the annealing ovens when finished, as explained in answers to questions 29,886-904 and 29,983-8).‡ wetting-off (the boy that cuts the bottle off the blow pipe, when it is blown, for the finisher to

put on this ring or lip) are not shown in the table. These are the boys referred to in answers to questions 29,761-8,\* and 30,008-21.† who commence taking-in bottle at 13 years of age and afterwards pass to wetting-off, and then from wetting-off to gathering at about 16 years of age to learn the art and trade of glass bottle making. And the practice is for the employers to bind as many of these boys apprentice as they can get, and undertake to learn them the trade, but the men have to learn them without any recompense, except in a few instances where a small allowance is made, and they claim the right to push them all through the trade, and consider that the men should make room for them to take their places.

See p. 374.

† See pp. 380-1.

‡ See pp. 376 and 380.

\* See p. 371.

† See p. 381.



## APPENDIX LXXVI.

## ANALYSIS of DISPUTES (1856-1887) and CONCESSIONS in connection with RATES of WAGES (1866-1891).

Disputes.				Concessions.			
Lock-outs.		Strikes.		By Employers.		By Workmen.	
Dates.	Results.	Dates.	Results.	Dates.	Results.	Dates.	Results.
1856-7	6s. per week reduction in wages.	1860	3s. advance in wages	1866	3s. advance in wages.	1876	3s. reduction in wages.
1879	3s. reduction.	1872	Advance on list rates	1873	Ditto.	1878	3s. reduction.
1887	25 per cent. reduction on overwork rates.	1872	3s. advance in wages	1883	Ditto.	1881	Reduction on list rates.
				1889	10 per cent. advance overwork rates.	1889	25 per cent. reduction on list rates of overwork.
				1890	15 per cent. advance over-work rates.		
				1891	3s. advance on wages.		

From the above it will be seen there have been three lock-outs in order to enforce reductions, and three strikes in order to obtain advances in wages. There have been six advances granted by the employers and four reductions submitted to by the workmen without stoppages of the works. But it will be noticed that in 1856-7 the

wages were reduced 6s. a week, and in 1887 the overwork rates were reduced 25 per cent., and the 6s. were given back at twice and the 25 per cent. at twice. And the men had to strike to get the wages restored, and all but strike to get the 25 per cent. restored.

## APPENDIX LXXVII.

## STATEMENT respecting WAGES, showing the RATES paid to GLASS BOTTLE HANDS, AMOUNTS paid for OVERWORK in 1890, by an important YORKSHIRE FIRM, the Results of Organisation on Wages, &amp;c.

*The Wages of Glass Bottle Hands, 1890.\**

There has not been any advance in the workmen's wages and rates of overwork since July 1883, when the standard wages were increased 3s. per week. That advance simply restored the 3s. taken off in November 1879. The standard rates of wages are now the same as in 1854, when they reached 30s., 28s., and 23s., for the first time in the history of the glass bottle trade. But the rates of overwork now are much below par. The rates of overwork were reduced 25 per cent. in January 1887; 10 per cent. were restored in January 1889, and the remaining 15 per cent. in January 1890. A given number of bottles is made for the wages, and bottles exceeding that number reckons "overwork." It depends on the production, therefore, as to what the total earnings are.

I should say that 15s. for the finisher, 15s. for the blower, and 6s. 8d. for the gatherer would be a good

average as overwork. This would bring up the total wages to:—

	£	s.	d.
Bottle maker	-	-	2 5 0
Blower	-	-	2 3 0
Gatherer	-	-	1 9 8

No allowance is made for broken time in this calculation, and when the circumstances of the trade and the nature of the work are considered, the men's wages are not so good now as they were in 1854. They are really worse on the average from 6s. to 10s. a week per man than they ought to be, and but for the society's influence, and the combination of the men—they would have been 10s. a week less now than they are.

The employer of an important Yorkshire firm has favoured us with the following statement of overwork paid during this year at his works, which he has taken from the wages book.

*Overwork paid to Bottle Hands, 1890.*

Dates.	No. of Holes.	Amounts.	Dates.	No. of Holes.	Amounts.	Dates.	No. of Holes.	Amounts.
		£ s. d.			£ s. d.			£ s. d.
January 4	40	12 8 9	April 26	40	91 13 6	August 16	40	39 13 11
" 11	"	32 2 11	May 3	"	103 3 8	" 23	"	85 2 9
" 18	"	87 9 11	" 10	"	85 19 6	" 30	"	41 14 11
" 25	"	113 1 6	" 17	"	89 13 6	September 6	"	86 15 11
February 1	"	125 19 5	" 24	"	82 12 0	" 13	"	78 17 5
" 8	"	122 2 6	" 31	"	72 9 1	" 20	"	89 19 4
" 15	"	94 8 7	June 7	"	43 7 0	" 27	"	56 7 6
" 22	"	106 4 2	Total	—	768 6 3	October 4	"	79 9 0
March 1	"	101 10 0				Total-	—	1,275 7 5
" 8	"	86 14 3	June 14	28	47 15 0	October 11	42	86 0 0
" 15	"	85 12 0	" 21	40	86 7 5	" 18	44	89 2 3
" 22	"	90 4 3	" 28	"	84 12 3	" 25	"	91 0 0
Total	—	1,057 18 3	July 5	"	101 15 1	November 1	"	91 10 0
March 29	—	Standing for Fuel.	" 12	"	107 18 9	Total-	—	371 12 3
April 5	—		" 19	"	93 14 2			
" 12	40		" 26	"	103 12 0			
" 19	"		" 26	"	102 8 10			
		85 6 8	August 2	"	89 18 2			
			" 9	"				

\* An advance of 3s. a week took place commencing January 1, 1891, which must be now added to the above.

Summary of Overwork paid, 1890.

		Average per Hole.	
		£ s. d.	£ s. d.
12 weeks - 40 holes =	Standing for fuel	1,057 13 3	2 4 0
2 " - 40 "	"	768 6 3	2 2 8
9 " - 28 "	"	47 15 0	1 14 0
1 " - 40 "	"	1,275 7 5	1 19 10
16 " - 40 "	"	86 0 0	2 0 11
1 " - 42 "	"	271 12 1	2 1 2
4 " - 44 "	"		
Totals 44 " - - "		3,506 14 2	

The average for the 42 weeks worked, including the standard wages, is as follows:—

	Wages.	Overwork.	Total per Week.
	£ s. d.	£ s. d.	£ s. d.
Bottle maker - - -	1 10 0	0 15 2	2 5 2
Blower - - -	1 8 0	0 15 2	2 3 2
Gatherer - - -	1 8 0	0 6 9	1 9 9
Totals - - -	4 1 0	1 17 1	5 18 1

The total amount of overwork for 42 weeks is 3,506l. 14s. 2d. The weekly average is 2l. 0s. 5d. per hole. The average amount per man occupying the stages of trade is:—Bottle maker, 15s. 2d.; blower, 15s. 2d.; gatherer, 6s. 9d. The weekly average for 44 weeks is 1l. 18s. 7d. per hole, which reduces the actual weekly average earnings, including wages, to the following amounts:—

	Wages.	Overwork.	Total per Week.
	£ s. d.	£ s. d.	£ s. d.
Bottle maker - - -	1 8 7½	0 14 5½	2 3 1
Blower - - -	1 6 8½	0 14 5½	2 1 2
Gatherer - - -	1 0 7	0 6 5	1 7 0
Totals - - -	2 15 11	7 15 4	5 11 3

If the loss of two weeks in 44, which is one-twenty-second part, reduces the three men's wages from 5l. 18s. 1d. to 5l. 11s. 3d., which is 6s. 10d. a week, what will the loss of 4, 6, 8, 12, or 16 weeks in a year do, which has been no uncommon experience?

The combined weekly average earnings of the bottle maker, blower, and gatherer is 1l. 19s. 7d. each for 42 weeks worked, and 1l. 17s. each for 44 weeks, including two weeks stoppage for fuel. What is there extraordinary in these wages, even if the men worked 50 weeks in a year, especially considering the nature of the labour and the circumstances under which it has to be performed? Why the men would rejoice if they all had the opportunity to earn these wages, but there are hundreds who have not known for years past what it is to see them, much less to handle them and spend them to the best advantage.

The Results of Organisation on Wages.

There is not a single man in the trade—nor never was one to our knowledge—who received more than the ordinary (the standard or common) rate of wages and rates of overwork on account of his skill, ability, attention and regularity at work. Neither has a reduction of wages ever taken place, but it has fallen on all alike. Everyone has had to submit to it. Where is the man whose rate of overwork was not reduced 25 per cent. in January 1887? Where is the man who did not get the 10 per cent. advance on overwork in January 1889? And the balance of 15 per cent. in January 1890? By these two transactions every hole (set of hands) receives 10s. on every 2l. overwork more than they did before the 25 per cent. was restored. This is distributed as follows:—Bottle maker, 3s. 9d.; blower, 3s. 9d.; gatherer, 1s. 8d.; wetter-off, 5d.; and taker-in, 5d.; which is really a weekly advance on their wages. There have been two rates of payment at one factory—one rate for Society men and another for non-Society men. The Society men have been paid the list rates, and the non-Society men for some kinds 10 per cent. and others 30 per cent. less than the list rates. On becoming Society men they have obtained the list rates.

The Effects of the 10 per Cent. Rates on Overwork.

Let us supply an illustration showing what the 10 per cent. advance on the overwork rates amount to. According to the quarterly abstracts the average number of journeymen members for 1889 was 1,435. The average number out of work was 224; the average number not working at the trade, including those in other districts, was 45; the average number superannuated, 37; and the average number employed, 1,129. The average number of holes worked during the year is 592. These holes employ 1,776 hands at the stages of the trade. The 1,129 journeymen would leave 647 apprentices. Now, in order to avoid exaggeration, and to understate rather than overstate the case, we will take 580 holes instead of 592 as the number worked during the year, and suppose them to have worked 48 weeks and averaged 1l. 10s. overwork, less 25 per cent. per week, what does the 10 per cent. amount to for last year? Well, 580 times 1l. 10s., less 25 per cent. is 652l. 10s. for one week, or 31,320l. for the year. And 580 times 1l. 10s., less 15 per cent., is 739l. 10s. for a week, or 35,496l. for a year! The difference between deducting 25 per cent. and 15 per cent. is 87l. a week, or 4,176l. for the year! Hence, 4,176l. is the amount the workmen and lads received last year by the restoration of the 10 per cent. on the overwork rates, after deducting four weeks for broken time and holidays!

The Effects of the 15 per Cent. Rates on Overwork.

Now, take the same figures for 1890, viz., 580 holes at 1l. 10s. overwork per week, we find the amount received for this year by the restoration of the 25 per cent. as compared with the rates paid in 1887 and 1888. 25 per cent. on 870l. is 217l. 10s. for one week, or 10,440l. for the year. Hence the men and the boys will have received at the end of this year 10,440l., and 4,176l. last year, making a total of 14,616l. during last year and this! It follows that if 25 per cent. reduction on the overwork rates reduces the men's earnings to the amount of 10,440l. a year, and 15 per cent. reduces them to the amount of 6,264l. a year, the men have sacrificed 27,144l. during the years 1887, 1888, and 1889 through the reduction in the rates of overwork.

The Wages of Glass Bottle Hands.

Now, it may be asked what are the men's total earnings, wages and overwork included? This question is easily answered, assuming that they work all the year (52 weeks), and average 1l. 10s. overwork per week each hole, viz.:—

	Wages.	Overwork.	Total Per Week.
	£ s. d.	s. d.	£ s. d.
Bottle maker - - -	1 10 0	11 3	2 1 3
Blower - - -	1 8 0	11 3	1 19 3
Gatherer - - -	1 3 0	5 0	1 8 0

But assuming that they work 48 weeks only in the year, and average 1l. 10s. overwork:—

	Wages.	Overwork.	Total Per Week.
	£ s. d.	s. d.	£ s. d.
Bottle maker - - -	1 7 8	10 4½	1 18 0½
Blower - - -	1 5 10	10 4½	1 16 2½
Gatherer - - -	1 1 2	4 7	1 5 9

Suppose, however, they work 50 weeks in the year, and average 2l. overwork:—

	Wages.	Overwork.	Total Per Week.
	£ s. d.	s. d.	£ s. d.
Bottle maker - - -	1 8 11½	14 7	2 3 6½
Blower - - -	1 7 0	14 7	2 1 7
Gatherer - - -	1 2 1	6 8	1 7 9

Provided the average amount of overwork exceeds 1l. 10s. per week, the results will be understated. From 1l. 10s. to 2l. overwork per hole is considered a fair average.



## APPENDIX LXXIX.

## YORKSHIRE GLASS BOTTLE MANUFACTURERS' ASSOCIATION and the GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY.

## COPIES OF AGREEMENTS, 1891 AND 1892.

## GLASS BOTTLE TRADE.—AGREEMENT, 1891.

The following list of wages and terms and conditions of working have been mutually agreed upon by the Yorkshire Glass Bottle Manufacturers' Association and the Glass Bottle Makers of Yorkshire United Trade Protection Society, to come into operation upon the 1st day of January 1891, and to remain in force for one year:—

	£	s.	d.
Bottle maker - - - - - per week	1	13	0
" blower - - - - - "	1	10	0
" gatherer - - - - - "	1	6	0

The workmen shall be paid for bad metal which they shall be allowed or ordered to work by the master or his manager. If the workmen shall at any time have reason to believe that the metal is unfit for working they shall at once report the fact to the master or manager, if within call, and obtain instructions as to change of mould, or other definite orders, so that they shall not be kept waiting about the works for hours when they cannot work.

In the event of any furnace being out for repairs or stopped for any other cause, the workmen shall, as far as practicable, work alternate weeks; but this clause shall not limit in any manner the master's discretion as to the retention or dismissal of any workman.

The workmen shall be paid one-half for bottles, whether melted, cracked, or not properly annealed. But in case the loss or damage shall have been caused in consequence of the teaser having been sent out of the shop by the workmen, and thus neglecting his duty, the men shall bear the loss themselves.

The workmen shall be paid for all bottles defective by reason of flown marbles beyond four dozen a journey, and so in proportion for any part of a journey.

Dated 19th December 1890.

I. KABERRY,  
Secretary to the Yorkshire Glass Bottle  
Manufacturers' Association.  
A. GREENWOOD,  
Secretary to the Glass Bottle Makers of Yorkshire  
United Trade Protection Society.

## AGREEMENT (1892) AS TO WAGES, TERMS, AND CONDITIONS OF WORKING.

The following list of wages and terms and conditions of working have been mutually agreed upon by the Yorkshire Glass Bottle Manufacturers' Association and the Glass Bottle Makers of Yorkshire United Trade Protection Society, to come into operation on the 1st day of March 1892, and to continue in operation until the 31st December 1892.

## 1.—List of Numbers and Rates of Overwork.

The list of 3rd December 1888, with the subsequent amendments and additions, to remain in force during the said period and to continue in force until it shall be mutually agreed to alter the same between masters and workmen.

## Amendments and Additions.

## Sealed-mouthed bottles.

Splits - - - - -	63 and 4 6
10 oss. - - - - -	60 and 5/-

## Quarts all day.

That ordinary or reputed quarts, when made all day, be paid as follows:—

Exceeding 24½ oss. medium weight	60 and 5/-
Not exceeding 24½ oss. do.	63 and 4 6
Imperial quarts - - - - -	57 and 5 6

## Working single-handed.

That it be understood to be optional on the part of the workmen to work single-handed, but in cases of working single-handed suitable moulds be given.

## 2.—Rates of Wages.

	£	s.	d.
Bottle maker, per week - - - - -	1	13	0
Blower - - - - -	1	11	0
Gatherer - - - - -	1	6	0

## 3.—Hours of working.

The working hours at each factory shall not exceed 9½ hours, and 10½ hours from the time of opening out, but the workmen shall be at liberty to leave off work before the expiration of 10½ hours from opening out, in cases of late starts.

## 4.—Regulations as to sharing Work.

In the event of any furnace being out for repairs, slack trade, or stopped from any other cause, the workmen shall be allowed, as far as practicable, to share the work; provided, nevertheless, that if after a furnace has been out for four months and there is no probability of its being started again, the master to be at liberty to discharge the surplus workmen.

## 5.—Furnaces working Six Journeys.

That no furnace shall work six journeys for bottle making under any circumstances, but this clause shall not prohibit a master teaching his own sons.

## 6.—Regulations as to Number of Apprentices, &amp;c.

That the maximum number of apprentices at any firm be 4 to 5 holes, filling the stages of making, blowing, or gathering; but in the event of a house or furnace stopping work for repairs or slack trade, then in such case the apprentices be allowed to share the work with the journeymen. But this is not to prevent a master discharging workmen in the case where the furnaces are put down permanently after the aforesaid period of four months during which time the work is to be shared. And the master shall not engage any more apprentices filling one or other of the stages aforesaid until the number is reduced below 4 to 5 holes. No journeyman to be discharged for the sole purpose of putting apprentices forward.

## 7.—Bad Metal.

The workmen shall be paid for bad metal which they shall be allowed or ordered to work by the master or his manager. If the workmen shall at any time have reason to believe that the metal is unfit for working they shall at once report the fact to the master or manager, if within call, and obtain instructions as to change of mould or other definite orders, so that the workmen shall not be kept waiting about the works for hours when they cannot work.

## 8.—Cracked and melted Bottles.

The workmen shall be paid one-half for bottles, whether melted, cracked, or not properly annealed, but in case the loss or damage shall have been caused in consequence of the teaser having been sent out of the shop by the workmen and thus neglecting his duty, the men shall bear the loss themselves.

## 9.—Flown Marbles.

The workmen shall be paid for all bottles defective by reason of flown marbles beyond four dozen a journey, and so in proportion for any part of a journey.

## 10.—Bottles picked out.

That bottles picked out be not broken down until the men have had an opportunity of inspecting them, but in no case shall they be kept beyond the following day.

Signed on behalf of the Yorkshire Glass Bottle Manufacturers' Association and the Glass Bottle Makers of Yorkshire United Trade Protection Society.

I. KABERRY,  
A. GREENWOOD, C.S.

Witness to the signature of Isaac Kaberry,  
CHAS. WM. CARTER.

Witness to the signature of Alfred Greenwood,  
W. W. POLLITT.

February 16th, 1892.

## APPENDIX LXXX.

TABLE SHOWING NUMBER of GLASS-BOTTLE HANDS in the YORKSHIRE DISTRICT, NUMBER of FURNACES, NUMBER of HOLES, working and standing, and NUMBER of WORKMEN out of EMPLOYMENT, November 5, 1892.

Places or Branches.	No. of Apprentices at Stages of Trade.	No of Men.	Total.	No. of Furnaces.			No. of Holes.			No. of Men out of Work.	No. of Men in Receipt of Unemployed Allowance.
				No. working.	No. standing.	Total.	No working.	No. standing.	Total.		
Castleford	69	496	565	13	18	31	117	100	217	110	57
Swinton, Mexbro'	72	214	286	5	8	13	58	72	130	73	73
Hunslet	37	150	187	5	2	7	40	10	50	40	29
Thornhill Lees	36	242	278	5	4	9	54	53	107	77	63
Ferrybridge and Knottingley	29	92	121	4	3	7	36	23	59	2	—
Wakefield	30	97	127	2	2	4	29	14	43	22	13
Barnsley	—	—	—	2	2	4	29	85	64	98	78
Conisbro'	25	129	154	3	2	5	42	20	62	19	19
Masbro'	4	14	18	1	—	1	5	—	5	—	—
Kilaburst	2	12	14	1	—	1	4	—	4	—	—
Stairfoot (Aldam)	3	19	22	1	—	1	6	—	6	—	—
Stairfoot (Rylands)	62	175	237	3	3	6	62	16	78	74	100
Blaydon-on-Tyne	16	76	92	2	2	4	16	12	28	30	28
Newport (Mon.)	8	46	54	1	1	2	16	8	24	—	—
London (Canning Town)	4	19	23	1	1	2	6	4	10	3	—
Totals	397	1,781	2,178	49	48	97	520	367	887	548	470

It will be seen by the above table, which has been specially prepared for the Commissioners, that there are 1,781 journeymen glass bottle hands in what is known as the Yorkshire district. There are no non-society hands employed at any factory whatever at any of the above places. But there are 100 members, including those superannuated and others who have left the county or following other callings, which leaves the *net* number of men 1,681 who are depending on the trade for a livelihood.

The number of men out of work is 548, which leaves 1,133 employed, hence there are nearly 33 per cent. of the working men out of employ. There are 470 in receipt of the unemployed allowance. The remainder, 78, are not eligible from various causes, viz., not clear on the books, having neglected and been discharged, or given up situations without the trade's sanction or approval. These men are thrown on their own resources, and one of the objects advocated before the Manufacturers' Association is "to restrict the output during the winter months by stopping holes, thereby throwing the men on the union pay." This was advocated at

a special and general meeting held at the Queen's Hotel, Leeds, September 14, 1891.

Another object advocated at the same meeting, which is described as "a most important element," is "that in the event of a dispute at any factory going so far as to result in a strike or lock-out, the trade (manufacturers) could assist that particular factory by refusing to employ the men who might be thrown out of work, and also by supplying the firm with bottles to enable them to fulfil their contracts." And an amalgamation or federation of all the glass bottle manufacturers in the United Kingdom, it was said, "will enable us to deal more firmly with our men," and a pledge was given that if a federation be formed "no men connected with any dispute should find employment in future." This testimony is from one of the manufacturers' reports of the meeting, and therefore it is authentic. One of their objects in associating is to starve the workmen into submission, and compel them to work on such terms and conditions as they may impose upon them.

**APPENDIX LXXXI.**

**COMPARATIVE STATEMENT RELATIVE TO THE GLASS BOTTLE TRADE  
IN GREAT BRITAIN AND IRELAND, FOR DECEMBER 1872.**

## APPENDIX

## COMPARATIVE STATEMENT RELATIVE TO THE GLASS BOTTLE TRADE

(a.) TABLE showing the NAMES of the FIRMS, WORKS, and the LOCALITIES in which they are situate; the engaged in making BOTTLES; Per-centage and Ratio of APPRENTICES and YOUTHS to JOURNEYMEN; Number MEMBERS in each DISTRICT; amount

Firms.	Works.	Situate.	No. of Glass Bottle Houses.		
			No. work-ing.	No. stand-ing.	Total.
E. Breffitt & Co.	<i>Byebread Flagg Ashton's</i> Aire and Calder Glass Bottle Works	Castleford	7	1	8
Sykes Macvay & Co.	<i>Old Yard New Yard</i> Albion Glass Works		2	—	2
J. Lumb & Co.	<i>Old Yard New Yard</i> Glass Bottle Works		3	—	3
Cheesbrough, Phillips & Co.	The Castleford Glass Bottle Co., Limited		4	—	4
Hardy & Rickard	Eagle Glass Works		4	—	4
J. Hardwick	Mersey Glass Works		2	—	2
	Britannia Glass Bottle Works		1	1	2
	The South Yorkshire Glass Bottle Co.		1	—	1
Bullock & Co.	Don Glass Works		2	—	2
T. Barron & Sons	Phoenix Glass Bottle Works		2	—	2
Beaton & Co.	Botheram Glass Works		2	—	2
Alexander & Austin	Hunslet Glass Works		2	1	3
W. Brook	Crown Glass Works		2	—	2
Kilner Brothers	Providence Glass Bottle Works	6	1	7	
E. Breffitt & Co.	Aire and Calder Glass Bottle Works	2	—	2	
J. W. Bagley & Co.	Knottingley Glass Bottle Works	2	—	2	
J. Kilner	Calder Vale Glass Works	1	—	1	
Redfean Brothers	Old Mill Glass Works	5	—	5	
R. Rylands	Hope Glass Bottle Works	2	—	2	
Kilner Brothers	Glass Works	1	—	1	
Blunn Brothers	Victoria Glass Bottle Works	4	1	5	
N. Lister	Dearne and Dove Glass Works	1	—	1	
Dickenson & Hall	Aldam Glass Works	1	—	1	
Hutchinson & Spence	The York Glass Company, Limited	1	—	1	
			69	6	75
J. Cannington	Vauxhall Road Glass Bottle Works	Liverpool	1	—	1
Nuttall, Brown & Co.	Old Ravenhead Glass Bottle Works	St. Helens	1	—	1
J. Cannington, Shaw & Co.	New Ravenhead Glass Bottle Works		5	—	5
Lyon Brothers	Peasley Glass Bottle Works	2	—	2	
Cartwright & Sons	The Bank Quay Glass Bottle Works	Warrington	4	—	4
Borron & Little	Glass Bottle Works	Newton-le-Willows	2	1	3
J. Cannington, Bennett & Co.	Glass Bottle Works	Manchester	2	—	2
			17	1	18
A. & E. Featherstonehaugh	Wear Glass Bottle Company	Deptford	7	—	7
Laing, Horn & Scott	Ayres Quay Glass Bottle Company	Ayres Quay	6	—	6
W. Kirk & Co.	Ballaast Hill Glass Bottle Works	Ayres Quay	5	—	5
Alexander & Austin	Southwick Glass Bottle Works	Southwick	6	—	6
J. Candlish		Diamond Hall	4	—	4
Laing, Horn & Scott	Ayres Quay Glass Bottle Company	Bishopwearmouth Bridge	2	—	2
R. Penwick	Sunderland Bottle Company	Bishopwearmouth Bridge	2	—	2
J. W. Moore	Crown Road Glass Bottle Company	Southwick	2	—	2
Newcastle Building Society		Hylton	—	2	2
J. Candlish	Londonderry Glass Bottle Company	Seaham Harbour	6	1	7
N. Lambert	South Shields Glass Bottle Company	Shields	3	1	4
T. Walker	Middleton Glass Bottle Company	Hartlepool	1	1	2
		Bill Quay	—	1	1
G. Warren	St. Lawrence Glass Bottle Works	St. Lawrence	1	—	1
J. Davison	Patent Glass Bottle Works	Blyth	3	—	3
T. Ridley	Albion Glass Bottle Works	St. Peter's	1	—	1
		Hartley	—	5	5
		Mushroom	—	1	1
J. Bowron	Tees Glass Bottle Company, Limited	Stockton, Yorkshire	4	1	5
			53	17	70
Powel & Ricketts	Phoenix Bottle Works	St. Phillip's, BRISTOL DISTRICT,	2	—	2
E. Westwood & Moore	Moore Lane Glass Bottle Works	Brierley Hill, BRISTOL DISTRICT,	1	—	1
Alexander & Austin	Blaydon Glass Bottle Works	Blaydon-on-Tyne, STAFFORDSHIRE,	4	—	4
Outhbert Gardner		Blaydon DISTRICT,	—	5	5
		DURHAM.			
W. G. Borron	Port Dundas Bottle Works	Glasgow	4	5	9
Carson & Warren	Milton Glass Bottle Works		3	1	4
A. Stevenson & Co.	Camachic Glass Bottle Works		3	1	4
Alexander Mein	Town Head Glass Bottle Works		2	—	2
W. M. Adam	Hyde Park Glass Bottle Works		1	1	2
Geddes & Co.	St. Rollox Glass Bottle Works		1	—	1
Scott & Gibson	Fir Hill Glass Bottle Works		1	—	1
Paul, Sanderson & Paul	Coal Hill Glass Bottle Works		1	—	1
Moir, Gow & Wood	Sight Hill Glass Bottle Works		1	—	1
			17	5	22
R. Cooper & Sons	Firth Bottle Works	Portobello	3	—	3
T. Wood	Wood's Bottle Works	Leith	1	—	1
G. Beith & Co.	Edinburgh and Leith Glass Bottle Co.	Musselburgh	2	5	7
	Esk Glass Bottle Company		1	—	1
			7	5	12
W. Stuart	Alloa Glass Bottle Company	Alloa	2	—	2
William Campbell	Dublin Bottle Company	North Lotts	2	—	2
E. Smyth & W. Arthur	Ringsend Bottle Company	Ringsend	2	—	2
J. & E. King	Irish Bottle Company	Charlotte Quay	1	—	1
			5	0	5
			177	20	216

LXXXI.

IN GREAT BRITAIN AND IRELAND, FOR DECEMBER 1872.

Number of GLASS-HOUSES, Description of FURNACES; Number of HOLES at work; Number of GLASS BOTTLE HAND of GLASS BOTTLE HANDS out of EMPLOYMENT; Rate of WAGES; Division of OVERWORK; Number of FUNDS; and the Average per MEMBER.

Table with 15 main columns: No. of Four-pot Furnaces, No. of Six-pot Furnaces, No. of Tank Furnaces, Total, No. of Holes working, Apprentices and Youths, Journey-men, Total, Per-centage and Ratio of Apprentices and Youths to Journey-men, No. of Glass Bottle Hands out of Employment, Total, Rate of Weekly Wages (Takers-in, Wet-ters-off). Rows contain detailed data for various glass houses, including furnace counts and worker statistics.

a. Two Gas Furnaces. b. One of these three is a two-pot Furnace, it is entered in this column so as to avoid an additional column.





the LOCALITIES in which they are situate, &c.—*continued.*

Wages— <i>continued.</i>				Division of £1 in Overwork.										No. of Members in each District.			Amount of District Funds.			Average per Member.		
Blowers.	Half-Hole Men.	Half-Hole Men.	Bottle Makers.	Takers-in.	Workers-off.	Gatherers.	Gatherers and Blowers.	Gatherers and Blowers.	Gatherers and Blowers.	Blowers.	Half-Hole Men.	Half-Hole Men.	Bottle Makers.	Apprentices and Youths.	Journeymen.	Total.						
£ s. d.	£ s. d.	£ s. d.	£ s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.				£	s.	d.	£	s.	d.
1 11 0	—	—	1 18 0 1 18 0	0 10 0 10	0 10 0 10	8 4	—	5 5	5 5	7 0	—	—	7 6½ 7 6½	156	722	878	10,144	10	3½	11	11	1
1 6 0	—	—	1 10 0 1 10 0	0 8½ 0 8½	0 10½ 0 10½	4 0½	—	5 1½	5 1½	6 2½	—	—	8 3½ 8 3½	87	173	240	1,164	17	4	4	17	0½
1 6 6	—	—	1 10 6 1 10 6	1 2 1 2	1 4 1 4	5 0	—	5 0	5 0	5 0	—	—	7 6½ 7 6½	—	450	450	367	18	6½	0	15	10½
—	1 11 6	1 14 6	2 2 0	0 10½ 0 10½	1 0 1 0	—	5 5	5 5½	—	—	6 4½	6 4½	7 3½	12	42	54	29	5	9	0	10	10
—	—	—	1 10 0	0 9	0 10½	—	5 9	5 0	—	—	—	—	6 10½	5	11	16	10	4	0	0	12	0½
1 11 0	—	—	1 13 0 1 13 0	0 9½ 0 9½	0 9½ 0 9½	8 4	—	5 5½	5 5½	7 6½	—	—	7 6½ 7 6½	4	38	42	36	2	11	0	17	3½
—	—	—	—	—	—	—	—	—	—	—	—	—	—	50	208	258	669	6	4½	2	11	10½
1 7 6	—	—	1 12 0 1 12 0	1 1½ 1 1½	1 1½ 1 1½	3 4	—	4 6½	4 6½	5 11½	—	—	7 11½ 7 11½	18	63	80	136	17	0	1	14	2½
—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	20	23	13	0	8	0	11	4
1 11 6	—	—	1 12 0 1 12 0	0 11 0 11	1 1 1 1	4 1½	—	5 0½	5 0½	6 0	—	—	7 10½ 7 10½	21	68	89	291	8	2	3	5	5½
—	—	—	—	—	—	—	—	—	—	—	—	—	—	336	1,794	2,130	12,853	10	11½	6	0	8½

(b.) SUMMARY of the RETURNS of each DISTRICT as represented in TABLE (a).

District.	No. of Glass Bottle Houses.			No. and Description of Furnaces working.				No. of Holes working.	No. of Glass Bottle Hands employed at the Stages of Trade.			Percentage and Ratio of Apprentices and Youths to Journeymen.			No. of Glass Bottle Hands out of Employment.					No. of Members.		
	No. working.	No. standing.	Total.	Four-pot Furnaces.	Six-pot Furnaces.	Tank Furnaces.	Total.		Apprentices and Youths.	Journeymen.	Total.	Per Centage.	Apprentices.	Journeymen.	Gatherers.	Gatherers and Blowers.	Blowers.	Bottle Makers.	Total.	Apprentices and Youths.	Journeymen.	Total.
Yorkshire - - -	69	6	75	61	8	—	69	301	214	689	903	$81\frac{4}{11}$ ; or 1 to every $3\frac{1}{11}$	3	—	10	7	20	156	722	878		
Lancashire - - -	17	1	18	1	—	16	17	77	66	168	234	$39\frac{2}{11}$ ; or 1 " $2\frac{2}{11}$	2	3	5	2	12	67	173	240		
North of England - - -	53	17	70	45	—	10	53	214	138	504	642	$27\frac{3}{11}$ ; or 1 " $3\frac{8}{11}$	80	—	50	35	165	—	450	450		
Bristol - - -	2	—	2	—	—	2	2	16	11	37	48	$29\frac{3}{11}$ ; or 1 " $3\frac{4}{11}$	—	—	—	—	—	12	42	54		
Brierley Hill - - -	1	—	1	1	—	—	1	5	5	11	16	$45\frac{4}{11}$ ; or 1 " $2\frac{1}{2}$	—	—	—	—	—	5	11	16		
Blaydon-on-Tyne - - -	4	5	9	4	—	—	4	16	18	35	48	$37\frac{2}{11}$ ; or 1 " $2\frac{2}{11}$	5	—	4	1	10	4	38	42		
Glasgow - - -	17	5	22	4	2	11	17	80	55	173	228	$31\frac{7}{11}$ ; or 1 " $3\frac{2}{11}$	1	11	2	7	21	50	208	258		
Portobello - - -	7	5	12	5	1	1	7	26	17	63	80	$26\frac{3}{11}$ ; or 1 " $3\frac{1}{11}$	—	—	—	—	—	18	62	80		
Alloa - - -	2	—	2	2	—	—	2	8	7	18	25	$38\frac{1}{11}$ ; or 1 " $2\frac{1}{11}$	—	—	—	—	—	3	20	23		
Dublin - - -	5	—	5	2	2	—	5	24	12	78	90	$15\frac{3}{11}$ ; or 1 " $6\frac{4}{11}$	—	2	2	1	5	21	68	89		
Totals - - -	177	89	266	124	13	40	177	767	538	1,776	2,314	$30\frac{20}{11}$ ; or 1 " $3\frac{10}{11}$	91	16	73	53	233	336	1,794	2,130		

(c.) TABLE showing the Number of JOURNEYS worked in a Week ; Number of Dozen for a JOURNEY'S WORK, and for a WEEK'S WORK ; also the RATES of PAYMENTS of each District, to Holes differently constituted, for making 390 Dozen of WINE QUARTS and BEER PINTS ; or 195 of each kind in a given Week.

District.	No. of Journeys worked end of the week.	Wine, Quarts, Beer Pints, &c.		Rate of Overwork per Gross for the Hole.	Bottle Makers.	Bottle Makers Half-hole Men.	Bottle Makers Half-hole Men.	Blowers.	Gatherers and Blowers.	Gatherers and Blowers.	Gatherers.	Wetters-off.	Takers-in.	Total for the Hole.
		No. of Dozen for a Journey's Work.	No. of Dozen for Week's Work.											
Yorkshire	5	63	315	4 6	£ s. d. 3 3 6	—	—	3 1 0	1 16 1	1 16 1	1 10 8	8 8 8	8 8 8	£ s. d. 6 14 2
Lancashire	5	62	312	4 6	£ s. d. 3 1 11	—	—	1 15 1	1 11 6	1 11 6	1 7 10	8 8 8	7 7 1	£ s. d. 6 0 3
North of England	5	65	315	4 0	£ s. d. 1 19 10	—	—	1 12 9	1 11 0	1 11 0	1 9 3	8 8 8	7 5 1	£ s. d. 5 18 0
Bristol	5	65	390	4 6	£ s. d. 3 2 0	1 14 6	1 14 6	—	1 7 4	1 7 4	—	7 0	6 0	£ s. d. 5 9 8
Brierley Hill	5	64	320	4 3	£ s. d. 1 18 5	—	—	—	1 12 7	1 12 7	—	6 1	4 11	£ s. d. 5 14 8
Blaydon-on-Tyne	5	63	315	4 6	£ s. d. 3 3 8	—	—	2 1 8	1 16 2	1 16 2	1 10 8	8 0	7 0	£ s. d. 6 11 1
Glasgow	5	62	312	4 6	£ s. d. 3 3 6	—	—	—	1 11 8	1 11 8	—	8 7	7 0	£ s. d. 6 3 3
Portobello	5	62	312	4 6	£ s. d. 3 3 6	—	—	—	1 16 2	1 11 8	1 11 8	1 7 3	8 7	£ s. d. 6 3 3
Alce	5	62	312	4 6	£ s. d. 3 3 6	—	—	—	1 16 2	1 11 8	1 11 8	1 7 3	8 7	£ s. d. 6 3 3
Dublin	6	60	360	4 6	£ s. d. 3 2 7	—	—	1 15 0	1 11 1	1 11 1	—	8 0	6 5	£ s. d. 5 19 3

(d.) TABLE showing RATE of WAGES from 1845 to December, 1872, in YORKSHIRE, LANCASHIRE, and NORTH OF ENGLAND DISTRICTS.

YORKSHIRE DISTRICT.

	DATES.							
	June 26, 1847.	Aug. 6, 1853.	April 1, 1854.	August 1854.	Jan. 1857.	Sep. 29, 1860.	Feb. 17, 1866.	Aug. 24, 1872.
Bottle makers	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 8 0	£ s. d. 1 10 0	£ s. d. 1 4 0	£ s. d. 1 7 0	£ s. d. 1 10 0	£ s. d. 1 13 0
Blowers	£ s. d. 1 2 0	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 8 0	£ s. d. 1 2 0	£ s. d. 1 5 0	£ s. d. 1 8 0	£ s. d. 1 11 0
Gatherers	£ s. d. 0 18 0	£ s. d. 1 0 0	£ s. d. 1 2 0	£ s. d. 1 4 0	£ s. d. 0 18 0	£ s. d. 1 0 0	£ s. d. 1 3 0	£ s. d. 1 6 0

LANCASHIRE DISTRICT.

	DATES.				
	January 1845.	May 1845.	July 1849.	September 1854.	1872.
Bottle makers	£ s. d. 1 1 0	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 10 0	£ s. d. 1 10 0
Blowers	£ s. d. 0 18 0	£ s. d. 1 1 0	£ s. d. 1 4 0	£ s. d. 1 6 0	£ s. d. 1 6 0
Gatherers	£ s. d. 0 15 0	£ s. d. 0 18 0	£ s. d. 1 0 0	£ s. d. 1 2 0	£ s. d. 1 2 0

NORTH OF ENGLAND DISTRICT.

	DATES.					
	1845.	1847.	1849.	1853.	1853.	1872.
Bottle Makers	£ s. d. 1 0 0	£ s. d. 1 3 0	£ s. d. 1 0 0	£ s. d. 1 4 0	£ s. d. 1 8 0	£ s. d. 1 10 6
Blowers	£ s. d. 0 16 0	£ s. d. 0 19 0	£ s. d. 0 16 0	£ s. d. 1 0 0	£ s. d. 1 4 0	£ s. d. 1 6 6
Gatherers	£ s. d. 0 18 0	£ s. d. 0 16 0	£ s. d. 0 18 0	£ s. d. 0 16 0	£ s. d. 1 1 0	£ s. d. 1 3 6

The foregoing table is the only complete return showing the glass bottle manufactories in the United Kingdom that has ever been published. It shows the firms, where situate, and number and description of the furnaces, the number of holes or groups, the number

of men out of employment, and the relative number of apprentices and men occupied at the stages of the trade, also the rates of wages and distribution of the overwork—referred to in Appendix LXX I.

## APPENDIX LXXXII.

(a.) TABLE showing NUMBER of GLASS BOTTLE FURNACES in Great Britain and Ireland in 1872 and 1891.

Places.	1872.			1891.		
	Working.	Standing.	Total.	Working.	Standing.	Total.
Scotland:—						
Glasgow	17	5	22	6	2	8
Portobello	7	5	12	4	—	4
Leith	2	5	7	—	—	—
Musselburgh	1	—	1	—	—	—
Alloa	2	—	2	—	1	1
Totals	29	15	44	16	3	19
England:—						
Yorkshire	69	6	75	66	28	94
Blaydon	4	5	9	—	—	—
Newport	—	—	—	—	—	—
London	—	—	—	—	—	—
Sunderland	—	—	—	—	—	—
Seaham Harbour	53	17	70	6	4	10
Lancashire	17	1	18	5	2	7
Bristol	2	—	2	25	9	34
Brierley Hill	1	—	1	2	1	3
Totals	146	29	175	105	46	150
Dublin	5	—	5	5	3	8

Decrease of furnaces in Scotland, 1891 - - 20  
 ,, ,, ,, England ,, - - 25

Increase in Ireland in 1891 - - 3 furnaces.

(b.) TABLE showing NUMBER of GLASS BOTTLE HANDS in Great Britain and Ireland in 1872 and 1891.

Places.	1872.			1891.		
	Apprentices.	Men.	Total.	Apprentices.	Men.	Total.
Scotland:—						
Glasgow	55	173	228	15	151	166
Portobello	8	22	30	13	52	64
Leith	5	13	18	—	—	—
Musselburgh	4	14	18	—	—	—
Alloa	7	18	25	15	50	65
Totals	79	240	319	43	253	296
England:—						
Yorkshire	214	689	903	577	1,365	1,744
Blaydon	13	35	48	—	—	—
Newport	—	—	—	—	—	—
London	—	—	—	—	—	—
Sunderland	—	—	—	—	—	—
Seaham Harbour	138	504	642	80	102	182
Lancashire	55	173	228	85	85	170
Bristol	11	37	48	176	480	656
Brierley Hill	5	11	16	13	47	60
Totals	466	1,449	1,915	676	2,166	2,842
Dublin	12	78	90	21	139	160

Scotland. Total hands in 1872 - - 319  
 Do. 1891 - - 296  
 Decrease - - 23  
 England, 1872 - - 1,885  
 ,, 1891 - - 2,842  
 Increase - - 957  
 Dublin do. - - 60

Table (a) shows the number of glass bottle furnaces in operation, and those damped out throughout the United Kingdom in December 1872 and December 1891 compared, by which it will be seen that there has been a reduction in Scotland of 20 furnaces, and a reduction of 25 in England, and an increase in Ireland of 3.

Table (b) shows the number of hands employed at making bottles—apprentices and men—in 1872 and 1891 compared, viz., in Scotland 319 in 1872 and 295 in 1891, being a decrease of 24; and an increase in England of 957 in 1891 compared with 1872; and an increase in Ireland of 60; the gross totals being, viz. :-

1872. Apprentices, 527; men, 1,767—total 2,294.

1891. Apprentices, 739; men, 2,548—total 3,287.

In addition to these, there are two-fifths the number of boys employed=1,314, making a total 4,601. This does not look much like the English manufacturers being driven out of their own markets by the foreigners. But in addition to this increase in the general glass bottle trade, there has been at least a corresponding increase in the medical green flint, and toilet trade, which is not shown nor included in Appendix LXXXII.

For instance, there are nearly 40 furnaces in Yorkshire, employing about 700 hands, of whom about 200 are apprentices. And in London alone there are 60 furnaces, employing nearly 1,000 hands, nearly half of whom are strongly organised. All these are independent of the more skilled flint glass makers, of whom England has reason to be proud.

There is another point which ought to be borne in mind, namely, that England and Scotland are not the only countries in which glass factories have been closed. There are now as many glass factories in the Loire Department, France, closed as there are in Great Britain. Rive de Gier was one of the principal bottle making districts in France in 1878, but is now producing comparatively few bottles, not working more than three or four furnaces, and yet it is one of the oldest glass districts in France. It has gone down in flint, sheet, and bottles, and yet the men worked three shifts 6½ days a week, all the year round, at very low wages, and the men were in a totally disorganised condition when the trade flourished.

## APPENDIX LXXXIII.

PAMPHLET UPON "THE POTTERY MANUFACTURE IN ITS SANITARY ASPECTS," AND EXTRACTS FROM PAMPHLET ON "DISEASES OF POTTERS, THEIR CAUSES AND PREVENTION," BY J. T. ARLIDGE, M.D. AND A.B. (Lond.) AND F.R.C.P. (Lond.).

## THE POTTERY MANUFACTURE IN ITS SANITARY ASPECTS.

*Preface.*

Some few years since I was requested by several towns in the Potteries to deliver some lectures on the health of potters and collateral subjects. Those lectures were very flatteringly received, and I was asked to publish them in a cheap form for distribution and sale in the district. They did not at all exhaust the subject, but left much to be said to render them complete, as a picture of the conditions of labour, of the sanitary features, and of the diseases existing in connection with the manufacture of pottery. As the circumstances of trades, in their commercial, social, and sanitary aspects, have of late been so largely brought under public notice, it seemed to me to furnish an appropriate opportunity for some comments and suggestions as to possible measures to obviate some of the evils to health entailed by certain processes connected with the potter's trade.

In carrying out this purpose, as a matter of course, I write from a medical point of view, and the value of some of my suggestions will have to be determined by practical potters.

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F.R.C.P. (Lond.).

The High Grove, Stoke-on-Trent,  
December, 1892.

*The Materials Employed.*

To understand the subject in hand it is necessary to consider the circumstances under which the manufacture is pursued, and the materials employed. Excepting the bones of cattle used in making china, some gum-resins which enter into the composition of "lustre," and some oils used as media in decorative processes, all other substances in use belong to the inorganic or mineral kingdom of nature. Indeed, even the bone derived from animals is reduced by calcination to the mineral state before it serves the purposes of the potter.

The most essential materials are the clays, procured from Devonshire, Cornwall, and Dorsetshire, and severally known as white or Cornish clays and blue and ball clay. Besides these are Cornish stone and flint. The former is a partially decomposed granite, and the so-called clay itself is of the same origin, but further reduced to powder by the action of the air and of water. The flint comes as flint from chalk strata, whilst chert, used in flint mills for grinding, is the very dense, heavy flint occurring in mountain limestone. The common clay and marls of the Pottery district are turned to account in saggar making and in forming the "body" of quarries—ornamental and other, and also of terracotta.

Flint—after being calcined and reduced to a very fine powder—is united with clays to form the substance or "body" of earthenware, but the larger portion of it is employed as a packing material in "placing" china in the saggars preliminary to firing the enclosed ware.

Other earthy substances in use are plaster of Paris and felspar; the former for modelling and making casts; the latter chiefly for the making of Parian.

It is unnecessary to mention coal as another member of this class of mineral objects; for at present coal is the sole source of heat used for firing ovens and kilns; and its abundance in North Staffordshire is a primary reason for the existence of the pottery manufacture in the district.

One other material which occupies a middle position between earthy minerals and metallic products is borax, an essential constituent of glazes.

Besides the earthy minerals mentioned, various metals are required. Foremost amongst these is lead, which is a constituent of the glazes which enamel the surface of ware of all sorts, and likewise of many colours employed in the ornamentation of earthenware and china. Without glaze ware would be porous, absorbent, and practically useless. Both white and red lead are in use.

The other metals and their derivatives or salts belong to the category of materials used for ornamentation. Such are gold, platinum, silver, mercury, copper, tin, cobalt, manganese, chromium, salts of potassium and

sodium, and now and then one or other of the rarer metals in minute proportions and for the highest class of ware.

Other non-organic substances of limited use are nitric, nitro-hydrochloric, and hydro-fluoric acids; the two former being resorted to in making colours and in dissolving gold; the latter in biting in patterns on china by its highly corrosive action.

§ i. *Clay-dust.*—In the foregoing list of materials, those which exert the most distinct and serious influence upon the workmen employing them, are the so-called clays, Cornish stone, flint, and lead. The two first-named are injurious by their dust evolved in various operations in the formation of pottery; and it may be asserted that this dust is noxious to the lungs in direct proportion to the amount of silica contained in it. This silica is insoluble, and not acted upon by the juices or secretions of the human body. A microscopical examination of clay-dust shows it to be composed of minute siliceous particles, angular, pointed, and jagged, and suggestive of the evils they must inflict on the delicate lining (the mucous membrane) of the air-tubes and on the cells of the lungs, to which they gradually penetrate. Their presence is a cause of inflammatory action, from which, in course of time, a dense condition of the lung substance is the consequence, whereby the air is excluded, and the breathing organs rendered useless for their purpose. The mischief done is progressive and slow, and consequently escapes notice for a longer or shorter period, determined materially by the impurity of the air breathed, and by the habits, carefulness, and constitutional state of the workers.

The first symptom of the lung trouble is the desire to cough and clear the throat on first rising in the morning; then the cough increases in frequency and severity, and the expectoration of mucus ensues, with the early development of difficulty of breathing. It is now that the sufferer finds himself getting short of breath or asthmatic, and unless the provoking cause—the dust—be avoided, the expectoration becomes yellowish and greenish, the whole system suffers and wastes, and his friends recognise that he has potters' consumption, or, in local phraseology, potters' rot, which will sooner or later carry him to the grave.

This brief sketch of the action, the course, and consequences of inhalation of potters' clay and flint, points imperatively to the necessity and duty of obviating the production, diffusion, and breathing of the mischief-working dust, by resort to every available means. These means are to be sought in the proper construction, heating, cleanliness, and ventilation of shops, coupled with prudence, sober living, cleanliness, and careful working on the potters themselves.

What havoc to health and life follows upon dust inhalation is unmistakeably shown by the sickness and mortality returns, published by the Registrar-General and by friendly societies in their reports, as well as by the experience furnished by the North Staffordshire Infirmary, and confirmed by that of every medical practitioner in the Potteries. But even all these sources of information do not represent the sum total of the ills traceable to the source in question; for, over and above the deaths distinctly attributed to potters' asthma and consumption, there are no few cases in which death has been assigned to other causes, or been accelerated by the existing lung affection. And could a history of morbidity, of disablement, and of chronic illness be collected, as associated with the chronic malady of the potters' trade, a still stronger impression of the mischief wrought by it would be imprinted on the mind.

Some conclusions and figures arrived at by Dr. W. Ogle, the physician and statistician attached to the office of the Registrar-General, may here be adduced in illustration of the facts stated (*see* the supplement to the 45th Annual Report of the Registrar-General). He first quotes the conclusion of his predecessor in office, Dr. W. Farr,—that the potters' employment "is one of the unhealthiest trades in the country"; and then proceeds thus:—"What is most unsatisfactory to learn is, that the mortality rates on which Dr. Farr founded his opinion in the preceding decenniad (10 years) have in

" the subsequent 10 years' returns increased at each of the two age-periods (20 to 45, 45 to 65), and now show a comparative mortality figure of no less than 1,742, which is only exceeded in the table by the figures for costermongers, Cornish miners, and inn and hotel servants. This excessive mortality is in greatest part due to phthisis and diseases of the respiratory organs, the deaths from these two causes being represented by 1,118, while the number for all males is only 402; so that the mortality under these two headings is almost three times as great in this industry as among average males. There is only one occupation, viz., mining in Cornwall, in which the mortality from these two causes is higher; and scarcely any other in which near approach is made. The mortality from diseases of the circulatory system is also extremely high (their comparative mortality figure being 160, as contrasted with the normal 120); whilst that ascribed to alcoholism and to liver disease seems to imply a certain but not very great amount of intemperance."

As physician for thirty years to our noble and large infirmary, I have been enabled to investigate the nature and causes of the sickness prevalent in this district; and, from time to time, to express my opinions. Having also gone extensively into the statistics of mortality, I find that my conclusions accord with those of Dr. Farr and Dr. W. Ogle. My comparative inquiry respecting the mortality of potters and non-potters showed that the mean age of potters, of the age of 20 and upwards at the time of death, was 46½ years, whilst that of non-potters was 54. Again, in the case of potters, the mortality from chest diseases, calculated on the total of deaths in Stoke parish (including Stoke, Hanley, Fenton, and Longton) amounted to 12.91 per cent., whilst in workmen, not being potters, it reached only 7.86 per cent. A like difference prevailed with regard to consumption (phthisis), which carried off 12.90 per cent. of the former class, and only 9.27 of the latter.

Further, the deaths of male potters from diseases of the respiratory organs, in relation to their *entire mortality* from all causes, were 60 in place of 27 per cent., as calculated for the entire male population. The maximum of deaths from these maladies occurs in the decennium of life from 50 to 60, and declines progressively in each preceding decennium, as the twentieth year is approached. In the 20 years, between 40 and 60, 43.52 per cent. of the entire mortality happened. With regard to phthisis, the maximum mortality was reached between 30 and 40. The inference is, that pulmonary consumption cuts off potters predisposed to it in the highest ratio prior to the fortieth year; whilst those not so predisposed fall victims to the non-tubercular chest lesion—the special consequence of the employment, at a later life period.

The very extensive out-patient practice of the infirmary furnishes ample statistics of the diseases for which treatment is sought. Of 800 treated, all of whom were occupied in some department of the pottery manufacture, 463 were males and 337 females. The percentage of the diseases found in the two sexes stood thus:—

	Males.	Females.
Bronchitis - - - -	36.57	7.14
Phthisis - - - -	20.90	16.96
Rheumatic affections - - - -	7.79	4.46
Stomach disorders - - - -	8.44	19.64
Plumbism - - - -	8.00	5.06
Cerebro spinal diseases - - - -	4.32	2.97
Cardiac diseases - - - -	2.81	2.08
Epilepsy - - - -	1.78	4.46

This table may be contrasted with the following similar one for *non-potters*:—

	Males.	Females.
Bronchitis - - - -	18.00	16.00
Phthisis - - - -	13.00	11.00
Rheumatic affections - - - -	21.00	1.00
Stomach disorders - - - -	19.00	31.00
Plumbism - - - -	0.00	0.00
Cerebro spinal diseases - - - -	5.00	2.00
Cardiac diseases - - - -	6.00	3.00
Epilepsy - - - -	5.00	7.00

These figures distinctly prove that there must be something special in the work of male potters to account for the occurrence of bronchitis among them to the extent of double what happens among workmen of like ages engaged in pursuits of all sorts other than potting. On the other hand, the variation in the proportion of phthisis between the two classes is far less marked, although this malady indicates a higher frequency among potters of both sexes. Gastric troubles abound far more among non-potters than with potters—a fact accounted for by the circumstance that the average age, especially of female out-patients, is greater in the case of the former; and that amongst them is a larger proportion of hard-working, ill-fed, and broken-down house-wives, wanting the means possessed by the working pottery hands for securing proper food and lodging. The last-named, again, have the advantage of better protection against inclemencies of weather—a fact that further displays itself by the lesser frequency of rheumatism among them. But the higher ratio of phthisis among potters indicates that causes are at work with them more favourable to the onset of that malady—such, for instance, as mineral dust, confinement in hot shops, and sedentary work—than prevail in the general mass of poor women.

Whence arises the astonishing high ratio of bronchitis among male potters is demonstrated by the following table of the registered illness of pressers—a class of workmen exposed more than any other to dust inhalation:—

*Male Pressers—263.*

Bronchitis was present in -	55.5 per cent.
Phthisis - - - -	17.8 "
Stomach disorders - - - -	10.6 "
Cardiac diseases - - - -	2.28 "
Epilepsy - - - -	1.52 "

Strange to say, there have been some Quixotic attempts to deny the unhealthiness of the potters' craft. They certainly cannot have proceeded from any person practically acquainted with the health-history of the trade, or with the statistical information available to any honest inquirer. There are, indeed, potters who reach three score, and even four score years, but such constitute rare exceptions, and investigation will sufficiently explain why they have escaped the usual fate of early death. Their history is that of careful, regular-living, sober men, of good constitution, who have used every precaution against the dangers of their calling, and enjoyed sanitary advantages in the places where they have worked and dwelt. But even these long-lived specimens will almost all be found "touched in the wind," and sufferers with chronic cough for years before death.

A young potter, of good physical development, commencing his career, and others who may have carried on work for some few years, leading temperate lives, using care and observing cleanliness in clothes, in person, and in the performance of their task, may feel no ill effects, and give their trade a good character for healthfulness; but prolonged experience will assuredly compel them to modify their views. The disease from dust is no acute malady with pronounced symptoms from the very first; but one that stealthily and insidiously, but most surely, advances to the destruction of the lungs as respiratory organs, and to a fatal termination.

The conditions, circumstances, and kind of employment greatly modify the morbid results of the trade, in regard to severity and duration.

1.—Clay-dust is pre-eminently the disease factor in the case of pressers—both hollow and flat, of turners, throwers, and lookers to ware, and in a much less degree of clay-pressers and placers; and, among the young, in the instance of jiggerers, mould-runners, and those who do odd jobs for the adults, often spoken of as "doing kail."

Among women its hurtful character is illustrated in the case of wheel and lathe turners, of handlers and handle-makers, of fettlers of the ware, and to some extent of stilt and spur-makers.

But far more murderous to women is flint-dust, given off in the process of scouring china—an occupation that can be carried on but for a brief period before it precipitates the onset of chronic bronchitis, asthma, and pulmonary consumption.

Largely contributory to the serious consequences of dust inhalation are the insanitary conditions under which work is carried on. Few workshops approach what, from a sanitary point of view, they should be. Their cubic capacity and ventilation are deficient, and, even

if capacious enough, they have no regular inflow of fresh, and outflow of vitiated air; and when crude attempts are made to ventilate, they are commonly only productive of draughts. The modern system of heating by steam or hot-air pipes will sufficiently warm the places of work; but when unaccompanied by means for changing the air, the shops get filled with stagnant air, vitiated by the breath and exhalations of the workpeople, and often over-heated. This last-named circumstance entails the more rapid drying of the clay in use, and the consequent larger development of dust. Besides, undue heat gives rise to unhealthy sweating, to lassitude, and to a morbid susceptibility of the body to cold and its protean results; whilst it at the same time favours the production of cold draughts whenever an outer door or window is opened.

Another insanitary circumstance is the dirty state in which so many shops are kept. It is inevitable that portions of clay become detached in the process of pressing, turning, throwing, and handle-making; but to allow the fragments to accumulate on the bench, or to fall and remain on the floor for a whole or even half a day, is not unavoidable. Common sense suggests that they should be gathered before becoming quite dry; and if this cannot be achieved, they certainly should be speedily removed from the floor, where they become a fertile source of dust by the trampling and movements of the workpeople. Moreover, in some factories the accumulation and diffusion of dust is made worse by the presence of high-placed racks and shelves filled with unfinished ware, or moulds not in use, all necessarily coated with fine dust, which every current of air displaces and showers down upon the heads of the artisans at the bench.

How and when best to clean the shops and benches from clay and dust is a question well deserving consideration. It stands to reason that the sooner the offending matter can be removed the better. Cannot sweeping be carried on by supernumeraries during the dinner hour? And would it not be better to sweep at night, after the conclusion of the day's labour, than to do so in the morning, prior to work commencing? The business is usually assigned to lads, for the most part young ones, who have just embarked on factory labour. In such hands we naturally look for rough, careless performance, and the production of unnecessary clouds of dust, which have not time to settle down before the artisans begin their morning toil. Were the business done at night the up-raised dust from sweeping would have ample time to settle before the entrance on work in the morning. The Factory Act might prove a hindrance to this plan, involving, as it would, evening work, where young persons or children are employed; but this difficulty might be got over by putting an adult male on the job, and making it his special business.

To obviate the raising of dust, sprinkling the floor with water before sweeping has been recommended. The objection to this is, that if injudiciously done, the floor gets coated with a greasy dirt, uncomfortable to everyone, and very soon by heat converted into fine dust. The use of some material like wet sawdust suggests itself as partly removing the inconvenience.

Again, no observer can fail to notice that there is great room for attention to the windows and yards of factories. The windows are supposably intended to give light; but, from their usual state, they suggest that potters require a very subdued light. And as for the yards, in many establishments when wet weather prevails, mud and puddles abound. What an ordinary observer might expect is, the assiduous use of brooms. But a more excellent way to improve matters would be to pave the yards.

Whilst on this subject of factory cleanliness, a few words on personal cleanliness will not be out of place. Men at work, for the most part, wear overalls, or at least aprons. The wisdom of this proceeding is apparent, because such articles, made of linen, do not permit the accumulation of dust upon the clothes, as would woollen tissues; and, besides this, they lend themselves easily to washing. The best form of such working attire seems to me to be that of the blouse, so generally worn by Continental workmen; and the potter, thoughtful for his health, will wear as little outside woollen clothing as he conveniently can. But women "working in the clay" appear to think any special covering unnecessary. They seem to prefer cast-off woollen and other dresses, rich in plaits and folds and other finery, and to cover their heads with some dilapidated adorned hat, or else to work uncovered, except for the layer of dust accumulated on and in the

hair. At the same time, especially with the younger ones, the neck and chest are encompassed in some fluffy dust-holding article, selected for its colour and pattern, and usually of bygone beauty. These dusty clothes are carried to their homes, and along with them, some of the evils of their occupation.

How best to guard against the raising and diffusion of dust in the manufacture of pottery is pre-eminently a question for engineers. Thirty years ago, engineers found no scope for their invention and skill. It is now otherwise; every year some new and improved method of working is introduced, whereby manual labour is saved, production increased, and the evils of the trade for the most part diminished.

The value of the engineer's skill is well illustrated in connection with the process of "towing." On the introduction of this process, it threatened to rival, by the generation of dust, the mischievous business of "scouring." But mechanical skill has robbed it of most of its terrors. It will ever be a dusty operation, but by the introduction of ventilating fans to abstract the dusty air and to introduce fresh air from without, the dust of towing shops is now comparatively little. Moreover, by the ingenuity of Mr. Turner, himself a potter at Tunstall, enclosed working boxes have been introduced, which prevent the diffusion of the dust produced, possibly to the greatest extent that can be attained.

The value of fans for ventilation, is now generally recognised, and the factory inspectors wisely aim at their still wider introduction into potteries. The obstacle to their general adoption is that in many of the older factories the workshops are so awkwardly arranged that the transmission of power is difficult; or else the establishments are of small size and possess no engines to supply steam power; an impediment however not insuperable, seeing that gas engines of very efficient power, and not very costly, can be substituted for steam apparatus.

It occurs to me whether the benches of pressers could not be arranged so as to allow the dust settling on them to be withdrawn, by a strong extracting fan acting beneath them. In the instance of turners, where the dust from the lathes falls in front of them, it could be collected and drawn away through a funnel-shaped tube by extracting air-force, on the same principle as seen in operation in needle factories, and generally where grinding of metal is carried on. Here again the ingenuity of engineers is called for.

To rob the work of women scourers of its destructive energy it seems feasible to perform the scouring over and upon a perforated bench, with a strong underdraft to prevent the rising upward of the dust, and to withdraw it by an extracting fan.

It is well worthy the consideration of manufacturers, and a problem for solution on the part of architects and engineers, whether the position of the hot-drying closets immediately behind the pressers at work is an essential arrangement. If not, their removal would materially lessen the heat and dust of shops, and otherwise add to the health and comfort of the men. How best to effect this, and to substitute drying rooms, may be left to the professional gentlemen alluded to, in consultation with practical potters. It is as clear as the day that the pottery trade in technical matters and arrangements has fallen into a well-worn groove; the requirements of the day and the progress of general and technical knowledge, demand its being lifted out of it.

The preceding remarks have pertained to clay and flint dust, but potters are exposed to other sorts of dust; chief among which are those of plaster of Paris and lead. The former has a limited range of action, and those who suffer from it are the mouldmakers and modellers, comparatively a very limited body of artisans. Happily, this dust is far less injurious than that of clay and flint; and, in the occupations adverted to, it is almost wholly under the control of those employing it, who need only ordinary care and prudence in handling it, to obviate its diffusion through the shop.

§ ii. *Lead*.—The other dust noted, viz., that of lead, exhibits injurious results exceeding those of all other kinds of dust in severity, by reason of its highly poisonous properties. The group of maladies provoked by it go by the useful general name of *Plumbism*; a condition represented by colic, paralysis, severe brain phenomena, obstinate constipation, and general deterioration of the blood and nutrition of the body.

The poison finds its way gradually into the whole mass of the circulating blood, and exerts its effects mainly on the nervous system, paralysing nerve force, and with it muscular power. Its victims become of a sallow-waxy hue; the functions of the stomach and bowels are



deranged, appetite fails, and painful colic with constipation supervenes. The loss of power is generally shown first in the fingers, hands, and wrists, and the condition known as "wrist drop" soon follows, rendering the victim useless for work. The palsy will extend to the shoulders, and after no long time to the legs also. Other organs frequently involved are the kidneys, the tissue of which becomes permanently damaged; whilst the sight is weakened or even lost.

Commonly the evils of lead poisoning are of slow growth; months and even years will at times elapse without the lead-worker experiencing them in a very tangible form. At other times, two months, and, exceptionally, a less period—suffice to produce the symptoms of plumbism. In fact, one of the most remarkable phenomena of the poison is, its very different activity in different persons, so that some will work for a long series of years without any grave consequences from it, whilst others fall victims to it within a few months. To account for such divergencies it is common to appeal to constitutional peculiarity, or what is called idiosyncrasy; and there is no denying the operation of this cause; nevertheless, in the majority of cases, the difference is to be explained on more obvious grounds, existing in carelessness at work, indifference to cleanliness of the person and clothing, in reckless eating and drinking in the place of work, and in wearing the clothing begrimed with glaze, whereby the poison is carried to the homes. Lastly, ill-constructed, dirty, confined shops and want of free ventilation contribute an important factor.

A yet further circumstance has to do with the varying results observed, and one of considerable importance, viz., that the glazes employed by different manufacturers vary greatly in the proportion of contained lead, and especially that of the crude carbonate finally added to the "frit." Whether this addition be necessary to ensure a good glaze is a problem to be solved by experiment and practice. But this much may be said, that in the matter of economy there is little to be gained by using a heavy proportion of lead, regarded as the cheaper ingredient, since the price of borax has of late years been so very greatly reduced, that the obstacle to its more liberal employment is removed.

With respect to the entrance of lead into the system. This happens to a very inconsiderable extent through the skin, but in far greater measure through the mouth and nose from diffused lead dust, and from articles of food eaten with unwashed hands and in the dipping-house. If fritted glaze only were used, without the superadded raw white lead, I feel convinced that the amount of plumbism would be greatly reduced; for "frit" itself is practically insoluble.

Considering that women and children are more readily affected by poisons, a good reason is found for excluding them, as far as possible, from the dipping-house and dipping-tub. The dress of women and their long hair furnish media for the accumulation and carrying away of the poisonous dust, and far too commonly they are unwilling to lessen their proclivity by suitable coverings. In the case of young people, the greater activity of the functions of absorption, circulation, and respiration, lends itself to the more ready reception of the poison. Hence an additional argument for limiting the employment of women, and still more strongly that of young persons. In fact a salutary rule that none be employed in dipping-houses under the age of sixteen, appears called for. Another rule would be to require special protective dresses readily washable; the covering of the head, and the disuse of soft fluffy articles, so widely worn around the neck as mufflers and shawls. And in the third place, ample means for washing should be provided. It were well if the aprons and overalls never went to the workmen's homes, but were kept at the place of work and washed when necessary on the premises.

Another question is, whether the hours of work of dippers and glost-placers, although adults, should not be curtailed and kept within a fixed limit. Practically, this takes place with a considerable proportion of dippers, who work eight hours or less per day; when longer hours are imposed, this for the most part happens only when large orders of common ware have to be hurried off for exportation. In these cases it suggests itself, that a larger number of dippers be set on the work to expedite its completion without prolonging the hours of labour.

The serious evils of lead dust are not peculiar to dippers and glost-placers, but prevail in greater or less force among groundlayers, majolica painters, and colour mixers. In the case of such workers, suitable clothing, personal cleanliness, careful use of the poisonous colours, and spacious, well-ventilated shops are the remedial measures of first necessity. Too many majolica painters get their dresses very unnecessarily beamed with the paint, sometimes hold the brushes in the mouth, or indulge in eating knick-knacks, while at work, conveyed in their pockets. For groundlayers, a perforated underdrawn working bench of a similar kind to that recommended for scourers, suggests itself as likely to be useful.

I have met with a few instances of slight plumbism among girls engaged in painting, with water colours, some of the rudely ornamented ware exported to less civilised countries. Such cases ought not to happen, and imply simply want of care and cleanliness.

The conditions of labour in the decorative department of the pottery manufacture, are primarily those common to all forms of sedentary hand occupation, and need no special elucidation.

The remaining circumstances of labour to be noted, are those attaching to the business of oven and kilnmen. Foremost among these is the high degree of heat such men are subjected to, chiefly when ovens are drawn; the practice being to do this long before the ware has cooled. The reason for this practice mostly is the demand for the rapid completion of the orders; and we read of ovenmen proceeding with their work at temperatures approaching 200 degrees. Such proceedings ought not to be tolerated. A few robust men can accomplish this work, but there must be always danger in the case of some at least of the hands so occupied, of heart failure and fainting, and of heavy falls from ladders and steps required to reach the topmost rows of saggars. Other evils of the practice, are the occurrence of scorching and burning the hands and face, and the risk of rheumatism and chest inflammations, when in a highly heated condition, from exposure to cold draughts. Whence it would seem no unnecessary or improper encroachment upon the freedom of oven and kilnmen, although adults, to ordain a special rule fixing the maximum temperature by a thermometer, at which they may enter upon and carry on ovenwork. A heat of 105 degrees occurs to me as a prudent maximum.

But besides heat, ovenmen are subjected to much dust, coal smoke, and sulphurous vapours, in the task of emptying ovens and saggars, derived from expiring fires, and dust clinging to the articles fired, particularly flint dust. What remedy for these ills is to be found, lies greatly in their own mode of working and the care observed.

The observations just made on heat as a cause of illness, recall the fact that its effects are not limited to ovenmen.

In many shops, an excessive heat is developed by hot pipes, defective ventilation, the heat of sun in summer, and of numerous gas lights in winter. It is not a heat to scorch as does that of ovens, but it is one to enervate, to cause excessive sweating, with languor, and to induce proclivity to taking cold. This catalogue of consequences suggests, as in the instance of ovenmen, the issuing of a special rule fixing a maximum temperature not exceeding 70 degrees. Indeed, this is a temperature at which work cannot be carried on with ease and alacrity, and perhaps not with impunity as regards health; but it must be considered a maximum one.

The foregoing remarks may be accepted as presenting a general sketch of the sanitary aspects of the business of potters. They are by no means exhaustive, for many less prominent insanitary features are discoverable in the technical details, alike of the clay and of the finishing departments. Nevertheless, what has been written suffices to point out directions in which the health conditions of the trade may be ameliorated, and to show that substantial improvement must be the work of employers and employed conjointly. The owner of a factory is called upon to do all he can structurally to render it sanitary; the occupier, if distinct from the owner, must concur with him in effecting the same object, as well as in securing cleanliness, in fulfilling the requirements of the Factory Act, and in exercising the requisite control over his workpeople by well considered rules for work; lastly, the employed, male and female, must forward, by their own efforts, whatever plans are instituted to guard their health, and to provide

for the efficient performance of their labour. There can be no conflicting interests between employers and employed in all matters that concern their sanitary welfare, the efficiency of their work, and the advancement and prosperity of their calling. The sooner the

idea of antagonistic interests perishes, and the two parties can perceive they have but one common end, the more healthy and happy will be the population of the Potteries.

EXTRACTS FROM LECTURE ON "DISEASES OF POTTERS; THEIR CAUSES AND PREVENTION,"  
delivered at the Wedgwood Institute, Burslem.

Two and twenty years ago I published a statistical inquiry respecting the mortality of the whole parish of Stoke-upon-Trent, and its causes, with especial reference to children and potters. I believe I therein made it clear that the ratio of mortality in Stoke considerably exceeded that of England at large, and that that of potters surpassed, in a high degree, that of the population of this same district not engaged in the manufacture of pottery. Further, that the average duration of life among our factory operatives fell far short of that among other classes. To quote figures, 88 out of 100 potters died before completing their 80th year, and the mean age of adult potters was 46½ years, as contrasted with 56 for adults of all other classes.

This being the case, let us next ask, what is the cause of this excessive waste of life? The same investigation gave a distinct reply to this question, viz., that the cause was the great prevalence of lung diseases and of consumption. Taking an adult male population of 100,000, Stoke showed deaths from those maladies in the proportion of 1,000, as compared with 700 for England at large. In 1871 I made a parallel investigation, based upon the returns of the diseases met with among out-patients at the North Staffordshire Infirmary, and reported the results in a paper contributed to the Social Science Congress of that year. These results confirmed the conclusions arrived at in my former essay; but I need here quote only the general facts, viz., that the rate per cent. of respiratory diseases—i.e., of the breathing organs—among male adult potters is as 57 to 37 among men not engaged in the craft.

Here, then, we have sufficient evidence of the prevalence of chest diseases and consumption in your trade. Your every day observation and experience are confirmatory of the fact, and your forefathers, who invented the terms potters' consumption and potters' asthma, were equally alive to the matter.

At the same time, I trust that if I now repeated a like statistical examination of the death roll of Stoke parish, I should find a reduced total mortality and a diminished per-centage of deaths from lung diseases and consumption; for my impression is, that since the Factory Act was brought into operation, the general health of the artisans of the district, both young and old, has improved.

To proceed: the dust encountered by the workers in the clay is, unfortunately, not the only dust met with in our factories. The clay dust consists mainly of very minute particles of silica—the basis of flint and Cornish stone—and its baneful operation is mechanical upon the fine structure of the lungs. But there is a worse dust generated in all the departments where lead is used as a glaze or a colour. It is the dust of that metal, in some chemical combination or other; and that dust is an active poison. This is a fact notorious to you all, although, regretably, not one sufficiently borne in mind. The sufferers from its action are dippers and those assisting them, glost placers, mixers of colours, groundlayers, majolica and other painters, and those who "fettle" ware after it is dipped. Dippers rank first in tables of statistics, both in respect of numbers

attacked, and of the severity of attacks. Groundlayers are a small body of workpeople, but in proportion to their number suffer largely. In majolica painting, girls and women are most employed; and, I am sorry to say, are sufferers from lead in an undue ratio. Now and again, biscuit painters, who use glaze mixed with gum water, or some simple solvent, become affected; as do even enamel painters in still rarer instances. Happily for all who work with lead, the skin affords a most effective protection against its absorption. Consequently, very little enters the system through the cutaneous surface. The lead poison must find its way through channels whereby it will reach absorbent surfaces. These channels exist in the nose and mouth, which conduct it to the lungs and stomach. It is my opinion that but little absorption proceeds in the lungs, and that the major part occurs within the stomach, where the digestive juices the dust encounters render it more absorbable and more pernicious. I would have you remark, I do not deny the entrance of lead into the system through the skin; for the fact itself that the file-cutters of Sheffield, who simply hammer on metallic lead, suffer largely from plumbism (lead poisoning), seems to prove that that the poison can enter otherwise than by the mouth and nose; for in their case, it is hard to conceive the generation of dust that can be inhaled and absorbed. Nevertheless, I feel convinced that, compared with dust inhalation by the mouth and nose, the introduction of the poison through the skin is of greatly minor importance. This lesson, however, should at all events be learnt; that in seeking to do the best to prevent poisoning, the skin should be protected, as far as practicable, from contact with the lead, and likewise be cleaned from it, both thoroughly and frequently.

Touching this question, there is yet another point I must mention; namely, the employment of children where lead is used, and particularly in dipping houses, experience tells me that they become victims to the poison more readily than adults. Few prudent parents who value their children's health, would put them to majolica painting, or still less send them into a dipping-house. But where such occupation is assigned to children, their parents or their employers should certainly be required to provide protective means against the injuries they are exposed to, and not, as now too frequently happens, put these young ones to work in most unsuitable clothes, often ragged and besmeared and powdered with the poisonous glaze, in the absence of aprons and slops to protect them.

There is one other aspect of the lead question. As I before stated, glazes differ greatly in the proportion of lead they contain; the less of it, we must suppose, the better for all concerned in its use. I have heard a great borax merchant assert that, if enough borax be used, lead may be dispensed with. This eventuality would be most desirable. But the assertion perhaps savours too much like that made by the currier, "That there is nothing like leather"; and practical potters assure me, that neither the colour, nor the lustre of the glazes, can be satisfactorily obtained without the employment of lead.

## APPENDIX LXXXIV.

APPROXIMATE STATEMENT of the HOURS worked in SHOPS in CITIES in SCOTLAND which keep open after 7 o'clock.

Description of Shop.	First Five Days.								Saturday.					Sunday.		Gross Hours totalled.				Net Hours totalled.				Allow for Night off, or other Time off.	Add for Overtime.	Deduct for Weekly Half-holiday from 3 o'clock, less Dinner Hour.	Weekly Totals.				
	Open at	Close at	Gross Hours.		Deduct Meal Hours.		Net Hours.		Open at	Close at	Gross Hours.	Deduct Meal Hours.		Net Hours.	Gross Hours.	Net Hours.	First Five Days.	Saturday.	Sunday.	Grand Total.	First Five Days.	Saturday.	Sunday.				Grand Total.	Gross Hours.	Net Hours.		
			Per Day.	Five Days' Total.	Dinner.	Tea.	Per Day.	Five Days' Total.				Dinner.	Tea.																		
Bakers	7 0	9 0	14	70	1	1	12½	62½	7 0	11 30	16½	1	—	15½	—	—	70	16½	—	86½	62½	15½	—	78	3	—	—	—	—	88½	75
Booksellers	8 30	8 30	12	60	1	—	11	55	8 30	11 0	14½	1	—	13½	—	—	60	14½	—	74½	55	13½	—	68½	—	—	—	—	—	74½	68½
Bootmakers	8 30	9 30	13	65	1	1	11½	57½	8 30	12 0	15½	1	1	14	—	—	65	15½	—	80½	57½	14	—	71½	—	—	—	—	—	80½	71½
China dealers	8 30	9 0	12½	62½	1	1	11	55	8 30	12 0	15½	1	1	14½	—	—	62½	15½	—	78	55	14½	—	69½	—	—	—	—	—	78	69½
Clothiers	9 0	9 0	12	60	1	1	10½	52½	9 0	11 0	14	1	—	13	—	—	60	14	—	74	52½	13	—	65½	—	—	—	—	—	74	65½
Confectioners	9 0	10 30	13½	67½	1	1	12	60	9 0	12 0	15	1	—	14	—	—	67½	15	—	82½	60	14	—	74	—	—	—	—	—	82½	74
Do. ice cream, &c.	9 0	12 0	15	75	1	1	13	60	9 0	12 0	15	1	—	14	14	12	75	15	14	104	65	14	12	91	—	—	—	—	—	104	91
Dairies	6 30	9 30	15	75	3 meals = 2 h.		13	65	6 30	11 30	17	3 meals = 2 h.		15	14	9	75	17	14	106	65	15	9	89	3½	—	—	—	—	102½	85½
Drapers	8 30	9 0	12½	62½	1	1 to 1	11½	56½	8 30	11 0	14½	1	—	13½	—	—	62½	14½	—	77	56½	13½	—	70½	—	—	—	—	—	77	69½
Druggists	9 0	9 0	12	60	1	1	10½	52½	9 0	11 0	14	1	1	12½	6	6	60	14	6	80	52½	12½	6	71	—	—	—	—	—	80	71
Fishmongers	7 30	9 30	14	70	1	1	12½	62½	7 30	11 30	16	1	1	14½	—	—	70	16	—	86	62½	14½	—	77	—	—	—	—	—	86	77
Fancy goods	9 0	9 30	12½	62½	1	1	11	55	9 0	12 0	15	1	1	15½	—	—	62½	15	—	77½	55	15½	—	68½	—	—	—	—	—	77½	68½
Fleshers	7 30	8 30	12	60	1	1	11½	57½	7 30	11 30	16	1	—	15	—	—	65	16	—	81	57½	15	—	72½	—	—	5	—	—	81	72½
Fruiterers	8 0	10 30	14½	72½	1	1	12½	62½	8 0	12 15	16½	1	1	14½	—	—	72½	16½	—	88½	62½	14½	—	76½	—	—	—	—	—	88½	76½
Grocers	7 30	8 30	13	65	1	—	12	60	7 30	12 0	16½	1	—	15½	—	—	65	16½	—	81½	60	15½	—	76½	—	—	—	—	—	81½	76½
Hair dressers	8 0	8 30	12½	62½	1	—	12	60	8 0	11 0	15	1	—	14½	—	—	62½	15	—	77½	60	14½	—	74½	—	—	—	—	—	77½	74½
Hatters and hosiers	8 0	10 0	14	70	1	1	12½	62½	8 0	12 0	16	1	—	15	—	—	70	16	—	86	62½	15	—	77½	3	—	—	—	—	83	74½
Ironmongers and hardware	8 30	9 0	12½	62½	1	—	11½	57½	8 30	11 30	15	1	—	14	—	—	62½	15	—	77½	57½	14	—	71½	—	—	—	—	—	77½	71½
Jewellers and watchmakers	9 0	9 0	12	60	1	1	10½	52½	9 0	12 30	14½	1	—	13½	—	—	60	14½	—	74½	52½	13½	—	66	—	—	—	—	—	74½	66
Milliners	9 0	9 0	12	60	1	1	10½	52½	9 0	11 0	14	1	1	12½	—	—	60	14	—	74	52½	12½	—	65	—	—	—	—	—	74	65
Music sellers	9 0	9 0	12	60	1	—	11	55	9 0	11 0	14	1	—	13	—	—	60	14	—	74	55	13	—	68	—	—	—	—	—	74	68
Newsgents and stationers	7 0	9 30	14½	72½	1	1	12	65	7 0	12 0	17	1	1	15½	—	—	72½	17	—	89½	65	15½	—	80½	—	—	—	—	—	89½	80½
Restaurants	7 30	11 30	16	80	All meals = 1		15	75	7 30	12 0	18½	1	—	15½	—	—	80	18½	—	98½	75	15½	—	90½	5	—	—	—	—	91½	85½
Tobaccoconists	8 30	11 0	14½	72½	1	1	12½	62½	8 30	12 30	16	1	1	15	—	—	72½	16	—	88½	62½	15	—	77½	5	—	—	—	—	83½	72½
Wine and spirit trade	7 45	11 15	16½	77½	1	1	13½	67½	7 45	11 15	15½	1	1	14	—	—	77½	15½	—	93	67½	14	—	81½	5	—	—	—	—	88	76½

APPENDIX LXXXV.

SCOTTISH SHOPKEEPERS AND ASSISTANTS' UNION.  
STATEMENT OF WAGES paid to SHOP ASSISTANTS.

Trade.	Message Boys and Girls. Age 13 to 16.	Apprentices or Juniors. Age 15 to 19.		Assistants considered qualified. Age from 18 upwards.		General Average.†		Managers or Charge Hands.
		Male. **	Female.	Male.	Female.	Male.	Female.	
Bakers	3s. to 6s.	—	3s. to 12s.	—	10s. to 15s.	—	12s.	15s. to 17.
Booksellers	5s. ,, 6s.	6s. to 11.	4s. ,, 12s.	15s. to 21.	8s. ,, 15s.	25s.	12s.	—
Boot shops	3s. ,, 6s.	—	4s. ,, 12s.	18s. ,, 17. 10s.	8s. ,, 12s.	25s.	10s.	Men 30s. up. Women 15s.
China dealers	3s. ,, 6s.	—	4s. ,, 12s.	A few only in best shops.	8s. ,, 12s.	—	10s.	Men 30s. up. Women 15s.
Clothiers	5s. ,, 6s.	6s. to 11.	—	18s. to 21.	—	25s.	—	30s. and up.
Confectioners	—	—	5s. to 12s.	—	8s. to 12s.	—	10s.	—
Dairies	Employed only part of time.	As drivers 8s. to 11.	Mostly as domestics. 4s. to 12s.	15s. to 17. 5s.	As domestics 10s. to 15s.	11. week	11. a month and board.	—
Drapers	1s. 6d. to 2s. 6d. 3s. to 6s.	5s. to 11.	4s. ,, 12s.	15s. ,, 21.	6s. ,, 18s.	25s.	10s.	Very much, not often less than 120s. for men.
Druggists	Very few employed.	5s. ,, 11.	A few only employed.	If unqualified by examination 15s. to 30s.	A few only employed.	—	—	17. 15s. and up.
Fishmongers	3s. to 6s.	6s. ,, 11. 5s.	4s. to 12s.	18s. to 35s.	8s. to 12s.	28s.	—	21.
Fancy goods	3s. ,, 6s.	5s. ,, 11.	4s. ,, 12s.	15s. ,, 25s.	6s. ,, 12s.	17.	9s.	30s. up.
Fishers or butchers	3s. ,, 6s.	6s. ,, 11.	—	15s. ,, 30s.	A few only average 10s.	24s.	—	30s. up.
Fruiterers	3s. ,, 6s.	—	5s. to 12s.	—	6s. to 12s.	—	10s.	—
Grocers and provision shops	3s. ,, 6s.	6s. to 11.	—	15s. to 26s.	—	17.	—	20s. up to 21. 10s.
Hair dressers	—	5s. ,, 11.	As cash clerks over 16. 6s. to 15s.	15s. ,, 30s.	—	25s.	—	35s. to 21.
Hatters and hosiers	3s. to 6s.	6s. ,, 11.	4s. to 12s.	15s. ,, 30s.	8s. to 12s.	22s. 6d.	10s.	35s. and up to 21. 5s.
Ironmongers	3s. ,, 6s.	6s. ,, 11.	—	15s. ,, 21.	—	—	—	Vary from 21.
Jewellers and watchmakers	Mostly learning trade.	Learning trade.	—	Tradesmen's wages.	—	—	—	Vary. Well paid.
Milliners	3s. to 6s.	—	On completion of apprenticeship. 6s. to 10s.	—	6s. to 15s.	—	10s.	In large warehouse. 11. up to 21.
Music sellers	—	6s. to 11.	4s. to 12s.	15s. to 21.	6s. ,, 12s.	25s.	10s.	Mostly employers.
Newagents	Employed only part time.	5s. ,, 11.	4s. ,, 12s.	15s. ,, 14. 10s.	6s. ,, 12s.	25s.	9s.	" "
Restaurants (waiters)	—	—	With food. 4s. to 12s.	—	With food 8s. to 15s.	—	With food. 12s.	" "
Stationers	3s. to 6s.	5s. to 25s.	4s. ,, 12s.	15s. to 17. 10s.	6s. ,, 12s.	22s. 6d.	—	" "
Tobaccoists	—	—	5s. ,, 15s.	16s. ,, 35s.	8s. ,, 15s.	25s.	—	35s. to 21.
Wine and spirit trade	—	8s. to 11.	Barmaids over 16 years. 8s. to 15s.	18s. ,, 30s.	10s. ,, 11.	24s.	15s.	According to size of shop. 25s. up to 21., a few even more.

\* In boot shops young lads as salesmen are rare. The salesmen are either drawn from wholesale warehouses or are journeymen shoemakers.  
† The "General Average" is a statement of the wages received by the majority employed above the age named.

K. M. MILLIGAN, Chairman.

APPENDIX LXXXVI.

SCOTTISH SHOPKEEPERS AND ASSISTANTS' UNION.

TAXATION paid for SHOPS in GLASGOW ANNUALLY.

	£	£		
Shopkeepers pay as Tenants on a rental of 684,000l.				
For municipal rates	69,825			
„ school board rates	10,225			
„ poor rates	14,185			
		94,235		
This statement represents the taxes paid by shopkeepers as a class upon shop rents, and is a sixth of the local rates paid.				
Shopowners pay (landlords' portion):—				
For municipal rates	89,715		Total municipal rates paid for shops	109,540
„ school board rates	9,586		„ school board	19,791
„ poor rates	18,524		„ poor rates	27,709
		62,805	Grand total	£157,040
Total rates paid for shops	£157,040			

## APPENDIX LXXXVII.

## SCOTTISH SHOPKEEPERS AND ASSISTANTS' UNION.

STATEMENT of replies by SHOPKEEPERS in Glasgow to Question—"Are you in favour of EARLY CLOSING being secured permanently by Act of Parliament?"

Trade.	Yeas.	Noes.	Declined to reply.	Total.	Trade.	Yeas.	Noes.	Declined to reply.	Total.
Bakers - - -	297	14	60	371	Hairdressers - - -	178	8	26	212
Bootmakers - - -	426	24	71	521	Hatters and hosiers - - -	114	15	18	147
Butchers - - -	526	43	56	625	Ironmongers - - -	41	10	12	63
China, chandlers, and hardware.	519	16	81	616	Jewellers, &c. - - -	91	17	21	129
Confectioners and fruiterers	313	72	498	878	Milliners - - -	98	7	12	117
Ice cream shops - - -	-	-	221	221	Newsagents, stationers, tobacco, and fancy goods.	409	69	247	725
Chemists - - -	191	34	37	262	Salerooms - - -	229	10	99	338
Clothiers - - -	175	19	32	226	Opticians - - -	8	1	4	13
Cabinetmakers, &c. - - -	66	6	12	84	Miscellaneous (including nondescript small shops).	83	50	282	415
Dairies - - -	615	43	90	748					
Dining-rooms - - -	39	4	173	216					
Drapers - - -	441	39	46	526					
Dyers, dressmakers, &c. - - -	104	7	13	124					
Grocers and provisions - - -	1,263	113	180	1,556					
						6,226	621	2,286	9,133

Only retail shops were called on; public-houses were not called on.

The "bootmakers" does not include shops that are used as repairing workshops, of which there are 170.

In a letter (dated May 4th, 1893) to the Secretary forwarding the above statement, the Witness stated that "a number of the 'declines to reply' might be induced to join any movement in favour of shorter hours. At any rate those figures may be relied upon as correct."—G. D.

## APPENDIX LXXXVIII.

## A BILL to regulate the HOURS of closing RETAIL SHOPS.

Preamble.	Whereas the present late hours of closing retail shops and warehouses are injurious to those employed therein, debarring them from social privileges and opportunities for physical and mental improvements, and are unnecessary for the public convenience, and inasmuch as voluntary effort has failed to secure a satisfactory mitigation of this evil: Be it therefore 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:—	9. Where an employer is charged with an offence against this Act, he shall be entitled, upon information duly laid by him, to have any other person whom he charges as the actual offender brought before the Court at the time appointed for hearing the charge, and if, after the commission of the offence has been proved, the employer proves to the satisfaction of the Court that he had used due diligence to enforce the execution of this Act and that the said other person had committed the offence in question without his knowledge, consent, or connivance, the said other person shall be summarily convicted of such offence, and the employer shall be exempt from any penalty.
Short title.	1. That this Act may be cited as "the Retail Shops Earlier Closing Act, 1893."	10. Every person guilty of any offence against this Act or any byelaws for the time being in force hereunder for which no other penalty is provided, shall for the first offence be liable to a penalty not exceeding 5 <i>l.</i> , for the second offence to a penalty not exceeding 10 <i>l.</i> , and for the third and every subsequent offence to a penalty not exceeding 20 <i>l.</i>
Operation time.	2. This Act shall come into operation on the first day of January 1893, and shall apply to Great Britain.	11. The local authority under this Act shall be the authority having control of the police force in the district.
Fixing of hours.	3. All shops other than those of the kind specified in the schedule shall be closed at not later than 7 p.m. on four nights of the week, at not later than 9 p.m. on one night of the week, and at not later than 10 p.m. on one night of the week.	12. Prosecutions under this Act shall be undertaken by the police authorities, and where the attention of a police constable is called to an infringement of this Act, he must take proceedings forthwith.
How decided.	4. That a two-thirds majority of the shopkeepers in each trade shall decide by vote which shall be the early evenings, and which shall be the late evenings in accordance with clause 3.	13. The following provision shall have effect with reference to proceedings before justices for offences and fines under this Act:— (a.) The information shall be laid within seven days. (b.) Where any person is charged with an offence under this Act such charge shall be heard before two or more justices, or a stipendiary magistrate.
Votes.	5. That each trader shall have one vote for each shop in which he carries on his trade.	14. That it shall not be an offence against this Act for any trader to keep open his shop or warehouse until 10 o'clock p.m. on any or every evening during the month of December.
Registration of traders.	6. That for the purposes of this Act a register of all shopkeepers shall be kept by the local authority herein-after named. The vote shall be taken in accordance with the provision of the Public Health or the Borough Funds Act as the case may be.	15. On any week day immediately preceding Good Friday, Easter Monday, Whit Monday, or the first Monday in August, it shall not be an offence against this Act for a trader to keep open his shop or warehouse up
Limitation by assessment.	7. That this Act shall not apply to shops or dwelling-houses used as shops assessed at or of an assessable value of 13 <i>l.</i> or under, provided always that no trader carrying on business in two such shops or dwelling-houses shall be entitled to this exemption.	
Offences against the Act.	8. That it shall be an offence under this Act for any person occupying premises over the assessment as named in clause 7, whether included in the schedule or not, to sell goods dealt in by any other trade after the hour at which the said other trade has decided to close.	

to 11 o'clock p.m., this clause shall also extend to any other day which Her Majesty's Government or the local authority shall decree a general holiday within the meaning of this Act.

16. When a particular trade shall have decided the days as per clause three, such decision shall be binding for not less than three years from the date of such vote, and if any particular trade shall desire to alter the days it shall be competent for the local authority to order a new

poll to be taken upon receiving a petition signed by not less than one-third of the registered members of the particular trade.

SCHEDULE.

Chemists' shops.	Restaurants.
Cocoa and coffee shops.	Tobacconists' shops.
Confectioners.	News agents' shops.
Eating houses.	Milkshops and houses.
Oyster shops.	

Schedules of exemption.

APPENDIX LXXXIX.

FORM of MEMORANDUM of AGREEMENT between a PROVISION MERCHANT and ASSISTANT.

MEMORANDUM OF AGREEMENT made the day of one thousand eight hundred and ninety between JAMES RICE, of Victoria Road, Seacombe, in the county of Chester, provision merchant, of the one part, and \_\_\_\_\_ grocer's assistant, of \_\_\_\_\_ in the county of \_\_\_\_\_ of the other part, witnesseth that for the considerations herein-after contained, the parties hereto agree as follows:—

1. That the said \_\_\_\_\_ shall and will become the assistant of him the said James Rice in his trade or business as a provision merchant, carried on at the shop and premises situate at Victoria Road, Seacombe, or at any one premise that may be hereafter determined, for and during the term of five years to be computed from the date of these presents if both of them the said James Rice and \_\_\_\_\_ shall so long live, and for such further time as may be agreed upon between them the said parties, and also shall and will, during the said term, do and perform all such acts, matters, or things in, about, or relating to the said trade or business, as he the said James Rice shall from time to time direct or appoint.

2. The said \_\_\_\_\_ shall and will, during the said term, be just and faithful to the said James Rice, in all his business dealings and transactions whatsoever.

3. That the said James Rice shall and will, weekly and every week during the continuance of this agreement, pay the said \_\_\_\_\_ the clear weekly sum of \_\_\_\_\_

4. That the said \_\_\_\_\_ shall not in or upon any place or premises other than those carried on under the proprietorship of the said James Rice or his assigns during the existence of this agreement, or for two years after the expiration thereof, by himself or others, directly or indirectly, buy, sell, receive, dispose, or assist in receiving or disposing of any goods, articles, or merchandise which are usually sold in a grocery and provision shop, provided such premises or place shall be within half a mile of any shop or store at present carried on by the said James Rice or his assigns.

5. That this agreement may be determined at any time, by either of the parties hereto, by giving to the other party one week's notice in writing of his intention.

6. The shops at present carried on by the said James Rice or his assigns are situate and being

- 27, Brighton Street, Seacombe.
- 91, Victoria Road, Seacombe.
- 61, Watson Street, Birkenhead.

Witness our hands

APPENDIX XC.

COPY of AGREEMENT entered into by the CENTRAL ASSOCIATION OF MASTER BUILDERS with the PLASTERERS, PAINTERS, METAL WORKERS, and LABOURERS.

2, Westminster Chambers, Victoria Street, August 28th, 1872.

At a conference between the sub-committee of the Master Builders' Association and a deputation from the Amalgamated Trades Committee, representing the plasterers, painters, metal workers, and labourers, the following arrangements have been agreed to:

The working hours in the shops to be 52½ hours all the year round, and 52½ hours per week for 40 weeks in the summer, and 48 hours per week for outdoor works in winter, leaving off at 1 o'clock on Saturday in the winter weeks.

The wages of all trades represented and the labourers to be raised ¼d. per hour above the present rates.

The overtime beyond the above hours when working at the request of the employer, to be paid for at the following rates: For the first hour 1d. extra for mechanics and ½d. extra for labourers; from the end of

the first extra hour up to 8 o'clock p.m. at the rate of 2d. extra for mechanics and 1d. extra for labourers; after these hours at the rate of time and a half for mechanics and labourers alike.

The extra time on Saturday to be paid for at the rate of time and a quarter up to five o'clock, and after that time at the rate of time and a half.

This scale not to apply to the case of men working overtime at their own request or to make up time lost by them during the week.

(Signed)

- B. HANNEN.
- G. F. TROLLOPE.
- W. BRASS.
- C. W. JACKSON.
- J. M. MACEY.
- S. G. BIRD.
- Hon. Sec.

- W. L. PHILLIPS, painter.
- G. A. VIVIAN, smith.
- P. KENNY, labourer.
- J. SAINSBURY, plasterer.
- G. SHIPTON, painter.
- Secretary.

## APPENDIX XCI.

## NOTICE.

By section 2 of the Employers' Liability Act, 1880, it is, amongst other things, provided :—

“That a workman shall not be entitled under this Act to any right of compensation or remedy against the employer in any case where the workman knew of the defect or negligence which caused his injury, and failed within a reasonable time to give or cause to be given information thereof to the employer, or some person superior to himself in the service of the employer, unless he was aware that the employer

or such superior already knew of the said defect or negligence.”

All persons employed on these works are required to give immediate information of negligence on the part of any person in the service of the firm, or of the existence of any defect in the machinery or plant connected with or used on these works, to *(here insert name)* who alone is authorised to receive such notices on behalf of the firm.

## APPENDIX XCII.

## BLACK LIST issued after the Carpenters' Strike, 1891.

## Aldin &amp; Co.

W. Hughes.  
Bucks.  
Fred Money.  
Joe Webb.  
J. Glass.  
J. Sellick. Black in 1872  
also.

W. Sellick.  
W. Cauty.  
T. Berry.  
Bishop.  
G. Parsons.  
S. Taylor.

## Allen and Sons.

F. Hodges.  
T. Claxton.  
Wheeler.  
Woolson.

Wigmore.  
F. Coles.  
Fryor.

## Anley.

F. Toomer.  
T. Allen.  
G. Gimson.  
T. Rawlinson.  
C. Smith, staircase hand.  
W. Atwood, machinist.  
J. Lewis, keeps a sweet shop.

S. Johns.  
W. Ashley.  
E. Jago.  
Goodacre.  
H. Buzzard.

## Barker &amp; Co.

Martin Bellanger.

## Barnett, Kilburn.

F. Burn.  
C. Frain.

J. Goss.

## Bartholomew.

John Denholm.

Keats.

## Bridgman.

Jack Robinson, got six pickets run in.

## Burge, Nottingham Place.

J. McCarley, late minute  
secretary, Carlton  
Bridge.  
G. Howchin, late door-  
keeper, Carlton Bridge.  
H. Becken (expelled G.U.)

W. Crowhurst.  
T. Potter.  
T. Ritchie.  
Burns.

## Bush and Sons.

C. Stevens (machinist), 26, Coomber Road, Fulham.

## Chappell, Marlboro' Road Job.

Andrew Robinson.  
William Spratt.  
Harry Gibbs.  
Jobbing Thompson.

Turner.  
John Kent.  
H. Hart.

## Charteris, Olympia.

Fulton.

## Clarke and Mannooh, Glo'ster Terrace Job.

W. Bond.  
J. Chappell.  
Joe Watson.  
Johnson.  
Sam. Pepperell, expelled  
A.S.C.J.

Ted Wyatt, Clarendon  
Street, Harrow Road.  
Wm. Wyatt, 123, Port-  
man Buildings.  
Alf. Brown, Motcomb  
Street, Belgrave Square.

## Cromwell, Kensington.

G. Farquhar [Scotty].  
W. Clutterbuck, expelled  
A.S.C.J.

E. Clements.  
Murray.

## Dearing, Chilworth Street Job.

Jim Marsh.  
Hiscock.

J. Sheppard.  
Harry Steel.

## Downs, Elgin Avenue Job.

W. Springer, piece-worker.

## Drew and Cadman, Shop.

J. Baughan.  
F. Sparks.  
W. Lewis.  
J. Sparrow.  
J. Bickley.  
Hutchinson.  
Morgan.  
C. Wright.  
W. Pengham.  
W. Stock.  
Dickenson.

A. Gray.  
J. Tilson.  
J. Robinson.  
W. Nice.  
C. Dowler.  
Belcham.  
Laxton.  
Hibeart.  
Brandon.  
W. Robinson.  
Charles Hollis.

## Drew and Cadman, Acton Job.

Barker.  
Barnes.

Emery.  
Sparks.

## Garlick and Horton, Shop.

W. Mackenzie.  
C. Elliot.  
F. Hill.  
Burman.  
Spratt, Sen.  
Richardson.  
E. W. Ford.

W. Hill.  
J. Mathews.  
Dimmack.  
Spratt, Jun.  
Pratt.  
Knowler.  
Bob Knowler.

## Godson, Kilburn.

Thompson, *alias* Bible  
Thompeon.  
Cocoanut Shyer, Guild-  
ford.  
Giblin [Bead and Butt].  
Pilshaw, *alias* Bloomer.  
J. Cheeseman.

Pritchard.  
Bill Denman [Cobden  
Club].  
J. King.  
A. Sisley.  
W. Bishop.

## Greenwood, J.

J. Webb.

Squelch.

## Hall, Beddall, &amp; Co., Piccadilly Job.

St. John.  
G. Eaton.

H. Morgan.  
E. Bailey.

## Higgs and Hill, Turnham Green Job.

W. Franklin, a bricklayer,  
got the joinery pre-  
pared at his own house,  
Coomber Road, Ful-  
ham.

J. Green, expelled  
A.S.C.J.

## F. and H. Higgs.

Fred Holloway.

- Holliday and Greenwood, Davies Street Job.  
 W. Golding, 39, Barnwell Road, Brixton. W. Abbott.  
 H. Bew, Acorn Place, Peckham. A. G. Golding, 69, Sussex Road, Brixton.  
 Cave, yard foreman, a black carpenter during strike.
- Holloway Bros., Hampstead Heath Job.  
 F. Seymour. G. Hawkes.  
 Owen. Gathercole.
- Jackson and Sons.  
 W. H. Rutherford, expelled A.S.C.J. ••
- Kearley.  
 W. B. Cooper, expelled A.S.C.J. W. Singer.  
 Frank Taylor.
- King, Vauxhall.  
 Haws. | McGregor.
- Langdale and Hallett.  
 Milline. Oliver.  
 Stevens. T. Osborne.
- Lathey Brothers, Barnes Job.  
 Cousins.
- Lawrence, New Cross Job.  
 Fred Godfrey.
- Lea, H. and E.  
 T. Spencer. Christmas.  
 H. Smith.
- Leslie & Co.  
 Lnke, expelled A.S.C.J. R. Janas.  
 W. Larter. J. T. Deane.  
 Gerrish. Thornton.  
 Baker [Sprawl Foot].
- Lundy & Co.  
 J. Emery. T. Atkins.  
 W. Mitchell. H. Clark.  
 W. Crouch. Bennett.  
 T. Jago. R. Lawson.
- Maple & Co., Shop.  
 Nicholson. J. Roberts.  
 J. Newstead. J. Collins.  
 Whitfield. R. Gilbert.  
 Alex. Johnson. J. Johns.  
 T. Bray. W. Murray.  
 T. Harley. C. Adams.  
 C. Smye. C. Ellis.  
 H. Fielding.
- Mears, J., Hammersmith.  
 J. Marshall. G. Luckett.  
 A. Baker.
- Mowlema, Imperial Institute.  
 Ben Roberts. J. Chesterfield.  
 J. Scott, Sen. J. Scott, Jun.  
 Peto. Amos.  
 J. Brooks [Snuffy Brooks]. W. Canty.  
 Jennings. J. Lowe, exp. A.S.C.J.  
 Kibblewhite. A. Aram.  
 J. Buxton. O. White.  
 Murray, Sen. Murray, Jun.  
 Gardner.
- Nightingale, Chepstow Villa Job.  
 H. Rose, expelled A.S.C.J.
- Oldrey, Kilburn.  
 J. Ellis [Cobden Club]. Menlion.  
 H. Trant, black publican. Tucker.  
 Ashton, 8½d. foreman. J. Atkins.
- Patman and Fotheringham.  
 Jack Brost [engager in chief]. Duncan Fergusson.  
 G. Parnell, expelled G.U. J. Death.  
 Peter Smyther. Mark Matthews.  
 W. J. Adams. Jenkins.  
 W. Norton. Hunt.  
 Haynes. Levingstone.
- Horse and Groom Job.  
 John Lidsey } Got Alfred Anslow five weeks hard  
 James Marchant } labour.
- Perry & Co., Portland Place.  
 R. Fiveash. T. Day.  
 Watt. Fred. Hidor.
- Ford's Hotel Job.  
 Denholm. | Giles.
- Marylebone Police Station Job.  
 Fred. Cuppy, Weedington Street, Camden Town.
- Peto Brothers, Shop.  
 H. Barling [Squire]. Bob Green.  
 E. Clements. Humpy Young, machinist,  
 Jim Webster. Melbourne Street, Lamb-  
 A. Capps. beth.
- Peto Brothers, Berkeley Square Job.  
 Fearne. Barrett.  
 Draper. Evans.
- Phillipson's.  
 Jack Hammond [Brush hand]. Charlie Martin.  
 Tom Smith. J. Exton.  
 Eadie. Scoon.  
 Harry Chase. Bob Broomfield.  
 Charles Gilpin. Smith.  
 C. Gibbins. J. Chesham.  
 Ted Lines. T. Venus.  
 J. Ferniss.
- Prestige & Co., Hill Street Job.  
 Garret, piece-worker. | Bill Jesty, Battersea.
- Ransom & Co.  
 W. Cottle, the black dele- H. Ransom.  
 gate. W. Fisher.  
 W. N. Bruce [the Bear], Whitehouse } society  
 Cobden Club. T. Cross } machinists.  
 Booth, the drummed out R. Bateman.  
 drummer. Alderson.  
 H. Austin [Lamp Black]. A. Mathewson.  
 J. Thorning. Roche.  
 H. Clark. E. Chubb.  
 S. Hill. Kirby.  
 F. Sullick. E. Stanton.  
 Reed. W. Cornish.
- Sage & Co.  
 Pook.
- Shaw, Wigmore Street.  
 David Philips, Ceylon Road, West Kensington.
- 111, Finchley Road Job.  
 Hindon.
- Simpsons, Shop.  
 Thorburn. R. Graham.  
 Collinson, from Brighton.
- Simpsons, Berkeley Square Job.  
 Selliot. Jameson.  
 Rowe. Gunn.  
 Stepney.
- Simpsons, Bryanston Square Job.  
 Peter Smyth.
- Simpsons, 39, Hill Street Job.  
 Lummis, ex-policeman, 225, Canterbury Road, Kilburn.
- Slaughter and Son.  
 No. 1. Heap. No. 10. White.  
 „ 2. T. Vigers. „ 14. Baldwin.  
 „ 3. G. Askew. „ 15. T. Marsden.  
 „ 4. J. Struther.
- Stimpson & Co., Earl's Court Job.  
 Higgs, Sen. Higgs, Jun.  
 Limpus. R. Farrer.  
 Lyley [foreman].



	Todd.		White, Weymouth Street.
Fred Dunkley.	Dunkley.		C. Bathurst, Canterbury Road, Kilburn.
	Toms, Fulham Job.		H. Hill, 16, Albert Terrace, Kilburn.
J. Vincent, <i>alias</i> Jersey Jack.	C. Almond. Brothers Jorrell.		F. G. Burton, 5 <i>l.</i> fine man.
	Toms, James Street, Haymarket Job.		White, Nottingham Place Job.
Ellis, <i>alias</i> Webster. Webber. Weller. Holly.	Walker. Griffiths. Green.		G. Mathews. Barrett.
	Trollope, Brook Street Job.		C. Wood, Lisson Grove. H. Frohock.
Vickery, 109, Cambridge Road, Kilburn.	Deane, piece-worker.		Willetta, Sloane Square.
	Trollope, Carlton House Terrace Job.		H. Beard. W. Hartley.
Ted Bunday.			G. Miller. Cobb.
	Wall, C., Queen's Park Job.		H. Pickett. Christopher Hall.
Geo. Le Mare. J. Egleton. Tom Shattock. H. Knight.	J. Austin, Sen. Henry Bryant. J. Asnewl. H. Kurgh.		G. Trollope. Robert Knowler.
	Waller, Chelsea.		Wright's.
G. Smith.	Lumbley.		Ridley, also in 1872. Jones, Jun., shop deputy.
	Watson, Nottingham Place Job.		J. Johnson. T. Davis.
Escott. Whittaker. P. Jones. Moor. Hind.	Ayers. W. Johns, <i>alias</i> Dog's Body. Coleman. E. Parker.		C. Dixon. Pine.
			Goodman. Hadden.
			Woods. Jones, Sen.
			Yerbury, Kilburn.
			Mat Middleton. G. Longhurst.
			William Stanger, 12, Ford- Tyler.
			ingley Road, Padding- G. Smith.
			ton. Donaldson.
			Giffard. W. Stones.
			A. Read. Jennings.
			Arthur Walker, the de- Underhill.
			serted lancer. Stubbington.
			Various.
			Ward, the black little Gilbert, Wellington Build- ings, Chelsea.
			American. Beeson.
			W. Scarle, Chelsea. Rodway, Chelsea.

## APPENDIX XCIII.

### BLACK LIST of Men who worked for Mr. H. J. WRIGHT issued during the Carpenters' Strike, 1891.

O. B. S. LONDON LODGES COMMITTEE.  
To the Secretary of the Branch.  
SIR AND BROTHER,  
Herewith send you a list (for the use of your branch) of the bricklayers who went in to work at Wright's, Chelsea, where we had a turn-out against two labourers laying bricks.

Yours fraternally,  
W. Hook, Hon. Sec.

#### WRIGHTS' BLACK LIST.

Labourers laying bricks.

G. Worsfold.	— Grimsdale.
A. Lacy	} Improvers.
W. Swann	
G. Hoppood	
A. Mann	
F. Higgins	
J. Briggs	
Dave Atkins	} Men in shed, and since April 20th, has ( <i>sic</i> ) been paid 9½ <i>d.</i> per hour.
Thomas Noakes	
Samuel Storold	
Harry Horton	
John Moore	
George Moore	

James Keating, late of Gravesend Branch }  
Harry Burrett, " Lambeth " } These men  
Charles Parsons, " Wimbledon " } have been  
Cornelius Jones, " Kensington " } dealt with  
Edward Rose, " Brentford " } and expelled.

Charles Rose.  
George Rose.  
William Rose.  
Ambrose Keating.  
William White.  
Charles O'Brien.  
Thomas Higgins, Sen.  
Thomas Higgins, Jun.  
Thomas Smith.  
Fred Ellis.  
James Jelly.  
John Mansfield.  
Joseph Weaver.  
Fred West.  
Arthur Emery.  
Edward Lacy.  
Peter Jackson.  
J. Dowse.  
George Dillon.  
William Putman.

William Parr.  
Harry Bandey.  
William Ferrell.  
Benjamin Cann.  
William Springle.  
George Hedges, Sen.  
George Hedges, Jun.  
William Girling.  
George Moody.  
William Porter.  
Thomas Churchill.  
Thomas Mundy.  
Charles Penny.  
Thomas Archer.  
Frederick Ellmore.  
John Worsfold.  
James Randall.  
Joseph Creagan.  
— Stroude.

## APPENDIX XCIV

## EXTRACTS FROM THE REPORT ON THE EIGHT HOURS' MOVEMENT, 1891, BY THE LONDON UNITED TRADES COMMITTEE OF CARPENTERS AND JOINERS.

AWARD OF THE ARBITRATOR, as published in the Journal of the R.I.B.A. on November 19th, 1891.

And whereas, on the 2nd of May 1891, a strike was declared against certain firms by the carpenters and joiners, and such strike was followed by a general lock-out of carpenters and joiners on the 23rd of May, and a compromise was offered by the Central Association of Master Builders on the 27th of July, and, being declined by the carpenters and joiners, was withdrawn on the 6th of August; and whereas on the 29th of September a letter was addressed to the Secretary of the Royal Institute of British Architects by the Secretary of the London Building Trades Committee, embodying the terms of a resolution unanimously passed by the said committee, to the effect that "The Royal Institute of British Architects be asked to receive a deputation of representatives of all branches of the building trade, to ask the Royal Institute of British Architects to use their influence in bringing about a settlement of the present strike and lock-out of carpenters and joiners"; and whereas a correspondence ensued between the Central Association of Master Builders, the London Building Trades Committee, and the Secretary of the Royal Institute of British Architects, resulting in a conference held by me on the 12th of October, and at which four representatives of the Central Association of Master Builders, with their Secretary, and four representatives of the London Building Trades Committee, with their Secretary, were present; and the issue of such conference was the following agreement:—

We agree to leave the matters in dispute between the Central Association of Master Builders of London and the carpenters and joiners to the arbitration of the President of the Royal Institute of British Architects, upon the condition that such delegates of the other trades represented by the London Building Trades Committee as the arbitrator may desire shall give any evidence he may require; and, further, that the arbitration will be commenced on Monday, the 19th day of October 1891, and proceed without delay, and that the carpenters shall resume work, pending the award, on the old terms, on Tuesday, the 20th day of October 1891; and we agree to abide by the award.

STANLEY G. BIRD,  
On behalf of the Central  
Association of Master Builders.

W. APPERLEY,  
On behalf of the  
Carpenters and Joiners.

J. MACVICAR ANDERSON,  
President of the Royal  
Institute of British Architects.

And whereas, in pursuance of this agreement, I have, as arbitrator, held sittings at the rooms of the Royal Institute of British Architects on the 19th of October, the 22nd of October, the 27th of October, and the 3rd of November, at which were present, on each occasion, Messrs. Colls, Stanley Bird, May, Trollope, Rider, and Henshaw, representing the Central Association of Master Builders; and Messrs. Bown, Matkin, Mackie, Abrey, Wilkinson, Apperley, and Dew, representing the London United Trades Committee of Carpenters and Joiners; and, on the last occasion, there were also present Mr. Weighill, representing the National Association of Operative Masons; Messrs. Otley and Hennessey, representing the National Association of Operative Plasterers; and Mr. Richards, representing the National Association of Operative Bricklayers; and whereas all these gentlemen have submitted evidence in detail before me, for and against each one of the eight clauses constituting the claim of the carpenters and joiners along with full information as to the hours, pay, and conditions under which carpenters and joiners now work both in the London district and in the provinces, and such further evidence as I have required from the

delegates of the other trades; and, having impartially and exhaustively, and, to the best of my judgment, considered the whole of the points submitted to my arbitration, I have come to the following conclusion:—

*As regards Clause 1.*—The carpenters and joiners have established a claim for consideration in respect to the present code of working hours. The abnormal size of London, and the great distances which workmen consequently have to travel in order to reach their work and their homes, render the conditions of London work exceptional, and different from that of any other town in the kingdom.

*As regards Clause 2.*—The carpenters and joiners have failed to establish their claim for an increase of pay. The decrease in the trade of the country, and the admitted excess of supply over demand for labour, are conditions which point to the curtailment rather than the expansion of wages. The recent strike has been the means of inflicting injury on the trade of the carpenters and joiners of London from which, in my judgment, it will not recover, for a large amount of carpenters' work has been superseded by other methods of construction which are likely to be increasingly adopted in future while the difficulty which has been experienced in getting joiners' work done in London during the last six months has given an impetus to foreign and provincial competition, of which producers abroad and in the provinces have not been slow to take advantage. In view of such conditions, to increase the cost of building beyond its present prohibitive price would be to restrict still further an already restricted trade and to bring disaster on workmen and all concerned.

*As regards Clause 3.*—It is reasonable that workmen should be paid liberally when asked by their employers to work overtime, but, inasmuch as overtime is in many cases a necessity, the rate should not be such as would be prohibitive.

*As regards Clause 4.*—The clause is amended so as to be applicable to the case of workmen engaged in London and sent to the country.

*As regards Clause 5.*—The case for the proposed abolition of sub-letting and piece-work, in all circumstances, has not been established; consequently, no rule respecting it appears in my award.

*As regards the remaining Clauses.*—They have been practically agreed to by both sides subject to certain modifications, and they are, by mutual desire, embraced in the award.

My award, therefore, is that, on and after the date hereof the code of working rules for carpenters and joiners in the London district shall be:—

(1.) The working time both in shops and on outdoor jobs to be 5½ hours for 36 weeks in summer, and 47 hours for 16 weeks in winter, equal to an average of 50 hours all the year round. The hour for commencing work to be 6.30 a.m. for the 36 summer weeks, and 7 a.m. for the 16 winter weeks. The hour for leaving off work on the first five working days of the week to be 5.15 p.m. for the 36 summer weeks, and 5 p.m. for the 16 winter weeks, except in the depth of winter on outdoor jobs, when it is to be 4.30 p.m. The hours for leaving off work on Saturdays to be 12 o'clock all the year round. Half an hour to be allowed for breakfast every working day, and one hour to be allowed for dinner on each of the first five working days of the week, except in the depth of winter on outdoor jobs, when half an hour only shall be allowed. The 16 winter weeks to be reckoned 8 weeks on each side of Christmas.

(2.) The standard rate of wages in shops and on jobs to be 9d. per hour.

(3.) Overtime, when worked at the request of the employers, but not otherwise, to be paid for at the following rates per hour :—

	s.	d.
From 5.15 p.m. in summer and 5 p.m. in winter to 8 p.m. - - - - -	1	0
From 8 p.m. to 10 p.m. - - - - -	1	3
From 10 p.m. to time of starting next morning - - - - -	1	6
From 12 noon on Saturdays to 4 p.m. - - - - -	1	0
From 4 p.m. on Saturdays to time of starting on Monday - - - - -	1	6

No overtime to be reckoned till each full day has been made.

(4.) Men who are sent from the shop or job, including those engaged in London and sent to the country, shall be allowed as expenses one shilling per day for any distance over six miles from the shop or job, exclusive of travelling expenses, time occupied in travelling, and lodging money.

(5.) Employers shall provide a lock-up place on jobs, where practicable, and shall take reasonable precautions for securing the safety of workmen's tools, but without incurring responsibility for loss.

(6.) Employers shall provide, both in shops and on jobs, where practicable and reasonable, a suitable place for the workmen to have their meals, with a labourer to assist in preparing them.

(7.) Men who are in receipt of full wages, and who have been employed for 49 hours in summer or for 45 hours in winter shall on discharge receive one hour's notice, to be occupied, so far as practicable, in grinding tools, with one hour's pay in addition.

J. MACVICAR ANDERSON,  
President of the Royal  
Institute of British Architects.

9, Conduit Street, Hanover Square,  
London W., November 19th, 1891.

#### WORKING RULES FOR THE BUILDING TRADES OF LONDON.

1. That the working hours in summer shall be 50 per week.

2. That during 14 weeks of winter, commencing on the first Monday in November, the time shall be worked for the first three weeks 8½ hours per day; during the middle eight weeks 8 hours per day; and the three following weeks 8½ hours per day.

3. That the present rate of wages for skilled mechanics and labourers shall be advanced one halfpenny per hour.

4. That overtime when worked at the request of the employers, but not otherwise, shall be paid at the following rates, namely:—From leaving off time until 8 p.m., time and a quarter; from 8 p.m. to 10 p.m., time and a half; after 10 p.m., double time. No overtime shall be reckoned until each full day has been made, except where time is lost by stress of weather. On Saturdays the pay for overtime, from noon to 4 p.m., shall be time and a half; and after 4 p.m. and Sundays, double time. Christmas Day and Good Friday shall be paid for the same as Sundays.

5. That employers shall give one hour's notice or pay one hour's time on determining an engagement. All wages due shall be paid at the expiration of such notice, or walking time if sent to yard.

6. That men who are sent from the shop or job, including those engaged in London, and sent to the country, shall be allowed as expenses, 6d. per day for any distance over six miles from the shop or job; exclusive of travelling expenses, time occupied in travelling, and lodging money.

7. That payment of wages shall commence at noon, or as soon thereafter as practicable, on Saturdays, and be paid on the job. But if otherwise arranged, walking

time at the rate of three miles per hour shall be allowed to get to the pay table at 12 noon.

8. That employers shall provide, where practicable and reasonable, a suitable place for the workmen to have their meals on the works, with a labourer to assist in preparing them.

9. That wages earned after leaving off time on Fridays and Saturdays only shall be kept in hand as back time.

10. That the term "London district" shall mean 12 miles' radius from Charing Cross.

11. That six months' notice, on either side, shall terminate the foregoing rules, to expire on 1st of May. The foregoing rules shall come into force on the first Monday in November 1892.

(Signed)

THOS. FRANCIS RIDER,  
STANLEY G. BIRD,  
FRANK MAY,  
JOHN MOWLEM BURT,  
F. J. DOVE,  
HENRY HOLLOWAY  
(Holloway Brothers),  
B. E. NIGHTINGALE,  
JOHN T. CHAPPELL,  
RICHARD S. HENSHAW  
(Secretary of the  
Strike Committee),  
E. S. HENSHAW,  
Secretary,

On behalf of the Central  
Association of Master  
Builders of London.

W. APPERLEY,

On behalf of the Car-  
penters and Joiners.

31 and 32, Bedford Street, Strand, W.C.,  
June 23rd, 1892.

#### NOTE A.

##### HOURS OF LABOUR.

##### Summer.

##### First Five Days.

6.30 a.m. to 8 a.m.; 8.30 a.m. to 12 noon; 1 p.m. to 5 p.m.

##### Saturday.

6.30 a.m. to 8 a.m.; 8.30 a.m. to 12 noon.

##### Winter.

##### First Five Days.

7 a.m. to 8 a.m.; 8.30 a.m. to 12 noon; 12.30 p.m. to 4 p.m.

During the first three weeks and last three weeks of winter the time of leaving off shall be 4.30 p.m.

##### Saturday.

7 a.m. to 8 a.m.; 8.30 a.m. to 12 noon.

#### NOTE B.

Carpenters and joiners who are in receipt of full wages, and who have been employed for two hours less than the hours mentioned above, shall on discharge receive one hour's notice, to be occupied, so far as practicable, in grinding tools, with one hour's pay in addition.

THE LONDON UNITED TRADE COMMITTEE OF CARPENTERS AND JOINERS.

Combined Summary of Income and Expenditure (Centre and Districts). May 2nd, 1891, to 16th July 1892.

Dr.

Expenditure.

	Strike Pay General and Deferred.	Cost of sending Men to other Towns.	Committees' Salaries and Expenses.	Deputations to other Trades and the Provinces and Delegates' Expenses.	to Donation Relief Strike.	Special Services rendered to Committee and Incidental Expenses.	Printing and Stationery.	Postages and Telegrams and Bank Charges (includes 3 base coins).	Rent of Offices, Firing, and Cleaning.	Bill-posting and Advertising.	Dies, Medals, Office Furniture, and Rubber Stamps.	Legal Charges.	Demonstrations, Bands, and Banner Carriers.	Auditing and Accountancy.	A.S.C. & J. Loan repaid and returned Levies.	Differences on Audit unaccounted for.	Total Expenditure.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£	£ s. d.	£ s. d.	£ s. d.	£	£ s. d.	£ s. d.	£ s. d.
Central Committee	23,503 6 9	127 4 9½	1,355 9 10½	103 1 2	20	75 5 1½	169 7 5	66 5 11½	66 3 4	15	30 4 4	269 10 10	52 16 11½	65	504 6 0	5 5 5½	26,328 8 0
Eastern Committee	11 14 8	—	12 6 6	—	—	10 0 0½	1 14 5	2 15 9½	0 10 0	—	—	8 2 1	3 1 2½	—	0 8 0	—	50 18 9½
Western Committee	—	—	60 3 2	—	—	4 2 1½	4 15 0½	—	1 11 6	—	0 1 6	—	—	—	—	—	70 13 4
Northern Committee	2 2 9	—	56 6 6	—	—	48 11 11	3 13 0½	10 12 4½	5 11 0	—	0 9 3	2 15 9	12 2 6	—	6 18 8	0 4 7½	149 8 4½
Southern Committee	54 1 6½	—	68 8 11½	—	—	12 9 2½	13 1 7½	5 0 5½	4 19 6	—	—	3 1 6	4 6 5	—	6 11 8	—	172 0 11½
	23,571 5 8½	127 4 9½	1,452 15 0	103 1 2	20	150 8 6	192 11 6½	84 14 7	78 15 4	15	30 15 1	283 10 2	72 7 1	65	518 4 4	5 10 1	26,771 3 4½
																	Balance in hand, to cover Audit, Fees, Printing, Rent, &c., 16th July 1892
																	188 14 8
																	26,959 18 0½

Cr.

Income.

	A.S.C. & J.	A.S.C. & J. Loan.	A.S.C. & J.	General Union.	Miscellaneous Contributions and Levies, Shops and Jobs.	Strike Pay Returned.	Trade Unions.	Per Collection Sheets, Demonstrations, and Meetings.	Clubs.	Concerts.	Sundry Subscriptions.	Music Halls and Concerts.	Total Income.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Central Committee	9,284 4 10½	500 0 0	71 16 9	117 2 4	181 9 4	—	3,894 13 5	521 1 0	24 9 9½	40 0 5	153 11 8	—	14,789 13 5
Eastern Committee	171 15 8	—	—	27 12 2	765 7 11½	—	13 5 0	—	6 18 10	—	44 8 3	2 0 6	1,031 8 10½
Western Committee	291 16 10	—	—	16 17 0	2,272 9 6	—	—	—	63 14 7½	—	8 14 0	—	2,658 11 11½
Northern Committee	512 17 10	—	—	—	4,185 4 8½	—	18 16 0	—	13 2 3	—	13 9 0	13 11 7	4,767 1 4½
Southern Committee	528 7 10	—	65 1 8	111 1 7	2,290 12 11	7 5 6	10 19 9½	—	24 8 7½	—	74 0 9½	22 0 4	3,183 19 0½
	10,786 3 0½	500 0 0	136 17 5	272 13 1	9,095 4 5	7 5 6	3,937 19 8½	521 1 0	132 14 1½	40 0 5	294 3 6½	37 12 5	26,364 14 8
													By Balances in hand (2nd May 1891)
													595 3 4½
													26,959 18 0½

4 N 4

APPENDIX—GROUP C.

## APPENDIX XCV.

COPY of RESOLUTION passed at a SPECIAL DELEGATE MEETING of CARPENTERS and JOINERS.  
November 19th, 1892.

LONDON DISTRICT. AMALGAMATED SOCIETY OF CARPENTERS  
AND JOINERS, Lambeth (Senior) Branch, No. 186.

November 19th, 1892.

At special delegate meeting held this day, the following resolution was carried unanimously;—"That this meeting protests against the evidence of Mr.

"Knox, the Secretary of the Federation of Master Builders, given before the Labour Commission on the 26th February, 1892, as a false statement of the case, in reference to the late strike of carpenters and joiners in the London district."

(Signed) W. EDWARDS,  
Secretary.

## APPENDIX XCVI.

THE UNITED ALKALI CO., LIMITED (ST. HELENS DISTRICT).

STATEMENT showing the HOURS of ATTENDANCE of the WORKPEOPLE in the different DEPARTMENTS, and TIME spent in actual WORK, and REMARKS on the NATURE of the WORK, &c. SICK and ACCIDENT CLUB (Globe Works), and DEATH RATE, &c.

## VITRIOL DEPARTMENT.

Burnermen :  
Average hours of attendance - - 84 per week.  
" hours spent in actual labour 28½ "  
" wages paid - - - 32/6 "  
(Muzzles not used in this department.)

## SALICAKE DEPARTMENT.

Potmen and furnacemen :  
Average hours of attendance - - 68½ per week.  
" hours spent in actual labour 51 "  
" wages paid - - - 37/ "  
(Muzzles not used in this department.)

The boilermen referred to in Mr. King's evidence in connection with this department have no existence.

## BLEACHING POWDER DEPARTMENT.

The processes under this department are :

(a) Chlorine still working. (e) Bleach packing.  
(b) Neutralizing. (f) Knocking down.  
(c) Blowing, or manganese recovery. (g) Heading up casks by coopers.  
(d) Lime dressing.

(a) Chlorine Stillmen :  
Average hours of attendance - - 71 per week.  
Work extremely light—viz., opening and shutting taps.  
Average wages 1891 - - - 35/ per week.  
(Muzzles not used here.)

(b) Neutralizers :  
Average hours of attendance - - 71½ per week.  
Work very light.  
Average wages 1891 - - - 25 6 per week.  
(Muzzles not used here.)

(c) Blowers and limepot men :  
Average hours of attendance - - 70 per week.  
Average wages 1891 - - - 34/ "  
(Muzzles not used here.)

(d) Lime dressers :\*  
Average hours of attendance - - 63 per week.  
" hours spent in actual labour 30 "  
" wages 1891 - - - 45/ "  
(Muzzles not used here.)

(e) Bleaching powder packers :\*  
Average hours of attendance - - 30 per week.  
" hours spent in actual labour 15 "  
" wages 1891 - - - 68/6 "  
(Muzzles are used by the men in this operation.)

\* In the case of lime dressers, packers, and knockers down, the Globe Works have been taken, as these are the only works in the district where the duties are distinct and divided

## (f) Knocking down :

Average hours of attendance - - 48 per week.  
" hours spent in actual labour 30 "  
" wages 1891 - - - 30 "  
(Muzzles are used by these men.)

## PEARL HARDENING DEPARTMENT.

Average hours of attendance - - 56½ per week.  
" wages - - - 23/ "  
Work very clean, and not laborious.  
(Muzzles not used in this process.)

## COPPER EXTRACTION DEPARTMENT.

Average hours of attendance - - 68 per week.  
" hours of actual labour - - 30 "  
" wages - - - 85 6 "  
(Muzzles not used.)

## ARTISANS.

Hours of labour - - - 56½ per week.  
Average wages - - - 35/6 "

## LABOURERS.

Hours of labour - - - 56½ per week.  
Wages range from 17/ to 24/ per week.

The hours of attendance, except in the case of the artisans and labourers, include meal times.

Of the total number of men engaged in manufacturing operations, only about 2½ per cent. wear the muzzles, and the necessity is not imperative, except in the case of the bleach packers.

To explain the conditions under which bleaching powder packing is performed, a description of the bleaching powder chamber may be of assistance. The chambers vary very much in size as regards length and breadth, but the height is nearly in all cases about 6½ feet.

The chamber is formed of sheet lead attached to a timber frame work. There are one or two doors at the ends of each chamber, which serve the double purpose of charging the chamber with lime and ventilating it before packing. The structure is supported on cast iron columns or brick pillars at a height of about 6½ feet from the ground.

The chamber bottom is supplied with shutes, which are connected with casks placed on the ground floor to receive the bleaching powder. The connection between the shute and the cask is of calico, to prevent loss of the powder.

The space underneath the chamber is not enclosed, so that there is nothing to impede a free circulation of air.

In the manufacture of bleaching powder, after the lime has been saturated with chlorine, any excess of the latter is drawn off over the freshly-lined chamber. The atmosphere of every chamber about to be packed is tested for the quantity of chlorine present, and the doors are not allowed to be taken down until the quantity of chlorine is reduced to under two grains per cubic foot.

After the doors are taken down the packers do not enter the chamber until it has been thoroughly ventilated, and the only gas with which they have to contend is the small quantity held interstitially or mechanically by the thin layer of bleach to be packed.

This small quantity of gas is effectively intercepted by the flannel muzzles. The men wearing these muzzles suffer no inconvenience when habituated to their use. The position of bleaching powder packers is always in requisition, and with men of temperate habits is one of the most healthy occupations in connection with the chemical industry, and will compare well with those in other industries.

Of the other men who wear muzzles, viz., knockers-down and the coopers who head up the casks. The work of the knocker-down is to strike the cask with wooden mallets, so that the powder may settle down in the cask, and the package hold its full quantity. The work is carried out underneath the chamber, where there is a free circulation of air, and the muzzles are worn to intercept the bleaching powder dust.

*Heading up casks by coopers.*—This work is carried out in Lancashire under conditions altogether different to those described by Mr. Girling in his evidence before the Royal Commission on Labour. The heading up is not done in the chamber, but underneath, where there is a free circulation of air.

*Reduction in the hours of labour.*—The short time spent in actual labour in some departments, as compared with the time the men are required to be in attendance at the works, may have suggested to those unacquainted with the processes in operation, that a commutation of the hours of attendance to the hours of labour actually required to perform the work would—provided the work were done—meet all the requirements of the case.

This, however, is not so, and as an example take the burnermen (vitriol department), whose hours of attendance are 84 per week, but whose actual work, as has been shown, extends to only 28½ hours per week. Each of the burnermen employed in this department has to charge a certain number of pyrites burners during the 12 hours' shift, and it is indispensable that the charging should be spread uniformly over the 12 hours, otherwise the success of the process would be impossible.

Take another case of an entirely different character, untrammelled by any regulations as to times of charging, and in which it is greatly to the employers' advantage that the work should be done as expeditiously as possible, viz., the copper workers, whose hours of actual labour during the 12 hours' shift are on an average 4 hours 55 minutes, or say 30 hours per week. It must not, however, be understood that the hours of actual labour given in this case are defined by operations requiring only that length of time; were they extended the charge of ore would be calcined in less time with a corresponding saving of fuel, less wear and tear to the plant per ton of ore calcined, and an increase of workmen's wages.

In this process, the furnace having been charged with ore, and the ore levelled, no further work on the part of the workman is required, until the charge has reached a sufficiently high temperature. The process really consists in exposing fresh surfaces of the ore mixture at a sufficiently high temperature to the action of atmospheric air, and the oftener fresh surfaces are exposed the sooner will the operation be finished. The men, however, trust in a very great degree to heat and the action of air as supplementary to their work.

**SICK AND ACCIDENT CLUB, in connection with the Globe Works.**

All the persons employed (average 278) are members of the club, and besides receiving sick pay have also medical attendance.

The following are the ailments to which the men have been subject during the six months ending 31st March 1892, and embracing the most crucial period of the year. Comparisons ought therefore to be confined to this period.

U 74780.

It is to be regretted that data are not to hand by which a comparison could be made with this and other districts, as to the proportion of the various forms of disease.

Total Number of Men affected.	Ailments, and Number of Men affected, Six Months ending 31st March, 1892.												
	Influenza.	Bronchitis.	Congestion of Lungs.	Diarrhoea.	Epithelial Cancer.	Febriola.	Gastric Catarrh.	Gastritis.	Inflamed Legs.	Lumbago.	Neuralgia.	Rheumatism.	Toxæmia.
41	15	6	1	4	1	6	1	1	2	1	1	1	1

*Mortality and Nature of Disease.*

For four years ending 31st March, 1892.

Fourteen men died during this period. Of this number one man was killed by a crane accident, and in the case of three others no record exists as to the cause of death.

Total Number of Deaths.	Death Rate per 1,000 per Annum.	Diseases, and Number of Deaths from each, Four Years ending March 1892.									
		Bronchitis.	Bright's Disease.	Cardiac Disease.	Apoplexy.	Consumption.	Cancer of the Stomach.	Pneumonia.	Typhoid Fever.	Killed by Crane.	Disease not known.
14	12.82	2	2	1	1	1	1	1	1	1	3
Rate per 1,000 per annum.		1.832	1.832	.916	.916	.916	.916	.916	.916	.916	

Hardshaw Street, St. Helens, Lancaster,  
17th May 1892.

We certify that the foregoing list of deaths, occurring in connection with the Globe Alkali Works during the last four years is correct.

(Signed) H. & F. KNOWLES,  
Surgeons.

In the return of "Diseases not known, 3," there were two deaths from "unknown causes," as certified by coroner, and one death of which there is no record or cause of.

The death rate—12.82 per 1,000 per annum—compares very favourably with that of the members of the Manchester Unity of Oddfellows, which for the five years ending 1891 is given at 13.9. The Order of Oddfellows may reasonably be said to include all the trades and occupations of British workmen, and it may therefore be concluded that the conditions of health which affect the chemical operative are not more unfavourable than those which obtain generally throughout the different trades of the country.

J. R. WYLDE,  
St. Helens, 26th May 1892. District Manager.

**HOURS of ATTENDANCE and TIME spent in ACTUAL WORK at GLOBE WORKS.**

**VITRIOL PROCESS.**

Average hours of attendance of the two shifts of men - - - 84 per week.  
Hours spent in actual labour (say) 30 "

The latter is arrived at in the following way, viz:—  
Dropping one burner or kiln - - - 2 minutes.  
Barring and charging one burner - - - 4 "  
- - - - - 6 minutes.

30 burners are charged per 12 hours, or at the rate of  $2\frac{1}{2}$  per hour.  
 $6 \times 2\frac{1}{2} = 15$  minutes per hour.  
 Time spent in potting 6 " "  
 21 "  $\times 12 = 4\cdot2$  hours per shift, or  $29\frac{1}{4}$  per week.

## SALTCAKE DEPARTMENT.

Average hours of attendance - 68 per week.  
 Potmen:  
 Time spent in actual labour -  $51\frac{1}{2}$  "  
 Arrived at as follows:—  
 Gathering up charge -  $6\frac{1}{2}$  minutes  
 Shoving -  $23\frac{1}{2}$  "  
 Spreading - 10 "  
 Charging pot -  $7\frac{1}{2}$  "  
 Wheeling out saltcake - 19 "  
 Wheeling salt -  $19\frac{1}{2}$  "  
 Working pot - 14 "  
 Watching acid-heater filling - 16 "  
 Clinkering fire -  $3\frac{1}{2}$  "  
 Firing - 8 "  
 Throwing up cinders -  $2\frac{1}{2}$  "  
 129 $\frac{1}{2}$  minutes.

Or 2 hours  $9\frac{1}{2}$  minutes per charge  $\times 4 = 8$  hours 38 minutes per shift, or 51 hours 48 minutes per week.

Furnacemen:  
 Time spent in actual labour 55 hours 18 minutes.  
 Arrived at as follows:—  
 Taking in one charge -  $28\frac{1}{2}$  minutes.  
 Spreading - 10 "  
 Charging pot -  $7\frac{1}{2}$  "  
 Clinkering - 3 "  
 Slicing -  $28\frac{1}{2}$  "  
 Wheeling out saltcake - 19 "  
 Slicing, toothraking, and drawing -  $36\frac{1}{2}$  "  
 Firing - 8 "  
 Throwing up cinders -  $2\frac{1}{2}$  "  
 138 $\frac{1}{2}$  minutes.

= 2 hours  $18\frac{1}{2}$  minutes per charge  $\times 4 = 9$  hours 18 minutes per shift, or 55 hours 18 minutes per week.

## BLEACHING POWDER DEPARTMENT.

Lime Dressers:  
 Three men employed.  
 Average hours of attendance - 63 per week.  
 Time spent in actual labour - (say) 30 "  
 Arrived at as follows:—  
 2 men sieving -  $3\frac{1}{2}$  hours each.  
 1 man laying down lime  $2\frac{1}{2}$  hours }  $3\frac{1}{2}$  "  
 1 man slacking lime 1 hours }

All the men turning lime 1 hour each,  $\therefore$  each man works  $4\frac{1}{2}$  hours, which  $\times 6 = 27$  hours per week—say 30 hours.

## HOURS OF ATTENDANCE and TIME spent in ACTUAL LABOUR at GREENBANK WORKS.

## VITRIOL PROCESS.

Average hours of attendance of the two shifts of men - 84 per week.  
 Average hours spent in actual labour - 50 "

The latter is arrived at in the following way:—

Dropping one burner or kiln - 2 minutes.  
 Barring and charging one burner -  $6\frac{1}{2}$  "  
 $\therefore$  dropping, barring, and charging one burner -  $8\frac{1}{2}$  minutes.

17 burners are charged per 12 hours, or at the rate of  $1\frac{1}{2}$  per hour.

$1\frac{1}{2} \times 8\frac{1}{2} = 12$  minutes per hour.  
 Time spent in potting nitre 4 " "  
 Time spent in blowing liquor and firing boiler  $19\frac{1}{2}$  " "

$35\frac{1}{2} \times 12 = 7$  hours 9 minutes per shift.

[Or 50 hours 8 minutes per week.

## SALTCAKE DEPARTMENT.

Potmen:  
 Hours of attendance -  $66\frac{1}{2}$  per week.  
 Time spent in actual labour - 47 "

## Arrived at as follows:—

Gathering up charge - 8 minutes.  
 Shoving charge - 20 "  
 Spreading - 11 "  
 Charging pot - 15 "  
 Filling up saltcake into waggon - 13 "  
 Filling salt into trucks - 16 "  
 Working pot - 17 "  
 Watching acid-heater filling - 10 "  
 Clinkering fire - 7 "  
 Firing - 8 "  
 Throwing out cinders - 8 "  
 128 minutes.

Or 2 hours 8 minutes per charge  $\times 4 = 8$  hours 32 minutes per shift = 46 hours 56 minutes per week.

Furnacemen:  
 Hours of attendance -  $66\frac{1}{2}$  per week.  
 Hours of actual labour - 47 "

## Arrived at as follows:—

Taking in one charge - 20 minutes.  
 Spreading - 12 "  
 Slicing - 28 "  
 Filling up saltcake in trucks - 13 "  
 Splicing, toothraking, and drawing - 37 "  
 Clinkering - 7 "  
 Firing - 8 "  
 Throwing out cinders - 3 "  
 128 minutes.

Or 2 hours 8 minutes per charge  $\times 4 = 8$  hours 32 minutes per shift = 46 hours 56 minutes per week.

Lime Dressers:  
 Two men employed.  
 Hours of attendance - 47 per week.  
 Hours of actual labour -  $33\frac{1}{2}$  "

## Arrived at as follows:—

2 men sieving -  $2\frac{1}{2}$  hours each.  
 2 men laying down lime and slacking -  $1\frac{1}{2}$  hours }  $1\frac{1}{2}$  "  
 2 men turning lime - 1 " }  $5\frac{1}{2}$  hours each.

$\therefore$  each man  $5\frac{1}{2}$  hours per shift  $\times 6$  shifts = 33 hours per week.

## SUTTON LODGE WORKS.

## HOURS OF ATTENDANCE and ACTUAL LABOUR of PACKERS and LIMEMEN.

Week ending	M. Grady.		J. Conway.		J. McCabe.	
	Total Attendance Hours.	Actual Labour Hours.	Total Attendance Hours.	Actual Labour Hours.	Total Attendance Hours.	Actual Labour Hours.
April 27	$24\frac{1}{2}$	16	24	16	20	17
May 4	$29\frac{1}{2}$	$25\frac{1}{2}$	$29\frac{1}{2}$	18 $\frac{1}{2}$	$30\frac{1}{2}$	$15\frac{1}{2}$
" 11	8 $\frac{1}{2}$	6	10	6	10 $\frac{1}{2}$	6
Total for 3 weeks	$62\frac{1}{2}$	$37\frac{1}{2}$	63 $\frac{1}{2}$	$37\frac{1}{2}$	$60\frac{1}{2}$	$38\frac{1}{2}$
Average per week	$20\frac{1}{2}$	12 $\frac{1}{2}$	21	12 $\frac{1}{2}$	$20\frac{1}{2}$	$12\frac{1}{2}$

Average of last 3 weeks total attendance,  $21\frac{1}{2}$  hours per man.

Average of last 3 weeks actual labour,  $12\frac{1}{2}$  hours per man.

Week ending	Stillmen.		Blowers.		Limepot.	
	Total Hours Attendance.		Total Hours Attendance.		Total Hours Attendance.	
	Day Shift.	Night Shift.	Day Shift.	Night Shift.	Day Shift.	Night Shift.
April 27 - - -	55½	81	55½	81	55½	81
May 4 - - -	55½	79	55½	81	55½	79
„ 11 - - -	55½	81	55½	81	55½	81
Total for 3 weeks -	166½	241	166½	243	166½	241
Average for 3 weeks	55½	80½	55½	81	55½	80½

ACTUAL LABOUR required at the VITRIOL BURNERS.

Work done by R. Rowland on May 11th, 1892.

Dropping kiln - - - - -	1½ min.
Bringing tools from one kiln to another - - -	1 „
Barring - - - - -	1 „
Baking - - - - -	0½ „
Charging - - - - -	1½ „

Kilns done per hour - - 2

NITREING—Drawing 2 and charging 3 pots and making up doors - - 5

Actual labour per hour - 16

Actual labour per week of 84 hours at 16 minutes per hour = 22½ hours.

The above particulars were taken by Mr. Burdakin. The work was done in anything but a hurried manner.

ACTUAL LABOUR required in the production of SALTCAKE.

POTMAN.

Actual Work.			Actual Rest.		
Period.	Time.	How spent.	Period.	Time.	How spent.
9.55 a.m. to 10.10 a.m.	15 min.	Pitching charge.			
10.10 „ 10.20 „	10 „	Spreading charge.			
10.20 „ 10.40 „	20 „	Charging pot.			
10.40 „ 10.50 „	10 „	Firing furnace.			
10.50 „ 11.10 „	20 „	Watching liquor (supervision).			
11.10 „ 11.15 „	5 „	Sweeping round furnace.			
11.15 „ 11.45 „	30 „	Filling charge from boxes to be wheeled away	11.45 a.m. to 12.0 noon.	15 min.	Sitting down.
12.0 noon to 12.5 p.m.	5 „	Firing furnace.	12.15 p.m. to 12.50 p.m.	35 „	Having dinner.
12.5 p.m. „ 12.15 „	10 „	Wheeling salt.			
12.50 „ „ 1.0 „	10 „	Wheeling salt.			
Total—3 hrs. 5 min.	185 min.			50 min.	

ROASTERMAN.

Actual Work.			Actual Rest.		
Period.	Time.	How spent.	Period.	Time.	How spent.
9.55 a.m. to 10.20 a.m.	25 min.	Carrying and spreading charge.			
10.20 „ 10.40 „	20 „	Charging pot.			
10.40 „ 11.0 „	—	—	10.40 a.m. to 11.0 a.m.	20 min.	Sitting smoking.
11.0 „ 11.15 „	15 „	Slicing charge.	11.48 „ 11.55 „	7 „	Sitting down.
11.15 „ 11.48 „	33 „	Wheeling charge from boxes.	12.10 p.m. to 12.30 p.m.	20 „	Having dinner.
11.55 „ 12.10 p.m.	15 „	Slicing charge.	12.50 „ 1.0 „	10 „	Sitting down.
12.30 p.m. to 12.50 „	20 „	Slicing charge and drawing same into boxes.			
	128 min.			57 min.	

During a period of 3 hrs. 5 min. the average time per man spent in actual labour = 2 hrs. 11½ min. the average time per man spent in rest = 53½ „

Actual time employed in works per week = 69 hrs.  
 „ engaged in work „ = 49 „ 2½ min.  
 „ „ resting „ = 19 „ 57½ „



30 burners are charged per 12 hours, or at the rate of 2½ per hour.  
 $6 \times 2\frac{1}{2} = 15$  minutes per hour.  
 Time spent in potting 6 " "  
 21 "  $\times 12 = 4\frac{1}{2}$  hours per shift, or 29¼ per week.

SALTCAKE DEPARTMENT.

Average hours of attendance - - 68 per week.  
 Potmen :  
 Time spent in actual labour - 51½ "  
 Arrived at as follows :—  
 Gathering up charge - - - 6½ minutes  
 Shoving - - - - - 23½ "  
 Spreading - - - - - 10 "  
 Charging pot - - - - - 7½ "  
 Wheeling out saltcake - - - 19 "  
 Wheeling salt - - - - - 19½ "  
 Working pot - - - - - 14 "  
 Watching acid-heater filling - 16 "  
 Clinkering fire - - - - - 3½ "  
 Firing - - - - - 8 "  
 Throwing up cinders - - - 2½ "  
 129½ minutes.

Or 2 hours 9½ minutes per charge  $\times 4 = 8$  hours 38 minutes per shift, or 51 hours 48 minutes per week.

Furnacemen :  
 Time spent in actual labour 55 hours 18 minutes.  
 Arrived at as follows :—  
 Taking in one charge - - - 23½ minutes.  
 Spreading - - - - - 10 "  
 Charging pot - - - - - 7½ "  
 Clinkering - - - - - 3 "  
 Slicing - - - - - 28½ "  
 Wheeling out saltcake - - - 19 "  
 Slicing, toothraking, and drawing - 36½ "  
 Firing - - - - - 8 "  
 Throwing up cinders - - - 2½ "  
 138½ minutes.

= 2 hours 18½ minutes per charge  $\times 4 = 9$  hours 13 minutes per shift, or 55 hours 18 minutes per week.

BLEACHING POWDER DEPARTMENT.

Lime Dressers :  
 Three men employed.  
 Average hours of attendance - - 63 per week.  
 Time spent in actual labour - (say) 30 "  
 Arrived at as follows :—  
 2 men sieving - - - - - 3½ hours each.  
 1 man laying down lime 2½ hours }  
 1 man slacking lime 1 hour } 3½ "  
 All the men turning lime 1 hour each, . . . each man works 4½ hours, which  $\times 6 = 27$  hours per week—say 30 hours.

HOURS of ATTENDANCE and TIME spent in ACTUAL LABOUR at GREENBANK WORKS.

VITRIOL PROCESS.

Average hours of attendance of the two shifts of men - - - - 84 per week.  
 Average hours spent in actual labour - 50 "  
 The latter is arrived at in the following way :—  
 Dropping one burner or kiln - - 2 minutes.  
 Barring and charging one burner - 6½ "  
 . . . dropping, barring, and charging one burner - - - 8½ minutes.  
 17 burners are charged per 12 hours, or at the rate of 1½ per hour.  
 $1\frac{1}{2} \times 8\frac{1}{2} = 12$  minutes per hour.  
 Time spent in potting nitre 4 " "  
 Time spent in blowing liquor and firing boiler 19½ " "  
 35½  $\times 12 = 7$  hours 9 minutes per shift.  
 Or 50 hours 8 minutes per week.

SALTCAKE DEPARTMENT.

Potmen :  
 Hours of attendance - - - 66½ per week.  
 Time spent in actual labour - 47 "

Arrived at as follows :—

Gathering up charge - - - 8 minutes.  
 Shoving charge - - - - - 20 "  
 Spreading - - - - - 11 "  
 Charging pot - - - - - 15 "  
 Filling up saltcake into waggon - 13 "  
 Filling salt into trucks - - - 16 "  
 Working pot - - - - - 17 "  
 Watching acid-heater filling - - 10 "  
 Clinkering fire - - - - - 7 "  
 Firing - - - - - 8 "  
 Throwing out cinders - - - 8 "  
 128 minutes.

Or 2 hours 8 minutes per charge  $\times 4 = 8$  hours 32 minutes per shift = 46 hours 56 minutes per week.

Furnacemen :  
 Hours of attendance - - - 66½ per week.  
 Hours of actual labour - - - 47 "

Arrived at as follows :—

Taking in one charge - - - 20 minutes.  
 Spreading - - - - - 12 "  
 Slicing - - - - - 26 "  
 Filling up saltcake in trucks - - 13 "  
 Splicing, toothraking, and drawing - 37 "  
 Clinkering - - - - - 7 "  
 Firing - - - - - 8 "  
 Throwing out cinders - - - - - "

Or 2 hours 8 minutes per charge  $\times 4 = 8$  hours 32 minutes per shift = 46 hours 56 minutes per week.

Lime Dressers :  
 Two men employed.  
 Hours of attendance - - - - -  
 Hours of actual labour - - - - -

Arrived at as follows :—

2 men sieving - - - - -  
 2 men laying down lime and slacking - - - - -  
 2 men turning lime - - - - -  
 . . . each man 5½ hours per week.

HOURS of ATTENDANCE

Week ends	
April 27	
May 4	
" 11	
Total	
Average of last 3 weeks actual	

Week ending	Stillmen.		Blowers.		Limepot.	
	Total Hours Attendance.		Total Hours Attendance.		Total Hours Attendance.	
	Day Shift.	Night Shift.	Day Shift.	Night Shift.	Day Shift.	Night Shift.
April 27 - - -	55½	81	55½	81	55½	81
May 4 - - -	55½	79	55½	81	55½	81
" 11 - - -	55½	81	55½	81	55½	81
Total for 3 weeks -	166½	241	166½	243	166½	241
Average for 3 weeks	55½	80½	55½	81	55½	80½

ACTUAL LABOUR required at the VITRIOL BURNERS.

Work done by R. Rowland on May 11th, 1892.

Dropping kiln - - - - -	1½ min.
Bringing tools from one kiln to another - - - - -	1 "
Barring - - - - -	1 "
Baking - - - - -	0½ "
Charging - - - - -	1½ "

Kilns done per hour - - - - - 5½  
2

NITREING—Drawing 2 and charging 3 pots and making up doors - - - - - 5

Actual labour per hour - - - - - 16

Actual labour per week of 84 hours at 16 minutes per hour = 22½ hours.

The above particulars were taken by Mr. Burdekin. The work was done in anything but a hurried manner.

ACTUAL LABOUR required in the production of SALTCAKE.

POTMAN.

Actual Work.			Actual Rest.		
Period.	Time.	How spent.	Period.	Time.	How spent.

argo.  
**ENDIX**

CLUBS in connection with WORKS.

WIDNES DISTRICT.

Doctor appointed by	Amount of Weekly Subscription.	Amount of Weekly Sick Allowance.	Amount allowed at Death.			Average Amount of Yearly Dividend for the last 10 years.	Remarks.
			Man.	Wife.	Child.		
Committee	d. 6	s. 10	£ 10	£ 8	£ 2	s. d. 11 1	Levies made occasionally.
Members	6	10	10	8	2	13 11	
No doctor	6	10	7	5	2	13 8	
Members	4	8	8	5	—	4 6½	When funds admit, the subscription is reduced.
"	5	8	5	5	1	—	
"	6	10	5	5	1	16 0	
"	4	8	4	4	1	85 per cent.	
"	6	10	8	6	2	9 9	
"	6	10	10	8	2	—	Portion of dividend appropriated for excursions.
Committee	6	7	10	5	5	8 10	
No doctor	6	10	8	5	—	12 9	
"	3	7	4	4	1	25 per cent.	
"	3	7	4	4	1	—	The balance in hand was reserved until it amounted to a total of 500l.
No club	No club	No club	No club	No club	No club	No club	

usually limited to about six months, when it is reduced about one-half for the subscription and receive half allowance.

## APPENDIX XCVII.

## THE UNITED ALKALI COMPANY, LIMITED.

## REPORT on the SICKNESS and MORTALITY experienced by the WORKMEN employed at TENNANT'S WORKS, Hebburn.

The figures given below are based on the official records of the benefit society which formerly existed at the above works. All the members of the society were employed at these works, though not all the workmen were members, but principally those who were not in any ordinary friendly society. A number of members were not eligible for membership in outside societies by reason of age. The ages varied from 18 to 70 years, and no medical examination was required on joining, the only condition of membership being employment at the above Works, and no man was excluded on account of

age or any other cause. Most of the members had been employed in chemical works during the whole of their working lives; many of them for 20 years, and from that up to 50 years. The members of the society numbered about two-thirds of all our workmen.

The accounts were—by request of the men—kept in four departments; and the average number of members, number of days' sickness, and number of deaths during the seven years' existence of the society are shown below. The society was wound up at the end of 1890.

## SICKNESS and MORTALITY experienced by the MEMBERS of the SICK and FUNERAL BENEFIT SOCIETY at TENNANT'S ALKALI WORKS, Hebburn, for seven years, 1884-1890.

	Total.			Vitriol and Sulphate Department.			Ash and Soda Department.			Bleaching Powder Department.			Mechanical Department (including Coopers).		
	No. of Members.	Days Sickness.	Deaths.	No. of Members.	Days Sickness.	Deaths.	No. of Members.	Days Sickness.	Deaths.	No. of Members.	Days Sickness.	Deaths.	No. of Members.	Days Sickness.	Deaths.
1884	485	2,407	1	61	258	—	173	767	1	66	159	—	185	1,223	—
1885	422	3,506	1	48	191	—	154	1,372	—	57	342	—	163	1,601	1
1886	417	4,306	4	52	632	1	161	1,482	2	50	200	—	154	1,992	1
1887	416	4,931	10	57	338	2	153	1,874	1	52	750	—	154	1,969	7
1888	485	5,720	12	55	363	1	174	2,063	1	54	565	4	152	2,729	6
1889	256	3,368	1	48	399	—	162	2,455	—	46	514	1	Benefit suspended this year, and statistics incomplete.		
1890	372	4,835	3	45	623	—	135	1,953	2	47	479	—	145	1,780	1
Total for seven years	2,803	29,073	32	366	2,804	4	1,112	11,966	7	372	3,009	5	953	11,294	16
Average sickness days per annum per member.	10·37			7·66			10·76			8·09			11·85		
Average deaths per annum per thousand.	11·42			10·93			6·29			13·44			16·79		
				Vitriol, Salt Cake, and Bleaching Powder Departments.											
Average sickness days per annum per member.	—			7·88			—			—			—		
Average deaths per annum per thousand.	—			12·19			—			—			—		

NOTE.—No deduction whatever has been made for sickness due to accidents, nor for old men who might be regarded as "permanently sick."

## AUDITOR'S CERTIFICATE.

We hereby certify that we have examined the books of the Sick and Funeral Benefit Society at Tennant's Works, Hebburn, and that the above is a correct statement of sickness and mortality as shown by the books.

(Signed) MONKHOUSE, GODDARD, & Co.,  
Newcastle-on-Tyne, Chartered Accountants.  
April 27th, 1892.

It was desired to obtain, for comparison, similar figures for the same period from the local friendly societies, but efforts to this end were unsuccessful. Application was then made to the general secretaries of the two largest orders in England, viz. The Manchester Unity of Oddfellows and the Ancient Order of Foresters; but in all cases the societies are unable or unwilling to give the desired information. We were, therefore, compelled to fall back on the information contained in a publication called the "Foresters' Directory, 1891," from which the following table has been prepared:—

## ANCIENT ORDER OF FORESTERS—SICKNESS AND MORTALITY.

As reported in the "Foresters' Directory, 1891."

	Sickness: Days per Member.					Mortality per Thousand, 1890.
	1879.	1880.	1889.	1890.	Average for 4 years.	
England	9·57	9·45	10·99	12·11	10·28	11·91
Durham	12·65	12·92	15·88	16·32	14·44	15·22
Northumberland.	11·36	10·97	13·40	14·00	12·43	12·41

NOTE.—(1.) The number of Foresters in 1890 was as follows:—England 562,813, Durham 17,480, Northumberland 13,209. (2.) The above four years are the only ones for which figures are given in the above directory.

It will be observed that the rate of mortality is given for only one year, but that the figure for the whole of England for that year (11·91 per 1,000) is somewhat low is proved by the statements made in Finlaison's "Report on Sickness and Mortality," where the mortality is given as 12·60 per 1,000, this being the average for five years, 1846-50, of 792,980 members of friendly societies. Further proof is contained in the report of the Manchester Unity of Oddfellows for 1891, where it is stated that the mortality of that society for five years, 1887-1891, was 13·90 per 1,000. The mean of these three numbers (11·91, 12·60, and 13·90) is 12·80 per 1,000.

The average amount of sickness per annum to each person is given by Finlaison at 10·11 days, which corroborates the figures for the Foresters given above.

## CONCLUSIONS.

From the foregoing figures, the following conclusions may be drawn:—

*First.*—The average number of days' sickness per annum per member at the above works was 10·37 days, which is practically the average sickness amongst the working classes of this country, as shown by the returns of friendly societies; whilst the number of days' sick-

ness amongst the men employed in the vitriol, saltcake, and bleaching powder departments was 23 per cent. less than this, or only 7·88 days per annum per member.

*Secondly.*—The annual rate of mortality for the whole society averaged 11·42 per 1,000, and amongst the men in the vitriol, saltcake, and bleaching powder departments 12·19 per 1,000, whilst the average rate of mortality experienced by friendly societies is about 12·80 per 1,000.

*Finally.*—Judging from the figures given, it would appear that in these works—and by analogy in all works where the same operations are carried on—(1) The rate of mortality throughout the works, and in the three departments where gaseous escapes are liable to take place, is slightly less than the average experience of friendly societies, and (2) the number of days' sickness per annum per member in the whole works is about the same as the average of friendly societies, whilst the sickness in the three departments where gaseous escapes are liable to take place is actually about 23 per cent. less than the average of friendly societies.

Hebburn,  
27th April 1892.

THOS. W. STUART,  
District Manager.

## APPENDIX XCVIII.

## PARTICULARS of SICK CLUBS in connection with WORKS.

## WIDNES DISTRICT.

Name of Works.	Whether compulsory or voluntary Membership.	Committee of Management appointed by	Doctor appointed by	Amount of Weekly Subscription.	Amount of Weekly Sick Allowance.	Amount allowed at Death.			Average Amount of Yearly Dividend for the last 10 years.	Remarks.
						Man.	Wife.	Child.		
Sullivan's	Compulsory	Members	Committee	d. 6	s. 10	£ 10	8	2	11 1	Levies made occasionally.
Pilkington's	"	Foremen	Members	6	10	10	8	2	12 11	
Muspratt's	"	"	No doctor	6	10	7	5	2	13 8	
Gaskell's	"	Members	Members	4	8	8	5	—	4 6½	
Hutchinson's	"	Foremen	"	5	8	5	5	1	—	When funds admit, the subscription is reduced.
Snape's	"	Members	"	6	10	5	5	1	16 0	
Wigg Bros.	"	"	"	4	8	4	4	1	85 per cent.	
Atlas	Voluntary	"	"	6	10	8	6	2	9 9	
Mort, Liddell's	"	"	"	6	10	10	8	2	—	Portion of dividend appropriated for excursions.
Mathieson's	"	"	Committee	6	7	10	5	5	8 10	
Golding, Davis'	"	"	No doctor	6	10	8	5	—	12 9	
Runcorn Soap-	"	"	"	3	7	4	4	1	25 per cent.	
Weston	"	"	"	8	7	4	4	1	—	The balance in hand was reserved until it amounted to a total of 500l.
Widnes Alkali-Liver	No club	No club	No club	No club	No club	No club	No club	No club	No club	
Haslehurst's										

NOTE.—The weekly sick allowance is usually limited to about six months, when it is reduced about one-half for the following six months.

Boys under 14 years usually pay half subscription and receive half allowance.

## APPENDIX XCIX.

TABLES showing NUMBER of SPECIAL PROCESS MEN and PER-CENTAGE to TOTAL MEN employed.

## WIDNES DISTRICT.

Name of Works.	Vitriol Burner Men.	Salt- cake, Pot, and Roas- ter Men.	Alkali.					Bleach.				Sulphur.		Copper Furnace Men.	Total Men employed.	Per cen- tage of Special Process Men to Total Hands.
			Revolver Men.	Vat Men.	Finishers.	Caustic Pots.	Weldon Packers.	Deacon Packers.	Lime Dressers.	Still Men.	Carbonator Men.	Claus Kilns.				
Sullivan's	10	8	16	8	18	—	5	—	4	6	2	4	—	510	15·88	
Pilkington's	10	36	34	18	—	35	8	—	6	8	4	2	—	680	28·33	
Widnes Alkali	12	44	42	16	1	16	6	—	4	4	4	4	—	700	21·85	
Muspratt's	8	22	28	9	8	4	2	—	1	2	2	4	—	437	21·05	
Gaskell's	14	40	32	12	18	2	2	26	6	2	—	—	—	886	17·38	
(Widnes and Ditton)																
Hutchinson's (No. 1)	2	8	—	—	—	—	—	—	—	—	—	—	—	299	10·03	
Hutchinson's (No. 2).	—	—	10	2	10	—	—	—	—	—	—	—	—			
Atlas	6	—	—	—	—	—	8	—	2	2	—	—	—	120	10·83	
Mort, Liddell's	—	—	16	11	—	22	—	—	—	—	—	—	—	136	36·17	
Liver	—	—	34	12	—	28	—	—	—	—	4	2	—	286	28·00	
Mathieson's	12	32	—	—	10	—	6	—	4	2	—	—	—	438	15·07	
Golding, Davis'	1	12	12	2	—	8	6	—	3	2	6	4	—	282	20·99	
Hall & Shaw's	—	—	—	—	—	—	—	—	—	—	4	2	—	100	6·00	
Snape's	4	14	—	—	—	—	—	—	—	—	—	—	—	79	22·78	
Buncorn Soap	4	8	2	7	4	—	3	—	3	2	—	—	—	369	8·94	
Hazlehurst's	4	6	—	—	—	—	—	—	—	—	—	—	—	116	8·69	
Wigg Bros.	6	20	—	—	—	—	4	—	2	2	—	—	18	306	17·00	
Weston	8	24	—	—	—	—	4	—	2	2	—	—	16	398	14·03	
<b>Total</b>	<b>104</b>	<b>274</b>	<b>226</b>	<b>92</b>	<b>69</b>	<b>105</b>	<b>49</b>	<b>26</b>	<b>37</b>	<b>84</b>	<b>28</b>	<b>28</b>	<b>34</b>	<b>6,098</b>	<b>18·07</b>	

## TYNE AND SCOTLAND DISTRICT.

Name of Works.	Vitriol Burner Men.	Salt- cake, Pot, and Roaster Men.	Alkali.					Bleach.				Sulphur.		Copper Furnace Men.	Total Men employed.	Per cen- tage of Special Process Men to Total Hands.
			Revolver Men.	Vat Men.	Salterns.	Carbonators.	Caustic Pots.	Weldon Packers.	Deacon Packers.	Lime Dressers.	Still Men.	Carbonator Men.	Claus Kilns.			
<b>Tyne—</b>																
Allhusen's	54	51	15	27	—	Firing Finishin	10 9	—	—	8	6	12	3	—	1,295	16·91
Hebburn	12	18	16	12	19	14	—	—	—	4	4	—	—	—	570	19·48
Friar's Goose	12	36	14	6	24	6	—	—	—	5	2	4	2	—	600	20·50
St. Bede	11	24	8	6	8	10	—	—	—	3	3	—	—	—	446	18·16
<b>Scotland—</b>																
St. Rollox	12	22	18	12	12	6	—	—	—	8	4	—	—	—	520	19·25
Eglinton	4	8	—	—	—	—	—	—	—	1	2	—	—	—	69	19·10
Irvine	4	8	4	6	—	—	6	—	—	1	2	—	—	—	105	31·40
<b>Total</b>	<b>109</b>	<b>167</b>	<b>75</b>	<b>69</b>	<b>68</b>	<b>36</b>	<b>25</b>	<b>71</b>	<b>—</b>	<b>25</b>	<b>28</b>	<b>16</b>	<b>5</b>	<b>3,625</b>	<b>18·87</b>	

**APPENDIX C.**

**TABLE showing AVERAGE HOURS of LABOUR and WAGES per WEEK.  
WIDNES DISTRICT.**

Name of Works.	Vitriol Burner Men.		Saltcake, Pot. and Roaster Men.		Alkali.								Bleach.								Sulphur.				Copper Furnace Men.	
					Revolver Men.		Vat Men.		Finishers.		Caustic Pots.		Weldon Packers.		Deacon Packers.		Lime Dressers.		Still Men.		Carbonator Men.		Clas Kilns.			
	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages
Sullivan's	84	s. d. 28 0	74	s. d. 45 0	74	s. d. 38 0	54	s. d. 40 0	61½	s. d. 40 0	—	s. d. —	33	s. d. 30 0	—	s. d. —	61½	s. d. 51 0	61½	s. d. 38 0	74	s. d. 38 0	74	s. d. 28 0	—	s. d. —
Pilkington's	84	31 6	72	42 0	75	41 6	72	41 6	—	—	72	38 0	36	65 0	—	—	60	36 0	65	37 6	84	33 3	84	28 0	—	—
Widnes Alkali	84	36 2	72	45 0	72	44 0	72	39 0	66	42 0	72	46 0	36	64 0	—	—	56	55 0	78	44 0	84	38 6	84	28 0	—	—
Muspratt's	84	35 0	72	45 0	78	36 6	70	33 6	76	42 4	72	48 0	28	50 0	—	—	36	35 0	78	43 0	84	35 0	84	35 0	—	—
Gaskell's (Widnes and Ditton)	84	32 8	72	50 0	78	44 9	78	39 3	78	47 9	84	42 0	36	49 0	36	34 6	72	40 6	78	41 3	—	—	—	—	—	—
Hutchinson's (Nos. 1 and 2)	84	35 0	66	40 0	76	45 3	84	37 0	65	44 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Atlas	84	35 0	—	—	—	—	—	—	—	—	—	—	30	50 0	—	—	48	37 0	70	37 4	—	—	—	—	—	—
Mort (Liddell's)	—	—	—	—	78½	39 0	79½	29 0	—	—	73½	36 3	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Liver	—	—	—	—	66	35 0	84	36 6	—	—	84	33 3	—	—	—	—	—	—	—	—	84	35 3	60	28 0	—	—
Mathison's	84	35 0	69	47 6	—	—	—	—	72	45 6	—	—	36	65 0	—	—	72	47 6	72	43 6	—	—	—	—	—	—
Golding, Davis	84	32 8	64	39 0	74	36 6	78	35 0	—	—	82	38 0	36	60 0	—	—	75	39 0	84	50 0	78	38 0	78	27 6	—	—
Hall & Shaw	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	66	25 4	66	28 8	—	—
Snape's	84	34 6	84	40 0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Runcorn Soap	84	33 3	72	38 0	84	36 0	84	30 0	72	33 0	—	—	36	38 4	—	—	72	29 0	72	39 0	—	—	—	—	—	—
Haslehurst's	84	31 6	66	38 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Wigg Bros.	84	30 0	70	40 0	—	—	—	—	—	—	—	—	30	40 0	—	—	66	40 0	72	30 0	—	—	—	—	70	33 0
Weston	84	31 6	72	40 0	—	—	—	—	—	—	—	—	33	38 4	—	—	66	40 0	76	31 3	—	—	—	—	72	33 0
<b>Average</b>	<b>81</b>	<b>33 1</b>	<b>71</b>	<b>42 8</b>	<b>75</b>	<b>40 0</b>	<b>75</b>	<b>36 6</b>	<b>70</b>	<b>42 6</b>	<b>77</b>	<b>39 6</b>	<b>34</b>	<b>51 4</b>	<b>36</b>	<b>34 6</b>	<b>62</b>	<b>39 0</b>	<b>73</b>	<b>38 0</b>	<b>79</b>	<b>31 2</b>	<b>75</b>	<b>28 9</b>	<b>71</b>	<b>33 0</b>

APPENDIX—GROUP C.

**TYNE AND SCOTLAND DISTRICT.**

Name of Works.	Vitriol Burner Men.		Saltcake, Pot. and Roaster Men.		Alkali.								Bleach.								Sulphur.				Copper Furnace Men.			
					Revolver Men.		Vat Men.		Salting.		Carbonating.		Caustic Pots.		Weldon Packers.		Deacon Packers.		Lime Dressers.		Still Men.		Carbonator Men.		Clas Kilns.			
	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages
<b>TYNE—</b>																												
Allhusen's	56	s. d. 32 1	58	s. d. 30 0	56	s. d. 40 4	84	s. d. 35 4	—	—	{ Firing	56	35 0	48	60 0	—	—	42	59 9	56	s. d. 35 0	56	s. d. 32 0	56	s. d. 31 6	—	—	
Hebburn	56	33 10	70	34 6	71	38 0	54	32 0	70	32 6	{ Finishing	84	63 8	36	60 0	—	—	36	60 0	70	39 0	—	—	—	—	—	—	
Frier's Goose	56	31 6	71	33 0	70	37 0	58	44 0	70	28 0	70	31 0	—	—	36	55 0	—	—	48	40 0	60	33 0	75	31 0	73	26 0	—	—
St. Bede	56	31 6	70	32 6	72	41 7	72	27 0	72	24 0	72	31 0	—	—	36	60 0	—	—	36	60 0	70	33 0	—	—	—	—	—	—
<b>SCOTLAND—</b>																												
St. Rolox	56	33 0	70	28 0	70	32 0	56	26 0	70	27 0	70	25 6	—	—	48	34 0	—	—	54	33 0	75	37 0	—	—	—	—	—	—
Edlington	84	34 0	72	38 0	—	—	—	—	—	—	—	—	—	—	36	55 0	—	—	48	52 0	72	46 0	—	—	—	—	—	—
Irvine	84	33 3	70	35 8	70	40 0	54	37 0	—	—	—	—	72	52 0	36	47 0	—	—	36	47 0	70	47 0	—	—	—	—	—	—
<b>Averages</b>	<b>64</b>	<b>33 0</b>	<b>68</b>	<b>33 1</b>	<b>69</b>	<b>37 9</b>	<b>63</b>	<b>33 7</b>	<b>70</b>	<b>28 0</b>	<b>70</b>	<b>29 6</b>	<b>71</b>	<b>50 3</b>	<b>39</b>	<b>53 0</b>	<b>—</b>	<b>—</b>	<b>43</b>	<b>50 3</b>	<b>69</b>	<b>37 0</b>	<b>65</b>	<b>31 6</b>	<b>64</b>	<b>28 9</b>	<b>—</b>	<b>—</b>

N.B.—The hours mentioned are the total hours the men are on duty, without deduction for meal times, &c.

404

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## APPENDIX CI.

## WIDNES DISTRICT.

AVERAGE DEATH RATE of WIDNES compared with other large Towns for the 10 years, 1881-90.

Prescot Union	-	-	-	15·8	Liverpool	-	-	-	26·8
Widnes	-	-	-	20·01	Preston	-	-	-	26·5
Warrington	-	-	-	21·9	Manchester	-	-	-	26·6
Blackburn	-	-	-	24·8					

## APPENDIX CII.

TABLE showing AVERAGE DEATH RATE per 1,000 per Annum (for the last 10 years).

## WIDNES DISTRICT.

	Total.	
Sullivan - - - -	10·1	For the last 8 years.
Pilkington - - -	9·5	
Widnes Alkali - -	Not known	
Muspratt - - - -	7·5	For the last 5 years.
Gaskell (Widnes and Ditton).	10·18	
Hutchinson (Nos. 1 and 2)	Not known	
Atlas - - - - -	5·0	
Mort, Liddell - -	8·5	
Liver - - - - -	Not known	
Mathieson - - - -	5·25	
Golding, Davis - -	9·0	
Hall and Shaw - -	10·0	
Snape - - - - -	Not known	
Runcorn Soap - - -	7·33	
Hazelhurst - - - -	Not known	
Wigg Bros. - - - -	4·0	
Weston - - - - -	11·06	
Average - - - - -	8·11	

## TYNE AND SCOTLAND DISTRICT.

	Total.	
TYNE--		
Allhusen's - - - -	-	No statistics. 7 years, 1884-1890. See separate report on sickness and mortality.
Hebburn - - - - -	11·42	
Friar's Goose - - -	10·37	
St. Bede - - - - -	9·93	10 years, 1881-1890. 8 years, 1884-1891.
SCOTLAND--		
St. Rollox - - - -	-	Last 10 years. No statistics.
Eglinton - - about	5·00	
Irvine - - - - -	-	
Average - - - - -	9·18	

## APPENDIX CIII.

TABLE showing the ACTUAL HOURS of LABOUR of MEN who work NIGHT and DAY SHIFTS.

## WIDNES DISTRICT.

## SULLIVAN'S WORKS.

	Vitriol Burner Men.		Saltcake, Revolvers, and Ash Finishers.		B.P. Packers.
	Day.	Night.	Day.	Night.	Day.
Sunday - - - -	24	-	-	14	
Monday - - - -	10	14	10	14	
Tuesday - - - -	10	14	10	14	9 a.m.
Wednesday - - -	10	14	10	14	to
Thursday - - - -	10	14	10	14	3 p.m.
Friday - - - - -	10	14	10	14	
Saturday - - - -	10	14	10	-	
Total for week -	84	84	60	64	36

## MATHIESON'S WORKS.

	Vitriol Burner Men.		Saltcake, Revolvers, and Ash Finishers.		B.P. Packers.
	Day.	Night.	Day.	Night.	Day.
Sunday - - - -	24	-	-	6	
Monday - - - -	10	14	11	13	
Tuesday - - - -	10	14	11	13	6 a.m.
Wednesday - - -	10	14	11	13	to 12
Thursday - - - -	10	14	11	13	noon.
Friday - - - - -	10	14	11	13	
Saturday - - - -	6	18	11	-	
Total for week -	8	68	66	73	36

WIDNES DISTRICT—continued.

WIDNES ALKALI WORKS.

	Vitriol Burner Men.		Caustic Men, &c.		B.P. Packers.	Salt-cake.		Revolver Men.	
	Day.	Night.	Day.	Night.		Day.	Night.	Day.	Night.
Sunday	24	—	20	—	—	18	—	—	12
Monday	10	14	10	14	—	11	13	10	14
Tuesday	10	14	10	14	—	11	13	10	14
Wednesday	10	14	10	14	—	11	13	10	14
Thursday	10	14	10	14	—	11	13	10	14
Friday	10	14	10	14	—	11	13	10	14
Saturday	6	18	6	17	—	0	—	6	—
Total for week	80	88	80	87	30	79	56	65	62

GASKELL AND DEACON'S WORKS.

	Vitriol Burner Men.	Salt-cake.		Revolver and Finishers.		Boiler Men.		Welding Packers.	Deacon Packers.
		Day.	Night.	Day.	Night.	Day.	Night.		
Sunday	—	—	—	—	13	—	13	24	—
Monday	8	8	8	12	12	11	13	10	14
Tuesday	8	8	8	12	12	11	13	10	14
Wednesday	8	8	8	12	12	11	13	10	14
Thursday	8	8	8	12	12	11	13	10	14
Friday	8	8	8	12	12	11	13	10	13
Saturday	8	8	8	11	—	7	11	7	13
Total for week	60	60	48	71	73	62	89	81	97

8 a.m. to 2 p.m. 6 days per week. Irregular, but about 6 hours per day.

TYNE AND SCOTLAND DISTRICT.

(The hours of labour are the total hours on duty, without deductions for meal times, &c.)

ALLHUSEN'S WORKS.

	Vitriol Burner Men, Saltcake Men, Revolver Men, Caustic Fin. men.	Caustic Finishers.		Bleach Packers.	Lime.
		Day.	Night.		
Sunday	—	12	12	—	—
Monday	—	8	13	—	—
Tuesday	—	8	13	—	—
Wednesday	—	8	13	—	—
Thursday	—	8	13	—	—
Friday	—	8	13	—	—
Saturday	—	7	13	—	—
Total per week	60	59	95	—	—

FRIARS GOOSE WORKS.

	Vitriol Burner Men.	Saltcake Men and Revolver Men.		Salters and Carbonators.		Bleach Packers.	Lime Dressers.		Still Men.	
		Day.	Night.	Day.	Night.		Day.	Night.	Day.	Night.
Sunday	—	—	12	—	10	—	—	—	—	10
Monday	—	11	13	11	13	—	8	9	11	13
Tuesday	—	11	13	11	13	—	8	9	11	13
Wednesday	—	11	13	11	13	—	8	9	11	13
Thursday	—	11	13	11	13	—	8	9	11	13
Friday	—	11	13	11	13	—	8	9	11	13
Saturday	—	9	—	10	—	—	6	5	8	—
Total per week	56	64	77	65	75	—	46	50	63	75

HEBBURN WORKS.

	Vitriol Burner Men.	Saltcake Men.		Revolver Men, Salters and Carbonators.		Bleach Packers and Lime Dressers.	Still Mon.	
		Day.	Night.	Day.	Night.		Day.	Night.
Sunday	—	—	13	—	13	—	—	13
Monday	—	11	13	11	13	—	11	13
Tuesday	—	11	13	11	13	—	11	13
Wednesday	—	11	13	11	13	—	11	13
Thursday	—	11	13	11	13	—	11	13
Friday	—	11	13	11	13	—	11	13
Saturday	—	7	—	9	—	—	7	—
Total per wk.	66	62	78	64	78	36	62	78

ST. BEDE WORKS.

	Vitriol Burner Men.	Saltcake Men.		Revolver Men, Salters and Carbonators.		Bleach Packers and Lime Dressers.	Still Mon.	
		Day.	Night.	Day.	Night.		Day.	Night.
Sunday	—	—	13	—	13	—	—	13
Monday	—	11	13	11	13	—	11	13
Tuesday	—	11	13	11	13	—	11	13
Wednesday	—	11	13	11	13	—	11	13
Thursday	—	11	13	11	13	—	11	13
Friday	—	11	13	11	13	—	11	13
Saturday	—	7	—	10	—	—	8	—
Total per wk.	66	62	78	65	78	36	63	78



## TYNE and SCOTLAND DISTRICT—continued.

## ST. ROLLOX WORKS.

	Vitriol Burner Men.		Saltcake Men, Revolver Men, Salters and Carbonators.		Bleach Packers.		Lime Dressers.		Still Men.		
	Day.	Night.	Day.	Night.	Day.	Night.	Day.	Night.	Day.	Night.	
	8 hour shift.										
Sunday			15							7	
Monday			11	13	8		9		11	13	
Tuesday			11	13	8		9		11	13	
Wednesday			11	13	8		9		11	13	
Thursday			11	13	8		9		11	13	
Friday			11	13	8		9		11	13	
Saturday			7		8		9		24		
Total per week	56		62	78	48		54		79	72	

## EGLINTON WORKS.

	Vitriol Burner Men.		Saltcake Men.		Bleach Packers.		Lime Dressers.		Still Men.		
	Day.	Night.	Day.	Night.	Day.	Night.	Day.	Night.	Day.	Night.	
	8 hour shift.										
Sunday	12	12		12						12	
Monday	12	12	11	13	6		8		12	12	
Tuesday	12	12	11	13	6		8		12	12	
Wednesday	12	12	11	13	6		8		12	12	
Thursday	12	12	11	13	6		8		12	12	
Friday	12	12	11	13	6		8		12	12	
Saturday	12	12	9		6		6		12		
Total per week	84	84	64	78	36		48		72	72	

## APPENDIX CIV.

## TABLES showing the AVERAGE WEEKLY EARNINGS per INDIVIDUAL.

## WIDNES DISTRICT.

Name of Works.	No. of Hands employed.	Average Total Weekly Wages, including Office and Staff.	
		£	s. d.
Sullivan's	550	790	28 7
Pilkington's	630	917	29 0
Widnes Alkali	700	1,120	32 0
Muspratt's	437	626	28 8
Gaskell and Deacon's	886	1,311	29 7
Hutchinson's	309	428	27 9
Atlas	120	185	30 2
Mort, Liddell's	136	204	30 0
Liver	266	411	28 9
Mathieson's	438	693	31 8
Golding, Davis'	252	424	30 1
Hall and Shaw's	76	93	24 8
Snape's	79	103	26 0
Runcorn Soap	369	489	26 6
Hazlehurst's	118	157	26 8
Wigg Bros'	306	395	25 10
Weston	399	584	26 9

## TYNE AND SCOTLAND DISTRICT.

	No. of Hands employed.	Average Total Weekly Wages, including Office and Staff.	
		£	s. d.
<b>TYNE—</b>			
Allhusen's	1,295	1,916	29 7
Hebburn	570	880	30 8
Friar's Goose	599	920	30 8
St. Bede	446	620	27 9
<b>SCOTLAND—</b>			
St. Rollox	520	656	26 0
Elington	89	130	29 2
Irvine	105	166	31 7
Totals and average	3,624	5,288	29 2

N.B.—The above does not include salaried officials.

## APPENDIX CV.

LIST of MEN in ST. ROLLOX CHEMICAL WORKS 60 years of age and upwards.  
3rd March 1892.

## TYNE AND SCOTLAND DISTRICT.

—	Age.	Years in Works.	—	Age.	Years in Works.
<b>ALKALI—</b>			<b>ENGINEERS—</b>		
John Cussack - - -	64	35	John Ross - - -	65	22
Jas. McMullan - - -	60	22	Andrew Alexandra - - -	60	20
Pat M'Carron - - -	61	32	James Guthrie - - -	65	18
James Duffy - - -	61	30	<b>BRICKLAYERS—</b>		
Pat Docherty - - -	66	32	Arch. Campbell - - -	64	50
James Brown - - -	60	34	Harry Wright - - -	61	25
Chas. Collins - - -	60	28	<b>SLATERS—</b>		
Pat Gallacher - - -	62	42	Robert Burnet - - -	70	35
John Dobbs - - -	74	25	<b>CARTERS—</b>		
Thos. Thurlow - - -	72	43	Pat Carlton - - -	60	36
Peter Glen - - -	60	48	<b>RAILWAY—</b>		
John Malone - - -	60	33	Anthony Griffin - - -	60	25
Matthew Connally - - -	68	18	<b>CASKS—</b>		
<b>VITRIOL—</b>			Andrew Watson - - -	67	44
William Galbraith - - -	75	52	<b>LABOURERS—</b>		
Thomas Thomson - - -	74	50	Wm. Burnett - - -	70	30
Jas. Wilson - - -	70	40	Pat Tollins - - -	60	18
Geo. Brunton - - -	70	40	Tom Beggs - - -	61	36
<b>MANGANESE—</b>			Chas. Hill - - -	65	30
Alex. Rennie - - -	63	25	Tom Murty - - -	70	47
<b>B. POWDER—</b>			John Ferguson - - -	62	36
Peter McLever - - -	78	48	Jas. Sturgeon - - -	63	40
<b>M. ACID—</b>			Arch. Colquhoun - - -	79	60
Wm. Donald - - -	64	41	Dan M'Auley - - -	70	50
<b>SULPHATE—</b>			John Monaghan - - -	68	41
Jas. Currie - - -	62	41	Don. McDougall - - -	66	33
David Montgomery - - -	75	40	Chas. McGaffigan - - -	70	26
Thos. Stance - - -	66	46	<b>Average - - -</b>		
John Dickson - - -	61	37		65½	35½
Sam Vance - - -	61	28	<b>JOINERS—</b>		
Allan McLeam - - -	60	40	William Brookley - - -	61	30
<b>JOINERS—</b>			Dan McCormack - - -	63	39
William Brookley - - -	61	30	David Johnstone - - -	64	28
Dan McCormack - - -	63	39			
David Johnstone - - -	64	28			

## APPENDIX CVI.

TYNE AND SCOTLAND, DISTRICT—LIST of DEATHS at ST. ROLLOX CHEMICAL WORKS,  
Glasgow, May 1884 to May 1892.

PROCESS DEPARTMENTS.			AGE.
1884, May 14, Sam. McGuillan - - -	-	-	75
" 19, Robt. Marshall - - -	-	-	55
Sept. 24, Murdo. McKenzie - - -	-	-	60
Oct. 22, Rob. Clayton - - -	-	-	50
Nov. 5, George Taylor - - -	-	-	66
Dec. 3, William Eadie - - -	-	-	70
1885, Jan. 6, Robert Ward - - -	-	-	55
" 20, Thomas Stay - - -	-	-	50
James Connolly - - -	-	-	50
Mar. 17, John Webster - - -	-	-	74
" 23, John McKenna - - -	-	-	50
Apr. 20, Thomas Docherty - - -	-	-	50
Oct. 21, Neil McKinnow - - -	-	-	80
Nov. 30, Sam. Russell - - -	-	-	65
Dec. 31, John McGuere - - -	-	-	75
1886, Apr. 29, Peter Collins - - -	-	-	65
May 10, John Glancy - - -	-	-	70
June 15, Pat McCafferty - - -	-	-	50
" 30, Wm. Clark - - -	-	-	48
Sept. 4, Hugh McKay - - -	-	-	55
" 29, Thos. Carter - - -	-	-	45
" 30, Mungo McLean - - -	-	-	20
Dec. 1, Rich. Cooke - - -	-	-	70
" 6, George Booth - - -	-	-	65
1887, Jan. 10, Archibald MacDonald - - -	-	-	75
Feb. 5, George Irvine - - -	-	-	40
" 16, Alex. Fitzpatrick - - -	-	-	50
" 25, Pat O'Brien - - -	-	-	70
Mar. 18, John Hutcheson - - -	-	-	70
Apr. 7, Norman McQueen - - -	-	-	55
June 2, Pat O'Brien - - -	-	-	32
Aug. 6, Arch. Campbell - - -	-	-	76
Dec. 28, Thos. Nelson - - -	-	-	45

			AGE.	TRADES DEPARTMENTS.			AGE.
1888, Jan. 5,	Robert Bell	-	55	1884, Sept. 30,	James Davie	-	40
" 12,	Hugh Stirling	-	45	Nov. 10,	Robt. Rodman	-	52
" 16,	Dan. Devme	-	70	1885, Jan. 8,	Rich. Rogers	-	24
Feb. 20,	Peter McLeod	-	—	Feb. 6,	Ed. Quin	-	40
1888, Mar. 20,	John Coyle	-	50	Apr. 23,	Jas. McKay	-	32
" 22,	Harry Purvis	-	74	July 20,	Hugh McLuskie	-	60
Apr. 5,	William McAdam	-	65	Oct. 30,	Thos. Billsborough	-	65
June 25,	John Millmore	-	55	1886, Feb. 22,	John Easton	-	70
Aug. 27,	John Docherty	-	75	" 27,	Jos. McLuskie	-	47
Sept. 4,	Robert Wallace	-	—	May 24,	Alex. McInnes	-	70
Oct. 22,	Neil Douglas	-	60	July 16,	Robert Tiernon	-	30
Oct. 8,	Wm. Malcolm	-	64	Sept. 23,	Thos. Anderson	-	70
" 13,	Chas. Wm. Fadgen	-	35	Oct. 2,	John Mooney	-	70
Dec. 14,	John Nicholson	-	55	Dec. 13,	Wm. Docherty	-	70
" 24,	Jos. Wilson	-	65	1887, Jan. 11,	Thos. Kelly	-	70
1889, Jan. 18,	Mch. McGovern	-	50	Mar. 5,	Pat Struther	-	52
" 21,	Dan McLean	-	75	Aug. 30,	Thos. McVey	-	60
Mar. 21,	Thomas Haggerty	-	70	Nov. 5,	Pat Murray	-	62
July 22,	Jas. McKenna	-	72	1888, Jan. 9,	Thos. Kelley	-	50
Dec. 7,	Francis Sherlock	-	35	" 25,	John Lafferty	-	65
1890, Jan. 22,	Jas. McNab	-	48	July 6,	Arch. McKenzie	-	25
May 19,	Jas. Hannoveray	-	56	" 2,	Wm. Burnett	-	36
July 11,	Alex. Lees	-	40	Aug. 11,	Peter Wright	-	60
Sept. 16,	Jos. Wyllie	-	60	Oct. 15,	Alex. Cleland	-	75
" 23,	Thos. Mitchell	-	45	July 22,	Ed. Mullen	-	56
Nov. 5,	Dan Livingstone	-	78	Aug. 6,	John Donnelly	-	65
" 28,	James Cormack	-	50	Dec. 14,	Jas. McDade	-	70
1891, Jan. 13,	Tom McQuirter	-	72	1890, Jan. 31,	John Twigg	-	65
" 22,	Thomas Kennedy	-	50	Apr. 23,	James Gray	-	68
Feb. 28,	Thomas Woods	-	36	July 25,	John McAnespie	-	32
Mar. 10,	James Sullivan	-	56	1891, Jan. 14,	Wm. Caldwell	-	65
" 11,	John Dean	-	28	" 22,	Thos. Kennedy	-	50
" 20,	William Nisbet	-	74	Mar. 21,	James Boyle	-	66
June 24,	Thomas Somerville	-	60	Apr. 24,	Adam Rutherford	-	65
Oct. 20,	Dan McNeil	-	60	July 23,	James Dilke	-	30
Dec. 1,	Pat McMahan	-	70	Aug. 5,	Don McKenzie	-	70
" 14,	Sam Cochran	-	55	" 5,	John McGeachie	-	55
				Jan. 27,	Rod. McLean	-	80

Average age 58.

Average age 56.

## APPENDIX CVII.

EXTRACT from the St. Helens "CHRONICLE" (Tuesday, November 8th, 1892).

The AMALGAMATED SOCIETY OF CHEMICAL AND COPPER WORKERS, their CRITIC and his FAILURES.

SIR,

A couple of weeks ago a paragraph appeared in your evening contemporary, the Liverpool "Echo," casting uncalled-for reflections on the Amalgamated Society of Chemical and Copper Workers and its promoters, who are men that did much in making the old chemical union what it was at its best, and who helped Mr. King to the position which—unfortunately for the chemical workers of St. Helens and other places—he has greatly abused and disgraced all the principles of trade unionism. It was a fortunate day for him when he came to this town, and at such an opportune time, when, being asked to try and form a union of chemical and copper workers, the old standard chemical and copper men rallied round him, and with their assistance a most successful organisation was built up in a very short space of time. But the members did not for a moment think he would overrule the men selected as a committee from the different works; but this he managed to do, always arguing and getting the better of their propositions, so that he was, and is, the autocratic king and ruler. We are told that the committees are now anxious to rid themselves of this big superfluous item of expenditure; but he sticks like the proverbial leech, and we presume will do so till the committee apply the rule and "victimise" him by taking away his pension, as he has contributed to victimise others. When any chemical or copper workmen happen to drop into conversation on so-called union leaders, they, as a rule, consider that this monarch—or king we should say—was about the most fortunate man that ever found relief at their hands, but that they had not often occasion to regret what they had given, as in his case. We, however, had no intention of taking up your valuable space by advertising our society through your columns by a correspondence in regard to any person so mean and contemptible as this critic and slanderer of our actions,

who stated, for publication, to the "Echo" reporter, "That our society was formed to deceive the men, and would suffer failure as another had done." We are pleased to say we are making quiet but satisfactory progress, without brag and bluster, and are building up what we hope will be a substantial structure, with truth and justice for its foundation, without the aid of a plausible and insolent adventurer who uses falsehood and deceit to undermine what was a powerful institution. The author of that "Echo" paragraph is a professional in deception, having had a long and varied experience in its practice, and taken special honours, as we will presently show; but to say that our society is formed for that purpose is as false as the deceptions are base which have, from time to time, proceeded from the same course. Here is an instance: The chemical workers were examined before the Royal Labour Commission, and the president of the Chemical and Copper Workers' Union said—on oath, we presume—that he had 10,000 members; but on examination he admitted he had only 2,000. As a matter of fact, there was not at that time 500 members in all the branches. Further, he stated that the society paid sick pay of 8s. per week downwards, according to the length of time on the funds, knowing well that he was stating a lot of falsehoods, and on oath. This is deception, "deceiving the men," with a vengeance. Now, as to failure, his record in this line is really a "record," and he would have done well to have kept mum on it. A large amount it cost the union in attempting to organise Newcastle and district, where, mind you, a union was already formed. The president was paid 1l. per day, with travelling and some other expenses allowed, while up there. A branch was formed, subscriptions received, books sold, &c. Glasgow, Irvine, and district were dealt with by two men, branches were formed, subscriptions received, cards, &c., sold, and reports came from both districts by the organisers that they were improving and going on well. And yet we question if any of the members in St. Helens have heard anything of those funds or has the

treasurer of the union. What has become of the amount, and also of the branches? Failure, we presume. And then how about Flint, Widnes, and St. Helens? Has he 200 genuine members good on the books in the whole union? We are sorry to say it, but we think not. And yet this is the man to predict failure in the work of other men who desire to benefit their fellow workmen. "The representative of an important union," forsooth! As he said to the revising barrister. Had he said that he had mis-represented and disgraced an important union through want of sympathy for its out-of-work and half-starving members, to whom his action prevented the committee giving assistance, then he might have got credit for stating the truth. Had he been a man of his word, or desirous of the men's good, he would have retired from the position of president, secretary, trustee, executive, and ruler, when he found he was wanting in tact and general qualifications to mature the work which we had worked hard and willingly to help to build up, and that without pay, while he, octopus-like, was grasping expenses every time he turned round. Even yet he would have some credit for good intentions if he vanished into the obscurity from which he emerged, and assumed the modest garb in which he was wont to appear in that obscurity some four years ago, when he *did* associate with workmen and countrymen whom he now disdains and looks upon with contempt, although still glad to accept their tribute in coin. And while his vision is disappearing into oblivion, and to get over the difficulty of dealing with the funds of each branch—which we do not ask for, although we have, along with some hundreds of others,

paid our one, two, and three pounds into the society—we would suggest that the amount to the credit of the union in the bank be divided and paid to the two local hospitals which have rendered useful and necessary help in the time of need—which the union never did—to chemical and copper workmen. This will get over one important difficulty the committee might find in their way, and will be a useful and much needed help to those institutions. The rules of the union cannot be pleaded as not allowing this. Being now, we presume, an un-registered union, the rules are not so stringent, the friendly society registrar not being required to have the annual reports, &c. of cash received and expended, which is a means of keeping a check on presidents, secretaries, trustees, and treasurers, and which the Chemical and Copper Workers' Union would have done well to have held on. The disposal of the funds being accomplished the committee and members of the old union can then join us, and help to build up what we hope to be a substantial edifice for good, in which there will be no such anomaly as an autocratic president, without a particle of trade union principles in his composition only in word, holding the combined offices, in addition to president, of secretary, boss trustee, organiser, and executive, which has been the cause of failure in what promised to be a great and prosperous institution. Apologising for the length this communication has gone to, we are yours faithfully.

A. HODGINS, Chairman.

PATRICK COLLINS, Secretary.

The Amalgamated Society of Chemical and Copper Workers.

## APPENDIX CVIII.

### HEAT TEST OF EASTWOOD OVENS.

No. of Oven.	Description.	Date and Time when Oven was fired up.	Date and Time of drawing Oven.	Register of Heat taken 36 Hours before Time of drawing.	Register of Heat taken 18 Hours before Time of drawing.	Register of Heat taken 12 Hours before Time of drawing.	Register of Heat taken immediate before Commencement of drawing.
H2	Glost -	Friday, 9 p.m., Nov. 18.	Monday, Nov. 21., 6.30 a.m.	Not taken	104 degrees Sun., 12.30 p.m.	100 degrees Sunday, 6.30 p.m.	78 degrees Monday, Nov. 21, 6.15 a.m.
H3	Do. -	Saturday, 9 p.m.	Tuesday, Nov. 22, 6.30 a.m.	120 degrees Sunday, 7 p.m.	24 hours before time of drawing, 95 degrees.		
H3	Biscuit -	Friday 2 a.m., November 18.	Monday, Nov. 21, 6.30 a.m.	Not taken	124 degrees 12.45 p.m. Sunday, Nov. 20.	110 degrees 6.45 p.m. Sunday, Nov. 20.	86 degrees Monday, Nov. 21, 6.30 a.m.

This test was made by E. M., 15 minutes being occupied with each respective oven, and ascertained by means of two thermometers attached to a six feet staff, and placed by him so that the instruments were level with the tops of the hungs of saggars, and the record taken from that thermometer which indicated the highest temperature, the fires from the two glost ovens were not drawn out for six hours later than usual, as for these two particular ovens the oddman takes a little extra rest, besides there was no fleak put up to confine the current of cold air in one direction, whereas there was one put up for the biscuit oven, which partly accounts for the quicker cooling.

## APPENDIX CIX.

### REGINA (on the prosecution of J. and G. MEAKIN, Limited) v. EDWARDS. Copy, WITHDRAWAL of PLEA. (Paddock and Sons, Solicitors, Hanley.)

Defendant withdraws his plea of justification.

He regrets that in putting before the public the case of the men employed at the works—there being then pending a strike—he used words which Messrs. Meakin resented as imputing to them dishonourable conduct; which he did not then, and does not now, intend to do. It was only defendant's intention to complain of the system in force at the works; and defendant desires to withdraw any publication by him of which Messrs.

Meakin complain, and expresses his regret for having issued the same.

This is the paper referred to in the endorsement on my brief.

JOSEPH UNDERHILL.

5th April 1892.

Copy endorsement on Mr. Underhill's brief.  
Settled upon terms contained in paper drawn up by Mr. Darling and agreed to by me.—J. U. 5/5/92.

## APPENDIX CX.

[Circular letter.]

## STAFFORDSHIRE POTTERIES MANUFACTURERS' ASSOCIATION.

Secretary's Office,  
Piccadilly, Tunstall,  
December 4th, 1891.

DEAR SIR,

It will no doubt be within your recollection that in the opening speech made by Mr. Owen, at the recent arbitration held in May last, he stated as follows (page 10, column 2 of the report):—

"Our figures are irresistible, and if they could not prevail, then I am afraid that the funeral card of arbitration in this district might be printed. Arbitration! *Requiescat in pace.*' But though arbitration would rest in peace, the great evil would be that the local trade would not rest in peace. I have once more proved my strong clinging to arbitration, and so am not making these references through any antagonism to the system, but simply to call emphatic attention to the fact that if arbitration could not raise wages under these conditions, then all hope of ever recovering their lost position by that means would inevitably be abandoned, &c., &c."

Mr. Mawdesley, J.P., the arbitrator appointed by the operatives, has, as you are no doubt aware, expressed himself before the Labour Commission, as opposed to

the principle of arbitration, and in a recent speech which he made before the operatives in Hanley, he emphasised this opinion.

Under these circumstances your committee can come to no other conclusion than that when the period covered by the arbitration award has expired, the operatives, through their leaders, may attempt to obtain by other means what they have not been able to obtain by the fair and reasonable method of arbitration. Indeed, at a meeting held at the North Stafford Hotel, on Tuesday, 1st December, the secretaries of the various branches intimated to the manufacturers' committee that the operatives were not willing to re-form the Board of Arbitration the same as heretofore.

*As a matter of precaution, therefore, your committee strongly recommend members of this association not to accept any orders for delivery after 25th March 1892, unless subject to the stipulation that delivery shall not be enforced in case of any general cessation of work in the district.*

Yours faithfully,

ARTHUR P. LLEWELLYN.

## APPENDIX CXI.

## STAFFORDSHIRE POTTERIES MANUFACTURERS' ASSOCIATION.—POTTERS' LOCK-OUT.

Resolution No. 1.

## IMPORTANT NOTICE.

Manufacturers feel that the bulk, if not all, of the operatives would be willing to return to their work if they understood clearly the conditions upon which they would be allowed to do so. It has therefore been considered advisable to publish as widely as possible the following resolution passed by the Manufacturers' Association, at a meeting held on the 16th day of May 1892, viz. :—

Resolved—

That manufacturers are willing to agree with the operatives to resume work at the same prices and conditions of working as exist at the present time, on the following conditions :—

1. That no objection be made to manufacturers employing non-union men.
2. That the operatives shall agree to the continuation of the Committee of Conciliation to settle disputes which may arise at any time at individual works.
3. That the question of apprentices be governed by the rules of the late Board of Arbitration applicable thereto.
4. That the custom which has existed for so long of the fixing of workmen's prices once a year shall continue, but as it is understood that the operatives desire to substitute the 25th

March for Martinmas as the time for such a purpose, manufacturers are willing to agree to such an alteration, both manufacturers and operatives being as they hitherto have been, entitled to give each other 28 days' notice to terminate individual engagements during the trade year.

The above proposals have been framed by the association in a spirit of conciliation, and it is hoped that the operatives will receive them in a similar manner.

It is of course a condition that *all* the operatives affected by the lock-out return to their work and not those at individual manufactories only. Any intimation of their willingness to do this should be sent in either to their employers or to the secretary of the association, not later than the 19th instant, at 12 o'clock, when an adjourned meeting of the association will be held to consider the same.

Resolution No. 2.

Resolved—

That this meeting confirms the instructions already circulated to the effect that no settlement be made with the workmen at individual factories, and that each member pledges himself not to make any engagement with his men without the concurrence and sanction of the majority of the members of the association in meeting assembled.

Passed, 16th May 1892.

## APPENDIX CXII.

## BILL OF FARE OF SHOP ASSISTANTS in Mr. R. A. LANGFORD'S Employ for Fortnight ending November 19th, 1892.

Monday.—Hot boiled leg of mutton, caper sauce, two vegetables.

Tuesday.—Cold mutton, potatoes, milk pudding.

Wednesday.—Stewed rabbit, two vegetables.

Thursday.—Hot roast beef (ribs), one vegetable.

Friday.—Cold roast beef, potatoes, apple pudding.

Saturday.—Cold roast beef, potatoes, rice pudding.

Monday.—Hot roast leg of mutton, two vegetables.

Tuesday.—Cold mutton, potatoes, milk pudding.

Wednesday.—Hot boiled beef, two vegetables.

Thursday.—Cold beef, pickles, mashed potatoes.

Friday.—Steak and kidney pudding, potatoes.

Saturday.—Cold beef, potatoes, apple tart.

## APPENDIX CXIII.

## COPY of AGREEMENT between the EMPLOYERS' ASSOCIATION and the WORKMEN'S TRADE UNION for the FORMATION of the LONDON BOARD OF CONCILIATION AND ARBITRATION FOR THE BOOT AND SHOE TRADE, with the Rules thereof.

A draft copy of this Agreement is printed in Vol. II., Minutes of Evidence, Group C. (p. 443), as Appendix 27. The Agreement proper differs from the draft Agreement in the following respects:—

- (1.) It is dated 13th June 1892.
- (2.) Registered office of the Boot and Shoe Manufacturers' Association and Leather Trades' Protection Society is given as situate at *Basma House, London Wall Avenue*, instead of at "30, Finsbury Pavement."
- (3.) Address of the London Metropolitan Branch of the National Union of Boot and Shoe Operatives is given as 33, *Goldsmith's Row, Hackney Road*, instead of "159, Hackney Road."
- (4.) The paragraph numbered "(8)" in the draft Agreement is omitted in the Agreement proper, hence the paragraphs numbered "(9), (10), (11), (12), (13), (14), (15), (16), (17)" in the former are numbered (8), (9), (10), (11), (12), (13), (14), (15), (16) in the latter.
- (4.) In the Agreement proper, paragraph (10), the following names of members of the Board given in paragraph (11) of the draft Agreement are omitted:—"Michel Lion, Henry Solomon, Joseph Magnus, William Pearce, employers, James Mulligan, William Warren, workmen," and the following are added:—*Thomas Lilley, George Barnes, Alexander Lion, employers, William John Lewis, workman.*
- (6.) In the draft Agreement paragraphs (16) and (17) mention "clause 15"; in the Agreement proper, in paragraphs (15) and (16) this is referred to as *clause 14.*
- (7.) In Rule III. of the Agreement proper, the constitution of the Board is given as consisting of *seven manufacturers and seven workmen*, instead of the "eight manufacturers and eight workmen," mentioned in the draft.
- (8.) The Agreement proper is signed as follows:—  
Sealed with the seal of the Boot and Shoe Manufacturers' Association and Leather Trades' Protection Society, Incorporated, in the presence of  
THOS. LILLEY, Chairman.  
JOHN ARTHUR CRAIG, Secretary.  
For the London Metropolitan Branch of the National Union of Boot and Shoe Operatives.  
(Signed) CHARLES FREAK.  
WILLIAM VOTIER.  
WILLIAM JOHN LEWIS.  
THOMAS O'GRADY.  
For the London South Branch of the National Union of Boot and Shoe Operatives.  
(Signed) JOHN RAWLINGS.  
For the London East Branch of the National Union of Boot and Shoe Operatives.  
(Signed) CHARLES SOLOMON.  
For the City Women's Section of the Amalgamated Society of Boot and Shoe Makers.  
(Signed) RICHARD HOLDSTOCK.

Witness to the signatures of

Charles Freak, William Votier, William John Lewis, Thomas O'Grady, John Rawlings, Charles Solomon, and Richard Holdstock.

PERCY WALTER CRAIG,  
Basma House,  
London Wall Avenue, E.C.

## APPENDIX CXIV.

## EXTRACTS FROM TRANSCRIPT OF SHORTHAND WRITERS' NOTES of the PROCEEDINGS at a CONFERENCE of the FEDERATED ASSOCIATIONS of BOOT AND SHOE MANUFACTURERS and the NATIONAL UNION of BOOT AND SHOE OPERATIVES.

## THE UNPIRE'S AWARD.

The following is a copy of the award of Sir Henry James, and the letter which accompanied it, received by the Mayor of Leicester at Nethy Bridge, N.B., on the 23rd August 1892:—

In the matter of an Arbitration between the National Union of Boot and Shoe Operatives, and the National Federation of Associated Employers of Labour in the Shoe Trade.

I, the undersigned, having taken upon myself the burden of the said arbitration, and having heard the parties thereto by themselves and their witnesses, do now in respect of the matters in dispute submitted to me adjudge and determine as follows:—

1.—That in respect of the work carried on by clickers, pressmen, lasters, and finishers, the employers of labour in shoe factories and workshops shall in each department respectively be restricted in the employment of boys (under 18) to one boy to every three men employed. And that where the number of men employed shall not be divisible by three, one boy may also be employed in respect of the fraction existing, either less than three or above each unit of three.\*

\* NOTE.—The meaning of this clause is that if one or two men are employed one boy is allowed. If four or five men are employed two boys are allowed. If seven or eight men three boys, and so on.

2.—That in order to enforce the above restriction, no employer shall be required to dismiss any boy in his employ at the date of the publication of this award. And that where the number of boys employed is in excess of the number hereby allowed, the necessary diminution of the number of boys employed shall arise from boys leaving their employment from causes other than the enforcement of this award, or from their ceasing to be boys through effluxion of time.

3.—That whilst the above restriction is general in its *prima facie* application, I further adjudge that it may be inexpedient that certain factories and workshops in which the manufacture of goods called "nursery goods" and other goods of a common quality and of a low price is carried on should be subjected to the above clauses.

4.—And in respect to such factories and workshops, that the owners of them—after giving notice to the local representatives of the National Union of Boot and Shoe Operatives—may call upon the Local Board of Conciliation and Arbitration (mentioned in the memorandum dated 16th August 1892) existing in the different localities where such factories and workshops are situated to determine the number of boys to be employed in such factories and workshops, and the different departments thereof, according to the circumstances existing in each case. And that upon the hearing of such application the parties to this arbitration may appear and be heard.

5.—That if at any time during the six months next after the publication of this award the employers in any district submit to me a statement which shall cause me to think that there are special reasons affecting such district why I should consider whether the above restriction should or should not apply to it, I will proceed to hear and determine whether any exemption of such district from the above limitation, or any modification of its application to such district, shall be made. And upon such hearing the parties to this arbitration may appear and be heard.

6.—That this award shall be in force until the 1st day of September 1896. And if within three months of that date either party to this arbitration shall give notice to the other that it is desired to have the terms of this award reconsidered and revised, the two parties hereto shall proceed to nominate an umpire for such purpose. And in the event of no such umpire being agreed upon, the President of the Board of Trade for the time being shall nominate one. In the event of such notice not being given, this award to remain in full force and effect.

And I further adjudge that if any differences shall arise as to the construction to be put upon this award, or as to the manner in which its provisions shall be carried into effect, such differences shall be submitted to me for my determination.

(Signed) HENRY JAMES.

August 22nd, 1892.

41, Cadogan Square, London,

August 22nd, 1892.

DEAR MR. MAYOR,

I enclose herewith my award, and I shall be glad if you will forward it to Mr. Ward and Mr. Inskip.

I fear there may be some difficulty in applying my decision to certain matters of detail, and so I have made provision for affording an opportunity to those who are interested to apply to me for further directions, if necessary. If such should be the case, I will with pleasure hold a sitting early in October.

You may also communicate to Mr. Ward and to Mr. Inskip that if I can assist them in strengthening the constitution of the Boards of Conciliation, they may rely upon my services.

Permit me to thank you very sincerely for the great personal courtesy and hospitality you were good enough to extend to me when at Leicester.

I am, &c.

HENRY JAMES.

#### RULES FOR THE PREVENTION OF STRIKES AND LOCK-OUTS.

The following is a copy of the Rules prepared by the Sub-Committee appointed by the Conference to draw up Rules for the Prevention of Strikes and Lock-outs and enforcing the settlement of all disputes by arbitration, as altered by the Mayor of Leicester, and approved by Mr. J. G. Ward, on behalf of the Federated Associations of Boot and Shoe Manufacturers, and Mr. Ald. Inskip, on behalf of the National Union of Boot and Shoe Operatives:—

That, in order to prevent a strike or lock-out, and to secure the reference of all trade disputes to arbitration, we recommend—

1.—That in every trade centre a permanent Board of Conciliation and Arbitration be established, constituted of equal numbers of employers and workmen, with one arbitrator to be elected by the employers, and one arbitrator to be elected by the workmen, who, when appointed, shall elect a third arbitrator or umpire; or, if both parties agree, a sole arbitrator may be appointed by the Board to represent the whole, to act when called upon, and that the appointment of arbitrators or umpire, as the case may be, be made before deliberations are commenced.

2.—That every question, or aspect of a question, affecting the relations of employers and workmen individually or collectively should in case of disagreement, be submitted for settlement to the Local Board of Conciliation and Arbitration, according to its own Rules (if any), or, if there be no Rules applicable, then according to the rules laid down by the Conference.

*Note.*—It is understood that the employers have no intention of seeking a reduction of the present rate of wages.

3.—That the agreement constituting, and the rules governing, the London Board of Conciliation and Arbitration be adopted as a model for other centres.

4.—That the procedure, in cases of disputes between an employer and his workmen, should be, as nearly as possible, the following:—

a. The matter should be at once reported to the Secretary of the Local Board of Conciliation and Arbitration, who must at once call in the investigators (if any) appointed by each side.

b. If there be no investigators, or being such they are unable to arrange terms, the Committee of Enquiry be forthwith advised of the dispute.

c. In the event of the Committee of Enquiry being unable to settle the matter, it should be referred to the Local Board of Conciliation and Arbitration to decide, or to refer it to the arbitrators or umpire.

5.—That on no account should there be any cessation of work, either at the instigation of an employer or workmen.

6.—That in cases of dispute as to the interpretation of existing prices or conditions, provision should be made for the earliest possible reference to the Local Board of Conciliation and Arbitration, either through investigators appointed by both sides, or by the Committee of Enquiry or otherwise, the importance of speedy adjustment being always kept in view.

7.—That where existing prices or conditions are sought to be amended by either employers or workmen, at least three months notice must be given, to come into operation at the commencement of a season.

8.—That where, in any town or centre, there is not a sufficient number of firms to form a Board of Conciliation and Arbitration, arrangements should be made for the reference of all disputes to the nearest centre having a Local Board of Conciliation and Arbitration, or that a Board of Conciliation and Arbitration be formed for a district comprising a convenient geographical area.

9.—That where a Local Board of Conciliation and Arbitration is unable, from any cause, to appoint arbitrators or an umpire, the president for the time being of the Federated Associations and a member appointed by the Executive of the National Union of Boot and Shoe Operatives be empowered to make such appointment; failing agreement on their part the umpire elected under Rule 14 shall make the appointment.

10.—That a conference between the Executive Committee of the Federated Associations and a Committee of an equal number appointed by the National Union of Boot and Shoe Operatives be held at least once a year, and oftener if necessary, to consider such questions as may then be submitted to them, with a reference to arbitration in case of disagreement.

11.—That it shall be competent for the employers or workmen through a Local Board of Conciliation and Arbitration upon notice having been given of any proposed change in the existing prices or conditions to claim that a new principle is involved, and in the event of such Board agreeing by a majority of each side that such proposed change *does* involve a new principle, it shall be referred to the Conference.

12.—That should a majority of members on each side of the Board fail to agree thereon, and the question be referred to the local arbitrators or umpire, then the decision of such arbitrators or umpire requiring the question to be referred to the Conference shall be a sufficient authority for so doing, and pending the decision of the Conference, no steps shall be taken to enforce the proposed change.

13.—The Conference, or in case of difference its umpire, shall decide that any question submitted to it is of either local or general application.

14.—That the first business of the annual meeting of the Conference shall be the appointment of an umpire to act in matters arising at that meeting and during the ensuing year.

15.—That all questions to be submitted to the Conference be embodied in the agenda sent out with the notice calling the meeting, and such notice shall be issued at least seven days before the day of meeting.

(Signed) THOS. LILLEY. WILLIAM INSKIP.  
HY. WOODING. JOHN JUDGE.  
S. LENNARD. CHARLES FREAK.

Approved 16th August 1892.

## APPENDIX CXV.

## DOCUMENTS containing the CORRESPONDENCE between the MASTER TAILORS' ASSOCIATION and the AMALGAMATED SOCIETY OF TAILORS relating to the LIVERPOOL DISPUTE 1892.

## PAMPHLET issued by the AMALGAMATED SOCIETY OF TAILORS.

## HISTORY OF THE LIVERPOOL DISPUTE. \*\*

To the Members of the above Society only.

8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

GENTLEMEN,

As many of our branches are writing to us for information concerning the above dispute, and the rumour being afloat that those employers who belong to the Employers' Association are going to lock out our members wherever they employ them, the E.C. has decided that the whole of the correspondence which has taken place on the subject be published, so that our members may have the fullest information. The following is, therefore, the whole case, and we should be glad of expressions of opinion from our various branches as to the policy we have pursued. We have done up to now what we considered best in the interest of our members, and shall continue to do so, but it would materially assist the E.C. to know whether or not our branches have approved of their action. We shall not make any analysis or comment on the correspondence in this paragraph, but trust our members will carefully peruse it, and then follow minutely our statements at the close of this history. The E.C., at their January meeting, gave our Liverpool Branch leave to negotiate with their employers to have all their work, except vests, made in the workshops. In accordance with this they issued the following circular:—

AMALGAMATED SOCIETY OF TAILORS, LIVERPOOL  
BRANCH.

"George the Fourth," Hood Street,  
March 12th, 1892.

GENTLEMEN,

We beg most respectfully to inform you that the application contained in this circular has received the earnest consideration and is the deliberate conviction of the members of our branch. It has also received the approval of our governing body. We would remind you that the substance of this application was made to you three years ago. We think the time has arrived when you should be asked to give it your favourable consideration and consent. Our application is—"That the Liverpool master tailors be respectfully requested to take immediate steps to have all coats and trousers made on their premises." We make this request in the interest of our own members, also in the interest of several firms who at present comply with the terms of our application. Since we made our last application, we find that the evil of which we complained has developed, and much more trade is now given out in Liverpool than in other towns of less size and importance. We therefore feel that we have a legitimate grievance which requires amendment. We are aware that this demand on some of you will not be very great, as most of your work is made in your own shops, to others it will mean considerable change; but our desire is to obtain in all shops an equality, as far as the conditions of working are concerned. We therefore ask your immediate and favourable consideration to our proposal, and your answer to the above by March 26th.

Yours, respectfully, on behalf of our branch,  
THOMAS KEHOE, President.  
DOUGLAS WAKE, Secretary.

To the Liverpool Master Tailors.

The following letter was received from Mr. John Allen:—

77, Lord Street, Liverpool,  
May 10th, 1892.

DEAR SIR,

As your society has no ground for quarrel with us as to the question of outworking (vests excepted), we think it right to let you know that our only trousers maker (Walls) not working with the general body of men is at work in a shop rented

and controlled by us. Our other trousers maker (Green) we dismissed a week ago, as his work was not satisfactory.

Yours, &amp;c.

Mr. Wake. RICHARDSON, DUNLOP, AND CO.

The committee, not considering this satisfactory or sufficiently definite, waited on Mr. Allen, who made the following addition:—

We promise either to bring the within-mentioned Walls inside or sack him.

RICHARDSON, DUNLOP, &amp; Co.

The committee were still not satisfied, and wished for a definite reply as to whether or not the firm would comply with the circular, when they received the following note:—

77, Lord Street, Liverpool,  
May 10th, 1892.

DEAR SIR,

We are complying with your circular of the 12th March.

RICHARDSON, DUNLOP, AND CO.

The following are replies received from the other employers. Those marked thus \* do not belong to the Employers' Association, but are all first-class employers:—

32, North John Street, Liverpool,  
May 10th, 1892.

SIR,

I quite agree to the terms of your circular. Please send my men in at once, and oblige.

Yours, &amp;c.

The Secretary,  
Tailors' Society.

ROBERT DARLING.

3, Tarleton Street, Liverpool,  
May 10th, 1892.

DEAR SIR,

I agree to comply to your circular of May 5th, to have the remainder of my trousers made on the premises.

Yours, &amp;c.

Mr. Douglas Wake.

J. TEED.

\*7, Tarleton Street, Liverpool,  
March 22nd, 1892.

SIR,

Your circular to hand, in reply to which we have to say that we do not employ any outdoor coat or trousers hands.

Yours, &amp;c.

JOHN LEWIS AND SON.

\*13, Bassett Street, Liverpool,  
April 13th, 1892.

DEAR SIR,

In reply to your circular recently received, we have had everything made on the premises for some years, unless compelled to do otherwise in cases of emergency, so the matter will affect us only to a very small extent.

Yours, &amp;c.

J. RAVENSCROFT AND SON.

To the Secretary of the  
Amalgamated Society of Tailors.

29, South John Street, Liverpool,  
May 9th, 1892.

SIR,

In reply to your circular dated March 12th, which we have had under consideration, we beg to inform you that we agree to the terms set forth.

Yours, &amp;c.

J. EDWARDS AND SON.

Mr. Douglas Wake, Hood Street.



\*20, North John Street, Liverpool,  
May 17th, 1892.

SIR,

In reply to yours of 16th inst., as to my not having complied with the terms of your circular of March 12th, I fail to see how it could possibly have affected me, not being a member of the Masters' Association. However, I may as well say that I have always been in favour of having the trade made inside, but have been compelled by force of circumstances to adopt outside workers to get my trade made; and, of course, you do not guarantee to supply perfect men, that is, men who finish their work and are steady and sober. I only keep one outdoor coat-man (Phil Cain), and, as stated above, have always been in favour of indoor workers, so presume that now I agree to the terms of your circular and give up my outdoor men, you can supply me with extra men, if required. Your reply per return will oblige.

Yours, &amp;c.

Mr. Douglas Wake.

JOHN MURDOCH.

20, Exchange Street East, Liverpool,  
March 15th, 1892.

SIR,

In reply to your circular, I am pleased to say that all my coats and trousers are made in my own workroom.

Yours, &amp;c.

Mr. Douglas Wake.

JAMES TAYLOR.

5, Post-office Place, Church Street, Liverpool,  
DEAR SIR, May 23rd, 1892.

With reference to the dispute about the work going out, I think you did not give me a fair chance. I have never given much out, except when the men inside were full up, or when they could not be depended on to do it in time. I have always preferred having it done inside, and for many weeks through the winter I have scarcely had one job done outside. I am still willing to do the same, and employ all the men I can get into my rooms comfortably, without overcrowding. If any of the men who were working for me are still out they can return as soon as you are willing to send them.

I am, &amp;c.

The Secretary,  
Amalgamated Society of Tailors,  
Hood Street.

2, Brunswick Street, Liverpool,  
March 25th, 1892.

DEAR SIR,

We beg to acknowledge the receipt of your circular, dated March 12th, and in reply we have to inform you that, with a few unavoidable exceptions, our garments are all made on the premises. We are surprised to learn from your circular that the practice of giving work outside has increased in Liverpool. The reverse is the case with us, and we have now brought it down to very small dimensions—partly owing to our men in the workshop being much steadier and more reliable than their predecessors.

Very faithfully yours,

Mr. D. Wake.

GEORGE E. YOUNG AND CO.

10, Dale Street, Liverpool,  
May 7th, 1892.

DEAR SIR,

Our notice has been called to the fact that we omitted to reply to the circular you sent out in reference to outside workers. We can assure you that it was through no discourtesy on our part to the society that this occurred, but rather that we had the opinion that our sentiments, which are generally understood as friendly to the society, would be conveyed by the shop steward, hence the indifference. We may add that we only employ one trousers maker outside, solely because we have insufficient workroom accommodation, and he only receives such work as we find it impossible to get done inside, and is purely a secondary consideration. We may further add that we have every reason to believe that we are on the very best terms with our workmen, as it is well known that we are in entire sympathy with the society.

We are, &amp;c.

D. Wake, Esq.

H. E. DAVIES.

29, Tarleton Street, Liverpool,  
March 17th, 1892.

DEAR SIR,

In answer to your letter of the 12th, I beg to say that all my coats and the best part of my trousers are made on these premises.

I remain, &amp;c.

Mr. Douglas Wake.

WILLIAM J. CROOK.

Liverpool Clerks' Clothing Association, Limited,  
North John Street, Liverpool,  
March 29th, 1892.

DEAR SIR,

I duly received your circular letter of the 12th inst. I think we are already complying with the letter of your request, as all our work is made on our own premises.

Yours, &amp;c.

Mr. Douglas Wake,

H. FRANCE.

Amalgamated Society of Tailors.

\*Tarleton Street, Liverpool,  
March 28th, 1892.

SIR,

In answer to your circular, we have no out-workers bar a couple of trousers makers.

Yours, &amp;c.

Mr. D. Wake.

J. P. CORISH AND CO.

The above are the replies to the circular. Of course, there are several other first-class employers who did not and never have got any of their trade made outside; with these the branch did not interfere, and not one of them belong to the Master Tailors' Association. There are eight shops blocked, all second and third class shops, which, previous to the dispute, employed 48 men in all. These all belong to the Employers' Association.

The following are communications that have passed between our Liverpool Branch and the Liverpool Branch of the Master Tailors' Association:—

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,

DEAR SIR,

March 24th, 1892.

The circulars which have been received by the members of the above have been considered by a general meeting, and I have been instructed to inform you that we do not think your request to have all coats and trousers made on employers' premises is one we are able to enforce.

I am, &amp;c.

D. Wake, Esq.

S. FAIRHURST, Hon. Sec.

N.B.—We trust that you will not consider as discourteous the fact that you do not receive individual replies to your circular.—S. F.

Liverpool Branch of the Amalgamated Society of Tailors,

"George the Fourth," Hood Street,

DEAR SIR,

March 29th, 1892.

Reply to circular received. I am instructed to say our committee consider it very unsatisfactory and requiring explanation. You say you cannot see your way to enforce our request, but do not assign any reason for refusing to co-operate with us in trying to bring about the reform we ask. I am therefore instructed to ask you to receive a deputation of six of our members to confer with an equal number of yours, with a view, if possible, to settle the matter by negotiation. I trust you will accede to this request, as we desire to arrange the matter with your association without disturbance to the season's trade. I hope, therefore, you will make arrangements to meet the proposed deputation on Monday evening, April 4th, at 6.30. A reply by Friday, April 1st, would oblige.

Yours, &amp;c.

Mr. S. Fairhurst,

DOUGLAS WAKE,

Hon Sec. M.T.A.

Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,

DEAR SIR,

April 1st, 1892.

I beg to acknowledge receipt of yours of the 29th ult., and to say that your letter will be laid before the committee of above on Wednesday next.

I am, &amp;c.

S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,

DEAR SIR,  
April 8th, 1892.  
I am instructed to inform you that the committee of above have appointed six of their number, who will be pleased to meet an equal number of your members on Monday next at above address at 6.30 p.m.

I am, &c.  
S. FAIRHURST, Hon. Sec.

Please say if your members are able to attend at that time.

Liverpool Branch of the Amalgamated Society of Tailors,

DEAR SIR,  
"George the Fourth," Hood Street,  
April 8th, 1892.  
Yours to hand. I will arrange for time mentioned, viz., 6.30, Monday evening.

Yours, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M.T.A. Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland;

DEAR SIR,  
10, South John Street, Liverpool,  
April 12th, 1892.  
In accordance with arrangement with your representatives last evening, I am instructed to inform you that we hold a general meeting tomorrow night.

I am, &c.  
S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,

DEAR SIR,  
10, South John Street, Liverpool,  
April 14th, 1892.  
At a general meeting of above I was instructed to send you the following reply:—"As stated at our meeting with your representatives, the demand made is one which we consider impracticable, but we should be glad to know if your association will agree to the suggestion of one of your members, to submit the whole question to independent arbitration."

I am, &c.  
Mr. D. Wake. S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Amalgamated Society of Tailors.

DEAR SIR,  
"George the Fourth," Hood Street,  
April 15th, 1892.  
Yours of the 14th inst. to hand. I am directed to inform you that our committee have accepted your offer of arbitration, and will meet your representatives on Wednesday evening next, at your rooms, 6.30, to arrange terms of reference and select an arbitrator.

Yours, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M.T.A. Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,

DEAR SIR,  
10, South John Street, Liverpool,  
April 16th, 1892.  
As some of our members are away from business, I am unable at present to fix time of meeting, but will write you later on relative to same.

I am, &c.  
Mr. D. Wake. S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,

DEAR SIR,  
10, South John Street, Liverpool,  
April 20th, 1892.  
I find we shall be unable to meet you before Friday evening, say 6.30 or later, if more convenient to your members. Please advise me.

In haste, yours &c.  
Mr. D. Wake. S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Amalgamated Society of Tailors,

DEAR SIR,  
"George the Fourth," Hood Street,  
April 20th, 1892.  
Yours to hand. I have made arrangements for the time suitable to you, as per note, viz., Friday evening, 6.30, at your rooms.

Yours, &c.  
Mr. S. Fairhurst. DOUGLAS WAKE,  
Secretary.

The following is a copy of the proposed resolution given to our representatives by the employers' representatives to be placed before our committee:—

Resolved—That the delegates representing the Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland undertake to press upon the members of the branch the desirability of taking steps to bring their present staffs of coat and trousers makers inside workshops belonging to and under the direct control of the employers.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,

DEAR SIR,  
10, South John Street, Liverpool,  
April 27th, 1892.  
In accordance with the agreement arrived at between the deputations representing the Liverpool Branch of the A. S. O. T., a general meeting of the L. M. T. A. was held last evening, and the following resolution passed with only one dissentient, viz.:—"That, at a general meeting of the Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland, it was resolved that all members of the branch be urged to take immediate steps to induce their outdoor coat and trousers makers to become workers in rooms rented by and under the direct control of the employers." As this was to be accepted as a settlement of the question if the delegates succeeded in carrying it, I shall be glad to have your letter of confirmation at an early date.

I am, &c.  
Mr. D. Wake, S. FAIRHURST, Hon. Sec.  
Sec. A. S. O. T.

Liverpool Branch of the Amalgamated Society of Tailors,

DEAR SIR,  
"George the Fourth," Hood Street,  
April 28th, 1892.  
I am instructed to inform you that at a very largely attended special general meeting the resolution, as stated in your letter of the 27th inst., was submitted to our members, and that they have unanimously refused to accept such resolution.

Yours, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M. T. A. Secretary.

Liverpool Branch of the Amalgamated Society of Tailors,

DEAR SIR,  
"George the Fourth," Hood Street,  
May 5th, 1892.  
At a special general meeting of the above the following resolution was unanimously adopted:—Resolved—"That notice be given to those firms who have not complied with the terms of our circular of March 12th, that unless an affirmative answer be given by Monday next, May 9th, not later than 10 o'clock a.m., no more work will be taken in hand by the men of these firms." I am, therefore, instructed to request a favourable reply by that date.

Yours, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M. T. A. Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,

SIR,  
10, South John Street, Liverpool,  
May 6th, 1892.  
Certain members of the above having received your circular of yesterday's date, a meeting was held to consider your threatened action. I am instructed to remind you that from the first this association has maintained that your request to

abolish outworking is impracticable, and therefore cannot be complied with. With great difficulty our delegates induced this branch to accept a scheme for bringing the present outworkers to work in rooms, for which our members would assume responsibility; and it was understood by our delegates that your representatives would urge your society to accept that proposal as a settlement, if our branch agreed to it. Having regard to these facts, you are informed that any action taken by your society without further conference with us will be forthwith laid before the Executive of the M.T.A. of Great Britain and Ireland, who will take steps to meet any difficulty you may bring upon our members' men; and in due course further steps will be taken to enforce the rights of the trade, and secure liberty of action to our members throughout the kingdom.

I am, &c.  
Mr. D. Wake. S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Amalgamated Society  
of Tailors,

"George the Fourth," Hood Street,  
May 9th, 1892.

DEAR SIR,

Your letter has just been considered by the committee of our society. In the first place, we desire to point out two mistakes in your note. (1) We did not ask that outworking should be abolished generally, only in connexion with those shops occupying the same position as those who are at present complying with our request; (2) our representatives did not leave your representatives with the understanding you assume, that they would try and persuade their meeting to accept the terms offered by your society.

Yours, &c.  
Mr. S. Fairhurst. DOUGLAS WAKE,  
Secretary.

Liverpool Branch of the Master Tailors' Association  
of Great Britain and Ireland,  
10, South John Street, Liverpool,

DEAR SIR, May 9th, 1892.

Your letter of this date has been considered by our branch, and having regard to the fact that your demands are made against a limited number of our members, it was resolved that liberty of action be conceded to our members until further conference between our two Executives can be arranged. We have always considered your demand impracticable, and your very limited action proves that contention.

I am, &c.  
Mr. D. Wake. S. FAIRHURST, Hon. Sec.

The following is the report sent to the E.C., who allowed the Liverpool Branch to take action, and in less than a week the men had all obtained employment:—

Liverpool Branch of the Amalgamated Society  
of Tailors,

April 29th, 1892.

To the members of the Executive Council.  
GENTLEMEN,

The enclosed circular has been sent to all the master tailors in Liverpool, also to the secretary of the Master Tailors' Association. Several individual replies have been received from those employers who do not belong to the Masters' Association, and who are favourable to our movement. We also received a reply from the Masters' Association to the effect "that they did not think our request was one which they were able to enforce."

Our committee considered such reply as unsatisfactory, and requested them to receive a deputation of six of our committee to meet an equal number of theirs to discuss the question.

After the delay of a week our request was agreed to, the joint committees meeting on Monday evening, April 11th. After four hours' discussion no agreement was arrived at, the masters having no power, according to their rules, without consulting their general body. Consequently, their general

meeting was held on Wednesday evening, April 13th, their conclusions being that the demand was impracticable, but they would be glad to know if our Association would agree to a suggestion of one of our representatives—to submit the whole question to independent arbitration. Our committee, therefore, requested a further conference to arrange terms of reference in connexion with arbitration.

When we met the employers' deputation to arrange for arbitration (on our demand) they laid down four points that would have to be brought before the arbitrator, which we would have to consider and answer in the affirmative.

(1) That outworking was an innovation; (2) that our proposal to bring the coats and trousers back to the shops would be a benefit to the outworker; (3) that the outworkers, when in the shops, would have full liberty to work for whatever wages they liked, and should please themselves as to joining our society; (4) that our demand would be for the public good.

We refused all these points, and confined our agreement to arbitrate on our circular only. This they positively refused, and presented us with the following resolution, which they would submit to their members, viz.:—

"That the delegates representing the Liverpool Branch of the Masters Tailors' Association of Great Britain and Ireland undertake to press upon the members of the branch the desirability of taking steps to bring their present staffs of coat and trousers makers inside work-shops belonging to and under the direct control of the employers."

Which our general body has unanimously refused. We tried our best to get them to leave out of the resolution any reference to their outworkers, but they refused. Seeing that our time was being wasted, it was thought advisable to call our members together and place before them the result, so far, of our negotiations.

There are 15 shops who give out trade where we have control. In those shops there are in society 104, against 23 non-members.

The enclosed resolutions were passed unanimously at our special general meeting, held in the Odd-fellows' Hall, Wednesday evening, April 27th.

I am therefore requested to ask the favourable consideration of our Executive Council for powers to enforce our circular at those shops where we have control.

I remain, &c.  
DOUGLAS WAKE,  
Secretary.

First resolution.—Resolved—"That it is the opinion of this general meeting of the Liverpool Branch, A.S.T., that we cannot accept the employers' resolution."

Second resolution.—Resolved—"That we apply to the Executive Council for leave to force our circular where we have control."

The above were carried unanimously, there being present about 400 members.

I also enclose the correspondence with the masters for your perusal. When finished with would you please return. Awaiting a reply as speedily as possible.

Yours, &c.  
DOUGLAS WAKE,  
Secretary.

The following are the communications which have passed between your Executive Council and the Executive of the Employers' Association:—

The Master Tailors' Association of Great Britain  
and Ireland,

Queen's Chambers, John Dalton Street,  
DEAR SIR, Manchester, May 14th, 1892.

At a meeting of our Executive, held yesterday, the dispute and demand made by your Liverpool workmen's branch on a number of members of our local branch in Liverpool was considered, and, seeing the very unsatisfactory position in which the matter at present is, we are instructed to request a prompt meeting with representatives of your

Executive to try and arrange an amicable settlement of the question.

Yours, &c.  
 Mr. George Keir, A. REDFEARN,  
 Secretary of the Amalgamated Society of Tailors, Secretary.  
 Caxton Buildings, Booth Street.

Amalgamated Society of Tailors,  
 8, Caxton Buildings, Booth Street,  
 Piccadilly, Manchester.

DEAR SIR, 16th May 1892.  
 Yours to hand this morning, and I must point out to you that our Liverpool branch accepted your offer, "for the terms as stated in their circular to be settled by arbitration." You afterwards withdrew that offer, and wished to introduce new features into the affair altogether. Of course, as you refused local arbitration we cannot now consider the question, as the matter is entirely in the hands of our representatives and our Liverpool branch for them to settle, and they have not to our minds done anything to warrant us in depriving them of that power.

Yours, &c.  
 Mr. A. Redfearn. GEORGE KEIR.

The Master Tailors' Association of Great Britain and Ireland,

Quezon's Chambers, John Dalton Street,  
 DEAR SIR, Manchester, 18th May 1892.

Your letter to hand. Our Liverpool branch informs us that they never offered arbitration as stated in yours, but merely asked "if your branch were prepared to leave the whole matter to arbitration;" nor is it true that any new matter was introduced into the question. At the first interview it was pointed out that outwork meant female labour and division of labour and liberty as to the workers and methods, &c. If you inquire of your Liverpool branch, you will find the matter as here stated. The demand that all coats and trousers be made upon employers' premises either meant discharging the present outworkers or bringing them and their methods on to employers' premises. Your members repudiated the idea that they were asking for the discharge of present outworkers, but nevertheless rejected the employers' proposal to bring them on the premises. To us the matter seems a determined refusal to allow females to work directly for the better trades. If this is so, it would be more straightforward to plainly state so. As the questions referred to are of more than local interest, affecting the trade generally, I would urge the request of our Executive for a meeting of the joint Executives for the purpose of arriving at a satisfactory settlement.

Awaiting your reply, I am, &c.  
 Mr. Keir, A. REDFEARN,  
 Secretary, Secretary.  
 Amalgamated Society of Tailors.

Amalgamated Society of Tailors,  
 8, Caxton Buildings, Booth Street,  
 Piccadilly, Manchester,

DEAR SIR, May 19th, 1892.  
 Yours to hand, but I must inform you that the information contained in my last letter is perfectly correct. Your Liverpool branch have refused to settle this matter locally, and we cannot therefore take the affair out of the hands of our representatives and our Liverpool branch on this account. There is one point in your letter, however, I must correct you on, although we have done so on many other occasions. Understand clearly we have no objection to females working either for the better class or any other class of trade. Unfortunately, many poor women are compelled, and we recognise their right to work at our trade; but we do not recognise the right of any employer to reap the profit by reducing the prices of these women's labour simply because they are women. The employers state that these women can do the work as well as the men; then, in the name of all that is fair and just, let them be paid the same. Why should they be compelled to turn their homes into factories to enrich the employer? The employer charges his customer the same for

the garment made by a woman as he does for that made by a man. Mr. Gordon stated that before the Labour Commission that we had not stated why we objected to female labour.\* This was one of the many untruths he told, and which, I am happy to say, we have been furnished an opportunity of contradicting. He knows perfectly well that we stated to him personally the reason stated in this letter. We do not object to female labour in our trade, neither would we embark in any movement to abolish it; but we object and will continually strive to prevent employers pitting these poor women against us by compelling them to accept less for their labour than what they are justly entitled to by the employers' own confession. Let them show us that these women receive the same price for their labour as we do, and work under the same advantages that our members are striving themselves to work under, and we will not object to them; but we do object to them being used as a means to undersell the labour of their fathers, husbands, and brothers for the enrichment of the employers.

Yours, &c.  
 GEORGE KEIR.

77, Lord Street, Liverpool,

DEAR SIR, May 25th, 1892.  
 Your letter of the 19th inst. has been forwarded to me. Had it required a reply such would have been sent in due course. I cannot, however, let your statement, "that the information contained in your last was correct," pass without a contradiction. We further note your refusal as an Executive to consider the questions raised by the action of your branch in Liverpool. As those questions are of vital importance to the trade, your action leaves us no alternative but to summon a meeting of delegates to consider the situation, and to decide upon such a course as shall best secure our members from the tyranny practised by your society whenever the busy season comes round. It is a matter of great regret to our Executive that the amicable relations which might (and ought to) exist between our associations do not exist, and we repudiate any responsibility for such an unhappy state of affairs. Believe me, &c.

Mr. George Keir. JOHN ALLEN.

Amalgamated Society of Tailors,  
 8, Caxton Buildings, Booth Street,  
 Piccadilly, Manchester,

DEAR SIR, 1st June 1892.  
 Your letter, dated May 25th, was duly received by us on May 30th, but the envelope bore the Birkenhead post-mark of May 28th. In answer, I must distinctly state that your Liverpool branch offered to arbitrate on the circular sent out by our branch, and as soon as that offer was accepted by us you withdrew it and wished to introduce a whole lot of new matter into the question, which clearly proved you had no wish whatever to settle the matter amicably, and were disappointed when our members accepted your first proposition. I must also emphatically deny that this is any act of tyranny on the part of our members—the most "biassed" mind could not construe it into anything worse than self-preservation. Our members suffer terribly in the winter, and last winter was one of unprecedented severity to many of them. In Liverpool they see the employers sending their work to the outworker and sweater (for the sake of the greater profit), while they cannot get sufficient work to keep body and soul together. Can any sane man wonder that, after going through a winter of starvation, when they have the chance, they should take steps to prevent a recurrence of their terrible experiences; and yet, because these men obey the first law of nature, and do not first consider the employer, who has never for a moment considered them, they are dubbed "tyrannical." When your delegates meet, if they are fair and just minded, and the matter is laid before them in an honest light, any fair-minded man could anticipate the result. We have no desire whatever to strain any amicable relations that may exist, or have existed, between you society and ours, but every means to settle disputes or grievances locally

\* See questions 15,373, 15,422-30, pp. 163, 167-8. Minutes of Evidence, Group C, Vol. II.—G. D.

should be used before outsiders are called on to interfere.

Mr. J. Allen.

Yours, &c.  
GEORGE KEIR.

77, Lord Street, Liverpool,  
June 9th, 1892.

DEAR SIR,

Yours of the 4th inst. to hand; absence from home and pressure of business has prevented me from replying earlier. You are entirely mistaken in your idea of the course of events in connexion with the Liverpool dispute, and as the alleged offer to arbitrate locally was sent by letter, it should be very easy to get at the facts of the case. Arbitration was first mentioned by a member of the deputation representing your branch, and, his remarks being reported to our general meeting, a conversation took place in which it was stated that it was hardly likely that your Executive would allow the branch to arbitrate upon the question of outwork, as you had refused to do so in the case of Sheffield. We forwarded a letter officially asking if your branch was prepared to submit the whole case to arbitration. A reply came, "We accept your offer of arbitration," and fixed an evening to discuss the matter. We met our delegates the evening named, and the first thing we pointed out to them was that we had not offered local arbitration, nor did we refuse it, but as the matter was one of national importance it was a question for our respective Executives to come to some agreement upon. We further produced our rules, and showed them that by our rules any question we were unable to settle between ourselves had to be referred to our Executive, and that we were quite willing to abide by whatever settlement the two Executives arrived at. We also pointed out at that meeting, as we did at the first meeting, that the question of outwork involved "division of labour" and "female labour," and that any arbitration on the whole question must cover these questions. Nothing new was introduced upon that occasion. The privations of your members in the slack seasons which you refer to were spoken of then, and we offered to investigate any charges that might be made of employers keeping outside hands busy whilst the inworkers were idle. I personally pointed out that such questions were legitimate questions for the local arbitration committees, and much more important than the questions of classification which usually engaged the arbitration committee. Finally, we made an offer which we believe would, if accepted, have abolished middlemen, domestic workshops, and sweating, without depriving of their livelihoods deserving females and others who worked by different methods than your own; but you rejected that offer, and without further parley a strike ensued, which is still in existence as far as some firms are concerned. The whole matter remains open, our Liverpool branch having left the whole question with our Executive. Our Executive has already asked for a conference with yours upon this national question. So far you have refused to meet us, but if you mean anything by your remark that you "have no desire whatever to strain any amicable relations that may exist, or have existed, between your society and ours," you will surely see that the question in dispute is one that can only be settled by us as Executives; and we again invite you to meet us, and endeavour by mutual effort to do something towards the settlement of a question involving so many interests, in a peaceful and honourable manner. As arrangements are being made for the meeting of our Association at Chester on the 23rd of this month, we ask for your prompt attention to this matter.

Mr. G. Keir,

Believe me, &c.  
JOHN ALLEN.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,

16th June 1892.

Yours of June 9th to hand; but, as you are no doubt aware, Whit-week in Manchester is a holiday week, and the building in which our offices are situated was closed from Wednesday, and consequently I did not receive your letter until Mon-

day morning; but I hasten to reply to it as soon as my other business will permit. I think it is useless for us to argue who did or who did not suggest that the subject of the circular should be referred to arbitration. It is sufficient to say that it was suggested and agreed to by both sides, our members naturally supposing you would proceed at once. You say in your letter you did not refuse local arbitration, and under those circumstances we cannot understand why the matter was not settled locally, for our members were certainly in favour of it. You next say you produced your rules and showed our members that any question you were unable to settle between yourselves should be referred to your Executive. Of course I can understand this, but how could you say you were unable to settle it when you had never tried? You say you also pointed out to them this question of abolishing outworking involved division of labour and female labour. Well, all we can say to that is that you must have forgotten you were talking to practical men, for there are members belonging to your own society who never give a particle of trade out, and have never raised any question regarding division of labour or female labour. You also said to our members that the suggestions in their circular were altogether impracticable, whilst the very fact of some of your own members having all their trade made on the premises, under proper sanitary conditions, and paying trade union or log prices, shows you how practicable it is. You say the privations of our members in slack seasons which we refer to, in consequence of employers keeping the outside hands busy (for the sake of cheap production) whilst the inworkers were kept idle, could be dealt with by the local arbitration committee. Now, that is the gist of the whole affair. Surely, if you thought such a question was the legitimate work of the local arbitration committee, you could, in all conscience, have proceeded with local arbitration on the basis of the circular issued by our Liverpool branch, as that was the root of the whole question. I have before pointed out that our members have suffered so acutely for many winters, through the employers resorting to this cheap method of having the trade made outside (although they charge the customers the same as if it was made in the workshop), that they determined they would not go through such unprecedented hardships as they did last winter, hence their movement. You both agreed to submit the matter to arbitration, and then you withdrew, and now wish to force us to take the matter out of the hands of our Liverpool branch after giving them permission, and yet, in your letter, you state that you think the question a legitimate one for the local arbitration committee. Our E.C. are always willing to arbitrate, but local arbitration must fail first. You will remember that when the arbitration rules were in force all local means to settle must be used before the Central Board was appealed to, and although, through your members in Sheffield and Southport ignoring your instructions, we were obliged to withdraw from the committee; yet the fact of us all agreeing that this should first be done shows that you were of opinion outsiders should not be appealed to until all local means had failed. However, as far as we were concerned, the strike is over, and has been for several weeks. Of course, our members will not work in those shops where "sweating" is carried on, but we have not a strike member on the books, and the fact that some of our members who came out of those shops are working for members of your society proves that you did not consider their conduct either unwarranted or tyrannical in taking the action they did, and which was forced on them by too vivid a remembrance of their recent sufferings. Your remark with regard to female labour I need not deal with. I have written your secretary, and I gave him our views on the subject, and you say you have seen the letters. I am sorry for the misunderstanding that has taken place, but I assure you we never refuse arbitration on any dispute, neither have we on this; but as the matter refers to the members of our Liverpool branch, it is they who are the parties who should settle it, and cannot treat our members like children, and after giving them permission to do a certain thing, withdraw that permission, at least until we see that they have

violated the confidence we have placed in them and up to the present they have done no such thing. We wish your meeting in Chester every success, and again repeat that we have no doubt that if the meeting is composed of just and honourable men anxious to raise the status of the trade by which they live, and not look upon it only as a means of scraping wealth together, not caring for the humanity that may be degraded or the sufferings of their workpeople who produced this wealth so long as their object is attained, then, we say again, we can anticipate the result, and we trust that in justice to us you will lay before them all the correspondence which has taken place between your society and ours on this subject.

Yours, &c.,  
Mr. John Allen.

GEORGE KEIR.

77, Lord Street, Liverpool,

June 17th, 1892.

DEAR SIR,

I beg to acknowledge yours of yesterday. I am surprised that you still insist upon your version of the proposed reference to arbitration, without supporting your contention by quotations from the letters that passed. I again say emphatically that our Liverpool branch did not offer and then refuse local arbitration. I now enclose a letter from Mr. Johnston in support of this contention. That we tried to settle the question locally is evident from the fact that we held at least half a dozen meetings over it, and concluded by making a practical offer which your branch rejected. We hold that at that point the case should have come before us as Executives, instead of which your members struck. I gather from this, your last letter, that it is not outworking, as a system, so much that you object to as the abuse of it. You say the keeping of outside hands busy (for the sake of cheap production) whilst the inworkers were kept idle "is the gist of the whole affair." I repeat again, and Mr. Johnston's letter confirms me, that whilst we denied that members of our branch had been guilty of this abuse of outworking, at the same time we offered to investigate these charges, and give every satisfaction to your members in the matter. We said then, and I repeat it now, that the local arbitration committee is the proper place for such charges to be investigated in. Nothing but the absolute abandonment of all outwork would satisfy your branch, and that was where we could not agree. You state that, as far as your society is concerned, the strike is over, and has been for several weeks. I entirely disagree with you upon this point. Your members are at present withdrawn from several shops because those firms refuse to be dictated to as to properly conducted outwork (there is no question of sweating in it); and as for those firms which, like my own, sooner than be inconvenienced by a strike in the height of the season for the sake of one man, gave up that one man or two, as the case may be, until our respective Executives could settle the question at issue upon broad lines. Such firms do not intend—and plainly told the members of your committee in Liverpool that they did not intend—to be bound by any such undertaking for any longer time than such time as it reasonably took to get the Executives together. Such reasonable time has long since passed. And now what do you intend to do in the matter? You say you never refuse arbitration upon any dispute, and yet you have not, in spite of our repeated requests, consented even to meet us. If the question which you expect your Liverpool Branch to settle is the principle of outwork, I state again that our branch there has no power to deal with such broad principle. If, on the other hand, the question is merely one of abuse of a system that our Liverpool branch can go into, as its members have stated from the beginning, and will no doubt be ready to do so upon learning that the demand for the abolition of outwork is withdrawn, then the safeguarding of it is all that is aimed at. On the other hand, if the question remains one of outworking simply, as an Executive we are ready to meet with you to discuss the situation.

Believe me, &c.

JOHN ALLEN.

P.S.—Kindly let me have reply by Wednesday (mid-day).

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

DEAR SIR,

21st June 1892.

In answer to yours of the 17th inst., I must inform you that my reason for not giving any quotations from the letters is simply because I have not got them by me just now. I have seen them, and can well remember their substance, but I don't remember every word so distinctly as to quote them. However, as I told you in my last, it is immaterial who offered arbitration; it is sufficient to know it was offered. If our branch offered it, as you say, then it proves that they were willing to settle the matter amicably, but as you say you never refused it, then it is a mystery to me why the matter was not settled by arbitration long since. Mr. Johnston's letter simply proves that you have power to settle this question locally. For instance, he says when one of our delegates asked if you would submit the matter to arbitration your reply was, "we have no power to do so without the consent of a branch meeting," thereby inferring that with the consent of the branch meeting you had power. Mr. Johnston further goes on to say that at this branch meeting he proposed that the matter be referred to arbitration, but was met with the reminder that the men's E.C. had refused arbitration on this very question in Sheffield? But why did they refuse arbitration on this question in Sheffield? Because you did then just what you have striven to do with our branch in Liverpool this year, viz., you will persist in trying to arbitrate on questions entirely foreign to the dispute. The cause of the dispute in Sheffield was "Cheap female labour," and we agreed with representatives of your Association that matters should resume the *status quo ante*, and we should arbitrate on the cause of the dispute, but as soon as we had fulfilled our part of the compact you wish to arbitrate on outworking, and as this was not the cause of the dispute we absolutely refused. The same in Liverpool now—the request in the men's circular was outworking pure and simple, and this alone was the cause of the dispute, but you will not arbitrate on this, but wish to arbitrate on a whole host of outside matter; and although the circular deals with purely local matter, your one aim and anxiety seems to be to drag the matter away from the town to be settled by outsiders before you have tried to settle the matter yourselves. If, as you say, you gather from my last letter it is not outworking as a system we object to, then I must apologise for explaining myself so badly, for we do most emphatically object to the system of outworking, as there is not the slightest doubt but that it is the father of that abortion to all honest-minded men, "the sweating system." There is no question as to the abuse of outworking—the system itself is an abuse—and when I said that was the "gist" of the whole affair, I meant that if your branch had power to arbitrate on the modification of outworking, you surely had power to arbitrate on its local abolition. You will kindly allow me to know when a strike in which our members are concerned is over, and in our opinion a strike is over when the members are all off strike pay, and this happened weeks ago. Of course certain shops may remain blocked for years, until the employers agree to pay or conduct their business on the same fair lines as other employers in the town; and I must again repeat, that the action of our members in Liverpool could not have been at all reprehensible to the majority of your members in Liverpool, for most of the men who came out on strike found work in shops in the town, and a great many of them with members of your branch. Lastly, you ask me what we intend to do in the matter. I have invariably answered you that the circular was purely local, and our E.C. have left the matter in the hands of their representatives and the committee of the Liverpool branch. You say they offered you arbitration, and you have not refused it; I therefore presume that the offer is still open to you. We have sufficient confidence in the intelligence of our representatives and our Liverpool men to leave this matter in their hands. But before closing, with regard to your remark that your Liverpool branch has no power to settle this question, I have carefully read your rules and can see nothing that would prevent you from settling the matter locally; besides we do not think your society would



give one branch power and debar another branch from settling the same question. Your Southport branch has dealt with and settled this same question this year in favour of the men, without any appeal to either E.C.'s. Our members in Southport respectfully asked their employers to meet them to discuss this subject of outworking with a view to abolishing it, and which had only been resorted to by the employers since the strike last year. They met the men, with the result that they granted their request, and three days after the Jews took their household goods, &c. from Southport and betook themselves elsewhere in search of an opportunity to undersell the British workman.

Yours, &c.  
Mr. J. Allen.

GEORGE KEIR.

The meeting of the employers was held in Chester, at which 33 attended, including their general secretary and a shorthand clerk, who are not employers. This meeting, which was by no means unanimous, in spite of the press reports, left the matter with their E.C., which resulted in the following letter being forwarded to our Liverpool branch:—

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,  
June 27th, 1892.

DEAR SIR,

I am instructed to send you the following resolution from an executive meeting of the Master Tailors' Association of Great Britain and Ireland, held at Chester, June 23rd, and unanimously passed at a general meeting of above this evening:—  
Resolved—“That the members of the Liverpool Branch of the M. T. A. of Great Britain and Ireland give notice to the Liverpool Branch of the A. S. O. T. that they refuse to be bound by the conditions imposed by the workmen on the 9th May last, in relation to outworking, and request the withdrawal of the restrictions placed on the shops of some of their members by July 4th.”

I am, &c.  
S. FAIRHURST.

Liverpool Branch of the Amalgamated Society of Tailors,  
“George the Fourth,” Hood Street,

DEAR SIR,  
June 30th, 1892.

The letter containing your resolution was duly considered by our committee. We regret we cannot deal with the question, by the date you name, until the whole matter has been laid before a special general meeting of our branch, which will be called at the earliest possible moment.

Yours, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M.T.A. Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,  
July 5th, 1892.

DEAR SIR,

I beg to acknowledge receipt of your letter of the 1st. As our instructions from Executive were very definite in relation to time, I must ask you to send me information as to when we shall receive an answer to our last, for communication to Executive.

I am, &c.  
S. FAIRHURST, Hon. Sec.

Liverpool Branch of the Amalgamated Society of Tailors,  
“George the Fourth,” Hood Street,

DEAR SIR,  
July 7th, 1892.

In reply to yours of June 27th, the resolution contained therein was submitted to our members at a special general meeting of above, held in the Oddfellows' Hall, St. Anne Street, last evening, the following resolution being unanimously adopted:—Resolved—“That in the opinion of this meeting it would be detrimental to the interests of our members to recede from the position we have taken in reference to the circular sent out by us to the Masters' Association, especially seeing that a large number of the employers are already carrying on their business on the lines

“of our circular, thereby proving conclusively that our conditions are practicable even in the busiest time of the year; and that our previous offer to arbitrate on the lines of our circular of March 12th is still open.”

I remain, &c.  
Mr. S. Fairhurst, DOUGLAS WAKE,  
Hon. Sec. M.T.A. Secretary.

Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
10, South John Street, Liverpool,  
July 7th, 1892.

DEAR SIR,

I am instructed to acknowledge yours of today's date, which has been forwarded to our Executive, the matter being no longer in our hands.

I am, &c.  
S. FAIRHURST, Hon. Sec.

\*Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland,  
“10, South John” (Haskell) Street, Liverpool,  
July 11th, 1892.

DEAR SIR,

The Liverpool Branch of the Master Tailors' Association having failed to come to any settlement with your branch of the dispute re “outworking,” now existing, has (whilst repudiating for its members any engagements that they may have entered into pending the settlement between the two Executives) left the whole matter with its E.C. The employers' Executive, anxious to guard against any action that might be deemed precipitate, have advised (remembering that the negotiations locally have been carried on chiefly by interviews, of which no authorised records have been kept) that a statement of the employers' position in Liverpool be forwarded you. Agreeably with that advice, I beg to lay before you the following statement:—By circular dated March 12th, you make a demand that all coats and trousers be made upon the employers' premises. On Monday, May 9th, several firms were siruck against to enforce that demand. A certain amount of outworking has always existed in the trade; you virtually recognise the necessity of it by not including “vest-making in your demand upon this occasion” (in your demand upon this occasion vest-making), although upon a former one you did. It is also a fact that some of the most respectable workmen in the trade are outworkers. Hundreds of your own members in various parts of the country do not work upon their employers' premises. Naturally the employers look for substantial reasons for giving up these workers, and in their opinion no such reason has been given by your delegates in the conferences which have taken place. Had your request been one for co-operation with you for the abolition of any known evil connected with outworking, that co-operation would have been freely given; but the fact that your action has been taken against a limited portion of the trade, and that portion the better class, whose outworking is of a limited character, and absolutely free from (any of) the evils usually supposed to co-exist with outworking, shows that your desire is not to improve and elevate the trade, but to free yourselves from a certain amount of trade competition which at times is inconvenient to you. That your demand to have all coats and trousers made upon the premises of the employer is not a genuine one is abundantly proved by the fact that (though) your delegates denied that they sought the dismissal of any work-people at present employed, yet when the employers had agreed to take and recommend to their fellow employers the taking of workshops to be rented and controlled by the employers, and the bringing to work therein of the present staff of outworkers, female as well as male, your branch refused to agree to such a proposal, showing plainly that what you sought was not the substitution of in-working for outworking, but the cutting off from

\* The phraseology of this letter as printed in the pamphlet differs in a few small points from the letter printed at the end of the circular (dated July 25th, 1892) issued by the Master Tailors' Association (see pp. 634-5 of this volume). In the above letter the variant readings contained in the circular (dated July 25th, 1892) are given in brackets in italics, and the substituted portions are placed in inverted commas.—G. D.

their employment of a large number of competent and respectable females, as well as males, whose working outside you object to, and yet refuse them the right to work inside. Your refusal also to give those employers who pay to the log, and who might be disposed to bind themselves to employ none but men upon the premises, a preference over those firms who neither pay to the log nor limit themselves in any way, as to the persons and methods by which, and the places in which, their work is made up, shows the one-sided nature of the arrangement you would impose, viz., that the best employers be absolutely bound to employ none but your members, "whilst your members are to be free" (*you permit your members*) to work where they please and for what pay they please. As a matter of fact, when employers who pay strictly to the log cannot get a sufficient number of men to do their work and are compelled unwillingly to seek outside help, your members are to be found working for employers who hold themselves free to have their work made how, when, and where they like, and who are the greatest dependers upon outside labour. We wish also to make the position of our branch perfectly clear with respect to your offer to submit the question in dispute to a local arbitrator. Whilst willing and anxious to apply the principle of arbitration wherever possible, our branch has no power to submit to local arbitration any matters of principle affecting the trade throughout the country generally. Such a question is "outworking." But whilst unable to submit the principle of outworking to a local arbitrator, our Liverpool branch informed you that any questions of abuse of that system, in fact, such abuses as you alleged in support of your plea for the abolition of outwork, viz., a considerable increase in it to the detriment of the inworker, or the keeping of outside hands more fully employed than inside hands, were, and are matters that we can offer, and have offered, to submit to the local arbitration committee with any kindred grievances, at (the same time the larger question of principle was proposed to be left for settlement to our respective Executives, representing as they do both employers and employed—surely a more competent and suitable tribunal than any mere local individual that could be found outside the trade. The whole matter may be summed up thus:—You make a demand for the abolition of outwork that is incapable of general application, and yet is extremely unfair when applied to one section of the trade only. You would bind a section of the employers to you, but refuse to be bound to them. By refusing to allow the present outworkers to be brought upon employers' premises you show that it is not outworking you wish to abolish, but the outworker, female as well as male. By pressing for local arbitration, which the employers have stated to you their rules preclude them from employing where national interests are involved, and at the same time refusing the arbitration of the Executives of both employers and workmen, you show (*that*) your professed desire for arbitration is not genuine. Our reason for entering thus fully into "the" (*this*) question is that there may be no misunderstanding, and to afford you a final opportunity for withdrawing the demand you have made upon a number of our members and removing the block which you have placed upon several of their shops, and to save our Executive from compulsion to take such measures as shall secure to us the right to conduct our business in an honourable manner, and yet with such freedom as is necessary for the execution of our orders, and the coping with the ever-increasing competition which is so characteristic of the present age. Should your committee wish to reply, kindly let me have such by to-morrow (Tuesday) night. N.B.—*This sentence is not contained in the Circular.*

I am, &c.,  
 Mr. Douglas Wake, S. FAIRHURST,  
 Liverpool Branch, A.S.T. Hon. Sec.

Liverpool Branch of the Amalgamated Society of Tailors,  
 "George the Fourth," Hood Street,  
 DEAR SIR, July 12th, 1892.

In reply to your communication of July 11th, am instructed to inform you that we have no power as a branch to go beyond our previous offer  
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of local arbitration, as our rules do not give us any control over the question as a national one. We regret that your rules do not give you power to accept arbitration on the only lines which our branch has to offer.—On behalf of the committee,  
 Yours, &c.

Mr. S. Fairhurst. DOUGLAS WAKE,  
 Secretary.

On July 25th a registered letter was received at the General Office addressed to the Executive Council. The secretary could see by the envelope it was from the M.T.A., and as this was a most unusual way for communications from them to be addressed, and thinking their idea was that if it was addressed to him as they were always addressed he would not deliver it to the E.C., he forwarded the letter on to the president, Mr. Hollings, and sent the following letter to Mr. John Allen:—

Amalgamated Society of Tailors,  
 8, Caxton Buildings, Booth Street,  
 Piccadilly, Manchester,  
 26th July 1892.

DEAR SIR,  
 We have received a registered letter addressed to the "Executive Council of the Amalgamated Society of Tailors." By the envelope we see it is from your society, but as this is a most unusual way for letters from you to us to be addressed, in fact it is quite a new departure, as previously all letters have been addressed to me, but as this seems to be for our E.C., and the address is meant as a hint to me not to open it, I have taken the hint. As our E.C. met last week, and dispersed on Saturday, I have sent the letter to our president, who was in the North, but I am not sure if he has not left for the South of Ireland; however, I have sent instructions for the letter to be forwarded on to him in that case. I acknowledge the receipt of this letter to you, as, although the letter bears the Manchester postmark, I don't know which of your Manchester officials has sent it. I don't think it can be Mr. Gordon, as he has not answered a previous communication of mine. If your letter contains anything that requires answering (which, from the fact of it being registered, I suppose it does), I will write you, or our president will no doubt do so (if he feels justified in opening the letter without the consent of the E.C., seeing that it is addressed to them) as early as possible.

Yours, &c.  
 Mr. J. Allen. GEORGE KEIR.

To which we received the following reply:—

77, Lord Street, Liverpool,  
 DEAR SIR, July 27th, 1892.  
 I have your letter and am surprised at its contents. I have always understood that all letters addressed to an Executive Committee were opened and attended to by its secretary, and consequently would have expected you to have opened letters addressed to your E.C.; however, I suppose you understand your own business better than I do. I am writing our general secretary asking him to send you a copy of the letter in question, the contents of which you may have already inferred from the press statements. When you say that Mr. Gordon has not answered a previous communication of yours, of course you do not mean that such communication was not attended to. If Mr. Gordon, as honorary secretary, hands over any letters of our Association to our general secretary for reply, he acts quite within his rights.  
 Yours, &c.

Mr. George Keir. JOHN ALLEN.

P.S.—As I will be away for a few days, address Mr. Redfearn, who will have my address.

The following day the subjoined letter was received from the Master Tailors' Association:—

The Master Tailors' Association of Great Britain and Ireland,  
 Queen's Chambers, John Dalton Street,  
 DEAR SIRS, Manchester, July 27th, 1892.

I am instructed by my Executive to write you expressing their dissatisfaction respecting your attitude towards the Liverpool and Ashton-under-Lyne disputes, in which the rights of our



members to employ properly regulated outwork and day-wage men has been interfered with. Notwithstanding our repeated requests for a meeting with you to endeavour to secure a proper understanding on these questions, you have seen fit to reject our overtures, attack the rights of our members, and inflict upon them great inconvenience at the busiest season of the year. It is my duty to inform you that unless you withdraw by Saturday, July 30th, from the position in which your branches, with your direct sanction and support, have taken up, we shall be compelled to enforce our rights and secure our liberties by forthwith resorting to a general lock-out of the members of your society employed in our workshops.

Yours, &c.  
The Executive Committee J. GORDON,  
of the A.S.T. Hon. Sec.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
29th July, 1892.

DEAR SIR,  
Your letter duly to hand this morning. I have forwarded a copy to each member of our E.C. for their opinion, but as they are distributed all over the country it is impossible for me to let you have their decision before next Tuesday or Wednesday. I am very sorry for the delay, but it is through no fault of mine. I fail to see why you should have gone out of your way to address your first letter different to all your previous communications.

Yours &c.  
Mr. A. Redfern. GEORGE KEIR.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
July 28th, 1892.

DEAR SIR,  
I received copy of the previous letter from from Mr. Gordon this morning. I have forwarded a copy to each member of our E.C., but as they are distributed all over the country it is impossible for me to have their decision before next Tuesday or Wednesday. I am sorry for the delay, but it is through no fault of mine. I always understood that letters to an Executive Council were addressed to its secretary. This is the way all previous communications from your society have been addressed, and I fail to see why in this instance your secretary should have departed from the usual and proper mode of procedure; perhaps he had a motive. In reply to your comment I do distinctly mean that the unanswered communication I complain of has not been attended to, neither have I received any reply.

Yours, &c.  
Mr. John Allen. GEORGE KEIR.

Your Executive Council, after carefully considering the whole case, instructed the general secretary to send the following letter, enclosing the resolutions they have passed:—

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
3rd August, 1892.

DEAR SIR,  
Yours duly to hand, but I must point out to you that we have never yet refused to meet you on the Liverpool dispute. We have only strongly advocated that the parties concerned should first meet to try to settle the matter locally, and this you repeatedly refused to do; however, as our Liverpool branch have now left the matter in our hands, our E.C. have passed the following resolutions:—(1) Resolved—"That in the opinion of this E.C. we see no reason to alter our course of action in advising our Liverpool branch to withdraw from their circular of March 12th; but as the Liverpool branch have now placed the matter in our hands, we, as an E.C., are prepared to meet the E.C. of the M.T.A. to arbitrate on the matter in dispute, as far as our Liverpool branch is concerned." (2) Resolved—"That should the employers accept our offer to arbitrate on the

"Liverpool question, we will meet an equal number of their E.C. at any time and place they suggest." With regard to Ashton-under-Lyne, we most emphatically deny that we have ever been asked to meet you on this question, or even that we have a dispute there. You have repeatedly asked us to request our Ashton-under-Lyne branch to form an arbitration committee, and we have done so, though we have not used any pressure, for they know that if a dispute arises which can be settled by arbitration they would have to arbitrate on it. The matter is simply this, your secretary in Ashton-under-Lyne employs two men at the very busiest time of the year, and one of these was a day-wage man. Last December the other man, who is a member of our society, complained that he was being starved out of the shop, while the day-wage man got all the trade. Our committee investigated the case and found the man's statement correct. They waited on the employer, who informed them he would do as he liked (and did not say a single word about arbitration). Our member was in consequence withdrawn and supported by us. About four months after, when the busy season commenced, this employer wanted a man, but, remembering passed experience, none of our members would work for him. He then set up a cry for arbitration, but as none of our members worked for him, our branch absolutely refused to do so, as it is outside their province to arbitrate for any employer who does not employ any of our members. In this case our E.C. has passed the following resolution:—Resolved—"That as none of our members are employed in this shop, we cannot arbitrate on any question in which our members are not concerned." An early answer will oblige.

Yours, &c.  
Mr. A. Redfern. GEORGE KEIR.

P.S.—Since writing the above we have learned that the Carlyle employers have referred their dispute to their E.C., and as our Carlyle branch have placed their dispute in our hands, to be settled by arbitration if possible, we are prepared to meet you on this question also.

GEORGE KEIR.

The foregoing is a full and true statement of the whole affair, in spite of all the employers tell their members and publish in the press. The correspondence speaks for itself. Those of you who have seen the circular sent out by the Employers' Association to their members know what meagre information they have supplied to them, they have published the last two letters between the Liverpool branches and then expect their members to understand the whole affair. They are pursuing the one-sided policy now that they did in the Southport case; they published the whole of their letters to us, as they said, for the public to understand the question, and not one of our replies to them, but we are strongly of opinion that they do not wish their members to understand this question thoroughly; they have no wish for them to understand what a bogey they are raising, and most of these men who are urging on the first-class employers to lock our members out are merely doing it to use them as tools. We give the following extract from Mr. Gordon's speech at Chester:—

The question of outworking might not possibly closely interest every member of that Association, but it was a matter of considerable importance to many of them, and there were other questions that might not concern those interested in outworking to-day which would affect others to-morrow. If their Association was to be of any worth it must take a determined stand on certain principles, and say that inside this ring they would not allow those principles to be touched. They did not wish to wrong the workmen, all they wanted was fair play from their leaders; but at the present time they were being treated with insult and contumely.

A very soul-inspiring speech, surely! But then, you see, Mr. Gordon had a particular interest in it. He said it did not affect every member of that Association (but he was not one of those that it did affect). At the time he made that speech he had every stitch of his trade made out (and a Jew was not followed to Moreton Street, Strangeways, for us not to know where and under what

conditions he got some of it made), and, after all, what had he to lose? He only employs one of our members; it is no sacrifice to lock him out. It is these men—these second and third class employers—these rag-pickers of the trade, who are moving heaven and earth to get a general lock-out of the trade; but it is only where they are not known that they can meet with any success. Take Manchester, for instance, the seat of their general office and secretary; they have only three first-class firms belonging to them, and were they to resort to this threatened lock-out, they could not lock out 200 out of our 900 members. The same in Liverpool; they cannot reckon half a dozen first-class employers amongst them, and were they to act together in this city, out of our 860 members they could not lock out 150, and yet these people are trying to raise this storm throughout the country. Take the members of their Executive Council, for instance; many of them have no workshops at all, and one-half of them have not a member of our society working for them.

However, come what may, our stand is made, and we are certain we have the approval of our members in the course we have adopted. If this Employers' Association will not accept our offer to arbitrate on the Liverpool question only, we will absolutely refuse to arbitrate on it as a national question. They have said (if the press reports are to be depended on) that they will not even arbitrate on this question as a national one, on the basis of outworking or no outworking; but they claim that outworking is a right, and their basis would be outworking and how much outworking. This would mean the introduction of outworking where none at present exists. It would mean the utter degradation of the trade throughout the whole of the kingdom. Many of our branches look upon outworking as a deadly wrong, and have denounced it as the father of the sweating system, and we will not, even if we dared, be the means of plunging these branches into the system that it has taken years to free themselves from. We have no fear that this handful of employers could lock out the whole of our members; should they all act together, the number they would leave at work would be counted by five figures. These would strain every nerve to support their brethren who were fighting their cause. Well may the employers urge their members to imitate the sacrifices we make for each other; they had a sample of our metal last year. They know the self-sacrificing spirit of our members, and even though they attack us in this the slackest time of the year, they will find the same spirit exists within us still. We therefore urge you to buckle on your armour; the fight may be a stiff one, but, come what may, we will not relinquish the advantages we have gained—we will not again be driven back to such abject slavery. We will not turn our homes into factories to enrich our employers, and, above all, we will not be isolated. We will work together on the shop-board, where every member knows his fellow-member is working with him and not under-selling his labour. We will expose the system and the principle the employers are striking at, through the whole press, and we have confidence in the whole of our members to assist us to the fullest extent, and stand by their brethren in resisting the tyranny of this Association.

On behalf of the Executive Council,

GEORGE KEIR,  
Secretary.

Many of you have read the evidence of our General Secretary before the Labour Commission; you will also be aware that, without trying to ascertain from Mr. Keir if his evidence as published in the press was correct, Mr. Gordon wrote to the Commission refuting Mr. Keir's statements, and asking to be allowed an opportunity of correcting them. The following letter (which is the one Mr. Gordon never answered) will give you an idea of the amount of truth there was in Mr. Gordon's evidence. There is one thing we would point out—if Mr. Gordon was not ashamed of the manner in which he got his trade made, why did he seek to mislead the Labour Commission? If he was ashamed of it, what a farce to try to urge respectable first-class employers to lock out men to uphold a system to which he, an employer, was ashamed to own. We may state, in justice to Mr. Gordon, that several years ago he used to have his trade made up in the cellar underneath his shop, and he may, at the time he gave his evidence, have still rented it, but he did not get his work made in it. This may have soothed Mr. Gordon's conscience when he perverted

the truth to the Commission.\* We may further state that Mr. Gordon opened a workshop on July 22nd for the first time for several years.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester;

DEAR SIR, 23rd March 1892.

Yesterday I received parts of the "Tailor and Cutter" containing Mr. Allen's, your own, and my evidence. It was in the enclosed wrapper, and has been lying at the Millstone Hotel, Thomas Street, for nearly a fortnight. I presume it has come from you, as your evidence has several slight corrections in it. However, there is only one thing corrected which I intended to write to the Commissioners about, and that is with regard to our contributions being paid on Sundays in public-houses. If the corrections you have made are the only ones you have to make, you have said you would never support a member who enforced a reduction upon the men. Now, what about Doherty, what about Macbeth, and yourself? You stated before the Commission that you could afford to pay 1s. per hour, and yet, after having signed to pay 6½d. you reduced it in a few months to 6d. Would your society support you if your men struck against what you have reduced them? What about the dispute in Sheffield? Did not the introduction of female labour reduce the wages of the men, and did you not support your members? Did these women, who were doing the men's work, get the same rate as the men? You are reported to have said we gave you no definite reason why we objected to female labour. You know we gave you a very good reason, and it was that while the women were doing the men's work they were not getting one-third of the men's pay, and the result was that in the slack season the women got all the work and the men starved. You next say your workshop is in Manchester, knowing perfectly well that you have not provided a workshop for your men for four or five years; and, further, that some of your men have had to pay 2s. per week out of their miserable earnings for leave to sit in another man's premises to make your trade, and this from a man who stated that he could afford to pay 1s. per hour. I know very well you offered from the time you gave your evidence to pay the cost of the sitting, and last week (after Mr. Williams's letter appeared in the "Tailor and Cutter") you paid for the two weeks you were in London. No doubt this will act as a balm to your conscience as a Christian man, but it does not alter the fact that the statement you made before the Commission was most untrue, and this coming from a man who asked for the opportunity to refute my statements will be laid before the Commission. There are many other mis-statements, but on these we have forwarded undeniable proof to the Commission, and they can judge for themselves whose statements can be relied upon.

Yours, &c.  
GEORGE KEIR.

Mr. J. Gordon.

9, Queen's Chambers, 5, John Dalton Street,  
DEAR SIR, Manchester, August 4th, 1892.

We agree to meet you on the distinct understanding that any matter which affects the liberties of our members can be discussed, and a settlement of all questions at present in dispute be arrived at forthwith; the meeting to take place at the Victoria Hotel, Manchester, at 4 o'clock to-morrow (Friday), and four members each side.

Yours, &c.  
Mr. George Keir, JOHN GORDON,  
Secretary of Amalgamated Society of Tailors, Hon. Sec.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR, 5th August 1892.  
Our Executive Council has decided to meet you to discuss and settle the Liverpool and Carlisle disputes only, as these are the only two towns in

\* See questions 15,364-5, 15,416-7, pp. 165, 167, Minutes of Evidence, Group C, Vol. II.—G. D.

which there is any dispute where our members are affected; and any decision that may be arrived at will affect Liverpool and Carlisle only. But it is impossible for us to meet you to-day, Friday, as you are aware our E.C. are not resident in Manchester, and I should have to warn them through the post. We could meet you on Monday next at the Victoria Hotel, Manchester, at 4 o'clock in the afternoon, but if agreeable to your E.C. we would prefer five on each side. Kindly let me have a reply to-day.

Yours, &c.  
Mr. J. Gordon.

Yours, &c.  
GEORGE KEIR.

The Master Tailors' Association of Great Britain and Ireland,

Queen's Chambers, John Dalton Street,

DEAR SIR, Manchester, August 5th, 1892.

You have the conditions on which our Executive agree to meet yours before you. If such are accepted by you the meeting can take place on Monday as you desire, and we will arrange

for five of our members to be present, but not otherwise.

Yours, &c.  
Mr. George Keir.

Yours, &c.  
JOHN GORDON.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

DEAR SIR, 5th August 1892.

We will meet you to settle the two, and only, disputes in which our members are concerned, viz., Liverpool and Carlisle, the settlement of which will refer to these towns only. Your first letter is very vague, and does not make the matter clear to me. Will you kindly answer "Yes" or "No" to our question—Will you meet us to settle these only two disputes with which we have any connexion, viz., Liverpool and Carlisle? If you are willing to arbitrate on these, the only disputes, five of our members will meet five of yours at the Victoria Hotel, Manchester, at 4 o'clock on Monday next.

Yours, &c.  
Mr. J. Gordon.

Yours, &c.  
GEORGE KEIR.

### FURTHER CORRESPONDENCE, CIRCULAR LETTERS, AND MANIFESTOS.

The Master Tailors' Association of Great Britain and Ireland,

Queen's Chambers, John Dalton Street,

DEAR SIR, Manchester, July 25th, 1892.

It is with great regret we have to report to you the extremely unsatisfactory relations at present existing between our Association and the Amalgamated Society of Tailors.

When, by our efforts, we succeeded in establishing a Central Board of Conciliation and Arbitration, to which all disputes, not settled locally, had to be referred, we looked forward to a period of rest from the many vexatious demands that usually ushered in the busy season, but the withdrawal of the workmen's representatives from that Board has caused a return to the old and very unsatisfactory state of affairs which our Association was specially called into existence to combat.

We see once more the old policy of the Amalgamated Society of Tailors in full work, and systematised attempts are being made to rob the trade of liberties it has long enjoyed by attacking the employers in detail.

It is for us to show the workmen that whilst always willing to co-operate with them for the abolition of grievances, and for the elevation of the trade at the same time, we are determined, by unity of purpose and action, to secure for ourselves and each other the enjoyment of such rights and liberties as are deemed necessary for the successful carrying on of our business. A year ago, by a practically unanimous vote of our Association, it was decided to uphold the rights of our members to employ outworkers under properly regulated and sanitary conditions.

The right to employ at least one day's-wagman to each shop was also considered of vital importance, the question of apprentices being largely affected by this right. In Liverpool the question of outworking has been brought to a head by a demand being made that "all coats and trousers shall be made upon employers' premises," and this demand has been followed up by a strike to enforce it.

A few of the firms against which the workmen took action, sooner than suffer the inconvenience of a strike in the height of the season, and loath to ask for the assistance of their brethren at a time when that assistance could least conveniently be given, yielded the point temporarily, pending a settlement of the question by your Executive, to whom the matter was referred.

Others of the firms affected refused to surrender their rights, and in consequence have suffered the withdrawal of their men and the blocking of their shops, which still continues.

At Ashton-under-Lyne one of our members has had his men withdrawn because of his employment of a day's-wagman. To secure peace he put the dayman on piece-work, but was then told that as the workman in question was not a unionist the men would not be returned to work until he joined the union or was dismissed.

Our member informed the workmen that it was their business to endeavour to get workers to join the union, and not his, also that if the workman in question did not willingly join them, he, the employer, would use no compulsion.

The men are still withdrawn from this shop; the workmen's local Society have refused to meet the employers with a view to a settlement of this difficulty, and have also refused to appoint representatives to a Local Arbitration Committee, their action being supported by their Executive.

We need hardly point out to you that your fellow members might have avoided inconvenience and trouble by conceding matters of principle, possibly not very important personally to them, but highly important to our Association at large.

By agreeing to submit the matter in dispute to an outside local arbitrator the difficulty in Liverpool might have been averted, but this course was not open to our members as they are prevented by the resolutions and rules of our Association from submitting matters of national interest to such arbitration; your Executive have repeatedly invited the men's Executive Committee to meet them for the purpose of effecting a settlement which shall be applicable to the trade throughout the country, but they have refused to meet.

The meeting of delegates held at Chester decided unanimously to maintain the rights of our members, and all peaceful methods having failed, a resort to united action is all that remains to us.

Your Executive has chosen the time of the year when with least inconvenience to our members and with the greatest likelihood of success a general lock-out of society workmen may be effected.

It is not without hope that, even at the last moment, a settlement may be arrived at, but if not, it looks to you to show whatever self-sacrifice is necessary (emulating in this respect the self-denial of the workmen who make so many sacrifices in the pursuit of their objects).

Your Executive have had a meeting with the Committee of the London Master Tailors' Association, who have resolved that—

"Outworking under proper conditions is of vital importance to the trade throughout the country, and must be maintained," and have appointed a Committee to co-operate with your Executive, "to secure both the liberty of master tailors to employ outworkers, and also to secure perfect freedom for the outworkers who are indispensable to the trade."

A full report of the meeting will be found in "Tailor and Cutter" of July 21st.

Annexed you will find copies of the last letters to the Liverpool Branch of the Amalgamated Society of Tailors, also copies of the resolutions passed at the meeting of our delegates, held at Chester, on June 23rd, 1892. We are now sending a final letter to the men's Executive, and should they not agree to meet,

your Executive will be compelled to resort to a general lock-out to enforce your rights, and we trust you will make such arrangements as will enable you to heartily support the Executive in their efforts to protect your interests.

We are, &c.  
JOHN ALLEN, President.  
JOHN GORDON, Secretary.

## IMPORTANT CORRESPONDENCE.

Addressed, by the Secretary of the Liverpool Branch of the Master Tailors' Association, to the Secretary of the Liverpool Branch of the Amalgamated Society of Tailors.

[This letter was also printed in the pamphlet, but, as it has already been printed on pp. 680-1 of this volume, it has not been considered necessary to repeat it here.—G. D.]

Copies of resolutions passed unanimously by delegates of the Master Tailors' Association of Great Britain and Ireland at their meeting held on 23rd June 1892.

Resolved:—

"That the members of the Liverpool branch of the Master Tailors' Association of Great Britain and Ireland be instructed to give notice to the Liverpool Branch of the Amalgamated Society of Tailors that they refuse to be bound by the conditions imposed by the workmen on the 9th May last in relation to outworking, and request the withdrawal of the restrictions placed on the shops of some of their members by July 2nd."

Resolved, that:—

"In the event of our Liverpool branch being unable to compel their workmen to withdraw the request for the abolition of outworking, and should the workmen's Executive persist in their refusal to meet our Executive for the settlement of this dispute, we empower our Executive to adopt any measure which they think necessary in upholding the rights of the members."

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
August 6th, 1892.

DEAR SIR,  
You surely cannot have misunderstood our previous communications; we have tried to be as definite as possible. We have offered you all that reasonable men can expect, viz., to meet you on the Liverpool and Carlisle disputes; these are the only disputes with which we have any connexion, and we will meet you on either or both of them. The Liverpool dispute is the request made in the men's circular of March 12th, which is the sole cause of the dispute. The Carlisle question is the advance asked for by the men. We must again emphatically state we have no other dispute, and it is therefore altogether beside the question to ask us to settle anything else.

This is our final reply. We will meet you to discuss and if possible settle the Liverpool and Carlisle questions, for these towns only, as they are the only towns wherein we have disputes.

It now remains for you to say whether or not you will accept "arbitration" on these the only disputes we have with you, as this is the only answer I can give you.

If you accept our offer kindly state per bearer if five members of your E.C. will meet five members of ours at the Victoria Hotel, Manchester, at 4 o'clock on Monday afternoon; if you will not accept it, we cannot see the use of prolonging the correspondence, as it is the only offer we can make you.

Yours, &c.  
Mr. J. Gordon. GEORGE KEIR.

82, Cross Street,  
near Albert Square, Manchester,  
August 6th, 1892.

DEAR SIR,  
Yours to hand, and I would have you understand distinctly that our Executive will not allow the Ashton dispute to be ruled out in this manner. You say you have no dispute there; well we have and let that suffice.

As it is no use trying to make definite arrangements with you I wish to say that our Executive will meet

yours on Monday at time and place named, and the two Executives shall determine themselves what subjects shall be discussed. Confirm this at *once* and I will notify our members, otherwise we take our own course without any further communication.

P.S.—I must have your answer before 12 o'clock this morning.

Yours, &c.  
Mr. Geo. Keir. A. REDFERN, Secretary.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
August 6th, 1892.

DEAR SIR,  
I have already stated to you the only questions on which our E.C. will meet you, and in doing so I have acted strictly on the instructions of my E.C. We have nothing whatever to do with any dispute you may have in Ashton. I will not interfere. However, as you will not take our E.C.'s decision from me, you shall have the opportunity of having it directly from them, and we will meet you at the Victoria Hotel, Manchester, at 4 o'clock on Monday afternoon next.

No further communication is necessary on this matter.

Yours, &c.  
Mr. J. Gordon. GEORGE KEIR.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
August 11th, 1892.

DEAR SIR,  
We have called our Executive Council together for Monday next.

Yours, &c.  
Mr. J. Gordon. GEORGE KEIR.

The Master Tailors' Association of  
Great Britain and Ireland,  
Queen's Chambers, John Dalton Street,  
Manchester, August 11th, 1892.

DEAR SIR,  
Our Executive is also meeting on Monday at 3 o'clock at the Victoria Hotel, and we shall be glad to meet you at 5.

Yours, &c.  
Mr. G. Keir. A. REDFERN, Secretary.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,  
August 15th, 1892.

DEAR SIR,  
Our E.C. are willing to meet you, but would prefer to meet the members of your E.C. who are meeting in Manchester this afternoon, at the time and place mentioned in your letter of August 12th.

Yours, &c.  
Mr. J. Gordon. GEORGE KEIR.

The Master Tailors' Association of  
Great Britain and Ireland,  
Queen's Chambers, John Dalton Street,  
Manchester, August 15th, 1892.

DEAR SIR,  
In reply to yours we beg to say that we have not summoned our Executive Council to meet yours, but to ascertain their approval or otherwise of the suggestion made on Tuesday last.

We of course expect the appointment that was made for the five members each side to be kept at 5 o'clock. As a matter of fact the meeting of Tuesday last simply adjourned for consultation with the Executive Councils on both sides.

Yours, &c.  
Mr. Geo. Keir. A. REDFERN, Secretary.

The Master Tailors' Association of  
Great Britain and Ireland,  
Queen's Chambers, John Dalton Street,  
Manchester, August 18th, 1892.

DEAR SIR,  
We regret to have to inform you that negotiations with the Executive of the Amalgamated Society of Tailors having failed to bring about a settlement of the disputes existing between them and your Associations, the general lock-out of union workmen employed by our members has become inevitable, and will begin Monday, the 22nd instant. No work is to be given in hand after Saturday, the 20th instant. Weekly wage-

men, belonging to the union, are to receive a week's notice, dating from Wednesday night, the 17th.

We confidently call upon you to loyally obey this order of your Executive, and by united action show the workmen's officials that their policy of exasperation must end.

Our Association has been called into existence to combat the system so long and so effectively employed by the men's union, of attacking the rights and liberties of the trade, in piecemeal fashion, now here, now there, as opportunity has served, and we hope to show by the present conflict into which we have been so unwillingly forced that to attack one is to attack all, and that in a just defence of our liberties we are prepared at all times to make whatever sacrifices the occasion demands.

In Liverpool, Ashton-under-Lyne, and Carlisle, your fellow members have for many weeks past suffered loss and inconvenience by the withdrawal of the union workers, and the blocking of their shops.

The principles at stake in these towns are the important questions of properly regulated outwork and weekly wagemen.

Forbidden by the resolutions of your Association from submitting such questions to any outside arbitrator, the branches in these towns claim that they be no longer allowed to suffer alone for their maintenance of these principles, but that—shoulder to shoulder with their fellow members throughout the country—they continue this conflict until our common rights and privileges receive such recognition as shall place them beyond the reach of periodical attack.

For your information we append a statement of the negotiations that have passed between the two Associations since our last circular was issued, and trust that the action of your Executive may have your fullest approbation and support.

May 14th a letter was addressed to the men's E.C., calling attention to the unsatisfactory relations between the two societies, and asking for a meeting with them to endeavour to bring about a better state of affairs.

Four other letters of similar tenor were subsequently sent, but the interview sought for was upon each occasion refused.

July 27th the following letter was sent:—

[Resolution, July 27th, 1892.]

The Master Tailors' Association of Great Britain and Ireland.

Queen's Chambers, John Dalton Street,  
Manchester, July 27th, 1892.

DEAR SIRS,

I am instructed by my Executive to write you expressing their dissatisfaction respecting your attitude towards the Liverpool and Ashton-under-Lyne disputes, in which the rights of our members to employ properly regulated outwork and, day-wage men has been interfered with. Notwithstanding our repeated requests for a meeting with you to endeavour to secure a proper understanding on these questions, you have seen fit to reject our overtures, attack the rights of our members, and inflict upon them great inconvenience at the busiest season of the year. It is my duty to inform you that unless you withdraw by Saturday, July 30th, from the position in which your branches with your direct sanction and support have taken up, we shall be compelled to enforce our rights and secure our liberties by forthwith resorting to a general lock-out of the members of your society employed in our workshops.

J. GORDON, Hon. Sec.

The Executive Committee of the A.S.T.

The direct threat contained in this letter seems to have succeeded where peaceful requests failed, and after a little parleying, a meeting was arranged between five members of each Executive.

The first meeting took place Monday, August 8th, at the Victoria Hotel, Manchester, and after protracted discussion the workmen withdrew from the position they had taken up, viz., that they would not investigate the Ashton-under-Lyne dispute, and appointed one of their number to proceed to Ashton with one of ours to inquire and report the following day.

The Carlisle dispute was next discussed, and deputations from both sides appointed to proceed there, and, if possible, settle the dispute upon the spot.

The discussion of the question of properly regulated outworking, brought to the front by the Liverpool dispute, took place on Tuesday, August 9th, and but

little progress was made. The workmen insisted upon the question of *whether employers should be at liberty to avail themselves of outworking* being submitted to an arbitrator, and the settlement to apply merely to Liverpool.

Your representatives, whilst refusing to submit the principle to arbitration, were prepared to submit all alleged abuses to an umpire, and claimed that a settlement of the question should be made, not for a branch merely, but for the whole country. This position was affirmed in the following resolution submitted by your representatives to the workmen:—

[The Employers' First Proposal.—August 9th.]

Whilst maintaining the principle of properly regulated outworking, we are willing to inquire into any abuse connected with such outworking where such is alleged to exist, and pledge ourselves to co-operate with the Amalgamated Society of Tailors in endeavouring to the utmost of our ability to have such abuses remedied.

This was, however, rejected.

After further discussion, the following proposition was made:—

[Employers' Second Proposal.—August 9th.]

As a means of arriving at a settlement of the present disputes, we propose that the circulars issued by the Liverpool Branch of the Amalgamated Society of Tailors should be withdrawn, the block removed, and a meeting should at once be held of the local Arbitration Committees, and all abuses which may be proved remedied, also, as soon as practicable, a conference to be called of the representatives of the parent Associations, which shall be legally empowered to arrive at a settlement of such disputed questions as shall be arranged by the joint Executives, and made applicable throughout both Associations.

This proposal was so favourably received by the men's representatives that when the meeting adjourned for the purpose of consultation with the full Executives on each side hopes were entertained that a peaceful settlement upon the lines of that proposal would be arrived at.

The adjourned meeting took place yesterday, the 15th instant.

The workmen came with the statement that their E.C. had refused to accept the offer submitted, and brought us back to where we began by submitting the following resolution:

[Men's First Proposal.—August 15th.]

Resolved, on consideration, that the Liverpool dispute be submitted to arbitration, the block shall be at once removed.

This was rejected, and after discussion the workmen made the following proposal:—

[Men's Second Proposal.—August 15th.]

That the two E.C.'s having failed to arrive at an amicable settlement of the Liverpool dispute, we are prepared to submit the questions involved to the whole of our members of the A.S.T., for their decision, upon receipt of which we will take immediate action in conjunction with your Association.

Your representatives could not accept the offer as it stood,—it gave us nothing and established the principle that employers' rights are to be subjected to the approval or otherwise of our workmen.

Your representative then submitted the following:—

[Our Proposal.—August 15th.]

That the resolution submitted by the E.C. of the A.S.T. be accepted, provided the circulars issued in Liverpool be now withdrawn and the block removed, and in the reference to the members of the A.S.T., powers be sought to obtain a general settlement of the questions in dispute without unnecessary delay.

Rejected.

This the workmen refused to accept and the conference came to an end.

Having exhausted every honourable source through which peace could be obtained we are thrown back



upon the strength of our Association, and it now remains for every member to prove by their unswerving loyalty that they realise the importance of the conflict forced upon them.

"It is not merely the question of weakly wages or properly regulated outworking that is at issue."

The real question is whether you will submit to the dictation of a portion of the workmen, allow them to cut off all other sources of labour than their own, and whilst fettering your action by harassing and stringent restrictions claim the fullest liberty for themselves to work where they like, when they like, and for any price they can get.

Let us be true to each other, and the conflict will be short, sharp, and decisive.

JOHN ALLEN, Liverpool.  
JOHN SCOTT, Glasgow.  
E. MCCOY, Manchester.  
A. CONAN, Dublin.  
J. GORDON, Manchester.

Executive  
Sub-Committee.

P.S.—Once the lock-out is entered upon no settlements must be entertained except through your Executive.

Amalgamated Society of Tailors,  
7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

GENTLEMEN, August 17th, 1892.

The fiat has gone forth from the E.C. of the Master Tailors' Association of Great Britain and Ireland that every journeyman tailor who may be at work for any of their members must be discharged on Saturday next. Of course the outworker is excluded from this heartless attempt at despotic coercion. No doubt they calculate on his and the sweater's assistance in carrying out their declared policy of smashing up the amalgamation, in and breaking the hearts of our men, while at the same time starving their wives and families. This unwise decree was in process of circulation at the very time we were meeting their sub-committee, with a view to arrive at an amicable settlement of what they consider to be of sufficient importance to lock all our members out of their workshops. But we have confidence in our outworking members, who are too honourable to assist this noble M.T.A. in carrying out their avowed purpose.

We know, also, that there are many employers belonging to their Association who are too humane to put into execution this missive from John Dalton Street, Manchester, even though threatened by a fine of 50*l.* (which no court of law could enforce) for neglecting to carry this command into execution.

And why, forsooth, the whole community will ask, has such an act of tyranny been resorted to? The answer is this, purely and simply, because we, your Executive Council, will not first acknowledge the sweating system, and then meet after condemning you to this degradation to make fast your "chains of slavery." This is the policy a certain class of master tailors, some of whom have nothing whatever to lose, and no men to lock out, are trying to induce honourable first-class employers to pursue, many of whom have no sympathy whatever with the outworking or sweating system, and strongly condemn it as the curse of the trade, and yet they are asked to lock out their workmen with whom they have no dispute, and whom many of them will be sorry to part with, to assist a handful of employers in Liverpool, who refuse any longer to keep the promise they made to their workmen in the spring, and not only that but have determined to make our members recognise and even encourage the sweating system.

We are, however, very pleased to inform you that, even at this early period of the threatened lock-out, we have been authoritatively informed that in several towns many employers, rather than take any part in this threatened attempt to force the sweating system and assist in the degradation of the tailoring trade, have already seceded from their Association.

It is altogether untrue (and we wish all our members to let their employers know) that we have any dispute whatever in connexion with the day's wage system, and this is only used as a blind to induce those members, whom they know will not lock out their workmen to assist them in forcing the outworking question, to do so on the day's wage question.

Your Executive Council met the Committee of the Employers' Executive on Monday last, and it will be seen by the following resolutions, which we submitted to them, that we have used every means in our power

to bring about an honourable and reasonable settlement of the dispute, all of which resolutions were rejected by the employers, clearly proving that they have no desire to settle the question, and also proving that to gain their own selfish ends they are determined (if they can) to pit really good employers against their workmen, although they have no dispute with them whatever.

I. Resolved,—“That, on condition the Liverpool dispute is submitted to arbitration, we will at once order the block to be removed from the shops affected.”

The above resolution, as before stated, was rejected. We then submitted the following one:—

II. Resolved,—“That the two Executives having failed to arrive at an amicable settlement of the Liverpool dispute, we are prepared to submit the questions involved to the whole of our members for their decision.”

This also was rejected, and we, having thus exhausted all the means at our disposal for settling the question, left the meeting.

On the following day your Executive Council again met to consider the position, when the following resolution was unanimously adopted:—

Resolved,—“That this Executive Council having sought to have the Liverpool dispute settled by local arbitration, which the employers have refused, and having used our utmost endeavours to settle the matter by central arbitration by the two Executive Councils—which proposal was also rejected—and having ultimately offered, without effect, to leave the matter to be decided by an independent umpire, hereby placed on record that we have exhausted all the means at our disposal, or that reasonable men could desire, to bring this matter to an amicable settlement. The refusal of the employers to have this matter settled convinces us that they have no desire to arrive at a peaceable settlement of the dispute, and that their sole aim and object is to force us to recognise the sweating system throughout the whole of the country. Having no dispute whatever on this question except in Liverpool, we have no power to consider the later part of their proposal, but we are quite willing to submit it to the whole of our members, and take a vote as to the acceptance or non-acceptance of this proposition.”

This, then, is the actual situation, and after reading it carefully and thinking over it, can you imagine any body of men who are responsible to their members and who are claiming their support, purely and simply, over the question of sweating and outworking, could have thought out the inevitable consequences of their harsh and cruel mandate? Could they have even entertained one thought that, whatever may be the end of this matter, the workmen whom they now propose to deprive of the right to live, may, and will, remember those who now are doing their best to crush us, and that an opportunity may soon arise for our best and most reliable workmen to refuse work from employers whom they have hitherto served faithfully, and who would deal with them so tyrannically in the very slackest time of the year to please a few employers who will not keep a promise made to their workmen? They must have forgotten that the month of May occurs annually. They must also have neglected to think that we have memories, and that we are human. Have they thought that their customers might inquire of them where their orders were being executed? Are they prepared to give them the number in Hovel Alley where it is being “mangled to death”? Has the idea never reached them that when they have thrown out workmen out of their shops their time may be occupied (and legally so) in seeing after their kind employers' interests, by seeing that work is not made up under insanitary conditions, or under circumstances where the moral and socially recognised principles of life are dispensed with? Have they ever lent a thought to these consequences to their business of matters connected with this system, which in case of lock-out may be found out and exposed, and may even reach the ears of their customers?

Many more phases of their unthought-out position must present themselves to your minds, as they do to ours, and we leave you to ventilate and discuss the unwarranted and altogether unprecedented position forced upon you. Such a circumstance as an association of

employers declaring a national lock-out because a minority of their members in Liverpool refuse to act in accord with the majority of the members of their own branch, never before has happened in the whole history of trade-unionism, either in associations of workmen or employers. It has been left to an association of employers, of two years' standing in our trade, to try and create a precedent in general lock-outs for societies of employers and employed which have been in existence for more years than the months the M.T.A. has lived. It depends on you, members of our society, whether their attempt succeeds or whether it may be pointed to in the time to come as a miserable attempt at tyranny to crush and (as they boast) demolish us as a trade society.

In the course which we have so far pursued we have acted in strict accordance with our rules, and with the resolutions passed at our various conferences. If you consider that we have acted against your interests, or that we have not done something which you think should have been done to avert this threatened lock-out, tell us so. If you are of opinion that we have acted in accordance with your interests and the good of our trade, send us your resolutions, and we will try to deserve your support as an E.C. in the future as in the past.

In asking you to vote as branches on resolution No. 2 of this circular, we may inform you that in April, 1889, Mr. Allen, the President of the M.T.A., stated that the employers of Liverpool were willing to have all coats and trousers made in the workshops. Now, when our Liverpool branch desires that promise to be fulfilled, the M.T.A. tells us that it can only be dealt with as a national question, and members in towns where no dispute exists on this question are to be locked out by members of the Master Tailors' Association for the purpose of assisting their president to break his word, clearly and plainly stated by him in 1889.

On behalf of the Executive Council,  
 GEORGE KEIR,  
 Secretary.

Amalgamated Society of Tailors,  
 8, Caxton Buildings, Booth Street,  
 Piccadilly, Manchester,  
 August 23rd, 1892.

GENTLEMEN,

The lock-out has commenced. The Hon. Secretary of the Master Tailors' Association of Great Britain and Ireland has locked out *three men*. Of course we don't blame him because he has not done more to assist his colleagues in Liverpool, and I am sure the members of his society won't blame him, for it is as much as ever he could do, and no man can do more. But our members and the public ask us what is the true position of this dispute. Here you have it as plain as truth can make it. 1,869 men are locked out through the whole of England, Ireland, and Wales; to assist eight employers in Liverpool whose cause is so bad that only three employers in that town will lock out their men to assist them. Well may the members of the Master Tailors' Association express their regret for the part they have played, and for the shameful manner in which they have been misled and cajoled to join in this lock-out, which, for "despotism and tyranny," stands first in the history of trade unionism.

These people, who have nothing whatever to lose, have been endeavouring for weeks to set the whole of the tailoring trade, masters and workmen, at loggerheads over a trumpery little dispute which they would not submit to arbitration, and have induced about 180 employers, throughout England, Ireland, and Wales, to lock out 1,869 of our members because eight employers in Liverpool refused to have their work made under the same conditions as the other 52 employers in the city; and here, the very birthplace of the dispute, where the exact circumstances of the case are known, and where it is impossible to hide the truth from them, only three employers in this large city think these eight worth fighting for. But their members, who are at a distance, and from whom the truth is carefully hidden, have in many cases locked out their workmen, many of them, no doubt, thinking they were fighting a just and honourable cause, but more than three-fourths of the members of the employers' association, if we are to believe their previous statements about their membership, have absolutely refused to embark in this inglorious conflict. "We will not," says a letter we have seen from an employer in one town where not a member of the Master Tailors' Association will obey the John Dalton Street mandate, "lock out our men, and throw

"both our workmen and our customers into the hands of our competitors."

The employers tell their members they must lock out their workmen to enforce outworking, which they state is a "sacred right and principle." Read, you members of our society, and members of every trade society in the United Kingdom! These employers in Liverpool who have now locked their men out quietly acquiesced to the very moderate request of our members in April last, viz., to have all coats and trousers made on the employers' premises; all through the busy spring and summer they kept their word to the men, and their businesses did not suffer in the least. Now, five months after, they discover you have interfered with the "sacred right and principle" of sweating, and call upon their members throughout the length and breadth of the land to assist them in upholding this "sacred right and principle," which was not quite sacred enough or right enough to fight for and strenuously uphold in the busy season.

And you, members of the Amalgamated Society of Tailors, have you no "sacred rights and principles" to uphold? Are you to be mere tools, that at the direction of a handful of employers you must deny yourselves the pleasure allotted to workmen of almost every other trade throughout the kingdom, that of having your homes to be your own, where you may meet in freedom and happiness the members of your families, and in future are your homes to be your employers' workshops? We appeal to the love of justice in the breast of every Briton, are we not justified, in the name of all that is holy, in refusing to recognise as an employer's right that which would make our homes our employers' factories?

It was told to us by two members of this employers' Executive (meant no doubt for the purpose of adding insult to injury) that they did not pay their outworkers the same as their indoor men, and one of them actually told us that he paid his outworker a penny an hour less, and yet these men have the effrontery to tell the whole world that the men whom they force to make their work in their own homes are more industrious and sober, and their homes are cleaner than the employers' workshops; and as a just reward for their industry, sobriety, and cleanliness, they pay them a penny an hour less!

We wish the public to perfectly understand that this is no movement on our part to abolish this curse of sweating. It has taken such a hold in most large towns that the task is Herculean, and beyond the power of any organisation. The only help we can ever hope to receive in this is from the Government, who should compel the employers to find healthy workshops for their workpeople; but that, we suppose, will not be for the present. The employers have forced this dispute upon us for the purpose of compelling us to acknowledge this sweating system or starve us into it, and were we to do this, we would sound the death knell of liberty for ourselves and all future generations who may be unfortunate enough to have to eke out an existence in our trade. But our stand is made. We will not acknowledge the curse, and although in many cases we are powerless to abolish it, we will strain every nerve to prevent its growth.

The voting papers that are coming in are every one against the Liverpool circular being withdrawn, and urge upon the Executive Council not to recognise the sweating system.

Several branches have passed resolutions to levy themselves 2s. per member per week as long as the dispute continues, but the Executive Council, at their last meeting passed a resolution that should necessarily arise our members should be asked to levy themselves not less than 1s. per week as long as the dispute continues.

Those employers who have been anxious for, and have been the means of bringing about the dispute, have encouraged their wavering members by telling them it could not last a fortnight, as our funds would be exhausted. Surely those people who used this argument must have measured the manhood possessed by our members by the little they themselves possessed. They have locked less than 2,000 of our members out, they leave over 16,000 in work, and they think these 16,000 will remain quiet, and allow the society of which many of them have been members for 22 years to dwindle away, to satisfy the avarice of a few employers who are first aiming at the total destruction of our Association, so that they may then have us entirely at their mercy,

when they would force us into that position which we now manfully refuse to acknowledge.

They have reckoned without their host when they thought the very great majority of honourable employers in the United Kingdom would adopt such an unmanly course and assist in this cruel conspiracy, and they evidently thought that the manhood in the 16,000 men whom they have left in work was not worth a moment's consideration.

The levy must be made on Saturday nights, and forwarded to the General Office not later than the following Tuesday. A weekly circular will be issued on Wednesdays giving our members the latest information, but we do not expect a lengthened lock-out. Every day we are receiving information that as the employers discover the tactics of their leaders, and particularly when they find out that the employers not only emphatically refused arbitration on this dispute in three instances, but in their usual high-handed and lofty manner absolutely refused to give us time to consult our members or take a vote on their resolution, they withdraw from the lock-out.

Many of you will have read through the "Employers' Journal" statements to the effect that our London members were entirely against your Executive Council's policy, and that the Scotch Society was entirely at loggerheads with us. Several branches have written expressing surprise that such should be the case. The following resolution and extracts from communications will show you how entirely false these statements are, and in future our members will not think it necessary to write asking us if any statements appearing in that journal are in accordance with the truth.

Extract from letter received from Secretary of the Scotch Society:—

"We had a meeting of our Executive Council last night. I took the liberty of reading your letter, and I have permission to say it was highly approved of. We wish you success in your laudable efforts to resist the spread of the curse of our trade. While we as two separate societies have our differences of opinion as to questions of membership, I hope, and I am sure, we are heart and soul together when danger threatens our common interests as trade unionists."

From Dan Clark, the President of the London West End Branch:—

"We are very pleased with the Council's action. You may rest assured of one thing, that our best men in London will give the Council all the support that lies in their power to prevent the introduction of this system into branches where it does not already exist. Our members who work in shops here too well know what it means."

From J. H. Coombe, Secretary of the West End Branch:—

"Our committee hope you will stand firm, and not move an inch."

From Terence A. Flynn, Secretary of the London District:—

"The feeling here is for you to go on, and God speed you."

The following resolution was unanimously passed by the Outworking Tailors of London:—

Proposed by Mr. Shore, seconded by Mr. Kiely, —  
 "That this meeting of London outworkers expresses  
 " its full confidence in our Executive Council, and  
 " approval of their efforts to avert a threatened  
 " lock-out throughout the country; and we  
 " repudiate with scorn and indignation the assertion  
 " of the employers that they are acting in  
 " defence of outworking, believing that such expressions  
 " are not prompted by any regard for our  
 " section of the trade, but simply as an insidious  
 " device to create and intensify dissension in our  
 " ranks, and we assure our provincial members  
 " that in the coming struggle no effort shall be  
 " wanting on our part to prove that they may rely  
 " upon the full sympathy and strenuous support  
 " of their fellow-workmen, the outworking tailors  
 " of London."

In asking you to make this levy, we have not the slightest doubt but that it will be heartily responded to. Hitherto, for 23 years, we have fought our many battles without a single levy or an appeal to other trades, but we ask you to send us the addresses of your Trades Councils, so that if necessity arises, we shall

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appeal to the organised trades of the whole world. You members who are locked out and are the victims of this conspiracy, keep well together. Although you have been treated in such a shameful manner, do not allow your feelings to obtain the mastery of your caution. Up to the present the public and the press are with us, do not estrange that feeling by doing anything that is not in accordance with law and order. Remain true to yourselves and your trades union.

Mr. McBurney, our colleague at Dundee, asks you to remember the oppression you are resisting, and he reminds you that the Pyramids of Egypt and the Colosseum of Rome were raised by the sweated labour of captives and slaves. Those mighty ruins are to us monuments of the oppressed and martyred labourers of the past, and just as truly as their lives were worked into those silent stones, so we may say, with truth and justice, that the present position of some of our employers has been built up by the sweated labour of members of our trade, the degradation of men, the shame of women, and the neglect and suffering of children. Why not, then, claim the assistance of Almighty God, and claim the assistance of a discerning British public to assist us in at least preventing the spread of this black spot on our civilisation.

Wishing you every success, and thanking you all for your great encouragement and staunch adherence to us and to your society—and particularly those outworking members who have promised us their hearty support, thus proving to the whole world that, though many of them through the force of circumstances are compelled to work at home, they have no wish, and will strenuously resist, any effort to force this system into towns where it does not already exist—on behalf of the Executive Council.

GEORGE KEIR,  
Secretary.

The following is a correct list of the number of members that will be ultimately locked out when their trade is finished, if the employers persist in the lock-out, though many of them have sufficient trade in hand to last them until the end of next week:—

Dublin	-	600	Leicester	-	40
Newcastle-on-Tyne	220	Halifax	-	40	
Bradford	-	150	Nottingham	-	40
Ashton-under-Lyne	120	West Hartlepool	-	36	
Manchester	-	80	Newport	-	20
Liverpool	-	80	Burton-on-Trent	-	10
Oldham	-	75	Blaina	-	9
Sunderland	-	75	Pontypool	-	4
Cardiff	-	67	Keighley	-	2
South Shields	-	55	Accrington	-	2
Derby	-	50			
Bristol	-	50			1,869
Sheffield	-	44			

#### OPINIONS OF THE PRESS.

[Here were printed extracts from the following newspapers:—

- "Dundee Advertiser" (August 18th and 23rd, 1892).
- "Dundee Freeman" (August 19th, 20th, and 22nd, 1892).
- "Liverpool Evening Express" (August 19th, 1892).
- "Manchester Evening News" (August 18th, 1892).
- "Dublin Evening Telegraph" (August 20th, 1892).—G.D.]

N.B.—Since the issue of the above we have much pleasure in stating that four employers in Oldham have withdrawn the lock-out notices, and one in Sheffield and South Shields. The employers in Leeds, Bolton, Birmingham, London, and almost the whole of Scotland have refused to act. There are also secessions in Burton-on-Trent.

#### The Master Tailors' Association of Great Britain and Ireland.

Queen's Chambers, John Dalton Street,  
 DEAR SIR, Manchester, August 26th, 1892.  
 At the meeting of your Executive held to-day, it was ordered that a statement of the present position of the dispute between your Association and the Amalgamated Society of Tailors, be forwarded to each member. This step is rendered doubly necessary by the fact that circulars of a grossly inflammatory character, containing many direct untruths, such as the statement that only three firms in Liverpool are



locking-out, whereas 19 are, and the statement that Bolton is not with us, the reverse being the case, as well as serious perversions of truth, are being sent out broadcast by the workmen's Executive amongst their members with instructions to bring such before the notice of employers, so that by misrepresentation, dissensions may be fostered in your ranks.

You are warned against giving credence to such circulars, or to those portions of them copied by the press, and to keep before you the plain issue which the men's conduct has raised, viz., whether employers shall have reasonable liberty to conduct their businesses free from the dictation and tyranny of their union, or from henceforth be subjected to their orders and exactions, however unreasonable such may be.

Only by united action can we hope to deliver ourselves from such a bondage, and the liberty which we seek and are determined to secure is worth any and every sacrifice we may be called upon to make.

Remember that the present quarrel is not of our seeking; it has been forced upon us, and the workmen have, by denying that the question of weekly wagemen is involved (although we have their letters acknowledging that they blocked the shop of one of our members because he employed a weekly wageman), endeavoured to fasten upon us the odium of being supporters of sweating, because we insist upon the rights to employ properly regulated outwork. It is not we who have raised this question; they have raised it by striking against your members who dared to continue the employment of men as respectable and skillful as themselves, and who have been employed for long years past, and who have as much right to earn their living as any member of the Amalgamated Society of Tailors.

When, a short time ago, a deputation of trades unionists waited upon Mr. Gladstone, and avowed that they desired to see individuals prohibited from working in their homes, and compelled to congregate in workshops, where they might be subjected to the espionage and dictation of unionist officials, the right hon. gentleman declared the demand a monstrous one which could not be entertained. Yet such is the workmen's demand, but carried much further, for when the employers in Liverpool offered to provide workshops and bring these outworkers therein, the men refused to sanction such a step, and the strike began.

We are charged with locking out to compel the men's union to recognise outworking as an institution. This is a gross mis-statement. We invited the men to let the whole question drop by withdrawing the demand they made (with the sanction of their Executive Committee and support of their whole body) in Liverpool, but this they refused to do, and the serious step we have taken in ordering a lock-out is to compel the Amalgamated Society of Tailors to withdraw the demand and remove the block they have placed upon your fellow-members' shops because of the exercise of inalienable rights.

We are pleased to report that so far—though with regrettable and not altogether unlooked-for exceptions—the responses from the branches show a hearty endorsement of the action of your Executive Committee. About 3,000 men are either at present discharged or under notice upon the completion of the work now in hand. Other branches are in course of calling meetings to resolve upon action, our circulars ordering the lock-out having in many instances been delayed in reaching our members by the fact that the holidays have intervened.

Scotland has not joined us as yet,—the fact that two workmen's associations exist there having complicated the situation—but the fact that upon the question at issue the associations are taking up identical ground, makes it clear that the only course by which our Scottish branches can show their loyalty and render their support, is to act with their English brethren, to whom they will have to look in their emergencies.

London sends most valuable offers of support. Ample provision is being made for the execution, under the best conditions, and by firms of the highest standing in the country, of orders entrusted to our members. In this respect our members need not fear being placed at a serious disadvantage with rivals in business who are not with us. A little temporary inconvenience there may be, but this will be all.

We would draw your attention to the following reprints of the press, and look to you to exercise vigilance in noticing and replying to hostile publications, so that we may not suffer by undeserved misrepresentation.

Again urging you to steadfast and loyal abiding to the orders of your Executive,

We are, &c.

JOHN ALLEN, President.  
JOHN GORDON, Hon. Secy.

P.S.—For assistance to get work made, communicate with your Branch Secretary or direct to the Head Office.

#### WEEKLY WAGEMEN QUESTION.

The workmen in their statements deny that there is any dispute on this question at Ashton, but the following letters will speak for themselves:—

MR. SEEL, Ashton-Under-Lyne A.S.J.T.  
In reply to yours of February 5th, over weekly wagemen at Messrs. R. & J. Briggs; the reason we have for withdrawing one of our members from said shop is through rule laid down at our conference, held at Liverpool, August 1891.

On behalf of the Branch.  
(Signed) WILLIAM FAULKNER, President.  
WILLIAM LEONARD, Secretary.

British Rolls, Mill Lane,  
March 14th, 1892.

DEAR SIR,  
With respect to Messrs. Briggs' shop, I may say that it is one of our general rules that no day wagemen be recognised, so that you will see that we as a branch locally cannot interfere.

I am, &c.

(Signed) W. LEONARD, Secretary.

Mr. Seel.

The workmen refuse to allow a weekly wageman in Ashton-under-Lyne. This shop has been blocked and still remains blocked, and our branch in Ashton have received no redress.

[Here were printed extracts from the "Standard," Tuesday, August 23rd, 1892, and from the "Liverpool Courier," Monday, August 22nd, 1892.—G.D.]

#### AMALGAMATED SOCIETY OF TAILORS.—MANIFESTO.

7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

GENTLEMEN, September 1st, 1892  
The Executive Council tender their thanks to every branch for the unanimous vote they have given against the withdrawal of the Liverpool circular. No more unanimous vote was ever recorded by our members in any crisis on which they have been asked to express their opinion, and the votes of confidence passed, in the policy pursued by your Executive Council, are very gratifying and encouraging to us. It will serve as an incentive to further efforts on our part for the benefit and elevation of the whole of our members.

Since issuing the last circular the employers' officers, "still afraid" that their members should hear the truth, have thought it necessary to issue a warning to them not to give credence to our statements, and say they are "of a grossly inflammatory character, and containing many direct untruths;" but, although they expect their members to believe everything they choose to tell them, they do not attempt to give any proof to them that our statements are untrue. We most emphatically assert that every word in our last week's circular contained, as this does, the whole truth.

The employers tell their members that our statement with regard "to only three employers in Liverpool locking out their men" is untrue. When that circular was written our statement was perfectly correct, but since then three other employers, after much "special pleading" on the part of the President of the M.T.A., have been induced to lock out. Read! *Two of these latter ones have locked out one man each.* The third has locked out about a dozen, and the total number of our members locked out in Liverpool is 92. The employers say 19 firms in Liverpool are locking out. If such is the case, we know nothing of it; but we do know that in several shops where not a member of our society will work they have gone through the form of posting up the lock-out notice.

They next say that our statement with regard to Bolton is false. We again assert that this statement is absolutely true. The Bolton employers are not with them, which the following letter, written to the Bolton press by the president of their branch, will prove; but, after a visit from the M.T.A.'s "special pleader," four employers have been induced to lock out 30 of our 230 members in that town, and the following letter will show how much "chicanery" was resorted to before even that state of things could be brought about:—

The BOLTON MASTER TAILORS' ASSOCIATION and its  
PRESIDENT.

To the Editor of the "Bolton Daily Chronicle."  
SIR,

I shall be obliged if you will allow me space in your columns to explain my position with regard to the Bolton Master Tailors' Association and the present lock-out, and also to deal with the resolution which that body took upon itself to pass at a meeting held last Friday night. To begin with I should say there has been a good deal of shuttle-cocking going on behind the scenes on this question, principally due to the action of a very prominent member who, finding himself likely to receive some odium from the Executive of the Employers' Federation, has been, figuratively speaking, pretty well breaking his neck to get the members of the Bolton Masters' Association to rescind a resolution which he himself drafted, and the adoption of which he subsequently seconded. Let me explain. When the Executive communicated with Bolton in the first instance with reference to the proposed lock-out a meeting was held at the offices of the secretary, in Chancery Lane. The matter was fully discussed, and there was a generally expressed opinion that the Executive had been too precipitate in declaring a lock-out upon the question of outwork. A resolution was passed at that meeting to the effect that the men in Bolton be not locked out, and this was confirmed at a subsequent meeting. Upon the strength of that I informed my men, in answer to a query, that there would be no lock-out. A few days afterwards, however, the prominent member referred to, and who is one of the Executive, called a meeting to reconsider the question, and in the end persuaded the members to rescind their previous resolution for his especial benefit and so that he might be whitewashed in the eyes of the Executive. Besides, there were three of the seven present at the last meeting who were not members of the Association and who do not employ a single union workman, whilst one of the others has but one in his establishment. In the paragraph supplied to the newspapers, of which more may be heard hereafter, it was said that the whole of the members were present save the president. This was not so, and those who supplied the information knew it well at the same time. Upon the general question which has brought about the lock-out I do not agree with the Federated Association. The question—namely, outwork—does not affect the first-class trade, and is a class of business which I will not have. I do not want to send out work, preferring to have the workpeople in my own establishment and under my own supervision, better workmanship and cleanliness being thus secured. Upon all other points I am with the Association, and regret that the forcing of this outside matter is likely to alienate from it a very large number of members who do a first-class trade.

Yours, &c.  
C. E. JENKINS.

Blackpool, August 30th, 1892.

We heartily believe, from statements made by many employers who have locked their men out, that they have acted loyally to their Association at the expense of loyalty to their own consciences, and had they but had the courage to uphold their opinions and ascertain the whole truth in the same manly and straightforward manner as Mr. Jenkins did, not one-half of our members that are locked out would have been, and which has been done at the instigation of the leaders of the M.T.A. from pure revenge, because in the busy season they were compelled to have their work made under the same proper conditions as the great majority of the employers in the town. Fifty-two of them agreed

to have all coats and trousers made on the premises in future, and the great majority of them, employing nearly 600 of our members, have still been honourable enough to keep their promise.

They make no attempt whatever to disprove our statement that this lock-out is simply because our members refused to work for eight firms which refused to have their work made under the same fair conditions as the great majority of the employers in the town. But, while they claim for themselves the liberty of conducting their businesses in any manner they choose, they would deny our members the right of saying whether or not they shall work for these employers.

Since the issue of the last circular very little change has occurred in the numbers locked out, as will be seen by the following list, and we are still more than 1,000 off the 3,000 the employers state would be locked out by the end of last week:—

Dublin	527	Halifax	40
Manchester	134	Birmingham	40
Newcastle-on-Tyne	220	Bolton	30
Bradford	120	Keighley	29
Ashton-under-Lyne	107	West Hartlepool	24
Liverpool	92	Newport	20
Derby	90	Sheffield	17
Sunderland	75	Burton-on-Trent	10
Nottingham	75	Pontypool	4
Oldham	74	Jarrow-on-Tyne	4
Cardiff	67		
South Shields	50	Total	1,889
Leicester	40		

It will be seen that in several cases the figures are altered from last week; this is because some branches only send us the numbers then locked out, and others stated the numbers they expected to be locked out, but the above is the exact total that are and will be affected this week. It will be seen that Birmingham, Bolton, and Jarrow-on-Tyne are added to the list, whilst Bristol, Blaina, and Accrington have been struck off through the employers in these towns withdrawing the lock-out notice.

The Bristol employers, after ascertaining the truth and hearing the whole facts of the case, passed the following resolution, in consequence of which our members returned to work on Monday morning:—  
"Resolved:—That after careful consideration of all information now in our possession, we are of opinion that the disputes in Liverpool and Ashton-under-Lyne are not of sufficient importance to justify the continuance of a lock-out in Bristol and district, and we hereby resolve that, so far as this branch is concerned, the lock-out be declared at an end."

Three of the most important firms in Sheffield have withdrawn from the lock-out, two in Manchester, and one in West Hartlepool, since our last circular was issued. The Scotch employers gave their final decision yesterday, Wednesday, August 31st, and it is a definite refusal to lock out their workmen to enforce or help these Liverpool employers to break their agreement.

With the unanimous vote of our members before us, there is little necessity for us to urge them to make a firm stand against the oppression these handful of employers are trying to force upon us. We have right and justice on our side, and we shall surely win, and these Liverpool employers have such little faith in the righteousness of their cause that they are afraid to submit it to arbitration—nay, they have sworn to crush us rather than do so. We laugh such an assertion to scorn. The lock-out has been in operation a fortnight, and there is not the slightest sign of our grand old ship, the Amalgamated Society of Tailors, going down. They have not even disabled her, and with the staunch and true members who are doing their utmost for their fellow-members who are locked out, and the honourable employers throughout the length and breadth of the land who refused to lend their aid to assist in this scramble to crush us, and the genuine offers of moral and financial support we are receiving from kindred associations, there is every probability that in spite of this contemptible attack on the right and privilege, or to whether or not our members shall call their homes their own or their employers' workshops, when this miserable fiasco has ended we shall yet be stronger than we have ever been during the 22 years of our society's existence.

Before closing, we must heartily thank our London members on behalf of the whole Amalgamation for the energy displayed in tracing lock-out trade and returning it to the towns from whence it came unmade. And we

must impress on our branches the necessity of at once communicating with the district secretary when they are made aware that trade has been sent to London.

On behalf of the Executive Council,

GEORGE KEIR.

Since writing the above we have received a telegram stating that the Ashton-under-Lyne employers have withdrawn from the lock-out, also another Sheffield employer. At the present time there are only seven members out in Sheffield, and one employer in Pontypool has withdrawn, so that only two members are now out there.

#### MORE OPINIONS OF THE PRESS.

[Here were printed extracts from the following newspapers:—

- "Manchester Examiner" (August 26, 1892).
- "South Wales Argus and Monmouthshire Daily Leader" (August 23, 1892).
- "Dundee Advertiser."
- "Dublin Daily Telegraph" (August 25, 1892).
- "London Chronicle" (September 1, 1892).

#### AMALGAMATED SOCIETY OF TAILORS.—MANIFESTO.

7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

GENTLEMEN, September 9th, 1892.

The great national lock-out, which was to crush us out of existence in a fortnight, is at an end. This short, sharp, and decisive conflict, which the employers stated would place them out of the reach of periodical attacks on their sacred rights and liberties for ever, is over, and yet, gentlemen, we are still uncrushed—we are not even battered. We have come out of the fray better than we went into it. We are more determined than ever to rally round the "grand old ship"—the Amalgamated Society of Tailors—which for 22 years we have built up with such patient toil. She is the loadstar of Britain's best tailors; and although we may have to submit in many cases to the tyranny and selfishness of unscrupulous employers (who, we are glad to say, are a very small minority), we have shown them that, if they make an onslaught on our "glorious institution," they have to fight 18,000 men, who, to save a single one of her planks, would forfeit their last shilling.

But although the lock-out is over, and your officers were in at the death, why it is over is still surrounded in mystery. The employers held a delegate meeting at the Victoria Hotel, Manchester, and the newspapers said there was a numerous attendance (but don't blame the newspapers), they did not allow reporters to be present. We know that 16 sad-eyed master tailors met to acknowledge their defeat, consider the best means to climb down, and blame each other for the ridiculous figure they had cut in the whole affair. Nevertheless, the next morning the following notice of the meeting appeared in the local press:—

"Last night a largely-attended meeting of delegates representing the Master Tailors' Association was held at Manchester to consider the dispute, and it was resolved that the Executive be instructed to invite the intervention of the Liverpool Board of Conciliation, leaving the case so far as the masters are concerned with them to settle by arbitration, the lock-out as at present existing to continue until a settlement by arbitration is effected. Ample funds were voted at the meeting to continue the struggle if necessary. The number of cases of secession on the masters' side was stated to be not so large as the men represented."

The following letter was also forwarded to us:—

The Master Tailors' Association of Great Britain and Ireland,

Queen's Chambers, John Dalton Street.

DEAR SIR, Manchester, September 5th, 1892.

Mr. Thomas Holder, of the Liverpool Board of Conciliation, having suggested the intervention of that Board in the present dispute, at a meeting held to-day the following resolution was passed:—

That this meeting instructs the Executive to accept the suggestion of Mr. Holder, a member of

the Liverpool Board of Conciliation, that the intervention of that Board be invited, and that our case be left in the hands of that Board to arrange terms of arbitration.

I am, &c.

A. REDFERN,

Secretary.

Mr. Geo. Keir, Secretary,  
Amalgamated Society of Tailors, Caxton  
Buildings, Manchester, N.

And the following reply was sent, your General Secretary being at the Trades Union Congress at the time:—

DEAR SIR, Manchester September 6th, 1892.

Mr. Keir, no doubt seeing your resolution in the Glasgow papers, has wired instructing me to answer yours of this morning as follows:—"That you are now offering to submit this dispute to arbitration, notwithstanding the fact that you previously refused a similar offer from us. However, we are still willing to submit this Liverpool dispute to arbitration, on condition that the lock-out in towns, and with firms that have no dispute whatever with our members, is removed at once, and who have locked their men out simply to assist these eight employers in Liverpool who have for nearly six months refused to submit their case to arbitration. When, therefore, this unreasonable and despotic lock-out is removed, we will willingly submit this Liverpool dispute to arbitration; but we must consult with our Liverpool members before giving our final consent as to who shall be the arbitrators."

Yours, &c.

A. SHOBRACKS, pro GEORGE KEIR.

Notwithstanding the foregoing letter, we received the following from the employers next day:—

The Master Tailors' Association of Great Britain and Ireland,

Queen's Chambers, John Dalton Street.

DEAR SIR, Manchester, September 6th, 1892.

In answer to your favour we have a communication from the Mayor of Liverpool, stating that you are agreeable to refer to them. We have acceded to their request that three representatives of this Association will meet you at the Town Hall, Liverpool, to-morrow, Wednesday, at 4 o'clock, as appointed by his Worship the Mayor of Liverpool, when the terms of arbitration may be mutually agreed upon.

Yours, &c.

p. pro A. REDFERN,

Secretary.

Mr. G. Keir.

By the same post we received information that several employers in Sunderland, South Shields, West Hartlepool, one in Derby, one in Keighley, and one in Nottingham had sent for their men. This, of course, explained the employers' break-neck speed to have the matter settled by arbitration as long as they had a few members left, but seeing that for six months they had refused this honourable mode of settlement, we were not going to be pitched into the middle of an arbitration committee just as soon as they found they were beaten, and besides this your officers were at the Trades Union Congress, and could not have attended even had they felt inclined to.

However, the employers were waited on and informed that we should not meet any arbitration committee, or make any arrangements whatever for arbitration, until the lock-out was withdrawn, and even then arbitration should take place for Liverpool only. They then asked what we would offer them, and we very generously (considering the very shameful manner in which we had been treated) offered the following:—

"That on condition the Liverpool dispute is submitted to arbitration, we will at once order the block to be removed from the shops affected, on condition that the lock-out throughout the country is at once removed."

This (except the addition of the words in italics) is word for word the same offer that was made to them at the Victoria Hotel, Manchester, on August 15th, but scornfully rejected.

But this was not only accepted now—and herein lies the mystery—that in face of the resolution passed on Monday last, “that the present lock-out should continue until the dispute was settled by arbitration,” and for which continuance ample funds were voted, but they allowed us, in less than two days afterwards, to fix our own time as to when arbitration should take place (only urging that it should be as soon as possible), and promised to withdraw the lock-out at 6 o'clock this same evening.

The following agreement was therefore arrived at:—

“It is agreed that the block be removed from the Liverpool shops this day (Wednesday), September 7th, 1892, at 6 p.m., and simultaneously the lock-out will be cancelled throughout the country, and within 14 days both sides will meet the Liverpool Board of Conciliation and arrange terms of reference, the Conciliation Board to consist of one member of the Trades Council, one employer, and the Mayor as chairman.

JOHN ALLEN.  
MICHAEL BYRNE.  
A. SHORROCKS, *pro* GEO. KEIR.  
JOHN GORDON.”

Several branches have written asking if the withdrawing of the block means the withdrawing of the Liverpool circular. In answer to this, we must tell you all—it means nothing of the kind. The promise given by those employers in the spring is binding on them now. We have simply withdrawn the block on the eight shops so that our members may go in to work there if they like, but if these employers choose to exercise their “sacred right” of giving other than waistcoats out to be made, pending arbitration, our members can exercise their “sacred right” of refusing to work for them if they like; the only difference is, the block is removed. If our members choose to work for them they may do so, and they will not be fined as would have been the case otherwise.

We had written the above yesterday, being anxious that our members should have the whole matter before them as soon as possible, when we received telegrams from Newcastle-on-Tyne, Sunderland, and Sheffield, that certain employers who had locked out our men at the instigation of the Employers' Association, would not now unlock their shops to our members—this also was the case with one shop in Manchester. Mr. Gordon was waited upon, and he replied he could not help it; he had sent definite instructions, but promised to see to it. We waited until 10 o'clock on Thursday night and no reply came, and still these employers refused to obey the orders from their Executive Council. We therefore considered that the employers had again, for the third time, broken faith with us (for the same thing occurred in the Sheffield, Dublin, and Southport disputes), and feeling we had been treated in a most dishonourable manner, the following letter was sent to the employers:—

8, Caxton Buildings, Booth Street,  
Piccadilly.

DEAR SIR, September 8th, 1892.

I am informed that the lock-out against our members will not be removed in three shops in Newcastle-on-Tyne, three in Sheffield, and one shop in Manchester; this, therefore, is not carrying out the agreement entered into yesterday, and we hereby inform you that as you have not fulfilled your part of the compact the said agreement is rescinded, and we regret very much that although you appeared to have no difficulty in influencing these members for evil in this disgraceful lock-out, you appear to have no control over them for good.

Yours, &c.

MICHAEL BYRNE.  
A. SHORROCKS, *pro* GEO. KEIR.

There you are, gentlemen. That is where this disgraceful and ultra-tyrannical business stands for the present. Up to 2 o'clock to-day (Friday) those employers in those towns have shown no disposition to obey the instructions of their Executive Council. The lock-out in all the other towns is over, but it was through the cruel despotism of the officers of this Master Tailors' Association that 1,800 of our members were thrown upon the streets; and in all honour, and according to the agreement, every one of these men should have been reinstated in their shops. As this has not been done, the employers have shown their utter powerlessness to control their members, and the promise they made in that agreement was one which

they knew they could not perform, and it is therefore not worth the paper it is written on. Whether the employers who have taken their men back again will now lock them out, because their own members refuse to act in accordance with their Executive Council's instructions, remains to be seen. This mode of procedure would be quite as sensible as the recent lock-out, but we are prepared for anything the “residue” of this Master Tailors' Association may think fit to do.

Throughout the whole of this affair we have dealt honourably and fairly with the employers, and we have got our reward—the entire confidence and concurrence of the whole of our members, the pleasurable assurance of their unswerving loyalty to their trade society, and, above all, the undeniable fact that in spite of the complete destruction which these employers intended should be our fate, there is less chance now of our extinction than there has been at any period during the last 22 years; and had the employers only reckoned that, besides the funds, they had the determination of 18,000 men not to be beaten to deal with, they would have thought twice before ordering this national lock-out. Any other body of men would have considered this a force worth reckoning with, but the short-sighted egotism of this minority of employers has been their own downfall, for they have gained nothing but defeat. When they met in Chester in June last they could only muster 30, and these did not all agree. When they met in Manchester on September 5th, on such an important question to them, there were 16 souls all told. But for the present we will leave them. We may on a future occasion (after they have collected the many 50l. fines which the members, who refused to be used as tools when they found out the game and so called their men in, are liable to pay) hear something about them, but we venture to guarantee that it will be a long time before we are again threatened with a national lock-out. We have given them every proof that our amalgamation is no gingerbread structure; still they may once more try to knock the few heads they have left against a stone wall, and at least we shall lose nothing by being prepared. We wish to impress strongly on every member of our society the necessity of still further extending our organisation. By every means in your power try to induce those who are not at present with us to join our ranks. The ordeal we have just passed through must show the most callous the benefit of unity. We have fought this battle for them as well as ourselves, and they would have suffered along with us had these employers defeated us. Many of these non-members, recognising this, have paid the levy. Surely they will not now refuse to join us and make common cause with us. Let us unite into one solid army, and, taking the cue from the employers, “place our sacred rights and liberties beyond the reach of periodical attack.”

Although we have won this battle without the aid of outside financial assistance, our best thanks are due to the press of the whole country for the fair reports they have given us, and the manner in which they have championed our cause; to the public, who have openly avowed they would have no dealings with these employers, who were trying to spread this hated sweating system; and to kindred associations, who so promptly came forward and voluntarily offered moral and financial aid.

Before closing we must thank our members for the very generous response they have made to the levy. There are hundreds of cases in which men with only 5s. or 6s. for a week's wages in this dreadful slack season, and yet have nobly paid the 1s., saying if it were three times as much they should pay it rather than see the old “mal” go down; and as long as we have such men as these, if there was not a halfpenny in the funds, we could still afford to snap our fingers at any combined effort to cripple us on the part of John Gordon and his motley followers.

Many inquiries are being made as to whether the levy is to be made this week; the E.C.'s resolution was “as long as the lock-out continued.” The lock-out, with the exception of the cases already quoted, is virtually over, but the levy should have commenced on August 27th. Many branches commenced the levy on that date, but many, owing no doubt to the not very definite instructions in our circular, did not do so, and these latter must make the 1s. levy this week; this will bring them level with the other branches and make two week's levy at 1s. per member per week. We are not at present in want of funds, therefore the levies that are not already paid will be time enough if sent before September 30th, but we trust branches

will not allow it to be later than that date, so that they may all be reckoned in the present quarter, and acknowledged in the quarterly report.

On behalf of the Executive Council,  
**GEORGE KEIR,**  
 Secretary.

We give the following cutting; it may be useful to our members in bringing the horrors of the sweating system before the public, and also to serve to make customers demand that their garments shall be made in the employers' own workshop.

#### NEGLECTING PARENTS.

George Smith, fitter, living at 195, Spring Road, and Laura Smith, his wife, who carried a baby in her arms, were charged with wilfully neglecting their six children in a manner likely to cause such children unnecessary suffering. Mr. H. K. Moseley prosecuted on behalf of the N.S.P.C.C.

From the evidence of Inspector Armstrong it appeared that the male defendant earned 22s. a week at Messrs. Wrinch's, and the female defendant could earn 6s. and 7s. a week if she liked at Messrs. Fraser's. On the 26th of August the inspector paid a visit to the house. The downstairs room was in a filthy state. He found four of the children huddled together on the hearthrug in front of the fire. All were in ill-health, and in a terribly filthy state. In the backroom upstairs there were two bedsteads, on which was placed some sacking filled with straw, which was filthy and overrun with vermin. In one corner stood a pail and a jar filled with filth. The stench was dreadful. A year ago three of the children were in the Fever Hospital, suffering from infectious diseases. Mr. A. E. A. Pettingill, surgeon, accompanied the inspector on another occasion, and he bore out the statement of the inspector. The state of the house was prejudicial to the health of the children and neighbours. The ages of the children ranged from eleven to three.

William Henry Sidgwick, of 191, Spring Road, two doors off defendants', said he had seen the children in a disgraceful state—they were very dirty. When he passed the house he noticed an offensive smell come from it.

The male defendant said he had never neglected his children, and he had not seen them neglected. Children would always be dirty, and it was a difficult matter to keep them clean. He wished the magistrate would send to his house to look at its condition. He went into the box and repeated his statement. He had eight children at home, and sometimes he did not see them for the week together. The female defendant denied that the children were dirty. When the inspector came she was busy making trousers and had not time to clear up. Four children had been in the Fever Hospital. What the inspector saw on the floor were pieces of pear the children had been eating and throwing about.—Cross-examined by Mr. Moseley, she admitted she was in a muddle when the inspector called.

Caroline Baldry, a married sister of the female defendant, living in Stoke, said last Friday week she was at defendants', and saw her sister scrubbing the floor. The children had plenty of clean things, and the floors were such that she would eat off them.

Mr. Moseley remarked that was a question of taste. (Laughter.)

Another married sister gave similar evidence.

After a long absence the magistrates returned. The Mayor said they considered the case proved. It was the defendants' duty to make proper provision for their children, to see that they were treated carefully, and that their health was preserved. This was the first time they had been there, and the magistrates wished to deal leniently with them. They could not help thinking that the man was least to blame in the matter. He would be fined 10s., including costs, or seven days, and the female defendant 20s., or 14 days. Month allowed for payment.

The following resolution has been forwarded by our Birmingham branch, but it is a matter for the Executive Council to consider, and although we admire the magnanimous spirit displayed by the men, perhaps in the face of the slack season before us, it would be

imposing too much on the generosity of our members. But it is well worthy of your consideration, and would greatly strengthen the hands of your Executive Council if other branches would adopt similar resolutions to be put in force at a more favourable time.

"That this meeting congratulates our Executive upon the manner in which they have so resolutely resisted the unjust methods resorted to by the Master Tailors' Association to reduce us financially until we should be at their mercy, and urges them to continue a levy until our funds are in such a condition as to make further attempts of the same kind impossible."

The following are letters bearing on the lock-out that have appeared in the press:—

To the Editor of the "Liverpool Courier."

SIR,

In your issue to-day you publish a statement by the general secretary of the Amalgamated Society of Tailors, which I would like to remark upon.

In the first place, if, as he states, every word in his last circular was true, why these elaborate explanations about Bolton? Then as to Liverpool, first, the statement was made that only three firms had locked out; now six are admitted; also that eight have had their men withdrawn for three months past, which makes fourteen firms with their men out; and how about that list of twenty-one Liverpool firms that the workmen are distributing, firms stated to be dispensing with the services of the members of the A.S.T.?

In the face of these facts it was hardly candid to represent as the sole supporters of the Masters' Association in Liverpool three firms. That the figures of the workmen's secretary are not to be absolutely relied on is evident from the fact that in this morning's "Post" Ashton-under-Lyne is stated by him to have locked out 107 men, but in the "Echo" later in the day he reports the return to work of 120.

He further states that "they make no attempt to disprove our statement that this lock-out has been brought about simply because our members refused to work for eight firms." We state this rather differently. We say that because eight firms, members of our Association, have been struck against for exercising their inalienable right to employ other than unionist workmen, we who are associated with them had no alternative but to lock out our men until the block on these shops was removed. At the same time any hardships to the men's society arising from the giving out of work was offered for settlement by arbitration or otherwise. This the workmen rejected.

As for the statements that members of the Employers' Association here or there—after tying the hands of their Executive and dictating to them a line of conduct which has been faithfully pursued—have abandoned their officials and ignobly surrendered their liberties, such conduct, though dishonourable in the extreme, and in some cases dictated simply by short-sighted selfishness, is in other cases caused by an anxiety not to be found contending for anything that might possibly contain in it a germ of evil.

But this feeling is shared by the whole Association, and is evidenced by the offer of the employers to co-operate with the workmen to have regulations for out-door work. In rejecting this offer the workmen show their selfishness and utter disregard for the general interests of the trade, preferring rather to directing their energies to securing if possible a warm and comfortable corner for themselves, quite willing to secure this by talking of the evils of sweating, but having secured themselves, are indifferent to the interests of other workers or of the public.

Such a combination of selfishness and tyranny as the workmen of the A.S.T. have shown is certain to meet with the punishment it deserves, and, however the present dispute may terminate, it will be safe to predict that the membership of this society, which in the last 20 years has in Liverpool decreased about one-half, will, in coming years, show still further decline.

Yours, &c.

JOHN ALLEN.

September 2, 1892.



To the Editor of the "Liverpool Courier."

SIR,

Will you kindly allow me space to deal with Mr. Allen's letter which has appeared in the "Liverpool Courier" of to-day's date?

In the first place, Mr. Allen complains about my elaborate explanations with regard to Bolton. Allow me to tell that gentleman that it is not our system to call the employers' statements "prevarications," "untruths," &c., without proving that they are so; hence our explanation published, with their president's letter, which clearly proves that our previous statements were correct. Then, with regard to the statement made about Liverpool, when our first circular was issued only three firms had posted up the lock-out notice, but since then, after various visits from Mr. Allen and others, one of these visits of "two hours' duration," three other firms acted, and eight firms our members refused to work for in the spring, because they would not agree to the same terms as the great majority of the employers in the town; the other seven are members of the M.T.A., and have loyally posted up the lock-out notice, although they had not a single member of our society to lock out, and have their trade made by outworkers. This makes the 21 names published, and I think I have sufficiently proved to you that in spite of Mr. Allen's twisting and evasions only six employers in Liverpool have locked out their men to assist in the avowed purpose of crushing our society.

Then with regard to the Ashton-under-Lyne affair our branch in that town at first informed us that 120 members were locked out. This we published in our first circular, but they afterwards found that two employers, whose men they had counted, would not join in the lock-out. This reduced the number to 107, and I stated to the reporter who waited on me that 107 men would return to work. I am not responsible for any mistakes the press might make, but I think that this one is easily accounted for by the fact that when it was known the Ashton-under-Lyne employers had withdrawn the lock-out notice, the representatives of the press who were not sure of the number would refer to the first circular, hence the mistake. But really Mr. Allen must be in a very bad way to take notice of such a trivial affair. However, I think I have explained it, even to this gentleman's satisfaction.

Now comes the greatest piece of astonishment in Mr. Allen's letter. He states "these eight firms were struck against for exercising their 'inalienable right' to employ other than unionist men." This is entirely false, and no one knows it better than Mr. Allen. Our members refused to work for these firms because they would not agree to have all their coats and trousers made on their premises, the same as Mr. Allen agreed to, and the rest of the employers in Liverpool. We care nothing whether the men employed by these firms are "union or non-union," so long as they work under the same fair conditions, and are not used as a means to undersell our already miserable wages. It was simple starvation for our members to work for these firms last winter because they pay their outworkers at a cheaper rate (as Mr. Allen has stated) than they do the inworker, and of course, for the sake of greater profit, as much trade as can be done is sent outside, whilst the men who manfully refuse the employers' right to make their homes the employers' workshops can barely eke out an existence in the winter season. These employers say they have an inalienable right to give work out if they like. Will anyone deny that our members have an inalienable right to refuse to work for them if they like? Yet this is the cause of the whole dispute. These employers refused to give up this sacred right. Our members refused to work for them. This happened last April. Our members obtained work with those employers who had conceded this inalienable right. They were quite content to leave these eight employers to conduct their businesses their own way, but they were also firmly resolved that they would not work for them. Then five months after, Mr. Allen and a few others, who had conceded this "inalienable right" in April last, were seized by a spirit of "chivalry." A meeting of the M.T.A. was called, and there was impressed upon them the necessity of avenging these eight employers, because our members had care-

fully left them and their "inalienable rights" to themselves. How very few have responded to the call, Mr. Allen too well knows, and even these few would not have followed had not they been assured by the persons interested that we intended to make an attack on their "inalienable rights" in the near future. Mr. Allen, of course, knew this was not true, but it suited his purpose to say so.

But I would impress upon you, sir, and the whole public that the only employers who have locked out their men in Liverpool are six, and all of these agreed to the men's terms in April last, and now the slack season has set in, they are anxious to break through the agreement, and have called on their members through the length and breadth of the land to assist them.

As to the "abuse" Mr. Allen pours on to the heads of their own members for deserting them, with that I have nothing to do, but I rather think it is they who should abuse their leaders for misleading them in the shameful manner they have done. You can scarcely blame the members of the M.T.A., upon discovering the real truth of the whole affair (and the fact that the leaders flatly refused to allow this Liverpool dispute to be settled by arbitration), for throwing up the sponge and calling their men in.

As to regulating outwork, that is simply nonsense. Before we could do that we should have to admit the employers' right to make our homes their workshops, and that we will not do, but we have offered three forms of arbitration which the employers would not accept. First, we offered that it should be settled by the Local Arbitration Committee. They refused this. They were offered arbitration by the two Executive Councils. They refused this also. Then we offered to refer the matter to a local umpire; but no, they would not have this. Therefore, we say those Liverpool employers have no "faith in the righteousness of their cause." Although many of our members are locked out throughout the country, we have no dispute whatever. This is purely a Liverpool case, and had no right whatever to be thrust upon the whole country. If the working tailors of any other town went on strike because of a circumscribed few in Liverpool, what an outcry would be raised against us. Yet I should think we have just as much right to strike as the employers have to lock out 1,889 of our members over a trumpety little dispute in Liverpool, which the employers refuse to submit to arbitration.

I notice with pleasure the letter from Mr. Holder in your issue of to-day, and as we have already offered to have this Liverpool dispute settled by arbitration no difficulty will be made from our side, but the employers have assured on each occasion that the resolutions of their society preclude them from going to arbitration on this question. Nevertheless we may inform you, sir, that our Southport branch made a similar request to their employers in the spring, and the Southport Arbitration Committee met and the matter was arranged in favour of our members, and I do not think even the Master Tailors' Association would deny to their Liverpool branch the power exercised by their Southport branch. We are much obliged to Mr. Allen for predicting the decrease in our membership (no doubt the wish is father to the thought), but we would inform him that we are at the present moment stronger in numbers than we have ever been at any period of our existence, and I venture to prognosticate that whatever this "despotic lock-out" may have done for the Master Tailors' Association, there is not the slightest doubt it will make our society stronger and more united and our Executive Council more determined to elevate the moral and social position of its members than has ever been the case during the 22 years of its existence.

Since issuing the last circular (on Thursday) I may inform you that the largest employer in Bradford (employing 41 of our members), and the employers with the exception of two small ones in South Shields, have withdrawn from the lock-out, and their men will return to work on Monday morning.

Yours, &c.

GEORGE KEIR,  
Secretary.

September 3rd, 1892.

To the Editor of the "Liverpool Courier."

Sir,

With your permission I would like to say a word in reply to the letter of John Allen appearing in to-day's "Courier." He professes to be in favour of having all disputes settled by arbitration and almost in the same sentence would try to make one believe that there is something so extraordinary in this dispute that arbitration is altogether out of the question. He says restrictions upon personal and trade liberties long enjoyed belong to a class of disputes that hardly lend themselves to settlement in that way, and that the workmen are attempting to restore these liberties. Why did he and other members of the Employers' Association in Liverpool a few months ago assist and encourage the men by acceding their request that all coats and trousers should be made in workrooms provided by the employers, and as soon as the busy season was over appear to change their mind suddenly, and lock out their men, telling them, as Mr. Allen does, that the employers will not be restricted in the continued enjoyment of their personal and trade liberties? I cannot understand what enjoyment he finds in the exercise of his right to employ outworkers, however competent or respectable, knowing, as he does, the very small per-centage of outworkers who are not sweaters.

Mr. Allen says:—"Because eight firms, members of our Association, have been struck against for exercising their inalienable right to employ other than unionist workmen, we who are associated with them had no alternative but to lock our men out until the block on these shops was removed." This is very misleading, and is altogether untrue. There has been no question of who they might or might not employ, unionist or otherwise. The men sent a note to the employers in the spring requesting that all coats and trousers should be made in their own workrooms, and the employers, with the exception of the eight firms referred to, consented. The union men employed by these eight firms at once struck, and it has taken the Employers' Association all these months to decide that their only alternative was to order a general lock-out. They did not overlook the fact, however, that it was a necessary part of that alternative to keep the men at work during the busy season, under a promise that for the future all coats and trousers should be made on the premises.

Let the workmen's society at once show their willingness to have the matter referred to the Conciliation Board for settlement, and if the Employers' Association will not move in the same direction the public can make no mistake who are responsible for 1,800 British tailors remaining idle whilst the trade is being made by Jews and other foreigners in their sweating dens.

I hope the men will gain their point and show that they have not only attempted, but have had the power to restrict outworking, which, apart from the question of sweating, is most unfair to those employed inside—an explanation of which would take up too much of your space. Then even Mr. Allen may find that the sacrifice of a little of his long-enjoyed personal and trade liberty will be well rewarded by the lasting good to himself and his trade of the restriction on outworking with all its attendant evils.

Yours, &c.

20, Exchange Street East, JAMES TAYLOR.  
September 3, 1892.

The above letter was written by one of the employers who accepted the Liverpool circular in the spring.

The following advertisement appeared in one of the Dublin papers:—

#### THE TAILORS' LOCK-OUT.

Simpson and Co. desire to inform their customers that, believing the lock-out arbitrary and unnecessary, they have retired from the Masters' Association, and are prepared to execute all orders as usual.

Amalgamated Society of Tailors,  
7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

GENTLEMEN,

September 21st, 1892.  
No doubt since the issue of the last "manifesto" you have been anxiously waiting for further information regarding the proceedings of the Master Tailors' Association and your Executive Council. Without going into our side of the question, we lay the whole of the correspondence that has taken place before you, whereby you will see where matters stand for the present. And you will also see that again, for the third time, this Employers' Association has broken faith with us. However, we have given them reasonable time to reconsider their course of action, and if they are still determined not to carry out the terms of agreement, your Executive Council will again be reluctantly compelled to take this Liverpool matter into their own hands.

You will remember that the last communication sent from this office to the employers was telling them that as they had not carried out their part of the compact the agreement was rescinded. To that communication we received the following intelligent and ultra courteous (P) reply. No doubt after reading it you will think it a credit to any society, much more to a masters' association:—

The Master Tailors' Association of Great Britain and Ireland,  
Queen's Chambers, John Dalton Street,  
Manchester,

DEAR SIR,

10th September, 1892.

You or your representatives are labouring under some hallucination of the brain. We have done our part and withdrawn the lock-out, according to the arrangement come to before the Mayor of Liverpool. You cannot expect that employers will make work at this time of the year if they have not got any.

Please address communications on this particular matter to Mr. J. Allen, 77, Lord Street, Liverpool. Any other matter address the general secretary here, and not the hon. secretary.

Yours, &c.

Mr. G. Keir,  
Secretary,

A. REDFERN,  
Secretary.

Amalgamated Society of Tailors.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,

12th September, 1892.

Your very bad-tempered and remarkably rude letter would perhaps be excusable under the circumstances, if it were true. I will not accuse you of labouring under any "hallucination of the brain," but the officers of your society would do well, before instructing their general secretary to answer communications, to make sure he understands what he is going to write about. You say, "You have done your part, and withdrawn the lock-out according to arrangements come to before the Mayor of Liverpool." It is really too bad of your officers to make you look so ridiculous, but allow me tell you that you are altogether misinformed, for there were no arrangements come to before the Mayor of Liverpool, or any other mayor, unless Messrs. Gordon, Allen, or Johnson occupy that honourable position. I can certainly vouch that neither Messrs. Byrne or Wake do, and they, including myself, were all that were present at the interview. You say you have withdrawn the lock-out; we say that you have done no such thing. We are perfectly aware that employers cannot make work at this time of the year, but when our members are told that in future they will not be employed unless they give up their society, and that non-union men will be employed, we are perfectly justified in saying the lock-out is not withdrawn, and you have not kept your part of the agreement. In one case, in Newcastle, the employer would not have his men back unless they would submit to a reduction. If there is any necessity for further communications on this subject we will gladly write to Mr. Allen; he at

least will understand what he is writing about, and not resort to personal abuse in his replies.

Yours, &c.,  
Mr. A. Redfearn.

A. SHORROCKS.

Amalgamated Society of Tailors,  
7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,  
September 12th, 1892.  
Enclosed find copy of communications that have passed between your society and ours.\* As Mr. Redfearn intimated that communication on this subject were to be addressed to you, I deemed it advisable to send you the enclosed. No doubt you have already seen the letter sent by us on Thursday last.

Yours, &c.  
Mr. J. Allen.

A. SHORROCKS.

I may state that in addition to the towns mentioned last week, one firm in Derby and three in Cardiff will not unlock their shops to our members.

The Master Tailors' Association of Great Britain  
and Ireland,  
Queen's Chambers, John Dalton Street,  
Manchester,

DEAR SIR,  
September 12th, 1892.  
We have a letter from Bolton stating that the men refuse to go back to Mr. Warbrick's shop, 68, Deansgate, Bolton, unless he does away with his day-wage men. We need not remind you that this is contrary to the agreement come to before the Mayor of Liverpool, and that there were no conditions imposed upon the men's returning to work. We trust you will give instructions to your Bolton branch to end this difficulty.

Yours, &c.  
Mr. G. Keir, Secretary,  
Amalgamated Society of Tailors.

p. pro. A. REDFEARN,

Secretary.  
J. L.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,  
September 13th, 1892.  
It is altogether useless to write to you; you are perfectly mixed. I don't wish to interfere or advise your Society as to the way they should conduct their business, but I do think they should inform their general secretary of all that transpires, and not leave him in the ridiculous position of making statements that have no foundation whatever. Now, let me tell you once again, there was no agreement whatever come to before the Mayor of Liverpool, neither did we guarantee that our members should return to work. After the dastardly manner in which they were treated, we fully expected some retaliation, but they have all returned to work now in those shops who have thought your Executive Council's orders worth noticing, and in doing this they have shown praiseworthy forbearance. But I must again inform you that the lock-out has not been withdrawn in several firms, therefore your Society has not carried out the agreement. However, it is useless writing to you, as your last two letters show you are entirely ignorant of what transpired.

Yours, &c.  
Mr. A. Redfearn.

GEORGE KEIR.

DEAR SIR,  
77, Lord Street, Liverpool,  
September 12th, 1892.  
Mr. Redfearn has forwarded me your letter of the 8th instant, stating that as three firms in Newcastle, three in Sheffield, and one in Manchester have not received back your workmen, you consider our part of the agreement violated, and you notify us that you consider your side rescinded. Mr. Redfearn has already told you that you were mistaken as to the facts, and subsequent information confirms this. The agreement we entered into has been faithfully kept upon our side, but is being grossly violated upon yours. We have withdrawn the lock-out, and your members have been restored to work as far as there is

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work for them. In spite of that, and in spite of the fact that the whole question is to be arbitrated upon, you are engaged in active warfare against our members in several places, and notably in Liverpool. We mean, however, to prepare our case and present it within the specified time, and let the public see where the justice lies.

Yours, &c.,  
Mr. G. Keir. JOHN ALLEN.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,  
September 13th, 1892.  
Yours to hand. Mr. Redfearn has certainly told us something about the brains of myself or my representatives, but you will see by his letters that he is suffering from some "mental derangement." He keeps on raving about the Mayor of Liverpool.

Why in the world he should drag that gentleman into the present question I know not, but although I told him yesterday no agreement was ever come to before the Mayor of Liverpool, the poor man seems incapable of disabusing his mind of this idea; perhaps you will try to restore an equal balance to his mind.

Now, I must inform you that the agreement entered into last Wednesday has not been kept by your side. I admit, I believe, that yourself and Mr. Johnson personally have done all in your power to carry out your promise, but nevertheless this and previous occurrences prove that you have no control over your members, and therefore you should not make promises on their behalf. There are dozens of cases where the men presented themselves on Thursday morning and were told by their employers that they had no work to start them on, but would be pleased to give it them when they had. In these cases, of course, we could not be unreasonable, and we knew if the employers had no work they could not give it to the men.

In Newcastle, two firms told our men they did not intend to employ union men again, and another had the shameful audacity, after locking his men out (to please eight of the smallest employers in Liverpool) to tell them he would not take them back if they would not submit to still further ill-treatment and accept a reduction. This, of course, they would not do. Nicolls, in Manchester, told their men in future they would employ non-society men; but on Monday, no doubt owing to pressure from your Society, re-opened his shop to our members; but the men were kept out three days longer than you promised, and we therefore claim compensation from your Society. In Sheffield, the employers say they have no work for our members, but our members have seen heaps of work going to sweaters since you professed to withdraw the lock-out. In Derby, one employer refuses to take back our members unless they promise to give up their trade society. In Cardiff, three employers refuse to unlock their shops, and two in Halifax.

It was through the tyranny of your Society refusing to accept the offer before the lock-out, that you were obliged to accept three weeks after, that these men were thrown on the streets. You promised the lock-out should be withdrawn at 6 o'clock last Wednesday. In these places it is not withdrawn yet, and we look to your Society to recompense these men (who are at present being supported by us) as the victims of your despotic tyranny.

You have broken faith with us, and we will not stir another inch in this matter. You may make what arrangements you like; I shall let the Arbitration Committee and the public know the true position. But we shall not move in this matter (as you have not fulfilled your promise), whilst our members remain the victims of the greatest piece of despotism and tyranny that has disgraced the nineteenth century. With regard to our members still being engaged in active warfare against you, I am not aware that such is the case; but I cannot blame them if it is so. The exasperation they have received is almost beyond human forbearance. They have offered you arbitration for six months, but you would not have it; you threw them on the streets (although they had no dispute with you) for three weeks; then you found

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you were forced to accept what they had offered you all along. Through specious promises many of them go back to work, but 60 of our members are still victims of this heartless conspiracy. As far as I know, all the members that have been allowed to return to work have done so; but if in isolated cases they have rebelled, who can wonder?

Yours, &c.

Mr. J. Allen.

GEORGE KEIR.

77, Lord Street, Liverpool,  
September 13th, 1892.

DEAR MADAM,

I beg to acknowledge yours of yesterday's date, and regret exceedingly that you should have to complain of a phrase in Mr. Redfearn's letter, which to say the least was an ill-chosen one. Doubtless he merely wished to convey the idea that you were mistaken or misinformed.

The letter I wrote to Mr. Keir last night, which, of course, you would open, shows the ground we take up.

Because three firms here and three firms there disobey our clear orders to withdraw the lock-out, you cannot charge us with failing to keep our agreement. It is just as impossible for us to compel all our members to obey our orders as it is for you to compel yours, and it would be just as reasonable for us to accuse your side of breaking the agreement because every man that left each shop did not return to that shop where he before worked. But the information we have is quite opposite to yours, consequently, instead of rushing to tear up treaties as you did, patience ought to have been exercised and explanations asked for. Our Newcastle secretary writes that he only received a complaint about one shop, and he put that right. Our Sheffield secretary writes that he has made all inquiries, and in two shops the men did not get work because the employers had none to give. Cardiff and Derby I hear of for the first time in your letter, and I will write asking for explanations. If you could charge whole branches with refusal it would be something, but the cases you mention can only affect a very small number of the 1,800 odd you say were locked out.

On the other hand, what is the meaning of your Oldham branch taking advantage of the withdrawal of the lock-out to strike against weekly-wage men, the Nottingham branch to strike against outworking, and your Liverpool branch to do the same, though that is the question that remains to be settled? These are not mere incidents, but organised and avowed refusals to comply with the agreement pending arbitration.

Our Liverpool branch, having received liberty to put the question of outworking to arbitration is determined to go on with it, and, as I intimated yesterday, will present its case within the time specified, viz., 14 days from Wednesday last.

I cannot help feeling that you are a little hard upon Mr. Redfearn, because he spoke (or wrote, rather) of the agreement having been entered into before the Mayor of Liverpool. He knew that the Mayor had made an appointment for us to meet before him, and concluded that such arrangement was adhered to, and, by the way, his Worship and two members of the Conciliation Board were waiting for us, so that you could not have sent word to him in that time of your inability to keep the appointment. I will be glad to have your views as to Liverpool, Nottingham, and Oldham, and the action of your branches therein.

Believe me, &c.,

JOHN ALLEN.

Miss Shorrocks,

Assistant Secretary,

Amalgamated Society of Tailors.

77, Lord Street, Liverpool,  
September 14, 1892.

DEAR SIR,

I beg to acknowledge yours of yesterday, which to a large extent was answered by the letter from me which crossed it. It might, perhaps, simplify matters if you gave us the particulars of the cases you complain of. We could get more directly at the exact state of affairs. As far as possible we wish to remove every reasonable cause for complaint, and this is the only answer I can give to your very long letter.

We entered into an agreement with you, and as an association, we say we are loyally keeping to

that agreement. If you say we are not, kindly give us the names and places, and particulars of the alleged infraction of that agreement; and in doing so let it be up to date, as we wired immediately to the places concerned when we received your complaints last Thursday. In Liverpool, I am glad to learn that your members are not carrying out threats made to one employer pending the arbitration. I trust your members in other branches have also returned to legality.

Yours, &c.

JOHN ALLEN.

Mr. G. Keir.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR,

September 15th, 1892.

In answer to your letter stating that you are loyally keeping the agreement, I will try to prove to you that your members are not doing so. You promised in the agreement that the lock-out should be withdrawn at 6 o'clock Wednesday evening, September 7th. Now there were at least a dozen firms who had locked their men out who positively refused to allow their men to return to work on Thursday morning, not, as you say, because there was no work, but because they would not have union men to work for them. Surely you cannot call that withdrawing the lock-out; this number is slightly reduced now, but not much; as long as there is a single firm that locked out our members refusing to re-open their workshops to them the lock-out is not withdrawn. Messrs. Dunn, in Newcastle, refuse to reinstate their men unless they will submit to a reduction. The secretary of your branch sent a note telling them they were morally bound to take their men back on the same terms as they locked them out, but they still refused to do so, and told our deputation this note from your secretary was not worth the paper it was written on, and the Master Tailors' Association did not exist, only in name. Other two firms in the town refused to again unlock their shops to our members; these are Hardy and Co., and Turnbull Callison.

Mr. Simpson, in Derby, will not take back his men, unless they promise to give up their Society; Messrs. Shaw and Porter, Nottingham, the same. Mr. Newton, in Cardiff, also refuses to re-open his workshop to our members; there are also two firms in Halifax, but I cannot give you their names at present, but I will ascertain them for you. One firm in Sheffield refuses to re-open their workshop to our members, and two others, although they have gone through the form of taking back their men, are starving them, for the trade is going out wholesale. Mr. Hugh Goulder, in Jarrow, will not take back all the men he locked out, and the firms in Carlisle who locked out their men at the mandate of your Association refuse to reinstate them.

We fully believe you have tried to induce these, your members, to obey your instructions, but this is no consolation to our members who are thrown upon the streets through your instrumentality, and as long as a single one of them remains out of the shops that are locked out, the lock-out is not withdrawn, and the agreement entered into last Wednesday week is now, and has been all along, grossly violated.

You say our Oldham branch, taking advantage of the lock-out, has struck against weekly-wage men. You are labouring under a mistake, it was our Bolton branch you meant, and considering the shameful manner in which the men had been treated, you can scarcely wonder that they should seek to retaliate on these employers who locked them out without any reason whatever. However, our Mr. Byrne attended the branch and persuaded them to act a generous part and abandon this idea. They have now returned to work; the same in Nottingham, in firms where they have been allowed to.

You say our Liverpool branch have struck against outworking. This I emphatically deny is the case up to the present. But I am informed that yourself, Messrs. Teed, and Messrs. Darling, notwithstanding that the question was to be remitted to arbitration, and in face of the promise given by you in the spring, have entered

into open warfare pending such settlement, and are sending coats and trousers outside to be made, thus violating your promises, and seeking to rouse the men's worst feelings by professing to withdraw the lock-out and only opening your workshops that you may starve them into submission. We protest against this most tyrannical and even diabolical treatment; in all honour, pending arbitration, an armistice on both sides should be proclaimed, and matters resume the same footing as before the lock-out. Had your aide kept to the agreement we could have met next Wednesday, according to arrangement, agreed to terms of reference, and chosen our umpire; but this is impossible now, for even if your branches were to obey your instructions now the time is too short. We have not made any preparations, nor shall we do so until the agreement has been adhered to. Now will you kindly answer me the following questions, and do not think me at all uncourteous in putting them, but we shall arrive at a settlement one way or another a great deal sooner by being plain with each other, and not beating about the bush:—

1. Do you intend to compel your members to to comply with the agreement?

2. Do those three employers in Liverpool intend to abide by the promise given to the men in the spring, pending the umpire's award?

I should feel obliged if you will let me have an answer not later than Monday, as our sub-committee are meeting on that day.

Yours, &c.  
GEORGE KEIR.

Mr. J. Allen.

The Town Hall, Liverpool (W.),

DEAR SIR, 16th September 1892.

Having just returned to the city I have notified the masters that the Board of Conciliation will be pleased to meet their representatives and representatives from your Association at the Town Hall on Monday, the 19th instant, at 3 o'clock, to arrange the terms of reference as agreed upon on the 7th instant. I trust this time will be suitable to you and also to the masters.

I am, &c.

G. Keir, Esq., JAS. DE BELS ADAM,  
Secretary, Mayor.  
Amalgamated Tailors' Society,  
8, Caxton Buildings, Booth Street,  
Manchester.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR, 17th September 1892.

Yours duly to hand, but I regret to inform you that the employers have not yet complied with the terms of the agreement and withdrawn the lock-out; therefore the meeting cannot take place as arranged. We regret exceedingly that the employers should have failed to keep their promise; but there are three firms in Newcastle, one in Sheffield, one in Derby, two in Halifax, one in Cardiff, and one in Nottingham who have not yet withdrawn the lock-out; and although there are several firms, notably in Liverpool, who have professed to withdraw the lock-out, it has only been done in order to subject the men to still further cruelty; for, although they have gone through the form of withdrawing the lock-out, they are sending the work out wholesale, and starving the men inside pending arbitration; and this by employers in Liverpool who promised their workmen in the spring they would have all coats and trousers made in the workshops in future.

We contend, and I think you will agree with us, that pending arbitration there should be a suspension of all hostilities, and matters should be exactly as they were before the lock-out.

We are willing and anxious to have the matter settled by arbitration, but we insist upon the employers acting in an honourable manner, and at least to keep their promises in the meantime. As this has not been done, we cannot meet on Monday, but will do so as soon as the terms of agreement have been complied with. The reason I have registered this letter is because, although my assistant

wrote you on a previous occasion that the meeting could not take place on the 7th, Mr. Allen says you were waiting at the Town Hall to receive us, and blames us for not letting you know. This we cannot understand, as my assistant wrote both yourself and Mr. Holder, and the letters should have been delivered by the first post on the 7th instant. Someone has certainly received yours, as it has not been returned to this office, and Mr. Holder received his, as he acknowledged its receipt to us; therefore we fail to see how you could expect us to meet you after receiving such intimation.

Thanking you for the trouble you have taken in this matter, and trusting the employers will soon see their way to act honourably pending a settlement,

Yours, &c.  
GEORGE KEIR.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR, 17th September 1892.

This morning I received an intimation from the Mayor of Liverpool that the Board of Conciliation would meet on Monday, at 3 o'clock. I have written him saying that, in consequence of your side not yet complying with the terms of the agreement, such meeting cannot take place. I shall be pleased to have an early reply to my letter of yesterday, so that we shall then know how to act.

Yours, &c.  
GEORGE KEIR.

Mr. J. Allen.

77, Lord Street, Liverpool,  
September 16th, 1892.

DEAR SIR,  
I beg to acknowledge yours of yesterday, and would like to go very fully into the questions raised; but seeing the difference of opinion that exists between us I think it much better that all our differences be brought under the notice of those who may take a more impartial view of the matter than either of us can. Were we to continue this correspondence and postpone appearing before the Conciliation Board until we had come to some settlement between ourselves, where would be the use of our appearing before them at all? As we are noticed to appear at the Town Hall at 3 p.m. Monday, it is much better to reserve our differences until then, particularly as in the first instance it is not an *Arbitration* Board we go before, but a *Conciliation* Board.

I will only say this much for the larger question, that as an Association we have done all we could to carry out the agreement entered into, and the actions of individuals who break away from our instructions we refuse to accept responsibility for; nevertheless, we shall still strive to bring such to conform to the undertakings we have entered into.

As for the local and personal matter, viz., the conduct of ourselves and Messrs. Darling and Teed, we certainly understand that until arbitrators decide to the contrary we are at liberty to employ what outwork we deem necessary; and in using this liberty we do not consider that we are violating any promise made to your Liverpool branch. Whatever promise was made was of a distinctly limited character, as the correspondence you have published clearly shows.

We were permitted by our branch to enter into any arrangement of a temporary nature we cared to, and notification of this was duly sent to your local secretary in a letter dated May 9th:—"It was resolved (at branch meeting) that liberty of action be conceded to our members until further conference between our two E.C.'s can be arranged."

In accordance with this liberty, on May 10th, with our men actually withdrawn, and the busy season at its height, we agreed to dismiss the single outworker we each employed, although in our case our man worked in our own workroom, and was as much on our premises as any man we employ.

I told your Mr. Winterbotham that it was only because it was May I agreed to dismiss this man

who had worked 12½ years for me. I further told him that it would not always be May, for we had already made up our minds that as you chose the time of the year all in your favour to make your demands, we should choose a time convenient to ourselves to resist them, and whoever else may take exception to this, your Society certainly cannot.

We at once commenced a correspondence with you asking for a meeting with you and complaining of the action taken against our Liverpool members, but it was not until we proceeded to threats that we secured that meeting.

By letters—May 14th, May 18th, May 25th, and June 9th—we pressed for a meeting with you, but each time received a refusal. June 17th I wrote again pressing for a meeting, and referring to the promises given to your local branch, I said:—  
 “Your members are at present withdrawn from several shops because those firms refuse to be dictated to as to properly conducted outwork (there is no question of sweating in it), and as for those firms, which, like my own, sooner than be inconvenienced by a strike in the height of the season for the sake of one man, gave up that one man or two, as the case may be, until our Executives could settle the question at issue upon broad lines. Such firms do not intend, and plainly told the members of your Committee in Liverpool that they did not intend, to be bound by any such undertaking for any longer time than such time as it reasonably took to get the Executives together. Such reasonable time has long since passed.”

If there was any want of formality in this plain intimation that the promise made was abrogated, ten days later by the orders of the Chester meeting of delegates, a formal notice from our branch secretary was sent stating that our members did not consider themselves bound by any undertakings they had given.

That was on June 27th, but from the time it became apparent that you would not meet us, and compelled by insufficiency of hands and accumulation of work, we reinstated the man we had discharged, and obtained other assistance also, which we have been compelled to keep on.

You will at once see that this action took place long before any arrangement was made to arbitrate upon the case, so that by no stretch of the imagination can it be instanced as something done in violation of the agreement entered into a matter of ten days ago. Of course, the arbitration will decide whether we are to continue this liberty or not; but until impartial gentlemen tell us that we are not to do what may appear to us necessary to carry on our business, we mean to hold to our liberty, and will certainly not again be found signing away such liberty, however temporary the occasion, or however pressing the season.

Still speaking personally, I may say, and challenge contradiction, that no firm has a cleaner record with its workers than ours. We have always paid the top price for our labour, and have always endeavoured to carry on business on honourable lines. You withdrew our men last year because, in our official capacity, we assisted our fellow members of the Masters' Association in Southport, against whom you were on strike.

This year, although members of your Society are at work for firms who have a large portion of their work made anywhere and for any price, you struck against us again, and withdrew our men until we agreed to give up a man employed by us for many years and at work in our own workshop.

It is conduct like this that causes outwork, that compels employers to look around for labour less uncertain, less subject to control by officials who never worked in the shops the peace of which they disturb. Until there is more confidence between employers and employed many things are likely to be perpetuated which perhaps would be better discontinued.

Believe me, &c.

JOHN ALLEN.

Mr. George Keir, Secretary,  
Amalgamated Society of Tailors.

Mr. Gordon has returned to business.

Amalgamated Society of Tailors,  
8, Carlton Buildings, Booth Street,  
Piccadilly, Manchester,

DEAR SIR, September 20th, 1892.

Yours of September 16th was duly laid before the Sub-Committee of our Executive Council yesterday, and I was instructed to answer you as follows:—That your whole policy throughout the whole of this affair has been most abortive, and matters are brought to a climax, when you at one meeting agree to withdraw the lock-out before either side shall meet the Conciliation Board, and not having fulfilled your part of the agreement boldly tell us you will not undertake the responsibility for not having done so. It is an easy conscience (but one that we will not tolerate) that can throw nearly 2,000 men on the streets because 48 men were withdrawn six months ago from eight of the smallest firms in Liverpool, and then after coming to an agreement to withdraw the lock-out and allow these men to return to work leave 53 of our members still on the streets, and although you were the cause of them being locked out refuse to accept the responsibility. We deny that your Association has done all in its power to carry out the agreement. You were instrumental in throwing these men out of employment; if you cannot compel your members to act according to your instructions, then it is your duty to support these men until they do, from the time that you guaranteed that the lock-out should be removed. If you are prepared to act in this honourable manner, then we will believe that the promise you made was sincere and not uttered for a purpose, and we shall at once proceed as per terms of agreement.

With regard to your claiming full liberty of action, and giving your work out wholesale pending arbitration, we say you are grossly violating every code of honour in doing so. You promised, in May, you would have all your coats and trousers made in the workshop. Before giving this promise you were asked to allow the matter to be settled by arbitration, but you refused. Rather than allow the matter to go to arbitration, you gave the promise. Our members have never released you from that promise, and that is the question which has to be referred to arbitration now, and until the umpire gives his award you are bound by the promise which you and the largest and best firms in Liverpool gave to your men in the spring. I may say, yourself, Messrs. Darling, and Messrs. Teed are the only ones who have broken that promise; the other first-class employers in Liverpool have honourably kept to the agreement they made with their workmen in the spring, and we cannot sacrifice these honourable employers, who employ a very large majority of our members in Liverpool, to satisfy the avarice and selfishness of three employers, who gave their workmen a promise (on purpose to make use of them during the busy season), and then break that promise with impunity, although they have agreed to allow an independent umpire to decide whether they shall or not.

We, as an Executive Council, totally deny we ever refused to meet you. If you will refer to the answers to the letters you quote, viz., May 14th, 18th, 25th, and June 9th, you will find that every one of them asked for local arbitration, which you would not agree to; you preferred rather to lock out our members throughout the whole of the country for the avowed purpose of smashing us, and then starving us into submission. When you found how powerless you were to do this you agreed to the local arbitration you had refused for six months, but first promised to remove the lock-out. That is now a fortnight ago, and the lock-out is not removed yet.

Speaking of your own firm, and on which you challenge contradiction, I will contradict you. Every firm in Liverpool who promised their workmen in the spring to have their coats and trousers made up in the workshops, and who have kept that promise, have a “clearer record” than your firm. The eight firms who refused to give the promise, and who were therefore not guilty of breaking it, have a clearer record than you. These people we know how to deal with; but in you, who will give a promise to obtain your ends, and then throw such promise to the winds, we can have no confidence.

I also contradict you when you say you pay top prices for your labour. This you do to your indoor men we know; but you yourself told us in the Victoria Hotel that, although your outworker was more steady, sober, and reliable than your indoor men, and he did his work quite as well, you paid him 1d. per hour less.

I hope you will not feel that I am discourteous in making these statements, but you know you challenged contradiction, and I could not let the matter pass. We deny that we withdrew your men last year because in your official capacity you assisted the Southport masters. Our members refused to work for you because you were using them as tools to defeat their fellow members in Southport, and on being appealed to you refused to desist. However, it is useless us carrying on this paper war; the matter just narrows itself down to this, yourselves and we agree to allow this Liverpool matter to go to arbitration on condition you withdraw the lock-out; this has not been done. You considered the refusal of 48 members to work for eight firms in Liverpool six months ago of sufficient importance to warrant you in locking out nearly 2,000 of our men in September, and although you have left 53 of them on the streets, you consider it too trivial a matter to mention. However, we do not; we consider that until the shops are opened to these men the agreement is being violated. But we do not intend to stand by and see our Liverpool men being starved in the manner they are, although they have seen trade sent to the outworker in quantities; therefore we have to inform you that if the agreement is not carried out within a reasonable time, or our members who are still locked out through your influence are compensated, we shall take this Liverpool matter into our own hands, but we would very much prefer that you would act in an honourable manner, and after fulfilling your part of the agreement, meet the Liverpool Board of Conciliation to arrange terms of reference.

We quite reciprocate your sentiment, "that until more confidence exists between employers and employed there will continually be these dissensions," and we would welcome an association of employers consisting of such honourable men as Mr. Jenkins, of Bolton, and Mr. James Taylor, of Liverpool, and who would invite and receive the full confidence of their workmen. These gentlemen, and many hundreds of master tailors besides them throughout Great Britain, recognise that their workmen have "sacred rights and liberties" as well as themselves; and until the Master Tailors' Association does likewise, and assumes less the rôle of the tyrant and despot, and also shows some inclination to carry out honourable agreements, and not trample under foot and ignore sacred promises whenever it pleases them, there can be no hope of confidence or harmonious feeling between themselves and their workpeople. However, this is a deplorable state of things, and we hope that even now you will see that the agreement you entered into is enforced on your members, or our members compensated for its violation, and so far the present restore peace previous to proceeding to arbitration, and perhaps ultimately arriving at a better understanding between your Society and ours.

Mr. John Allen.

Yours, &c.  
GEORGE KEIR.

We have made a slight omission in the above letter which related to Mr. Allen's firm. Although our Liverpool Committee had the statement from members working at this firm, Mr. Allen says they are untrue. As we have not had an opportunity of proving them, we refrain from publishing anything on which there is the slightest doubt.

DEAR SIR,

77, Lord Street, Liverpool,  
September 19th, 1892.

I beg to acknowledge yours of the 17th instant, the reply to which you will find in the letter from me of the same date, which you received this morning. I can only express surprise that after your professed willingness to arbitrate you should refuse to do so.

When you are of a different mind, and are prepared to carry out your agreements, you will find us ready to do so.

Mr. George Keir:

Believe me, &c.

JOHN ALLEN,  
Pro E. R.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

DEAR SIR,

21st September 1892.

Yours of the 19th inst. duly to hand, but I flatly deny that we refuse to arbitrate. We only insist upon you acting in an honourable manner, and carrying out the terms of agreement before proceeding to arbitration. For six months, when there was no difficulty in the way, we repeatedly offered you arbitration, and you repeatedly refused it. You locked out nearly 2,000 of our members rather than accept it, thereby raising the first difficulty. When you found you could not succeed in your object of smashing us, you accepted the offer which for six months you had constantly refused; but you agreed with us that arbitration could not proceed while the lock-out was pending, and agreed to remove that difficulty immediately. You have not done so yet.

The difficulty was of your creating, not ours, therefore you must remove it, and if you cannot compel your members to obey your instructions, you can at least compensate and support these men (who are still out) for the wrong you have done them. When you have acted in this honourable manner then we will proceed to arbitration.

Trusting you will see your way to at once clear the road for an honourable settlement of the Liverpool question by arbitration,

Mr. John Allen.

Yours, &c.

GEORGE KEIR.

Amalgamated Society of Tailors,  
7 and 8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

GENTLEMEN,  
The following is further correspondence that has taken place between the employers and ourselves since the issue of the last circular.

Yours truly,

GEORGE KEIR.

DEAR SIR,

77, Lord Street, Liverpool,  
September 21st, 1892.

I have to acknowledge receipt of two letters from you to-day, one by the late morning, and the other by the evening post. I am afraid it is useless attempting to argue the questions at issue with you, for I cannot see that you have the shadow of a justification for the present position in which your Society stands. Who began this dispute? You did, by allowing your Liverpool branch to strike against 11 firms, members of our Association, because they had the wickedness to employ about a dozen outworkers to every hundred of your inworkers; and are we to be termed tyrants and despots because we endeavour to protect our members? You struck against us last year—you struck against us this year—you have, indeed, for years been striking first against one place and then another; and because we retaliate and lock you out—not to force reductions on you—not to wrest anything from you, but simply to maintain our right to employ other than your members—(do not forget it was not even a question of outworking, for we offered to bring the outworkers in, and make them workers in our own workshops)—but you struck against that. Why? Because these outworkers that we proposed to make inworkers were not your members, and in some cases did not work by your methods. You raised a cry of "sweating" when what you struck against meant the abolition of any shadow of sweating. The fact is you care nothing about sweaters or the poor people who are sweated, or you would have joined hands with us to do what we invited you to do, viz., make regulations for outworking; but no, you profess that outworking cannot be regulated, but must be abolished. Where? In the better-class trades only. The lower-class trades may have as much outworking or

sweating as they like, so long as the first-class trade is left as the exclusive property of your members. This, your selfish policy, stands forth from the pages of the pamphlet you have published. It was preached by your committee men who visited the outworkers' meeting. They said, "We do not want to do away with outworking, only in the better class trades; you can work for the other trades as much as you like."

I say that your movement is an insincere one, a selfish one—above all selfish to the tailoresses, whose highest ambition it is to become employed by the better trades; and why should they not? Who hinders them in their aspirations? who condemns them to work for the middlemen? Your Society does, and such unrighteous selfishness must have its Nemesis, and will not go unpunished. You talk about socialism, and speak about the selfishness of individualism, but the selfishness of the individual is only seen and properly realised when it is aggregated and systematised and dignified by the name of a trade union.

And now you refuse to submit your conduct to the judgment of an impartial tribunal, although you pledged yourselves to do so, because you say some 50 of the 2,000 men locked out are still unemployed. This is no fault of ours, but the fault of you, who compelled us to lock-out by your strikes. If our members disobey our orders and refuse to lock-out you applaud, and say that such members are high-minded gentlemen; but when our members disobey us and refuse to take some of your members back, then no words seem strong enough to characterise such conduct, and we are asked to maintain these unfortunate members of yours.

If you felt that you had a legitimate grievance why did you not do as I suggested, and come and meet the Mayor of Liverpool and the other gentlemen, and state your side, and let us state ours, and had we been adjudged wrong we would have bowed to that decision. But you stayed away, and wrote a letter blaming the employers; but we deny that we are to blame, and though you flatly deny that you refuse to arbitrate, the fact that *you did not* arbitrate is stronger than your denial. There is only one thing that can extricate you from this false position, and that is to send the Mayor a message that you are ready to bring all these grievances before him and his colleagues, and when you do this we shall be there ready to meet you. Had the time that has been wasted in this unprofitable correspondence been employed in arbitration, the whole matter might have been settled.

And now I would leave the general question and come to the local and personal question. I would make a separate letter of this and sign it for our firm, but you make it one of the grounds for staying the general progress, that we, as a firm, have treated the agreement to bring the lock-out to an end in such a way as to make a mockery of it. You charged us with re-opening our shop doors and allowing our men to return to the shop, but not giving them work. You say we have kept your members for the past fortnight starving whilst quantities of trade have been sent to outworkers. I say that this statement is like so many more of the similar statements you have been making during the progress of this dispute—it is absolutely untrue—it is one of those untruths that are without excuse, for you have ample means for verifying such a statement before making it.

I wrote for your local secretary (Mr. Wake) to come round and accompany me into our workshop whilst I read these astounding statements, and asked our men if there was any truth in them, but unfortunately he was on his holidays. Our men say that these statements did not come from them, and they know of no shadow of justification for them. Of the close upon 40 that were locked out only 26, including two boys, came back (one more returned this morning, and was at once filled with trade). Bear in mind that we had no work kept back, our orders had been executed as received; nevertheless, with a little unavoidable delay whilst trade was being cut, all received work save one man, who after doing a few hours' work was discharged, as his work did not suit us. (This is the man, I presume, that you speak of as having waited for a fortnight and not got a job.) The men came in at noon on Thursday, September 8th. I enclose a list of their names, with the wages each man received,

by which you will see that the average wages earned for the eight days at work is over 2*l*. This is what you call starving our men. I will not pursue this subject, but let the list tell its own tale. If I find that you have printed and circulated this statement, and we do not receive a retraction and apology, or, which will satisfy us equally, an opportunity of proving to impartial persons the baselessness of your charge, we shall see if you have not infringed the law of libel. It is time that such baseless charges were exposed and made too dangerous for you to deal in.

You deal in veiled (only thinly veiled) threats of what you mean to do in Liverpool if, etc., etc. We, as a firm, would have you understand that we want no one who is dissatisfied with our treatment of them to work for us. If the entire shop is dissatisfied, the entire shop may go. We have no doubt that the treatment that we are always ready to give to workers willing and able to work will always secure us workers; but it was made abundantly evident to me this afternoon that our men are quite satisfied, and desire nothing better than to be left alone by your paid agitators.

I will only say in conclusion, that ourselves and other employers associated with us fully recognise the rights of our workers, but we too have rights—we wish to do to others as we would be done by—if there are grievances, we are ready to discuss and, if possible, remedy them, but we object to being perpetually harried.

Believe me, &c.

Mr. George Keir.

JOHN ALLEN.

DEAR SIR,

September 24, 1892.

Yours of the 21st duly to hand. The Sub-Committee of our Executive Council met on Thursday last, when your communication was laid before them, and as your Society is willing for the question of compensation for this unjustifiable lock-out and its continuance to be settled by arbitration, we are decidedly agreeable to this amicable mode of settlement, and I have written to the Mayor asking him to call the members of the Conciliation Board together as early as possible, to arrange "terms of reference" as per agreement. Now, with respect to the points raised in your communication you say, "We began this dispute by allowing our Liverpool Branch to strike against 11 firms." Now, Mr. Allen, who forced us to strike? You did, by absolutely refusing to allow the matter to be settled by local arbitration, although after six months, this is the course you are obliged to adopt now. You know how false it is when you say that the resolution of your Society prevented you from doing so. The resolution prohibiting you from doing this was passed at your Chester meeting, three months after you had refused to arbitrate, and why was this resolution passed? why simply to accommodate and legalise the action of the Liverpool masters, who for three months had refused arbitration, and when they saw the corner they had got into, and the public opinion that was working against them, got their Society to pass this resolution prohibiting them from arbitrating, although they had definitely refused to arbitrate for three months before the resolution was passed.

Where was the cause for the lock-out—will you tell us that? After three weeks of it, what did you gain? Where are the resolutions of your Society when you found you could not crush us—thrown to the winds, and ignored like the promises you made to your workmen in the spring. These resolutions were like your promises, made to accommodate yourselves just as long as you wanted them. We deny, and challenge you to prove, that we struck against you to force you to employ our members only. You made this statement through the Liverpool press, and Mr. James Taylor, an employer, who was asked to concede the same terms you did, denied this assertion. He and dozens of others conceded, and have faithfully kept the same terms you promised, viz., to have all coats and trousers made in the workshop. There was no question ever mentioned about our members only being employed. You say it was not outworking we struck against. Yes, it was; of course we know your offer, and it might have done as a blind to the public, but it won't do for us. This is your



resolution; we will give it you again in all its simple cunning:—

"That at a general meeting of the Liverpool Branch of the Master Tailors' Association of Great Britain and Ireland, it was resolved that all members of the branch be urged to take immediate steps to induce their outdoor coat and trousers makers to become workers in rooms rented by and under the direct control of the employers." Yes, the above no doubt looks very well, but you know what it means, and so do we; it means just as much as your promise meant—nothing. You would undertake to urge your members. What a lot of notice they would take of your urging when your express commands, instructions, and appeals are alike useless, unless your members like, and what was it you would urge them to do—why, to induce their outworkers, &c. I really believe when you offered our members this, you must have thought them the children Mr. Gordon loftily told us we were, when you met us in the Victoria Hotel. You know it would be just as possible to induce two mountains to meet as it would be to induce some of the outworkers who were making the Liverpool masters' trade at that time to do anything of the kind. Of course had we accepted your offer matters would not have been any different. You would say you had urged and tried to induce, and in doing this you had kept your promise.

But suppose you had urged and induced, what was it you offered to do? Did you offer to bring these men into the workshop along with your other men? Oh, no; they must still be kept aloof and used as a means to undersell our members, and we were to promise not to interfere or try to organise them in any shape or form. You, an organised body of master tailors, had the temerity to ask us, an organised body of journeymen, not to try to organise those poor creatures who were being used as a means to undersell our labour, or show them the way to improve their position and elevate the trade.

You say we raised a cry of "sweating." So we did, and so we meant, and you know as well, and perhaps better than we could tell you, the very, very small per-centage of outworkers that are not sweaters. The number of outworkers in Liverpool that are not sweaters could not do one quarter of the trade that is sent out to be made.

The law of libel prevents us telling the truth on these matters even in the interest of public health, but we could unfold tales about some of the dens where trade has been made during the late lock-out that would cause more consternation throughout the country than Miss Hicks' statement about the Duke of York's trousers. Of course I am not speaking now of Liverpool only.

You say we care nothing about the poor people who are sweated, but we do; it is your side who care nothing about them except as a means of obtaining the maximum of work for the minimum of pay. It is our interest to care about them and lift them from the pit of degradation into which they have either fallen or been driven, and the only way to do this is to let them work with us on the shop board for the same rate of payment and under the same conditions; this, and this only, is the way to abolish the "sweating system," and the wonder to us is that the members of your Society who profess to have organised to elevate the trade, should first seek to crush out of existence a Society which has for 22 years striven, and in many cases succeeded in doing away with this system. It is false that we wish to abolish it in the better-class trades. The very great majority of the provincial first-class trades do not resort to it. You have had ample proof of this in the late lock-out, for instance take Liverpool only, three first-class firms locked out their men to enforce the right to employ outworkers; the others, like Mr. Taylor, believe it to be attended by too many evils, which even the consideration of cheaper work cannot compensate them for; take Manchester, not a single first-class firm locked out, and in all the towns except Dublin, the very great majority of employers who locked out their men were second and third class.

We cannot allow your remark about female labour to pass unnoticed, although we have many

times corrected you, and I will refer you to my letter to your secretary, dated May 19th. I cannot better express myself than in that letter, which reads as follows:—"Understand clearly, we have no objection to females working either for the better class or any other class of trade. Unfortunately many poor women are compelled, and we recognise their right to work at our trade," but we do not recognise the right of any employer to reap the profit by reducing the prices of these women simply because they are women. The employers state these women can do the work as well as the men. Then, in the name of all that is fair and just, let them be paid the same. Why should they be compelled to turn their homes into factories to enrich their employers? The employer charges his customer the same for a garment made by a woman as he does for that made by a man. We do not object to female labour in our trade, neither would we embark in any movement to abolish it; but we object, and will continually strive to prevent employers pitting these poor women against us, by compelling them to accept less for their labour than what they are justly entitled to by the employers' own confession. Let them show us that these women receive the same price for their labour as we do, and work under the same advantages our members are striving themselves to work under, and we will not object to them; but we do object to them being used as a means to undersell the labour of their fathers, husbands, and brothers, for the enrichment of the employer.

The fate you warn us of for holding these views we are quite prepared for. The Nemesis is a long time in coming. We have waited for 22 years, and we have prospered and benefited our members and the whole public. But the Nemesis was very swift in overtaking your Society for the late dastardly lock-out, and she compelled you to accept the terms you refused three weeks previously. I think the members of your Society should be the very last people to accuse us of selfishness, seeing the very generous manner in which we behaved to you. Did we not offer you arbitration before the lock-out, and you would not accept it? Why? Because you thought you could crush us, and three weeks after, when you saw such a thing was hopeless, and your members deserting you, and your Society falling to pieces, did we not then allow you to accept the offer you had scornfully rejected before, when you knew and we knew perfectly well had we held out for another week, your Association would have been a complete wreck? But we had no desire to crush you. We were still willing to settle the matter amicably, and although you had treated your workmen in such a shameful manner, we allow you to accept the offer we had previously made, on certain conditions. These conditions you have not yet fulfilled.

I think it very ill becomes you to make such a tirade against "paid agitators." Never did any trade union official, since the world began, do so much agitating as Mr. Allen in so short a time, and never did any man agitate in a more unworthy cause, or so misrepresent the object. Who waited on the London employers (though without avail) and pleaded and beseeched them to lock out their workmen, because eight of the smallest employers in Liverpool had their men withdrawn because they would not agree to have their trade made under the same fair and honourable conditions as the other employers? You did. Who waited on the Birmingham employers (after they had refused to lock out their men, with whom they had no dispute) and induced a few of them to lock out? You did. Who did the same thing at Bolton? You did. Who then went to Scotland for the same purpose, but again without success? You did. How did you succeed with the employers who did lock out? Not by proving to them you had a just cause; not by telling them we were infringing on a sacred right and liberty; but by telling them we would be crushed in a fortnight, as our funds would then be exhausted.

So much for the paid agitator and your accusation of selfishness. With the personal part of the question—I tell you I got the information from our Liverpool committee, and they got it from a deputation from your shop. I confess, from the

list you sent, the wages are certainly not bad for the time of the year, but 39l. does not average 2l. in the eight days for 24 men, and before we could judge if our members had been fairly dealt with, we should have seen the wages earned by the outworkers. You know there was not close on 40 men locked out of your shop. It was nearer 30 than 40, and those men whom you say left of their own accord did so because they could not get sufficient work, although they saw it going to the outworkers.

I had printed the whole of my previous letter to send out to our members, but upon receiving your disclaimer, I crossed out that part referring directly to your firm, not because I was afraid your threat about the law of libel (we know how anxiously you have looked out for an opportunity to bring about such an action, but we always advise our members and are very careful ourselves to keep within the law), but because we have no desire whatever to publish anything on which there is the slightest doubt. You say your men are quite satisfied with you and desire nothing better than to be left alone. I cannot reconcile this statement with the complaint laid before our Liverpool committee, and I am further informed that when you read my letter in the workroom, not a word was said to you. However, there is no necessity for further correspondence; we quite recognise you were powerless to force your members to obey your instructions, if they did not wish to, and as you have agreed to allow the question of compensation to be settled by arbitration, there is nothing now to hinder us from meeting the Conciliation Board to arrange terms of reference and select our arbitrators, as soon as the Mayor can make it convenient.

Mr. John Allen.

Yours truly,  
GEORGE KEIR.

77, Lord Street, Liverpool,

September 26th, 1892.

DEAR SIR,

I have a letter from the Mayor stating that you are willing to meet representatives of the Conciliation Board, and he has fixed to-morrow week at 3 p.m. (I think), and I have replied saying that we will be pleased to keep that appointment. Your letter confirms the Mayor's letter, but begins and concludes with such language as would lead one to think that we had agreed to submit to arbitration the question of compensation to the still unemployed of the recent lock-out. Where you got such an idea from I do not know. My idea of what we are going to do is this—we are going before a *Conciliation Board*, not with everything cut and dried, but with our differences just as they are, and endeavour to arrange the basis of an arbitration. This is what we agreed to do by the arrangement of September 7th. I wish this letter to be as brief as possible, but must correct your statement that we wish to prevent you from organising the outworkers. So far from this being the case, I have spent a good deal of time this last six months endeavouring to organise the outworkers, and shall continue to do so, both male and female. It has been my misfortune that I have never been able to see that your members have an exclusive right to engage in the operative branch of our trade. But I have no wish to take advantage of the unorganised state of other labour, and I trust that your Society will never attempt to do so either.

Your statement that our Liverpool branch had power to put the question of outworking to arbitration is wholly incorrect. I enclose our last report, and have marked the passages referring to this, which will show you that we had settled our policy 15 months ago with respect to this and other questions, and none of our branches had the right or power to depart from the position taken up.

I have taken your letter into the workshop and read the passage relating to this firm, and our men still deny that they ever gave such information as would warrant your use of the language contained in your last letter. They have made representations to your local committee about it.

I am much obliged for your testimony to my attention to the duties of my office.

Believe me, faithfully yours,  
Mr. George Keir. JOHN ALLEN.

Amalgamated Society of Tailors,  
8, Caxton Buildings, Booth Street,  
Piccadilly, Manchester.

DEAR SIR, September 27th, 1892.

Your last letter has entirely upset our arrangement with the Mayor, and I should be obliged, without going into any argument, if you would tell us plainly what you intend to do. You say you do not know where we got the idea from that you were willing to submit the question of compensation to arbitration. We got it from the following passage in your letter:—1st. "If you felt you had a legitimate grievance why did you not do as I suggested, and come and meet the Mayor of Liverpool and the other gentlemen, state your side of the case and we would state ours, and had we been adjudged wrong we would have bowed to that decision. 2nd. Send a message to the Mayor that you are ready to bring all these grievances before him and his colleagues, and when you do this we shall be there ready to meet you." Now, you know the only grievance we had that was keeping us from arbitrating was the fact that you had not carried out the agreement, and for this "breach of faith" we required compensation to our members. The two passages I have quoted gave us the idea you were willing that this also should be settled by arbitration. If we have mistaken you will you kindly tell us, and I will at once inform the Mayor. I did not know what your idea of going before the Conciliation Board was, but ours is to arrange "terms of reference," according to the agreement, with the object of having the cause of this dispute settled by arbitration. The pamphlet you have sent me in no way disproves my statement with regard to your Liverpool branch having power to arbitrate on the outworking question when you were asked to by our members. Indeed there is nothing whatever in the whole pamphlet or in your rules that warrants your refusal to arbitrate, either before or after you forced the men to strike by such refusal, or you locked them out after still refusing to arbitrate. I can only repeat that the statement made in my previous letter came from your own workmen to our Liverpool committee. I received it last Tuesday, and when it was being given it was stated your manner towards your workmen was most insulting, for when they went down for trade they were asked to stand at one side whilst you attended to the outworkers, whilst there were men in the shop who had not a job since the lock-out, and several of them had left on account of the treatment.

Mr. John Allen.

Yours truly,  
GEORGE KEIR.

Messrs. Hollings, Byrne, Goodman, and Keir, with Messrs. Allen, Gordon, and Dakin, met the Liverpool Board of Conciliation on October 4th, when it was agreed that the Liverpool circular should form the basis of arbitration, but the Conciliation Board explained that according to their rules they had no power to recommend the question of compensation as a "term of reference," but this did not prevent us from laying the matter before the Arbitration Board if we wished; however, we recognise we cannot draw "blood from a stone," and we cannot get compensation money from an Association that does not exist or does exist to a very small degree, and we must consider ourselves compensated with the fact that the complete annihilation the employers intended for us has descended upon their own heads.

The Liverpool question has once more become a local one, and it is to be arbitrated upon locally. The employers have submitted a list of names from which our Liverpool branch has chosen two, and in return submitted the names of two members of the Trades Council to the employers, together with the two chosen from the employers' list. These four names the employers are now to choose three from, when we suppose the arbitration will proceed.

This is where the whole question stands at present, but we hope (if matters proceed) to be able to give the arbitrators' award in our next circular.\*

\* [No award was given. The reason is explained in the evidence of Mr. J. Hollings and Mr. E. Meggitt, questions 33,270 and 33,283.—G. D.]

The Executive Council at their last meeting passed the following resolution:—

Resolved—That we tender our sincere thanks to all our branches and members individually for the resolutions of confidence passed by them for the attitude we were compelled to assume with regard to the late lock-out, through the unreasonable and despotic action of the Master Tailors' Association. The hearty encouragement we have received, both moral and financial, assures us that we may depend upon them to continue that generous support (should necessity again arise) which they have extended to us in the late emergency, and stimulates us to try still further to improve their position and retain their good opinion of us. And we sincerely tender our thanks to our friends of the press for the able and generous support rendered to us, not only in championing our cause, but by exposing the mean and contemptible tactics adopted by the employers, who, without any quarrel with their workmen, locked their workshops against them. We would also desire to thank those Trades Councils and kindred trades for the

efforts they used on our behalf, and also for the financial support they so generously offered should we be in need of it. Our thanks are likewise due to the honourable employers who absolutely refused to join in with this Master Tailors' Association in their ignoble attempt to crush us; also to the foremen and members of our trade who do not at present belong to us, but who generously paid the levy and signified their intention of doing so as long as the lock-out continued; and although we have gained a complete victory over the employers, and their miserable attempt to crush us has rebounded on their own heads, we fully recognise that it is the generous support given to us by the press and the people outside our amalgamation, coupled with our own determination not to be beaten, that has enabled us to gain the greatest victory ever gained since the commencement of our amalgamation.

On behalf of the Executive Council,  
GEORGE KEIR,  
Secretary.

## APPENDIX CXVI.

### BLACK-LIST issued (1891) by the MASTER TAILORS' ASSOCIATION.

#### MASTER TAILORS' ASSOCIATION OF GREAT BRITAIN AND IRELAND.

DEAR SIR,

As a member of the above Association you are requested not to employ the following men who are looked out of the various shops:—

#### MESSRS. HARROP & SON.

<i>Trouser hands.</i>	Colley.
Rhodehouse.	Cleland.
Richardson.	Patton.
Dunwell.	Drury.
Jenkinson.	Wingad.
Bissott.	Coates Wood.
<i>Coat makers.</i>	<i>Vest hands.</i>
McGibbon.	Mirfin.
Delaney.	J. Mirfin, Jun.

#### MR. R. ARMITAGE.

J. H. Smith.	W. Walker.
J. Kirk.	W. Atkin.
J. Stewart.	W. Baggally.
J. Anderson.	W. Baggally, Jun.
Wildgoose (deaf and dumb).	W. Hall.
J. Watts.	W. Woodhead.
W. Wright.	W. Gregory.

#### MR. G. HOYLAND.

<i>Coat makers.</i>	<i>Trouser hands.</i>
Jas. Staniland.	T. Jennings.
— Keefe.	W. H. Nolan.
Chas. Ingoldby.	— Anderson.
C. Brown.	A. Bailey.
W. Scarboro.	J. Woodhead.
— Etrick.	<i>Vest hands.</i>
W. Wragg.	Scarboro, Sen.
— Flynn.	H. Thornton.
G. Shaw.	J. La Mie (and trousers).

#### MR. W. COLVER.

<i>Coat hands.</i>	Gorly.
Pean.	<i>Vest hands.</i>
Henn, Jun.	White.
Kelly.	Gregory.
Green.	<i>Trouser hands.</i>
Manton.	North.
Colwill.	Branstone.
Fitzgerald.	Mc Swiney.
Smith (left).	

#### MESSRS. FOWLER & MURPHY.

<i>Coat makers.</i>	<i>Trouser hands.</i>
Clements.	Cawley.
Saul.	Handley.
Barkworth.	Southwell.
Walters.	Jackson.
Meade.	<i>Vest hands.</i>
	Daley.

#### MESSRS. E. PARKIN & SONS.

<i>Coat makers.</i>	<i>Trouser makers.</i>
Thos. Grace.	Wm. Grace.
John Fletcher.	B. Peck.
William Price.	Chas. Smith.
F. Beardwood & Son.	Barkworth & Son.
H. Fletcher and apprentice.	<i>Vest hands.</i>
John Jardine.	T. Miller.
McDougal.	Hornby.
	MacConachie (repairer).

#### MR. T. W. KELLAM.

<i>Coat makers.</i>	J. Hall.
R. Drury.	H. Fotherby.
R. Chapman.	Loukes.
Seaton.	A. Dymont (repairer).
W. Elmer.	

#### MESSRS. R. R. NEILL & CO.

<i>Coat makers.</i>	<i>Vest makers.</i>
C. Corthorne.	W. W. Wrightson.
Smith.	Broadhead.
C. Manton.	<i>Trouser makers.</i>
Kilbride.	Paxford.
Bowman.	W. Ryan.
Summersides.	J. Mullins.
Greenfield.	Robinson.

#### MR. T. PATTERSON.

<i>Coat makers.</i>	O'Neill, Jun.
O'Neill.	Simmonds.

#### MR. T. E. BARKER.

<i>Coat hands.</i>	Sutton (repairer).
Thornton.	
Adamson.	

#### MR. A. KILGOUR.

<i>Coat makers.</i>	<i>Trouser makers.</i>
Z. Books.	Hardy.
J. Galbraith.	Kamourisky.
J. Kyfman.	Richardson.

#### MR. W. RENTON.

<i>Coat makers.</i>	Yates.
Herbert Rhodes.	

[All in Sheffield.]



## APPENDIX CXVII.

## SHEFFIELD OPERATIVE TAILORS' CO-OPERATIVE SOCIETY, LIMITED.

(Registered Offices: 21, Change Alley.)

Established Oct. 15th, 1891. Commenced Business, Oct. 27th, 1891. Registered No., 2,983.

## FIRST BALANCE SHEET, ending December 31st, 1891.

Notice is hereby given, that the next meeting of members will be held at the Crown Inn, Holly Street, on Thursday, January 28th, 1892. Chair to be taken at 8 o'clock p.m.

By order,  
JOHN STEWART, President.  
W. W. WRIGHTSON, Secretary.

N.B.—Members must show this balance sheet at the door.

*Hours of Business:*

From 9 a.m. to 8 p.m. on Monday, Tuesday, Wednesday, and Friday.  
,, 9 a.m. to 4 p.m. on Thursdays.  
,, 9 a.m. to 9 p.m. on Saturdays.

*Officers and Committee.*

*President*:—Mr. John Stewart.\*

*Secretary*:—Mr. W. W. Wrightson.

*Auditors*:—Messrs. Gall\* and Hollomby.\*

*Committee*:—Mr. G. Harmstone, Mr. W. Walker, Mr. W. H. Moor, Mr. C. J. Ingoldby, Mr. T. Mackinder, Mr. W. Scarborough, Mr. W. J. Bagley,\* Mr. J. Woodhead.\*

*Treasurer*:—Mr. T. Wood.

*Workman's Committees*:—Messrs. T. Anderson,\* W. Hollomby,\* R. Wingard,\* J. C. Wood.\*

*Arbitrators*:—Alderman W. J. Clegg, Esq., J.P., Deputy Mayor, Alderman T. R. Gainsford, Esq., J.P., Benjamin Fletcher, Esq., J.P., Reverend C. Peach, Councillor J. Nadin, Esq.

*Attendances of Committees.*

Possible attendances 14.

Mr. J. Stewart, President	-	-	-	13
„ W. W. Wrightson, Secretary	-	-	-	14
„ T. Wood, Treasurer	-	-	-	13
„ J. G. Harmstone	-	-	-	14
„ W. Walker	-	-	-	12
„ W. H. Moore	-	-	-	12
„ R. O. Ingoldby	-	-	-	7
„ T. Mackinder	-	-	-	14
„ W. Scarborough	-	-	-	14
„ W. J. Bagley	-	-	-	10
„ J. Woodhead	-	-	-	9

Those marked thus (\*) retire. No. of members, 73.

*To the Members.*

The Committee desire to call the attention of members to the fact that there will always be a fine and suitable range of goods for all seasons, and that in order to make the Society a proper success it is their duty to make it known to their friends and induce them to give us a trial. It is the object of the Society to turn out all garments in a truly workmanlike manner, under Trade Union and Co-operative principles.

*How to join the Sheffield Operative Tailors' Co-operative Society, Limited.*

Apply at the Registered Office, 21, Change Alley, for an application paper, which must be filled up with full name and postal address, and handed in with a payment of 1s., for which you will receive a rule book and contribution book, with the 1s. entered as entrance fee. Your application will then be submitted to the Committee at its next meeting and their decision will be communicated to you by post; if accepted, you will be entitled to all the privileges of a full member; if refused, your payment will be returned. Should you become a member you can take from one to ten shares, which are 1l. each, payable at the rate of 5s. per share per quarter; or 6d. per week per share. The Committee sit for taking contributions every Monday, from 8 to 9 p.m. at the Registered Office.

*Programme of Business.*

1. Balance Sheet.
  2. Auditors' Report.
  3. Election of President.
  4. „ Treasurer.
  5. „ two Committee-men.
  6. „ Workman's Committees.
  7. „ two Auditors.
- And any other business.

MR. JOHN STEWART, Chairman.

## CASH ACCOUNTS FROM OCTOBER 15th TO DECEMBER 31st, 1891.

<i>Receipts.</i>			<i>Expenditure.</i>			
	£	s. d.	£	s.	d.	
To Sales—Tailoring	-	-	110	10	6	
„ „ Woolen Drapery	-	-	9	19	3	
			120	9	9	
„ Cash—Contributions	-	-	128	13	0	
„ Entrance Fee and Rules	-	-	3	7	3	
			132	0	3	
By Purchases—Woolens and Trimmings	-	-	109	1	1½	
„ Carriage	-	-	0	15	5	
						109 16 6½
„ Wages—Productive	-	-	39	1	11½	
„ „ Cutters	-	-	22	10	0	
„ „ Machinist	-	-	1	4	0	
„ „ Secretary	-	-	2	0	0	
						64 15 11½
„ Deputations to Kindred Societies and Travelling Expenses	-	-	0	18	0	
„ Rules, Book, &c., for Co-operative	-	-	6	16	0	
„ Stationery and Trade Books	-	-	2	0	9	
„ Postage, Receipt Stamps, Registered Letters, and P.O.O.	-	-	0	18	2½	
„ Advertisement	-	-	0	8	0	
„ Insurance for year ending December 25th, 1892	-	-	0	10	7	
„ Water Rate	-	-	0	9	6	
„ Coal	-	-	3	0	7	
„ Cleaning	-	-	1	0	0	
„ Petty Cash Sundries	-	-	0	7	1	
						16 8 8½
„ Furniture and Fixtures	-	-	41	11	5	
						41 11 5
„ Cash in Treasurer's hands	-	-	13	14	5½	
„ „ Cutter's hands	-	-	6	2	11	
						19 17 4½
			£252	10	0	£252 10 0



## GROUP C.

## TEXTILE, CLOTHING, CHEMICAL, BUILDING, AND MISCELLANEOUS TRADES.

## EXTRA LIST OF DOCUMENTS.

[This list enumerates the Documents relating to the Inquiry conducted by Committee C. forwarded from time to time to the Secretary and laid before the Commission.]

Document.	No. of Appendix (Vol. III., Evidence, Group C.).	References* (if any) to Evidence in Group C.	Date received.	By whom sent.
Statement respecting—				
(a.) fines in mills - - - -	119	61-2; 130-44; 406-22; &c. 1908-17. 857-66. 70-1; 1287-8. (Vol. I.)	Nov. 27th, 1891.	J. Ryan.
(b.) hours of labour - - - -				
(c.) causes of disputes - - - -				
(d.) proposed remedies - - - -				
Annual report of the <i>Amalgamated Association of Operative Cotton Spinners, &amp;c. of Lancashire and adjoining counties</i> for the year 1892.	120	(702-806a.) (Vol. I.)	—	J. Mawdsley (Secretary).
Extracts from the "Cotton Factory Times," containing letters to the Editor called forth by a resolution of the Nelson Weavers' Association disagreeing with the evidence of Messrs. Holmes and Birtwistle, with especial reference to the part relating to weavers' wages.	—	(807-1608.) (Vol. I.)	Sept. 7th, 1891.	W. H. Willis.
Extract from the "Cotton Factory Times" (October 30th, 1891) containing article entitled "A question of deep interest to Lancashire; serious reduction of our trade with India and China."	—	1251-67; 1389-92; 1599-97; 1574-89. (Vol. I.)	Nov. 9th, 1891.	T. Birtwistle (Secretary of the North-East Lancashire Weavers' Association and of the United Textile Factory Workers).
Circular containing copy of the Arbitrators' award in the Houghton Greenwood Inquiry, Nelson (March 3rd, 1892).	121	(1182-508.) (Vol. I.)	1892.	
Annual Report of the Committee of the <i>United Cotton Spinners' Association</i> , together with a copy of the Rules of the Association and a list of the members for the years 1889 to 1891. ( <i>Extract and Rules printed.</i> )	122	2409. (Vol. I.)	Aug. 26th, 1891.	W. Tattersall (Assistant Secretary).
Report of the <i>United Cotton Manufacturers' Association</i> , together with a copy of the rules and a list of the members for the year 1890.	—	3917-8; 4211-2. (Vol. I.)	Aug. 18th, 1891.	
Pamphlet entitled "Age and Attendance as the only qualifications for labour," issued by the <i>National Union of Elementary Teachers</i> to all the School Boards in the country. ( <i>Extract printed.</i> )	123	(3646-913.) (Vol. I.)	July 20th, 1892.	R. Waddington (Secretary of the Half-Time Council of Teachers).
Correspondence, &c. respecting the average wages of Bradford weavers.	124	5389-404; 5530-3; 5554; 5567-82; 9724-30; 9742-57. (Vol. I.) 11,368-418. (Vol. II.)	1892.	G. Hoffmann (ex-President of the Bradford Chamber of Commerce, and Chairman of the Weavers' Wages Committee), and W. H. Drew (Secretary of the Weavers' Association).
Rules of the <i>Bradford and District Machine Wool-combers' Association</i> .	125	(5843-6200.) (Vol. I.)	June 28th, 1893.	S. Shaftoe (Secretary).
Letter respecting "wool-sorters' disease," together with copy of the precautionary regulations agreed upon (1884) by the Sanitary Committee of the Town Council of Bradford, the Manufacturers and Wool-sorters, and by a Coroner's Jury.	126	6228-49; 6356-89. (Vol. I.)	Nov. 14th, 1891.	J. G. Hutchinson (Coroner for the County Borough of Bradford).
First Annual Report of the <i>Bradford Board of Conciliation</i> for the year ending September 30th, 1892.	127	6405-7; 6526-7. (Vol. I.) 11,514-20; 11,696-707. (Vol. II.)	Nov. 22nd, 1892.	E. P. Arnold-Forster (Bradford Chamber of Commerce).
Summaries of evidence upon "barmaids" and "bar-men" by Mr. T. W. Hetherington (Servants' Agency), Mr. S. Raven, Mr. B. Johnston, Mr. G. W. Kidd, and Mr. J. Bott, (licensed victuallers), Miss Clara Breeze, (barmaid), and Mr. J. Wakely, and Mr. J. Coney, (barmen).	—	(8695-844.) (Vol. I.)	Feb. 30th, 1892.	A. B. Deane (Secretary of the Licensed Victuallers' Central Protection Society of London).

\* Where it has been found impossible to give specific references, the numbers of the questions embracing the evidence of the Witness referred to have been given in brackets.—G. D.

EXTRA LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix (Vol. III., Evidence, Group C.).	References (if any) to Evidence in Group C.	Date received.	By whom sent.
Evidence rebutting statement of Mr. E. Shortt: viz., letters and resolutions from (a.) The Licensed Victuallers' Protection Society of London;	—	(8695-844.) (Vol. I.)	Dec. 11th, 1891.	A. B. Deane (Secretary of the Licensed Victuallers' Central Protection Society of London).
(b.) The South London Licensed Victuallers and Beer Sellers' Trade Protection Association;			Dec. 14th, 1891.	
(c.) The Essex Licensed Victuallers and Beer-house Keepers' Protection Association;			Dec. 15th, 1891.	
(d.) The North London Licensed Victuallers and Beer Sellers' Protection Society;			Dec. 16th, 1891.	
(e.) The East London Licensed Victuallers and Beer Sellers' Protection Association;			Dec. 28th, 1891.	
(f.) The Birmingham and District Beer and Wine Trade Protection and Benevolent Association (sent through the Home Office).			Dec. 28th, 1891.	
Summary of further evidence upon (a.) The evils of legalised overtime worked by girls and young women in the wearing apparel industry, and (b.) The organisation of the Inspecting Staff.	128	(10,057-306.) (Vol. I.)	Feb. 15th, 1892.	J. H. Bignold (H.M. Inspector of Factories).
Summary of evidence upon the question of legalised overtime.	129	" "	Dec. 18th, 1891.	C. B. Bowling (H.M. Inspector of Factories).
Letter objecting to the evidence of Mr. J. H. Bignold upon the abolition of overtime.	130	10,120-3; 10,194-9; 10,235-47; 10,291-4. (Vol. I.)	Dec. 14th, 1891.	Messrs. Cowan & Strachan (Silk Mercers).
Rules of the Brechin Mill and Factory Operatives' Union.	131	(12,204-458.) (Vol. II.)	June 24th, 1892.	A. Bean (Secretary).
Extract from the "Dundee Advertiser" (February 9th, 1892) containing a letter from Messrs. Lamb and Scott rebutting evidence by Mr. Alexander Bean upon "factory inspection."	132	12,263; 12,271-5. (Vol. II.)	Feb. 11th, 1892.	J. H. Walker (Messrs. Harry Walker and Sons, Jute Manufacturers).
Letter supplementing the evidence given upon the tailoring industry.	133	(14,151-269; 14,588-881; 15,293-434.) (Vol. II.)	Mar. 10th, 1892.	H. Austin Hucker.
Extract from the "Sheffield Telegraph" (March, 1892) containing report of the result of the black-list action, Jenkinson v. Neill and Leggatt.	134	14,708-13. (Vol. II.) 33,277. (Vol. III.)	Mar. 11th, 1892.	Supplied by Mr. Burnett, Joint Secretary to the Commission.
Letter rebutting evidence of Mr. G. Keir.	135	14,714-6. (Vol. II.)	Mar. 22nd, 1892.	T. D. Seel (Honorary Secretary of the Ashton-under-Lyne and District Branch of the Master Tailors' Association).
Cuttings from the "Luton Times and Bedfordshire Advertiser" (March 4th, 1892) and the "Luton News" containing articles relating to the attitude of the Chamber of Commerce towards Mr. Cuthbertson and the evidence given by him. (Extract printed.)	136	15,214-51. (Vol. II.)	Apr. 13th, 1892.	A. Cuthbertson.
Letter rebutting evidence of Mr. J. Gordon.	137	15,364-5; 15,372-4; 15,416-7. (Vol. II.)	Mar. 4th, 1892.	J. Williams (Secretary of the Manchester Branch of the Amalgamated Society of Tailors).
Letter rebutting extract from the "Tailor and Cutter" containing letter by Mr. John Williams.	138	15,364-5; 15,372-4; 15,416-7. (Vol. II.)	Mar. 18th, 1892.	J. Gordon (Honorary Secretary of the Master Tailors' Association).
Summary of evidence supplementing that given by Mr. H. Ham.	139	(19,735-20,002.) (Vol. II.)	Mar. 28th, 1892.	J. T. Harvey (Secretary of the Chairmakers' Branch of the Alliance Cabinet Makers' Association).
Letter stating that the manufacture of sulphate of lead is carried on in white lead works without danger to the workers.	140	21,802-19; 21,849-54; 21,861-81. (Vol. III.)	June 10th, 1892.	The General Manager of the White Lead Company, Limited, Glasgow.
Letter rebutting evidence of Mr. A. Ross upon the strike at the "Scotsman" Office in 1872, and enclosing correspondence with the Board of Trade relative to a statement on this strike made by Mr. Ross and published in the Blue Book entitled "Statistical Tables and Report on Trades Unions, Fourth Report, 1889 and 1890." (Letter printed.)	141	23,274-5; 23,282. (Vol. III.)	May 17th, 1892.	C. A. Cooper (The "Scotsman").
Copy of Report of an Accident Enquiry held at Vauxhall Works.	142	(26,693-27, 112.) (Vol. III.)	June, 1893.	G. Livesey (Chairman of the South Metropolitan Gas Company).
Suggestion for alleviating some of the distress caused through want of employment.	143	(29,531-58.) (Vol. III.)	Nov. 25th, 1892.	G. A. Biddell.

EXTRA LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix (Vol. III., Evidence, Group C.).	References (if any) to Evidence in Group C.	Date received.	By whom sent.
Quarterly Report (January 2nd, 1882) of the Glass Bottle Makers of Yorkshire United Trade Protection Society. ( <i>Rules printed.</i> )	144	(29,756-30,068) (Vol. III.)	1892.	A. Greenwood (Secretary).
Report of the Third International Union Congress of Glass Bottle Workers (June 9th-12th, 1891).	—	" "	May 22nd, 1893.	
Fourth Report of the International Union of Glass Workers, and Report of the Fourth International Congress (July 5th-9th, 1892). ( <i>Rules printed.</i> )	145			
(a) Supplementary evidence relating to Domestic Servants, together with (b) copy of resolution passed (July 2nd, 1893) at a mass meeting of servants in Hyde Park, and (c) extracts from the "Pall Mall Gazette" containing a letter upon the insanitary sleeping accommodation accorded to servants.	146	(31,161-424.) (Vol. III.)	July, 1893.	Committee of the London and Provincial Domestic Servants' Union.
Letter enclosing a specimen character certificate of discharge giving information upon the hours of entry boys in warehouses.	147	31,189-204; 31,302-10. (Vol. III.)	Nov. 15th, 1892.	Messrs. Carr Gibbs and Son (Hotel Proprietors).
Summaries of evidence of Messrs. J. Morrison (with Rules of Gaskell, Deacon, & Co.'s Workmen's Mutual Benefit Society and special rules for "Burner Men," drawn up by the United Alkali Co., under the "Alkali, &c. Works Regulation Act, 1881"), J. Tickle, T. Percival, T. Barnes, J. McLeod, J. Campbell, and M. Gordon, relating to the chemical industry.	148	(32,377-551.) (Vol. III.)	Aug. 11th, 1892.	Mr. T. Stuart.
Letter relating to the apprenticeship question -	149	—	May 21st, 1892.	W. Gibbs (Glass and Sign Board Artist).
Circular (dated October 31st, 1892) issued by the London United Trade Committee of Carpenters and Joiners to its members with regard to the Working Rules and the payment of the Secretary. ( <i>Proposed Rules and Standing Orders for the United Trades Committee printed.</i> )	150	—	Nov. 16th, 1892.	A. Kay.
Supplementary information to Schedules Nos. 864 and 865 contained in "Answers to Schedules, Group C." [C. 6795-ix.], respecting the glass bottle making industry.	153	(29,756-30,381.) (Vol. III.)	Oct. 30th, 1891.	I. Kaberry, Solicitor and Secretary for the Yorkshire Glass Bottle Manufacturers' Association.
Letters containing information concerning the cotton industry. (These letters besides being indexed in the usual way have been specially tabulated for the use of the Commission; in the Appendix, on p. 746, is printed a statement supplementing Mr. Simpson's evidence.)	154	(1937-2405.) (Vol. I.)	From July 1891 to Mar. 1893.	A. Simpson (Cotton Spinner and Manufacturer).

## APPENDIX CXIX.

STATEMENT RESPECTING (a) FINES IN MILLS (cotton); (b) HOURS OF LABOUR;  
(c) CAUSES OF DISPUTES; (d) PROPOSED REMEDIES.41, Pollard Street, Blackburn,  
November 25, 1891.

DEAR SIR,

In reply to yours of the 17th\* there are four points or matters that may be mentioned in this letter that I wish your Committee's attention to be called to.

## 1ST.—FINES IN MILLS.

Your committee has been told that only an odd 2d. now and again was imposed by way of discipline. I maintain that many of the manufacturers in Blackburn look to the fines as a source of profit, and that thousands of pounds are taken annually out of the earnings of the workers on the most flimsy excuse. Enclosed you will find a wage list with fines attached.† I may say that I can get your Committee information from many more places that are worse than the one I have sent you.

## 2ND.—HOURS OF LABOUR.

There have not been any meetings held in Blackburn on the eight hours question, but there is no doubt a great majority are in favour of it.

In the meantime a scheme might be started whereby we should work in the winter months, say from the 1st November to the 1st March, a shorter number of

\* This letter was a request for a summary of proposed evidence in reply to an application to be heard by the Commission. The Chairman decided that as a great deal of evidence had already been taken on the above subjects, and as time was pressing, the proposed verbal evidence could not be taken.—G.D.

† This list is in the possession of the Commission, but owing to want of space it is considered unnecessary to print it.—G.D.

hours than at present. In the winter months, when gaslight has to be used, the work turned off is neither so large in quantity nor so good in quality, and the middle-aged weavers suffer very much, not being able to see. The manufacturers say they are losing money at the time, and we are prepared to work shorter hours and so prevent any loss of profit.

## 3RD.—CAUSES OF DISPUTES.

The most frequent causes of disputes in mills arises from bad material and compelling the weavers to make good cloth from it, and fined if they do not. Coming late to work, say 5 minutes, and fined 2d., and the same day work 20 minutes or half an hour overtime, and not being allowed to start and stop at the proper time.

## 4TH.—HOW TO REMEDY MANY OF OUR GRIEVANCES.

To do away with the 14 days' notice, and allow a weaver to leave his or her work any time they felt dissatisfied.

The masters can discharge a worker on the slightest pretext, but if we want to leave we must give a notice, and it may be a few minutes short of three weeks before we can get away, and we have to put up with in some cases lessened pay, or it may be extra fines, and if we leave without notice, it may mean a loss of nine days' wage. I have many more points that I could speak upon, such as foreign competition, workmen's insurance, boards of conciliation, &c.

JOHN RYAN.

## APPENDIX CXX.

EXTRACTS FROM THE ANNUAL REPORT OF THE AMALGAMATED ASSOCIATION OF OPERATIVE  
COTTON SPINNERS, &C. OF LANCASHIRE AND THE ADJOINING COUNTIES FOR THE  
YEAR 1892.

TERMS OF SETTLEMENT of the present Dispute between the Employers and the Employed in the Cotton Spinning Trade. March 24th, 1893.

1.—The representatives of the Employers and the representatives of the Employed in the pending dispute hereby admit that disputes and differences between them are inimical to the interests of both parties, and that it is expedient and desirable that some means should be adopted for the future whereby such disputes and differences may be expeditiously and amicably settled, and strikes and lock-outs avoided.

2.—That the pending dispute be settled by a reduction of sevenpence (7d.) in the pound (£) in the present wages of the operative cotton spinners, card and blowing room hands, reelers, winders, and others, such reductions to take effect forthwith, and the mills to resume work on Monday next, the 27th instant.

3.—That when the employers and employed next agree upon an increase in the standard rate of wages of the Operative Cotton Spinners, Card and Blowing Room Hands, and others who participated in the last advance in wages, such increase shall not exceed the reduction now agreed upon, unless, in the meantime, there shall have been a further reduction of such wages, in which case, should an advance be agreed to, the employed shall be entitled to an advance equal in amount to the last preceding reduction, plus the reduction of sevenpence in the £ now agreed upon, provided always that no application for an increase or reduction of such wages as now agreed upon shall be made for the period of six calendar months from the date hereof.

4.—That subject to the last preceding clause, and with the view to prevent the cotton spinning trade from being in an unsettled state too frequently, from causes such as the present dispute, to the disadvantage of all parties concerned, no advance or reduction in such wages as aforesaid shall in future be sought for by the employers or the employed until after the expiration of at least one year from the date of the previous advance or reduction, as the case may be; nor shall any such advance or reduction, when agreed upon, be more or less than five per cent. upon the then current standard wages being paid. Notwithstanding anything herein-before contained in this clause, whenever a general demand for an advance or decrease of wages shall be made, the wages of the male Card and Blowing

Room Operatives may be increased or decreased to such an extent as may be mutually agreed upon.

5.—That the Secretary of the Local Employers' Association and the Secretary of the Local Trades Union shall give to the other of them, as the case may be, one calendar month's notice, in writing, of any and every general demand for a reduction or an advance of the wages then being paid.

6.—That in future no Local Employers' Association, nor the Federated Association of Employers, on the one hand, nor any Trades Union or Federation of Trades Unions, on the other hand, shall countenance, encourage, or support any lock-out or strike which may arise from or be caused by any question, difference or dispute, contention, grievance, or complaint with respect to work, wages, or any other matter, unless and until the same has been submitted, in writing, by the Secretary of the Local Employers' Association, to the Secretary of the Local Trades Union, or by the Secretary of the Local Trades Union to the Secretary of the Local Employers' Association, as the case may be, nor unless and until such Secretaries or a Committee, consisting of three representatives of the Local Trades Union, with their Secretary, and three representatives of the Local Employers' Association, with their Secretary, shall have failed, after full inquiry, to settle and arrange such question, difference or dispute, contention, complaint, or grievance within the space of seven days from the receipt of the communication, in writing, aforesaid. Nor unless and until failing the last-mentioned settlement or arrangement (if either of the Secretaries of the Local Trades Union or Local Employers' Association shall so deem it advisable) a Committee consisting of four representatives of the Federated Association of Employers, with their Secretary, and four representatives of the Amalgamated Association of the Operatives' Trades Unions, with their Secretary, shall have failed to settle or arrange, as aforesaid, within the further space of seven days from the time when such matter is referred to them. Provided always that the Secretaries or Committees herein-before mentioned, as the case may be, shall have power to extend or enlarge the said period of seven days whenever they may deem it expedient or desirable to do so.

7.—Every Local Employers' Association or the Federated Association of Employers, on the one hand, and

every Local Trades Union or the Federation of Trades Unions, on the other hand, shall, with as little delay as possible, furnish to the other of them, in writing, full and precise particulars with reference to any and every question, difference or dispute, contention, complaint, or grievance, with a view to the same being settled and arranged at the earliest possible date, in the manner herein-before mentioned.

8.—It is agreed that in respect to the opening of new markets abroad, the alteration of restrictive foreign tariffs, and other similar matters which may benefit or injure the cotton trade, the same shall be dealt with by a Committee of three or more from each Federation, all the Associations agreeing to bring the whole weight of their influence to bear in furthering the general interests of the Cotton Industry in this country. The above Committee shall meet whenever the Secretary of either Federation shall be of opinion that questions affecting the general interests of the Cotton Trade should be discussed.

9.—The representatives of the Employers and the representatives of the Employed in the pending dispute do hereby mutually undertake that they will use their best endeavours to see that the engagements herein-

before respectively entered into by them are faithfully carried out in every respect.

Signed on behalf of the Federation of Master Cotton Spinners' Association, this 24th day of March 1893—

A. E. REYNER, President.  
SAMUEL ANDREW, Secretary *pro tem.*

Signed on behalf of the Amalgamated Association of Operative Cotton Spinners—

THOMAS ASHTON, President.  
JAS. MAWDSLEY, Secretary.

Signed on behalf of the Amalgamated Association of Card and Blowing Room Operatives—

ENOCH JONES, President.  
WM. MULLIN, Secretary.

Signed on behalf of the Amalgamated Northern Counties Association of Warpers, Reelers, and Winders—

DAVID HOLME, President.  
WM. H. WILKINSON, Secretary.  
H. BOOTH,  
Solicitor for the Masters' Association.  
ROBERT ASCROFT,  
Solicitor for the Operatives.

SUMMARY OF EXPENDITURE  
FOR THE YEARS 1879 TO 1892 INCLUSIVE, FOR BENEFITS NAMED.  
LOCAL AND GENERAL.

	1879.	1880.	1881.	1882.	1883.	1884.
Out of Work Pay, . . . . .	£ s. d. 9,227 19 10½	£ s. d. 4,220 6 11½	£ s. d. 6,380 1 10	£ s. d. 6,398 13 10½	£ s. d. 7,108 17 3	£ s. d. 10,892 10 7
Accidents (Local and General) . . . . .	600 17 3	804 13 3	1,057 17 6	818 0 0	862 12 8	1,412 2 4
Disputes . . . . .	7,747 11 7	2,564 0 9	6,100 5 2½	7,240 0 0	1,392 3 0	4,418 10 1
Victims . . . . .	2,230 2 0	388 3 3	429 16 3	1,824 3 9	1,468 3 8	1,035 11 6
Funeral Benefits . . . . .	410 10 0	276 10 0	597 13 7	391 9 0	553 16 0	818 19 6
Old Age . . . . .	241 0 0	227 3 8	226 0 0	606 7 2	346 4 6	734 5 6
Removing Members' Goods . . . . .	30 2 4	19 6 2	23 18 4	16 11 3	15 8 8	21 18 3
Grants to other Trades . . . . .	515 6 6	513 18 5	317 19 2	1,202 14 6	701 0 0	1,220 16 6
Lock-outs . . . . .	2,830 4 0	70 14 8	347 19 1	514 10 2	281 15 0	425 5 11
Fires and Failures . . . . .	433 18 7	171 15 7	734 2 0	266 15 0	363 17 7	} 2,128 9 3
Breakdowns and Stoppages . . . . .	5,044 1 1	2,895 14 11	1,672 11 3	1,509 4 11	1,407 10 4	
Sickness . . . . .	35 1 1	38 18 3	66 9 0	46 8 9	64 9 5	59 16 7
Emigration . . . . .	109 12 4	136 9 10	193 19 9	320 8 5	304 6 10	126 17 4
Leaving Trade . . . . .	246 13 3	227 1 6	322 4 0	304 15 10	227 2 9	—
Local and General Management . . . . .	3,224 7 6	3,680 0 4	3,473 2 4	3,958 17 8½	—	—
Grants to Charities . . . . .	—	17 16 0	38 13 6	98 1 11	123 13 10	231 10 2
Miscellaneous Expenditure . . . . .	—	552 9 6	1,120 9 1	425 11 11	—	—
Total . . . . .	33,035 8 4½	14,903 5 1½	23,210 1 9½	26,102 13 6	15,230 6 6	23,549 14 0

Summary of Expenditure—continued.

	1885.	1886.	1887.	1888.	1889.	1890.	1891.	1892.
Out of Work Pay . . . . .	£ s. d. 15,325 7 11	£ s. d. 14,377 14 4	£ s. d. 16,296 17 7	£ s. d. 14,974 11 4	£ s. d. 15,991 11 10	£ s. d. 15,519 5 9	£ s. d. 13,892 15 10	£ s. d. 16,815 12 0
Accidents (Local and General). . . . .	1,206 0 6	1,324 19 5	1,406 16 1	1,348 16 2	1,716 7 5	2,345 15 0	1,905 1 7	1,535 14 7
Disputes . . . . .	30,247 10 5	14,721 4 5	2,226 10 8	1,720 6 6	3,328 6 11	2,637 1 10	7,119 15 8	7,916 17 3
Victims . . . . .	4,074 12 9	3,731 12 9	1,203 18 4	1,523 10 11	1,905 16 5	2,457 1 9	1,226 6 3	1,607 11 6
Funeral Benefits . . . . .	481 12 6	744 9 10	701 16 10	734 2 4	770 1 0	1,011 8 6	709 4 7	1,600 9 0
Old Age and Leaving Trade . . . . .	1,941 1 7	1,057 3 8	1,010 15 6	1,355 15 11	1,014 6 8	1,054 4 5	1,649 12 7	1,539 5 2
Removing Members' Goods . . . . .	20 2 6	17 14 9	20 12 6	10 2 6	12 18 0	14 7 6	16 6 10	17 1 10
Grants to other Trades . . . . .	—	250 1 0	253 19 10	90 0 0	420 0 0	245 4 10	725 1 2	1,954 9 6
Lock-outs . . . . .	570 15 0	685 12 9	695 14 9	77 6 2	367 14 6	587 5 6	119 16 0	77,964 10 2
Fires and Failures . . . . .	} 4,221 3 7	4,971 12 2	2,518 0 6	3,326 10 9	6,587 9 4	1,509 2 1	3,363 19 2	5,945 2 2
Breakdowns and Stoppages . . . . .								
Sickness . . . . .	102 7 2	32 17 3	—	—	—	—	—	—
Emigration . . . . .	36 12 0	266 2 6	237 14 2	243 0 0	225 10 0	177 12 7	123 6 10	222 7 0
Grants to Charities . . . . .	242 8 4	148 10 5	145 17 7	224 6 11	192 4 4	216 18 11	245 9 1	245 2 11
Total . . . . .	27,740 6 3	42,529 9 5	27,362 11 8	26,628 10 6	32,442 6 5	27,229 14 11	32,227 15 7	112,030 9 2

SUMMARISED STATEMENT OF LOCAL AND GENERAL ACCOUNTS, WITH THE TOTAL WORTH OF THE ASSOCIATION  
ON DECEMBER 31st, 1892.

INCOME.			EXPENDITURE.		
	£	s. d.		£	s. d.
To Income by contributions -	83,810	14 0	By Out of Work Pay -	16,818	12 0
„ Income from other sources -	6,519	4 11	„ Accidents -	1,585	14 7
„ Cash in hand, December 31st, 1891	115,243	0 11	„ Fires, Failures, and Stoppages -	5,945	2 8
			„ Emigration -	222	7 0
			„ Leaving Trade and Old Age -	1,539	5 2
			„ Disputes -	7,916	17 3
			„ Victims -	1,667	11 6
			„ Funerals -	1,160	9 0
			„ Lock-outs -	77,954	10 3
			„ Removing Goods -	17	1 10
			„ Grants to Members and other Trades -	1,954	5 6
			„ Grants to Charities -	248	8 11
			„ Salaries (including all Officers) -	3,368	10 8
			„ Printing, Stationery, and Stamps -	1,197	4 11
			„ Rent of Offices and Meeting Rooms -	396	12 6
			„ Other Management and Miscellaneous Expenses -	3,413	4 3
			„ Deputations, Delegations, and Trades Council -	712	2 10
			„ Levies to Cardroom hands and Spinners -	266	5 1
			Total Expenditure -	126,384	5 11
			„ Cash in hand, December 31st, 1892	79,188	13 11
Total Income, with balance	205,572	19 10	Total Expenditure, with Balance	205,572	19 10

SUMMARY OF GENERAL OFFICE ACCOUNTS FOR THE YEAR ENDING OCTOBER 31st, 1892.

INCOME.			EXPENDITURE.		
	£	s. d.		£	s. d.
To Income from Levies as per Quarterly Report -	21,615	0 3	By Accident Grants -	580	0 0
„ Interest -	666	7 3	„ Dispute Pay -	3,604	18 4
„ Emblems sold -	5	10 0	„ Victim Pay -	551	11 0
„ Rent of Shop -	10	0 0	„ Lock-out Pay -	14,792	4 8
„ Miscellaneous Income -	2,071	12 2	„ Salaries -	301	0 0
„ Balance in hand, October 31st, 1891	32,352	19 3	„ Printing and Stationery -	184	0 7
			„ Rents, Rates, and Taxes -	62	12 6
			„ Levies to Cardroom Hands and Spinners' Federation -	266	5 1
			„ Grants to other Trades -	176	14 0
			„ Other Management and Miscellaneous Expenses -	318	8 5
			Total Expenditure -	20,837	14 7
			Balance in hand -	35,883	14 4
Total Income	56,721	8 11	Total Expenditure, with Balance	56,721	8 11

## APPENDIX CXXI.

### THE HOUGHTON GREENWOOD INQUIRY.

#### OFFICIAL AWARD.

The following is a copy of the arbitrators' award which has been forwarded to the solicitors, Mr. J. Smith and Mr. B. Proctor:—

Before recording our decision in this difficult and painful case, we wish emphatically to state that we should not have entered upon such a task but that we had good reasons to suppose that our services would do much towards the settlement of the strike, and we still feel that in justice to ourselves this ought to be the result of the inquiry. Further it should be borne in mind that we were not called upon to give a decision on any general issue, but simply to judge as to the truth or otherwise of certain specific charges brought against an individual.

As rumours of a very odious character respecting Houghton Greenwood are in circulation, it is necessary and only just to him to state that no charge of actual

adultery has been made against him, and that there was nothing in the evidence to show that such a charge could have been made. The offences complained of by the Weavers' Committee were not of so serious a character; they accused him exclusively of language and conduct tending to immorality. After most carefully and thoroughly weighing up all the evidence brought before us on both sides, during an investigation extending over four days, we are reluctantly compelled to come to the conclusion that Houghton Greenwood has been guilty, first, of making immoral proposals to a married woman, and secondly, of using indecent language to other females. It is, however, due to him to add, that as he was not aware of the particular charges alleged against him until the commencement of the investigation, he had little time and very restricted opportunity for dealing with them.

It was with the deepest regret we learned during the inquiry that the offences of which we have been compelled to adjudge Houghton Greenwood guilty, are not uncommon among men who have the oversight of the



female operatives in other mills, and as ministers of religion we most earnestly appeal to the employers of labour to practically recognise their duty in this matter and to seriously consider how essential it is to the happiness and well-being of those under their charge as well as to their own credit to make the moral conduct of their workpeople a subject of nearer concern and of greater importance.

We also wish to state that in our opinion the action of the Weavers' Union in endeavouring to guard the morals of the workpeople is highly commendable. . .

[Please pass this on to the next weaver.]

Considering all the circumstances, and the fact that Houghton, Greenwood has much improved in his conduct since the first complaint was made, we venture to suggest that the ends of justice and morality will be answered by his undertaking to be more circumspect in the future.—Signed,

GEO. W. COLEMAN,  
WILLIAM BARNES,  
ALFRED E. KILLON.

Nelson, March 3rd, 1892.

## APPENDIX CXXII.

### RULES OF THE UNITED COTTON SPINNERS' ASSOCIATION, WITH EXTRACTS FROM THE REPORT (1889-91) OF THE COMMITTEE.

#### RULES.

##### NAME.

1.—The Name of the Association to be "The United Cotton Spinners' Association."

##### OBJECTS.

2.—The objects of the Association are to watch over and from time to time to take such action as may be deemed to be generally in the interests of the trade of Cotton Spinners, and of members of the Association in particular.

##### OFFICES.

3.—The Offices of the Association shall be in Manchester.

##### MEMBERS.

4.—All Cotton Spinners may become and be members of the Association upon submitting their names to be enrolled, and paying an annual subscription as hereinafter provided.

##### SUBSCRIPTIONS.

5.—The Annual Subscription of members, whether Firms, Companies, or individuals, shall not exceed One Guinea, as fixed by the Executive from time to time, falling due on the 30th June in each year. The first subscription is due at the time of joining the Association.

##### COMMITTEE.

6.—The Association shall be managed by a General Committee, elected annually at the General Meeting, and shall consist of representatives of the respective districts of Lancashire, Cheshire, Yorkshire, and Derbyshire, the right of nomination of two members for each district being in the first instance with the district subscribers, or, failing such district nomination, the nomination to rest with the General Meeting.

The Chairman (if a member of the Association) and Secretary of each local Association to be *ex-officio* members of the Committee.

The General Committee shall elect a President from amongst themselves.

##### EXECUTIVE.

7.—An Executive Committee shall be appointed by and out of the members of the General Committee, and shall consist of twenty-one members.

##### POWERS OF COMMITTEE.

8.—The General Committee shall deal with all matters from time to time coming under their notice for consideration, each member specially watching the interest of his respective district. They shall meet periodically for the transaction of business, and may appoint a Secretary, Assistant Secretary, and such other officers as they may deem necessary for the Association.

The funds of the Association shall be in the control of the General Committee.

##### POWERS OF EXECUTIVE.

9.—The Executive Committee shall have such power as are delegated to them by the General Committee and do all such things as are usually performed by a Executive.

##### ACCOUNTS AND REPORT.

10.—The Accounts and Report of the General Committee shall be made up annually, at the 30th of June in every year.

##### GENERAL MEETING.

11.—General Meetings of the members shall be held annually in the month of July, and at such other times as the General Committee may deem necessary; the time and place of any meeting shall be determined by the General Committee.

##### ALTERATION OF RULES.

12.—These Rules may be added to, varied, or rescinded at any General Meeting, but at least one month's notice shall be given of any motion for the addition, alteration, or rescission of any rule.

##### PROPOSED CONCILIATION BOARD

In view of the several occasions upon which conferences between representatives of employers and operatives have proved useful in the settlement of differences, it was felt that the formation of a permanent Board of Conciliation, such as exist in relation to other trades in other parts of the country, might be usefully established in connection with the cotton trade, and the following proposal was drafted:—

1.—For the settlement of all disputes that occur in the cotton spinning trade, a Joint Committee of employers and operatives shall be appointed.

2.—That such Committee shall consist of eighteen persons, six of whom shall be employers and twelve operatives. Of the twelve operatives, six shall be card-room hands and six spinners.

3.—Disputes in the carding department shall be attended to only by the operatives in that department, the same to apply to spinning.

4.—Voting, unless otherwise previously determined to be by sides, and not individual.

5.—The Committee shall have power to appoint sub-committees composed of equal numbers on each side, who shall be empowered to finally deal with cases or report thereon to the Committee as may be deemed necessary.

6.—That in case of any dispute between an employer and his workpeople, either party shall give notice to the local Secretaries of the employers and employed, and thereupon a meeting of the Executive of both local Associations shall take place within seven days. In case a settlement of the dispute is not arrived at the matter shall be at once referred to the Central Committee, who shall investigate and adjudicate upon the matter in dispute within ten days. That pending nego-

tiations between the local Committees, or the Central Committee, for the settlement of any dispute, no strike, lock-out, or stoppage of machinery arising out of the said dispute under adjudication shall take place, or be sanctioned or supported by either Association.

7.—A Chairman shall be elected from the employers' representatives, and a Vice-Chairman from the operatives' representatives, and both sides shall contribute an equal share of any expenses common to both.

8.—The Committee shall, in addition to disputes, be empowered to take action on any question affecting the interests of the Cotton Industry.

The present time is a favourable opportunity for the matter being taken up by the operatives, who, for the time being, however, do not appear prepared to proceed further. It may be mentioned that while the leaders of the operatives are favourable to the measure, the rank and file are opposed to it.

## APPENDIX CXXIII.

### EXTRACT FROM PAMPHLET ENTITLED "AGE AND ATTENDANCE AS THE ONLY QUALIFICATIONS FOR LABOUR."—(Prepared for the Executive of the National Union of Elementary Teachers by R. WADDINGTON.)

The Executive of the National Union of Teachers suggest:—

- 1.—That age and attendance be the only qualifications for labour.
- 2.—That the following be the conditions for full-time employment under the Education, Mines, Factory and Workshop Acts:—
  - (a) Thirteen years of age, and 2,400 attendances since the fifth birthday; and after the 1st January 1894, 2,600 attendances since the fifth birthday; or
  - (b) Fourteen years of age.
- 3.—That the following be the conditions for half-time employment:—
  - (a) Eleven years of age, and 2,100 attendances since the fifth birthday; and after the 1st January 1894, twelve years of age and 2,400 attendances since the fifth birthday.
  - (b) That the child must be "beneficially and necessarily" employed.
  - (c) The local authority to be empowered to inquire whether the income of the family is such that the earnings of the child are necessary.
  - (d) That no child under thirteen years be employed before 8 a.m. between the 1st October and 31st March.
  - (e) One half at least of the attendances of any child attending school half-time only shall be during the morning; and such child shall attend school during mornings one week and afternoons the next.
- 4.—That No. 11 of the revised regulations as to certificates of age, &c. be amended, so as to provide that a charge shall be made for the certificate in all cases after the child had left school.
- 5.—That special inspectors of attendance may be appointed Imperially at an early date to supervise local administration in respect to school attendance.

The adoption of these suggestions would make the attainment possible for every child, whereas the present standard qualification frees the bright and sharp child and detains the slow and mentally dull. The teacher would be able to take advantage of the freedom and elasticity of the Code to the benefit of the school and the nation. The parent's interest would be a healthier one, and both parent and scholar would become potent auxiliaries of the attendance officers. Twenty years ago, the

#### TOTAL EXEMPTION STANDARD

for children over ten years of age might have been a necessity, but with the organised trades in favour of no child working under thirteen, and in view of the disastrous effect on our educational machinery, produced by the low standards fixed by the local authorities, it may now be dispensed with. On the boundaries of most of our large towns the exemption standards, for half and full time, vary on different sides of the same street, owing to the varied demands of the local byelaws.

It is too much to anticipate from the 6,852 districts where Standard IV. is the full-time exemption standard the immediate raising to the Sixth; but it is possible by the introduction of attendance as the qualification in lieu of Standard to obtain national uniformity.

#### HOW CAN THIS BE ATTAINED?

Shortly the age for half-time under the Factory Act will be eleven, and under the Education Act ten. The anomaly of the present state of the law is seen when it is found that a child can work full time in a coal mine at twelve after passing the exemption standard; and that at ten years of age, a child (after passing the exemption standard, which is generally the Fourth) may be a butcher but not a baker, a shopkeeper but not a tailor, a furniture broker but not a cabinet maker, a bookkeeper but not a bookbinder.

The various Acts that apply to the child labour want revising and amending. Under the Factory and Workshop Act (1887), the age for full time is fixed by the Act and the standard and previous due attendance qualifications are fixed from time to time by the Secretary of State, with the consent of the Education Department, and thus the necessity of the time can be met without the trouble of a new Act, if in a new Act of Parliament dealing with all child labour, the method of the Factory Act in dealing with full time employment were followed. The clauses might read thus:—

- 1.—Every person who takes into his employment a child of the age of eleven (after the 1st of January 1894, twelve) before that child has attained such standard of previous due attendance at a certified school as herein-after mentioned, shall be deemed to take such child into his employment in contravention of the Act, and shall be liable to a penalty accordingly.
- 2.—When a child of the age of thirteen has obtained from a person authorised by the Education Department a certificate of having attained such standard of previous due attendance at a certified efficient school as herein-after mentioned, that child shall be deemed a young person\* for the purposes of this Act.

The due attendances for the purpose of these sections shall be such as may be from time to time fixed for the purposes of this Act by the Education Department, and the standards so fixed shall be published in the *London Gazette*, and shall not have effect until at least six months after such publication.

The attendance should be an aggregate one since the fifth birthday, in fairness to the child and in the interest of the teacher. A yearly attendance means a civil year's attendance, and with the present varieties of school years the making out of certificates would be no light task. But in the interest of the child a yearly attendance acts unfairly, since a child may attend with perfect regularity every year but one, when through sickness it may just fail to reach the required number of attendances. With an aggregate attendance there would be the least possible disturbance of existing arrangements. The attendances would have to be carried forward in the register from year to year throughout the school life of the child thus:—

#### 1891.—FIRST QUARTER.

—	Name.	—	Quarter.	Last Year's forward.
1	Smith, John		101	430
2	Jones, Albert	13 weeks' attendances.	103	425
3	Roberts, Will.		108	487

\* A young person is exempt from compulsory attendance at school.

## 1891.—FOURTH QUARTER.

	Name.		Quarter.	Brought forward.	Year.	Previous Years.	Total.
1	Smith, John	13 weeks' attendances.	110	305	415	430	645
2	Jones, Albert		110	306	416	425	641
3	Roberts, Will.		109	302	411	427	639

## 1892.—FIRST QUARTER.

	Name.		Quarter.	Previous Years.
1	Smith, John	13 weeks' attendances.	—	845
2	Jones, Albert		—	841
3	Roberts, Will.		—	838

The aggregate attendances to date would always be at hand for every child on the register, and if sugges-

tion No. 4 be in force the teacher will be troubled with little research. Under the present law if a duplicate certificate is required the teacher can charge one penny for each year's attendances, so that the regulation only needs amending to make it apply to applications made after the child has left school. On moving from school to school the parent now regularly demands the certificate of proficiency, and if the attendance qualification made spasmodic migration difficult, it would be a boon to the child since the Assisted Education Act has made removal at caprice from school to school extremely possible.

Failure to obtain the necessary proficiency qualification has been placed against the teachers by the parents; but with an attendance qualification the onus would rest on the parent alone.

The success of our factory laws is largely due to the supervision of the factory inspectors, and without similar supervision the enforcement of the regulations concerning child labour outside the Factory Acts will be far from perfect so long as the initiation of prosecution rests entirely with the local authorities, many of whom are the illegal employers of children.

## APPENDIX CXXIV.

## CORRESPONDENCE, &amp;c. RESPECTING THE AVERAGE WAGES OF BRADFORD WEAVERS.

After the evidence of Mr. Arnold Forster on February 2nd, 1892,\* the following letters were addressed (i) to the Secretary, Weavers' Association, and (ii) to the Chairman, Bradford Chamber of Commerce.

Telegraphic address—  
"ENTWINED, LONDON."

Royal Commission on Labour,  
44, Parliament Street, S.W.,  
February 3, 1892.

DEAR MR. DREW,

The letter to which Mr. Mann† refers was undated, but it was duly laid before the Committee at the time, and the Committee was of opinion that the evidence which Mr. Arnold Forster was about to compile, with the assistance of both Employers and Employed, would be a final statement of the case, and the Committee was anxious to finish the Bradford evidence\* (to which so much time has been given) at as early a date as possible.

Mr. Arnold Forster was heard yesterday, having been kind enough, in order to suit the convenience of the Committee, and at the special request of Mr. Mundella, to lay before them the results of his inquiry in advance. When those results have been submitted to the representative employers and employed by Mr. Arnold Forster, the Committee will be glad to know whether the facts therein stated are disputed, and if so, in what respect. I am writing by this post to the same effect to the Chairman of the Bradford Chamber of Commerce.

I should like to make it clear to you that the Committee consider it an act of great kindness on the part of Mr. Arnold Forster in coming up at considerable inconvenience to lay this statement before them in order to accelerate the course of their inquiry.

I am, &c.

(Signed) GEOFFREY DRAGE,  
(Secretary.)

To W. H. Drew, Esq.,  
Weavers' Association,  
29, Salem Street, Bradford.

DEAR SIR,

February 3, 1892.

With regard to the evidence that Mr. Arnold Forster laid before the Royal Commission on Labour yesterday, I am directed to say that the Committee will be glad to know, when the returns have been laid before the Committee by which it was prepared, whether the statements therein contained are in any respect disputed, and if so in what manner.

The Committee is sensible that it is indebted to the courtesy of Mr. Arnold Forster for coming up at considerable inconvenience to himself to lay this statement

before them, before it was submitted to the body for which it was drawn up.

I am, &c.

(Signed) GEOFFREY DRAGE.

The Chairman, (Secretary.)  
Chamber of Commerce, Bradford.

The following reply (iii) was received from the Bradford Chamber of Commerce:—

Bradford Chamber of Commerce,  
Exchange, Bradford,  
March 22, 1892.

SIR,

With reference to your letter of 3rd ultimo, I now beg to hand you, for the information of the Royal Commission on Labour, a report of the proceedings in connection with the inquiry referred to in your letter.

This inquiry was instituted in consequence of a statement made before your Commission on the 12th November last, by Mr. W. H. Drew of this town, to the effect that the average earnings of weavers in the Bradford trade in the district from Halifax to Skipton did not exceed 9s. per week.

This statement having been challenged by employers in this district, and it appearing desirable in the interests of all parties that its accuracy or otherwise should be ascertained, the Council of this Chamber at a meeting held on the 25th November last, appointed a Committee of seven members of their body, viz.:

Mr. G. Hoffmann, President of the Chamber,  
" Francis Willey, Vice-President of the Chamber,  
" Frederick Oraven,  
" Charles Fawcett,  
" Herbert A. Foster,  
" E. P. Arnold-Forster, and  
" W. A. Whitehead,

with power to add to their number, "to take action in co-operation with the working classes with the object of testing the accuracy of the evidence recently given before the Royal Commission on Labour."

Seven representatives of operatives were subsequently added to this Committee, viz.:

Mr. S. Shaftoe, } nominated by the Bradford and  
" E. Hatton, } District Trades and Labour  
" A. Hopkinson, } Council.  
" W. H. Drew, } nominated by the Yorkshire  
" Allan Gee, } Weavers' Association.  
" Alwin Pinder, } nominated by the West Rid-  
" Richard Wilson, } ing Power Loom Over-  
lookers' Society.

The first meeting of the Committee was held on the 8th December last, when it was decided that the Committee should, in the first instance at all events, confine their efforts to testing the accuracy of Mr. Drew's statement above mentioned.

A further meeting of the Committee was held on the 15th December, twelve members—six of each section—being present. Mr. Drew, having informed the Com-

\* See Vol. ii., Minutes of Evidence, Group C.

† This refers to a letter (dated January 30th, 1892), received from Mr. Tom Mann, urging that the further evidence of Mr. Drew be heard by Committee C. In the letter Mr. Mann says "Mr. Drew informs me that he has written to Parliament Street making formal application to be recalled but he has received no reply."

mittee that the statement in question was intended to relate only to the stuff trade in the district named, and that he expressly excluded the worsted coating trade, the official report of the evidence bearing upon the subject was read. Mr. Drew thereupon stated that "he was willing to rest on the evidence just read." The question was then put, "Does Mr. Drew's evidence give one the impression that the average earnings of a weaver in all branches of the worsted industry are 9s. per week?" There voted: in the affirmative, eight; in the negative, two. Messrs. Drew and Gee did not vote, and protested against the vote being taken.

Although not questioning Mr. Drew's statement as to what he meant to convey in his evidence, the Committee decided that they could only proceed upon the evidence itself, and it was resolved that the inquiry should therefore embrace the whole of the worsted weaving industry in the district from Halifax to Skipton. A circular\* (copy enclosed) was adopted, and it was resolved "that Messrs. J. A. Heselton and Son, Chartered Accountants, be instructed to send this circular to all worsted manufacturers in the district between Halifax and Skipton, both inclusive."

The matter was then left entirely in the hands of Messrs. Heselton, who sent out the circulars and received and tabulated the replies without further reference to the Committee.

A meeting of the Committee was held on the 18th February last for the purpose of receiving Messrs. Heselton's Report on the results of the inquiry. Mr. R. T. Heselton, who attended, informed the Committee that his firm had sent the before-mentioned circular to 435 firms in the district named. About 100 of these firms replied that they were spinners only, or had no looms, &c., and therefore could not reply to the circular. Of the remainder of the replies (which Mr. Heselton stated were from both large and small firms, and might therefore be taken to be representative) the following *Final Report* was submitted.

"DEAR SIR, Bradford, February 13, 1892.

*Weavers' Wages Enquiry.*

We now have pleasure in handing you the final result of your Chamber's inquiry of the average earnings of weavers in the worsted trade, in the district from Halifax to Skipton, both inclusive.

For the year 1890, we have received 123 replies to our circular, representing 12,644 weavers. The weekly earnings per weaver for this year give 13s. 3'203d. The average estimated per-centage of broken time was 8'098 per cent.

For the year 1891 132 replies were received, representing 12,489 weavers. The weekly earnings per weaver for this year gave 13s. 1'468d. The average estimated per-centage of broken time was 9'300 per cent.

We are, &c.

J. A. HESELTON & SON.

To G. Hoffmann, Esq."

On the proposition of Mr. F. Craven, seconded by Mr. S. Shaftoe it was unanimously resolved: "That the Report submitted by Messrs. Heselton be adopted." The operatives' representatives on the Committee stated, however, that whilst not disputing the figures in Messrs. Heselton's Report as far as they went, the per-centage of broken time in their opinion must have been much higher, and that they estimated it at 18 to 20 per cent. They also contended that the average rates of wages given in the Report were above the true average rates actually earned throughout the district, as would have appeared if all the firms had replied.

At meetings held on the 18th February and 14th inst., the reply to your letter of 3rd ultimo, asking if any dissent had been expressed to Messrs. Heselton's Report, was considered and adjourned until yesterday (21st inst.) when this letter was unanimously adopted.

In view of the difference of opinion existing between the two sections of the Committee, I beg to express the hope that the Commission will consent to hear further evidence on the part of the operatives.

I am, Sir,

Your obedient Servant,

G. HOFFMANN,

Ex-President of the Bradford Chamber of Commerce, and Chairman of the above-named Committee.

To the Secretary,  
Royal Commission on Labour, London.

However, a letter (undated) (iv) was received from Mr. Drew on February 4th, apparently crossing with No. (ii.) above. To this letter the following reply was sent:—

February 4, 1892.

DEAR MR. DREW,

With regard to your letter undated, which Mr. Mundella has received, he is of opinion that my letter to you recording the decision of the Committee must have crossed with yours.

I am, however, directed to say that, if after the perusal of that letter, and after hearing the decision of the Committee of the Chamber of Commerce, there referred to, you still have any suggestions you think it necessary to make, or any evidence that it is absolutely necessary to lay before the Commission, Mr. Mundella will be obliged if you will write again. I think you will see that no injustice has been done to you, but on the contrary, every consideration has been paid to the letters which you have written. By the way, those letters are in all cases undated, which makes dealing with them much more difficult.

Believe me, &c.

(Signed) GEOFFREY DRAGE.

(Secretary.)

To W. H. Drew, Esq.,  
29, Salem Street, Bradford.

*The Commission heard nothing further from Mr. Drew until in reply to a request for information (required for the "Bales of Associations of Employers and Employed" Volume (C. 6795-XII.)) respecting the title of his Union, the following letter (v) was received:—*

BRADFORD BRANCH OF THE WEST RIDING WEAVERS' ASSOCIATION.—W. H. DREW, 29, Salem Street, Bradford, Secretary.

November 26, 1892

DEAR SIR,

The Weavers' Association with whom our Branch is amalgamated is not a part of the Northern Counties Federation. Whilst I am writing may I say that a few weeks since the President of the Bradford Board of Conciliation, of which I am one secretary, again referred to your pledge to give the weavers of Bradford a second hearing, rebutting the average sent in by the employers. I understood Mr. Hoffman to say that he intended writing you on the subject. Mr. Mundella, replying to a communication from me gave me to understand that the Commission was open to receive further evidence, he intimating that the most favourable time for this would be as the Commission drew to a close. I gather from the *Press* that the days of the Commission if not numbered are now within a measurable distance from the end. May I therefore ask you what are the intentions of the Commission on the point.

You will perhaps remember our conversation at Glasgow. An intimation as to the intention of the gentlemen concerned will oblige.

Yours respectfully,

(Signed) W. H. DREW.

*The following letter (vi) in reply to these repeated applications to give further evidence was then addressed to Mr. Drew:—*

December 2, 1892.

DEAR SIR,

With regard to your letter of November 26th, I beg to inform you that the evidence you desire to offer will be taken on Wednesday, December 7th.

The evidence that you desire to offer must be strictly confined to rebutting, as the Commission does not desire to open fresh ground with regard to industries it has so closely inquired into.

Your presence will be required in the Commission Room, Westminster Hall, on Wednesday, December 7th, at 11 o'clock.

Please forward to me at once a summary of the evidence you propose to offer.

I am, &c.

(Signed) GEOFFREY DRAGE.

(Secretary.)

To W. H. Drew, Esq.,  
29, Salem Street, Bradford.

*On the date named, December 7th, Mr. Drew did not appear, and up to this date (July 1893) nothing more has been heard from him. Committee C. decided to take no further action in the matter.*

GEOFFREY DRAGE.

\* See Appendix XX. p. 420, Vol. ii., Minutes of Evidence, Group C.

## APPENDIX CXXV.

## RULES OF THE BRADFORD AND DISTRICT MACHINE WOOLCOMBERS' ASSOCIATION.

(Established June 7th, 1890.)

*Unity is Strength.*

## RULES.

## NAME OF SOCIETY.

1.—This Society shall be called "The Bradford and District Machine Woolcombers' Association."

## OBJECTS.

2.—The objects of this Association shall be:—(1st) To secure for all its members a just and proper remuneration for their labour, and protect their just rights and privileges; (2nd) To find employment for its members when out of work; (3rd) To give assistance in case of death of a member or member's wife, and also in case of accident, and by timely arbitration, or other such prudent and honourable means which sound judgment may suggest, to bring about an amicable settlement of all disputes which may arise between employers and employed.

## ASSOCIATION: HOW SUPPORTED.

3.—The funds of this Association shall be maintained by entrance fees, subscriptions of members, fines, interest on capital, and levies (if necessary).

## CONSTITUTION.

4.—The general business of this Association shall be conducted by an Executive Committee, composed of eleven members, including the President, Vice-President, Treasurer, and Secretary, to be elected at the Annual Meeting in June in each year, and shall remain in office for twelve months from the date of election, unless some or the whole of them misconduct themselves, or are disqualified through arrears, or in case of death, sickness or removal out of town; in such cases (the Secretary excepted) the Association shall, at its first meeting of either night or day hands to which such disqualified member might belong at the time of his election, be empowered to elect another in his place until the next Annual Meeting. But should the Secretary vacate his office, or become disqualified, the President shall at once call a Special General Meeting of the Association, for the purpose of electing another in his place. The President neglecting his duty in a case of this kind shall be fined the sum of two shillings and sixpence.

## POWER OF THE COMMITTEE.

5.—The Committee shall have power to decide or determine any matter not mentioned in these rules. They shall also decide in all cases of appeal—such decision to be binding until the next General Meeting. And in cases where they deem it necessary to take the opinion of the members of the Association on any particular subject, they shall have power to summon a Special General Meeting for that purpose. They may, on application being made to them from any town or district, appoint a deputation to visit any such town or district, to promote the interest of the Association, and shall have power to establish branches in any town or district they may deem it necessary. They shall also have power to institute legal proceedings against any officer, member or other person, who shall in any way defraud the Association, or against any officer who shall refuse to sign or deliver up any cheques, books or other documents entrusted to his care, or which require their signature, to any person legally appointed to receive the same. They shall also have power to appoint (if necessary) special Auditors to examine the books of the Association. They shall also have power to elect a Sub-Committee from their number, giving them authority to investigate any case that may from time to time be brought before them, and shall conduct all business of a special nature belonging to the Association; but in no case shall they have power to alter the established rules of the Association, without the consent of a special or Half-Yearly General Meeting. Seven members shall form a quorum at all meetings of the Committee. Each member of the Committee shall receive the sum of fourpence per hour for his services.

## PRESIDENT'S DUTIES.

6.—The duty of the President shall be to preside over all meetings of the Association, and see that the business is conducted in a proper manner, and in accordance with the rules of the Association. He shall also sign all minutes when approved of, and other documents when authorised to do so. He shall have a vote upon all resolutions, and in case of an equality of votes he shall have a casting vote.

## TREASURER'S DUTIES.

7.—The duty of the Treasurer shall be to receive and be held responsible for all moneys due to the Association, for which he may have signed, and shall invest the same in the Government Department of the Bradford and East Morley or any other Savings Bank, within seven clear days after receiving the same. He shall also render an account at each time of auditing, and shall pay all dues and demands when ordered by the Committee, or a majority of the members at a Special or Half-Yearly General Meeting. He shall, when required, give up all books, or other property deposited by the Association in his care, to his successor.

## SECRETARY'S DUTIES.

8.—The duty of the Secretary shall be to attend all meetings, and keep a correct account of all moneys received and paid. He shall also give a true statement of the financial position of the Association at every Half-Yearly General Meeting, and shall issue a report and financial balance sheet within one month after the Annual Meeting in June; such report and balance sheet to be printed and distributed to each member free of charge. He shall answer all enquiries received from members upon any subject appertaining to the Association. He shall also communicate with any officer or member who is not adhering to rule. He shall keep a register of the membership of each member. He shall also keep a list of names of all unemployed members in a book which shall be called the vacant book, and shall attend to all the correspondence of the Association, and faithfully render whatever services he can on behalf of the Association and its members. He shall be refunded all incidental expenses, such as paper, books, or paying any accounts he may have been authorised by the Committee, or a majority of the members at a Special or General Half-Yearly Meeting, to contract on the Society's behalf. He shall, when required, give up all books, or other property deposited by the Association in his care, to his successor.

## TRUSTEE'S DUTIES.

9.—There shall be three Trustees whose duty shall be to see that all moneys are properly deposited on the trust hereinafter stated. No withdrawals of moneys shall be made or take place without the signatures of the Trustees and Secretary authorising the withdrawal of the same. The money to be invested in the Bradford and East Morley or any other Savings Bank the Committee may from time to time select. The Committee shall also have power, when the funds of the Association exceed the sum of 150*l.*, to appoint other three Trustees for the next 150*l.*, and also to determine the Bank or place where the next money shall be invested, and so on for every 150*l.* the Association may have to its credit. Any Trustee neglecting to fulfil the duties of his office to the satisfaction of the Committee shall be removed, and another elected in his place.

## AUDITORS' DUTIES.

10.—There shall be two Auditors, senior and junior; the Senior Auditor to retire at the end of each half-year. The said Auditors to be elected at the Half-Yearly General Meeting. Their duties shall be to audit and attest the accounts of the Secretary and Treasurer, and examine all vouchers for money paid, and see that the accounts have been properly kept. The said Auditors to receive the sum of sixpence per hour for their services.

**INSPECTION OF BOOKS.**

11.—Every person having an interest in the funds of the Association shall be entitled to inspect the books and names of members, at the registered office or place where they are kept, at all reasonable times.

**HALF-YEARLY GENERAL MEETINGS.**

12.—There shall be a General Half-Yearly Meeting of the whole of the Association once every six months, to transact the general business of the Association. The said meetings to be held in June and December in each year, on such dates and at such places as the Committee may from time to time decide. The June Meeting to be the Annual Meeting at which all officers of the Association shall be elected.

**PROPOSITIONS TO BE DISCUSSED AT HALF-YEARLY GENERAL MEETINGS.**

13.—All propositions intended for discussion at the Half-Yearly General Meetings must be sent in to the Secretary on or before the first day in May and November in each half-year, properly signed at least by proposer and seconder, or such propositions cannot be entertained at the said meetings. But any question may be asked at any time and answered by the officers of the Association.

**CANDIDATES FOR OFFICERS.**

14.—All candidates for officers, both new and retiring, must be sent in the same as propositions, and be subject to the same conditions.

**TIME AND PLACE OF THE ORDINARY FORTNIGHTLY MEETING.**

15.—The registered office shall be the Club Rooms, Albert Buildings, Horton Road, Bradford, where the night hands shall pay their contributions on every alternative Monday morning, between the hours of 9.30 a.m. and 2.0 p.m.; the day hands every alternative Friday night, between the hours of 7.0 and 9.30.

All communications and notices to be addressed to the Secretary, at his residence, 7, Ripley Terrace, Ripley Ville, Bradford, or such other place as the Committee may appoint.

**ENTRANCE.**

16.—All persons, either male or female, in whatever department in the occupation of woolcombing they may be employed, shall be eligible to join this Association.

**ENTRANCE FEES.**

17.—The entrance fee shall be one shilling and threepence, women sixpence, which shall entitle each person entering the Association to the first copy of rules and contribution card free of charge. But should a second copy of rules or card be required, a charge of twopence and one penny will be made respectively.

**CONTRIBUTIONS.**

18.—The contributions, after the payment of entrance fee, shall be threepence per week, women twopence per week, excepting when out of employment or sick. From the date when any member makes a declaration to the Secretary that he is out of employment or sick (see rule 23) such member, if out of employment for one or more full weeks, shall be exempt from paying contributions until he or she again finds employment.

**ARREARS.**

19.—Any member owing more than ten weeks' contributions to the Association when the books are audited shall not be entitled to vote at any Special or General Meeting. Should any member allow himself or herself to become more than ten weeks in arrears of contributions, he or she shall not be entitled to any benefits until two clear weeks after such arrears have been brought down to ten weeks; and should any member suffer himself or herself to become more than twenty-six weeks in arrears of contributions, he or she shall be considered a non-member of the Association, and shall forfeit all claims to any benefits from the Association. No member shall be eligible for any office who is more than ten weeks in arrears of contributions when the books are audited.

**RE-JOINING THE ASSOCIATION.**

20.—Any member re-joining the Association shall pay the usual entrance fee, and occupy the position in all respects as if he had never been a member.

**MEMBERS RETAINING BENEFITS.**

21.—Any member who has become entitled to the benefits of the Association, and being compelled, through slackness of trade or any other just cause, to leave the separate departments of labour in woolcombing, and finding work, temporarily or permanently, at any other kind of labour, such member shall be allowed to retain his or her membership by paying the ordinary contributions.

**OVERLOOKERS.**

22.—All combing overlookers desirous of becoming members of the Association shall be allowed to do so, but shall not be eligible to hold any office in connection with the Association.

**MEMBERS WHEN OUT OF EMPLOYMENT.**

23.—When any member falls out of employment, through depression of trade or any other unforeseen circumstances, he or she shall at once enter his or her name and address, and number of contribution card, in the book which shall be called the vacant book. He or she, when signing the same, shall also state the occupation in which they have been engaged. It shall then be the duty of the Secretary, on being informed that hands are wanted, to send any number that may be required, from those longest on the list, to the place where such hands are required. Any member falling sick shall at once inform the Secretary of his or her sickness, who shall enter his or her name in a book to be kept for that purpose. Should any member neglect to comply with this rule, he or she shall be charged with his or her contributions as though they had not been out of employment or sick.

**MEMBERS' DUTIES.**

24.—It shall be the duty of every member, upon hearing of hands being wanted, or having a knowledge of one or more men or women being wanted, to at once acquaint the Secretary, personally or by postcard, telegram or in any other way he or she may deem necessary, in order to secure employment for his or her fellow members. Every member shall be expected to do his or her best to get a member employment where he or she may work, should there be a vacancy, or at any other place where his or her influence may be of use. Should any member be leaving his or her place of employment, he or she shall at once acquaint the Secretary, in order to give an unemployed member the first chance of the place he or she is leaving. Should any partiality be proved against the Secretary in the discharge of this duty, he shall, for the first offence, be fined the sum of five shillings; for the second offence, the sum of ten shillings; and for the third offence, he shall forfeit his office as Secretary. Should any member neglect to perform any of the duties named in this rule, or give any information to non-unionists, to the detriment of members, or communicate the business of this Association to any non-unionist, employer, manager, overlooker or any other person, to the injury of another member, he or she shall, for the first offence, be fined the sum of two shillings and sixpence; and for the second offence, he or she shall be expelled from the Association. The cost of all communications in cases of vacancies shall be defrayed by the Association.

**COLLECTING STEWARDS.**

25.—The members employed at any firm shall have power to select a Collecting Steward from amongst themselves, who shall collect the contributions from members who are unable to attend the ordinary fortnightly meetings, or who may wish to pay their contributions in that way. Such Collecting Steward shall then be provided with a book for that purpose by the Secretary, which shall have the Association stamp affixed therein, as an authority that he has been duly appointed to the office. Every Collecting Steward shall at all times keep the Secretary well informed in all matters appertaining to the general interest of the Association. He shall receive five per cent. commission for his services.

**MEMBERS MISCONDUCTING THEMSELVES AT ANY OF THE ASSOCIATION MEETINGS.**

26.—Should any member come intoxicated into any of the Association meetings (either ordinary, special, or general), and refuse to leave the room when ordered to do so by the chairman, or make use of any abusive language, he or she shall be fined the sum of sixpence for each offence.



## FALSE CHARGES.

27.—Should any member of this Association bring a charge against any officer or member, touching the character or general demeanour of such officer or member, or calling any member nob-stick or black-leg, with a view of bringing such officer or member into contempt with his fellow-workers, he shall, if proved not to be the case at the time the charge was made, be fined the sum of two shillings and sixpence. Should any member deliberately cause a disturbance or dispute at any of the Association meetings, by making false statements, he shall, on proof of the same, be fined as above.

## SECRETARY'S SALARY.

28.—The Secretary's salary shall be at the rate of ten per cent. on the actual amount of contributions received.

## TREASURER'S SALARY.

29.—The Treasurer's salary shall be six shillings and sixpence per quarter, or twenty-six shillings per annum.

## FINES FOR OFFICER'S NEGLIGENCE OF DUTY.

30.—The President or Vice-President being late shall be fined threepence; absent whole meeting, sixpence. That if the Secretary be late he shall be fined sixpence; absent whole meeting, one shilling. And for neglect of duty, not specially named in these rules, they shall be fined the sum of two shillings.

N.B.—In these cases, all fines shall be subject to remission on a satisfactory reason being given.

## DEATH OR BURIAL BENEFITS.

31.—Upon the death of a member, who has been a member of the Association for the term of twelve calendar months, and who, at the time of his or her decease, is not more than thirteen weeks in arrears of contributions, such member shall be entitled to the sum of 3*l.*, which shall be paid to his or her nominee, next-of-kin or personal representative, out of the Association's funds, the same to be recouped to the Association by a levy upon each member. And should there be any dispute as to the legality of the claim on the part of the claimants, the Committee shall have power to decide to whom the money shall be paid. That upon the death of a member's wife, such member shall be entitled to the sum of 2*l.* No member to receive the above benefit for more than one wife.

## CERTIFICATE OF DEATH.

32.—Upon the death of a member or member's wife, the widow, nominee, next-of-kin or personal representative, must apply to the Secretary of the Association, at the same time producing a Certificate of death; and when the Secretary is satisfied that such member was entitled to the said benefits, he shall order the Treasurer of the Association to at once pay over from the funds the amount due to such member, widow, nominee, next-of-kin or personal representative.

## INTERMENT BY THE PARISH.

33.—If the relatives or friends of any deceased member permit his or her remains to be interred at the expense of the parish, such relatives or friends shall not be entitled to any benefits from this fund.

## ACCIDENTAL BENEFITS.

34.—Should any member, who has been a member of the Association for the term of twelve calendar months, meet with an accident whilst following his or her employment, which is purely accidental, the Committee shall have power to name any sum, not exceeding seven shillings per week, that they may deem necessary. But should an accident occur through the negligence of the employer or his representative, the Committee shall, on behalf of such member, at once try by all honourable and legitimate means, to come to an amicable settlement with such employer, as to the amount of compensation that shall be paid in consequence of such accident; and in case of failure, the Committee shall then take legal advice. And should they, in their judgment, conclude that they have a case, they shall at once proceed against such employer for compensation, under the Employers' Liability Act.

In case they should fail to recover compensation, the Committee shall then have power to deal with such cases in the like manner as those of pure accidents.

N.B.—Should the Committee succeed in recovering compensation, all moneys expended on behalf of such members, in law charges, shall be refunded out of the amount of compensation received.

## PROTECTION LAWS.

## TRADE DISPUTES.

35.—In case of dispute in respect of wages, or an infringement of the rights and privileges in the separate departments of labour, every member suffering through the dispute, that is not more than thirteen weeks in arrears of contributions, shall be entitled to the sum of ten shillings per week until the dispute is settled. But should there at any time be a general strike of the whole industry, it shall be left to the Committee to make the best use of the funds at their disposal.

## MEMBERS BEING SINGLED OUT BY THEIR EMPLOYERS.

36.—Should any member be taken advantage of by his or her employer, for taking action on behalf of the men or women (i.e., members of the Association), or acting on behalf of the Committee, he or she shall be allowed the sum of ten shillings per week until he or she again finds employment.

## POWER TO STRIKE.

37.—No member or any number of members shall, under any circumstances, leave their employment on strike, without the sanction of the general body of members or the Committee. Any member acting contrary to this rule shall receive no support from this Association.

## ACCEPTING A JOB WHEN ON STRIKE.

38.—Any member in receipt of strike pay, being sent for by any member of the Association, Committee or other authorised person, or being offered a bona-fide place of work (as per rule 24), must accept the same (if qualified), and in case of refusal his or her pay shall cease.

## BREAKING UP OF THE ASSOCIATION.

39.—Should it be proved that any member of this Association has, publicly or privately, proposed, forwarded or encouraged the breaking up of this Association, such members shall be expelled from the Association. It being finally determined that this Association shall not be dissolved, nor its funds divided, under any pretence whatever, so long as twenty-five members continue it as an Association. The Association may be dissolved if there are less than twenty-five members, by a resolution of three-fourths of the members at a General Meeting called for that purpose.

40.—No new rule shall be made, nor any of the rules herein contained or hereafter to be made shall be amended, altered, or rescinded, unless with the consent of a majority of the members present at a General Meeting of the society specially called for that purpose.

(Signed) JAMES GREAVES.  
THOS. HOLDSWORTH.  
STEPHEN CONROY.  
BENJ. FIELDHOUSE.  
HARRY SMITH.  
ZACCHEUS FIRTH.  
GEORGE NIMMO.

## REGISTRAR'S CERTIFICATE.

No. 824. T.U.

It is hereby certified that the Bradford and District Machine Woolcombers' Association has been registered under the Trade Union Acts, 1871 and 1876, this 23rd day of February, 1893.

E. W. B.

Copy kept  
E. W. B.

## APPENDIX CXXVI.

## LETTER RESPECTING WOOLSORTER'S DISEASE.

Coroner's Office,  
Piccadilly Chambers, Piccadilly,  
Bradford, November 13, 1891.

DEAR SIR,

I observe from the reports in our local papers that evidence is now being taken before the Commission relating to the staple trades of this district, and referring to woollsorters and the disease locally known as the woollsorter's disease. In my official position as coroner of this county borough in all cases of woollsorter's disease reported to me since July 1884, I have held inquests and made searching investigation into the cases.

In 1884 I held an inquest on the body of a woollsorter named Isaac Saville, which resulted in "precautionary regulations" being issued by the sanitary committee of the Town Council, of which I enclose you a print.\* I have reason to believe that the precautionary regulations have been generally adopted and acted upon within my jurisdiction (the county borough of Bradford) with a beneficial result, and I am glad to state that I believe the number of deaths from woollsorters disease in this borough have been reduced since the pre-

\* These "Precautionary Regulations" were handed in by Mr. W. A. Beaumont during his evidence before the Commission, and are printed as Appendix XVII. to Vol. I., Minutes of Evidence, Group C. See p. 505 of that Volume.—G. D.

cautionary regulations have been in force. On referring to the register of inquests I find the last report of a death from woollsorter's disease in this borough was in May 1890; prior to 1884, the date of the issuing of the precautionary regulations, deaths from such disease, were, I am told, frequent.

When the precautionary regulations were issued, complaint was made by masters within the borough that they did not extend to works outside the borough, this the Sanitary Committee could not of course remedy.

In the investigations I made I was assisted by Mr. Beaumont, Her Majesty's Inspector of Factories, Dr. Hime, the then Medical Officer for the borough, and Dr. Bell of this town, who had given the disease special study.

I have thought it my duty to make this communication that the attention of the Committee may be drawn to the subject, and particularly as to what has been done under, and the beneficial results from, the issuing of the precautionary regulations.

I am, Yours truly,

JAS. G. HUTCHINSON,

Coroner for the County  
Borough of Bradford.

The Secretary of Section C. of  
the Labour Commission,  
Westminster Hall, London.

## APPENDIX CXXVII.

FIRST ANNUAL REPORT OF THE BRADFORD BOARD OF CONCILIATION FOR THE YEAR ENDING  
30TH SEPTEMBER 1892.

The Board has held seven meetings during the year.

## WARDRESSERS' DISPUTES.

The first dispute in which the Board was asked to intervene was a strike of wardressers at Keighley, but on the disputants being approached on the matter the Board was informed that there was no occasion for its services, owing, it is understood, to the work in question having been transferred to Bradford.

## GAS STOKERS' DISPUTE.

The first case actually submitted to the Board was a dispute between the Bradford Corporation and their gas stokers at the Birkshall Gasworks. The matter was considered at three sittings of the Board, but unfortunately, when the case came to a division it was found that the voting was equal, so that no decision could be come to.

## DYERS' DISPUTE.

This dispute, which affected the whole of the dyeing trade of Bradford and district, arose out of a strike at the dyeworks of Mr. George Armitage. The Master Dyers' Association had given notice that if the men at

Messrs. Armitage's were called out the firms in the Association would, after a week's notice, close the whole of their works, and in accordance therewith lock-out notices were posted up at all the works. As soon as the strike was announced the Board met and invited the disputants to meet in friendly conference at the Chamber of Commerce. The conference took place two days later in the presence of the Board, the outcome being that the employers undertook to withdraw the lock-out notices and the men agreed to resume work, both parties agreeing that the questions involved should be discussed at a joint meeting of Messrs. Armitage and their operatives, and that in case of inability to agree, the points in difference should be submitted to the Board, whose decision would be accepted as final. A satisfactory settlement was subsequently arrived at between the disputants without further reference to the Board. The combined strike and lock-out thus averted by the intervention of the Board would, it is estimated, have directly affected some 6,000 operatives in the dyeing industry, whilst the disturbance to trade caused by a protracted conflict would have more or less affected the whole of the textile industries of this district.

Bradford, 4th November 1892.



## APPENDIX CXXVIII.

## SUMMARY OF FURTHER EVIDENCE BY MR. J. H. BIGNOLD UPON (a) THE EVILS OF LEGALISED OVERTIME WORKED BY GIRLS AND YOUNG WOMEN IN THE WEARING APPAREL INDUSTRY AND (b) THE ORGANISATION OF THE INSPECTING STAFF.

I desire to press some additional information upon the Royal Commission in continuance of the evidence which I gave on December 3rd as to the evils of legalised overtime by girls and young women in the wearing apparel industry. During the period from December 5 to February 2 I have received 135 notices of overtime similar to the 80 notices I handed in for the month of November, and it may be inferred that I receive about 700 notices in a year coming from 22 towns in Devon and 11 towns in Cornwall. There are 92 firms engaged in these industries in Devon and 32 in Cornwall which avail themselves of the overtime relaxation, i.e. of the permission to work from 8 a.m. to 10 p.m. less two hours for meals. Some of the firms are very large, employing as many as 50, 60, and 90 hands, but I do not think that one firm in four make use of the privilege, and, at a meeting to promote early closing, which I attended last week, of employers in these industries in Plymouth, there was a strong feeling that it was very desirable that legal overtime should be abolished if only it could be guaranteed that the Act should be efficiently enforced, and that the private dressmakers should not escape inspection. With the present staff, or anything like it, this is quite impossible, and I have come to the conclusion that the inspection of workshops cannot be successfully carried out by the Home Office, but that the working of the Act should be decentralised and handed over to the county councils and local authorities, reserving a right of interference to the Inspectors of Factories, in the same way as the Act passed last year has provided in the matter of the sanitation of workshops.

Many of my most experienced colleagues have written to me since I gave evidence, fully agreeing with me, amongst them Messrs. Meade King (late and for 20 years of Manchester), Maitland (Glasgow), Richmond (Liverpool), Lewis (Swansea), Cook-Taylor (Coventry), and Bowling (Southampton). Mr. Meade King sends some statistics with regard to his present district (Worcester and Herefordshire), which are instructive.

But if the present system is to remain I wish to make some suggestions which may facilitate the working of the Act.

(1.)—*Notices of overtime* should be required to be sent by the employer to the District Inspector direct instead of as now to the Chief Inspector at the Home Office. The custom of the Home Office is to forward them in batches, and they often do not reach the District Inspector till 10 days or more after the overtime has been made. It is obvious that it is most desirable these notices should reach the inspector at once; it is his duty to enforce the conditions as to space, meals, ventilation, &c. on which the relaxation is based, and it is difficult to see any advantage in their going to the London Offices. I have never known any comment made showing that they have been examined in London, though in some cases they have given notice that they have worked till 11 or 12 p.m.

(2.)—In cases of *complaint* I think the complaint should be sent to the District Inspector direct, and that if it be sent to the Home Office they should forward the *full letter* to the district office who has to take action and to whom it is often of use. If an officer cannot be trusted not to divulge the contents he is not fit to have charge of a district.

In my own case, for one complaint which I receive through the Home Office I receive at least 10 addressed to me here, exclusive of the oral complaints made, some by the hands, and more frequently by employers about those in the same trade and town.

(3.)—In cases of accident the report of the certifying surgeon should be sent direct to the District Inspector, instead of as at present to the Chief Inspector; the words of the Act say "to the inspector." The notice which is sent to the District Inspector is on a different form, and does not give the statement made to the certifying surgeon by the injured, which is all

important, especially in fatal cases. I have known a delay of two or three weeks before this document reaches the District Inspector from the Home Office, and difficulties as to prosecution have ensued.

(4.)—In the matter of prosecutions generally, I consider that the recommendation report of the District Inspector should go direct to the Chief Inspector, and be decided on by him without the intervention of the Superintending Inspector. The delay has been in some cases in the years 1890 and 1891 (but not since October 1) very considerable, especially where a difference of opinion has arisen between the Chief and Superintending Inspectors. I can see no advantage in the report going to the latter, for I have never a case where he (the Superintending Inspector) took any part either in getting up the case, or in its conduct, however difficult or important, and my experience extends to 300 firms prosecuted over 24 years. On the other hand, the delay in the proceedings which should follow closely on the detection of the case is very prejudicial. Witnesses are liable to be got away, or their memories to fail conveniently if any interval occurs. The argument that this delay is beneficial, because it keeps the fear of a prosecution hanging over the offender, seems to me a fallacy—if a prosecution is ordered the advantage of no delay is obvious—but if the case is not ordered for prosecution there is no reason why formal notification to that effect should be given if it be considered desirable to keep the fear of a prosecution hanging over the offender.

Generally, I think that the District Inspector requires more authority in his district and to be treated with greater confidence—an immense amount of formal and vexatious red tapeism results from the present very complex arrangements—the junior inspector reporting to the District Inspector and he to the Superintending Inspector, and, fourthly, the Superintending Inspector to the Chief Inspector. Nor does it even stop there, for in some cases the law adviser of the Home Office might be called in. The link that seems to me unnecessary is that of the *Superintending Inspector*, however able those gentlemen undoubtedly are.

## OVERTIME STATISTICS FOR WORCESTER AND HEREFORD DISTRICT (MR. MEADE KING'S DISTRICT).

*Articles of Wearing Apparel.*

Towns.	Number of Workshops.	Availed themselves of overtime exception.	Number of Overtime Notices sent.
Cheltenham	96	10	114*
Hereford	58	2	10
Stourport	6	1	3
Ross	12	1	2
Malvern	22	4	47
Bromsgrove	19	1	21
		(clothing)	
Stroud	77	2	9
Leominster	14	1	5
Kidderminster	48	1	2
Bromyard	8	1	1
Gloucester	56	5	52
Evesham	13	2	17
Ludlow	17	1	7
Worcester	117	7	167
Factories	9	—	—
	574	39	457

\* 93 of these from different departments of one establishment.

(Signed) J. H. BIGNOLD.

February 13th, 1892.

## APPENDIX CXXIX.

## SUMMARY OF EVIDENCE OF MR. C. B. BOWLING (HER MAJESTY'S INSPECTOR OF FACTORIES).

DEAR SIR, Southampton, December 17, 1891.  
I herewith submit, as requested, the details of the evidence I propose to lay before the Royal Commissioners on Labour on the question of legalised overtime.

As the law at present stands, there is nothing to prevent a child of 13, who is armed with a certificate of educational proficiency, from being employed in certain classes of factories and workshops for 14 hours a day, less meal-times.

This extended period of employment may be made use of on five consecutive days in one week, provided that on the 6th day the child shall have the benefit of the half-holiday enactments; in other words, a child of 13 may, with the sanction of the Factory and Workshops Act, work 77½ hours in one week, less meal-times.

The sanction for this excessive amount of labour is not restricted to a few exceptional trades or departments of trades, in which it can be conclusively shown that such a tax on the strength of young people is absolutely indispensable, but is conceded in so lavish a manner, that in my district, where I have the supervision of more than 8,000 factories and workshops, fully half that number can, under one heading or another, claim what I must call this outrageous license of the law.

Among these trades are some that, in my experience, are found to be most trying and exhausting to the immature powers of young people, such, for instance, as dressmaking, printing, brick-making, job dyeing, almanack-making, and by an Order gazetted the 1st instant, buffing, burnishing, and polishing in the manufacture of silver or electro-plate.

As far as this district is concerned the only demand for this overtime comes from an inconsiderable minority of manufacturers. This is shown by the fact that though, as I have stated, there are more than 4,000 of them who could claim to make it, less than 200 of that number apparently avail themselves of the privilege. I say apparently, because I have only received notices of overtime from about 200 firms, and of course there are probably some others who have worked overtime without recording it. I am, however, of opinion that there are not many of these, for in my after-hour visiting, I have seldom found work going on without proper notices being posted up and registers kept, and the manufacturers in this district have been so thoroughly instructed by my predecessor how overtime can be legally made, and the legal license is so liberal, that there is not much temptation to run the risk of illegal overtime.

I am persuaded that in the majority of instances in which overtime has been made by these 200 employers, it has been brought about either by the greed, tyranny, or incompetence of the managers or employers.

I believe a large proportion of it results from want of forethought and organisation; a good deal from an insatiable greediness and striving to steal a march on their neighbours, which prompts many manufacturers never to refuse an order, however unprepared they may be to fulfil it; and in occasional cases this overtime is the result of petty tyranny towards some unlucky apprentices who has not succeeded in satisfying an exacting master or manager.

I remember a striking instance showing how much forethought and organisation and an all-round looking into the matter may do to remove the apparent necessity for overtime.

When I was engaged in putting the Act of 1868 into force, I came across a very large firm employing hundreds of hands on work of a specially important and public nature. I found that it was the custom at the end of each month to keep all hands, young and old, at work for two nights and two days.

I had an interview with the managers, who told me it would be impossible to interfere with their arrangements; that if I did so, I would be upsetting such enormous public interests, that the law would have to be altered. I told them I would give them two months, after which I should inspect the works at night, and if the law was being broken I should take cases before the magistrates.

Before the two months were over, the manager came to me to say that my visit had been the best thing that had happened to them for years; that the strain of working under the old system had been almost unbearable, as much so to the management as to the workpeople. Since my visit they had gone carefully into the whole matter, had laid the facts before their customers, and had arrived at a better state of things.

The work was now prepared for them early in the month, and there was no longer any necessity for the great strain at the end.

If such a change as this could be brought about in a case of so exceptional and important a nature, it is fair to assume that most of the seasons of pressure which beset certain trades could be provided for by forethought and arrangement. I am prepared to admit, however, that in some trades, as, for instance, printing, there may be occasions when the work cannot be done without keeping some of the young people after hours. This is especially the case in country towns.

When this can be shown to be necessary, I would sanction overtime for male young persons of 16 years of age and upwards, provided that the certifying surgeon had examined such young persons, and certified them as fit to be employed on overtime. It would be well also I think that he should certify that the premises were fit for such employment. It should always be borne in mind that the majority of printing offices are very trying places for young people to work in, and the work itself very tedious.

Even more enfeebling is the work of dressmaking and the making of other various articles of wearing apparel, and I never could understand why at one large sweep the privilege of overtime was extended to all places where is carried on the making of any article of wearing apparel.

I do not know what arguments were brought forward in support of so large a concession. I have never heard any but the worn-out ones of mourning or wedding orders, and even these pleas cannot in reason be urged with regard to such industries as the making of corsets, boots and shoes, leather gaiters, and a number of other handicrafts exercised in the production of articles of wearing apparel.

I have always considered that the plea for overtime on account of wedding and mourning orders is one that should be sternly resisted in any Act of Parliament passed for the protection of women and young persons. Why should the law sanction so evil a thing as the employment of a young girl for 14 hours a day in one of the most unhealthy of occupations, in order that some dilatory, thoughtless, or ambitious bride may gratify her vanity by ordering three times more things than are necessary for the requirements of the time, or by thoughtlessly putting off ordering what she requires until there is no time to execute her orders without sapping the strength of some overworked dressmaker's assistant? Or, why again should the law, which is supposed to protect these girls, approve of a 14 hours day in order to gratify the morbid and unhealthy taste which leads some people to advertise their bereavements not only by ordering loads of mourning for themselves, but even for the whole of their domestics, to whom the family bereavement is not necessarily an occasion for woe?

Of course, the principal argument in support of this allowance of overtime to the trades named in the schedule, is that they are season trades, subject to recurring pressure at certain times.

To a more or less degree this may be urged with regard to the vast bulk of manufacturing industries of the country, and if, under a law framed for the protection of young people from an undue strain on their mental and physical powers, you are going to sanction any overtime at all, I confess I cannot see where, without great injustice, you can draw the line.

If there is a sudden rush for large quantities of ladies' stays at certain times of the year which necessitates a number of young girls being employed night after night till 10 p.m., and then turned out on to the streets of such a town as Portsmouth, is it not as reasonable to suppose there may be a sudden rush for ships' rigging and sails, and yet if a girl should be found in

a flax-weaving or rope-making factory five minutes after 6 or 7 p.m., as the case may be, the employer of such a girl would run the risk of being brought before a magistrate.

It must be remembered that in both the case of the corset factory and the weaving shed the girls are employed at machinery driven by power.

Such contrasts as these can be freely multiplied, which go to prove how arbitrary has been the selection of trades to which overtime has been conceded, and how impossible it is that it can be otherwise.

This leads, to my mind, to the following deductions— if it can be demonstrated that overtime ought to be sanctioned under the Act, it never can, without injustice, be limited to certain trades, though here I should make one exception—I think it may be conceded that in the manufacture of perishable articles of food reason can be shown for the extension of special privileges.

If, on the other hand, it can be shown that there exists no overpowering necessity for overtime such as would counterbalance the serious and unquestioned evils which it produces, ought not an Act of Parliament passed for the protection of those who are supposed not to be able to protect themselves, to guard most jealously any approach to a mode of working which is admitted on all sides to be productive of so much harm?

I think the returns from my district show how little real necessity exists for all these weak concessions of the law.

Out of 8,000 great and small manufacturers you have less than 200 apparently availing themselves of this privilege, but then these 200 have between them made overtime on nearly 2,000 occasions during the year.

The larger number again of these firms have only done so to a very small extent, but some of those whom I venture to call the greedy, incompetent, or tyrannical employers to the full, or nearly to the full, extent of legal allowance.

I have discussed this matter with numbers of all classes concerned, even with some of those who at present are fully using the powers given them under law, and with hardly any exception they have agreed with me, that if we as factory inspectors could insure that they should all be in the same boat, and that nowhere could a march be stolen by the unprincipled, they would gladly relinquish overtime, and it would be a great relief to them if overtime could be legally and absolutely stopped. (Of course all this has only reference to the case of protected hands.)

They admit the evils, and these can be spoken to by all my colleagues, and I think in all large towns by the police, who have seen some of the results of turning a number of girls out into the streets at times of the night when there are comparatively few respectable people about.

Our experience as factory inspectors goes more to the question of physical evil, and I have seen many a girl toiling away in a workroom where the gas has been burning for five hours, upon whose face it did not want the eye of a doctor to discover traces of the irremediable mischief which was going on.

Finally, from my point of view then, I arrive at this position: The large amount of overtime sanctioned by the Act is not called for by any imperative necessity; that the law in thus extending its sanction to overtime is offering a premium in many cases to the greedy, incompetent, or tyrannical employers of labour; that the evils resulting from the employment of young persons and women, especially in the case of female young persons, are admitted by all, and are so manifold and serious that unless it can be incontestably shown that by withholding the privilege of making this overtime the loss to the country will be so great that it would justify the infliction of some suffering on the few; the whole question should at once be taken into consideration, with a view of cutting down to the lowest possible limits legally sanctioned overtime.

Further, that any attempt to restrict legal overtime to certain trades must be arbitrary and unjust.

My conviction is that it would be safe to cut off all overtime, except the following:—

1. Overtime made in dealing with perishable articles of food.
2. Overtime in all trades for male young persons of 16 years of age and upwards who have been certified by a surgeon as physically fit for the strain.

In the case of these young persons the number of times in the year should never exceed 48, nor in the week, 2.

3. That women over 21 years may be allowed to be employed for 2 hours overtime on not more than 30 occasions in 12 months, provided that the employer is in possession of a certificate that there is nothing specially injurious in the nature of the work.

N.B.—But under no circumstances should any female under 21, nor male young person under 16, be allowed to make overtime; and in all fairness the staff of factory inspectors should be sufficient to meet the demands of the employers that they shall all be placed in the same boat, and that the unprincipled shall not be able to steal a march on those who desire to comply with the law.

I am, &c.  
(Signed) C. B. BOWLING,  
H.M. Inspector of Factories.

Geoffrey Drage, Esq.,  
Royal Commission on Labour.

## APPENDIX CXXX.

### LETTER OBJECTING TO THE EVIDENCE OF MR. J. H. BIGNOLD UPON THE ABOLITION OF OVERTIME.

SIR,

10th December 1891.

Our attention has been called to evidence\* given before the Committee of the Labour Commission on the 3rd instant by Mr. J. H. Bignold, Her Majesty's Inspector, on the subject of overtime in workshops. In case his statements should be allowed to pass unchallenged, we take the liberty respectfully to submit our views on the matter, based on the experience of many years.

We are decidedly of opinion that the abolition of the permission to work overtime would be a great hardship in such businesses as ours, and would in fact render impossible in many cases the execution of such orders as those for mourning, or for articles required at short notice.

As to Mr. Bignold's suggestion that the difficulty could be met by engaging or borrowing extra hands, it is, in our opinion, utterly impracticable. *Competent* workers (and only such are, in the circumstances, of any use) cannot be had at a moment's notice; and, besides, only a certain number of hands can be engaged on an order at once, so that the increase of that number would not in the least expedite its execution.

We consider the hours allowed by the Acts are amply sufficient for the ordinary course of business, but we also consider it indispensable that in certain emergencies overtime should be permitted under such conditions as are at present in force.

We have the honour to be,  
Your obedient servants,

COWAN & STRACHAN,  
The Right Hon. A. J. Mundella, M.P.

\* See Vol. II, Minutes of Evidence, Group C.

## APPENDIX CXXXI.

## RULES OF THE BRECHIN MILL AND FACTORY OPERATIVES' UNION.—(As amended 17th December 1890.)

## RULES.

Rule I.—The Union shall be called "The Brechin Mill and Factory Operatives' Union," established in the City of Brechin and in the County of Forfar. All Mill and Factory Operatives (Male and Female), also Bleachfield workers, are eligible to become members of said Union.

II.—There shall be elected at the Annual Meeting of Members in March, a Secretary and Treasurer, together with eleven Members of Committee (the Committee to elect their own President and Vice-President); also three Trustees.

III.—The President shall preside at all meetings, sign all minutes, see that the business is properly conducted, consult with the Secretary on all matters of importance, and on receiving a requisition signed by not less than thirty operative Members, or seven Members of Committee, he shall forthwith instruct the Secretary to call a Special Meeting of Members. The Vice-President shall assist the President and preside at all meetings in his absence. In the absence of President and Vice-President the Members shall elect a Chairman *pro tem*. In case of equality in voting the Chairman shall have a casting vote.

IV.—The Secretary shall attend all Union and Committee Meetings, and keep a true record of the business transacted thereat, he shall also convene all Meetings, conduct all correspondence, be responsible for the safe custody of all books, letters, reports, or other documents belonging to the Union; exercise a general supervision over the affairs of the Union, and at the end of each quarter prepare and submit a report on the general state of the Society.

V.—The Treasurer shall receive all moneys belonging to the Union, which he shall lodge in the Bank in the name of the Trustees; he shall also keep a correct account of all items of income and expenditure, pay all accounts on the approval of the Committee, and at the end of each quarter prepare and submit a statement on the financial state of the Union. He shall also find security to the extent of 10*l*. *stg.* to the satisfaction of the Committee. The Treasurer's Books shall be open to the Members for inspection on the ordinary meeting nights of Committee.

VI.—The Committee shall meet at least once in each month, to receive the Treasurer's report, also to transact any business that may be brought before them; they shall also see that the books of the Union are audited and a balance sheet prepared and issued fourteen days prior to the Annual Meeting.

VII.—The Collector shall collect the Members' contributions, levies, &c., also enrol new Members; he shall also discharge any other duties in connection with the Union he may be called upon by the Committee to perform, provided their discharge does not unduly encroach on his time required for the important duties of collecting, and enrolling Members. He shall attend at least once in each week at the Union Office to hand his collection to the Treasurer. Should the Collector find himself unable to attend to his duties through sickness or otherwise, he shall procure a competent person to collect for him until he can attend to it himself, but he must first obtain the consent of the

Secretary and President, but he (the Collector) alone shall bear the responsibility of his office to the Union.

VIII.—No money can be drawn from the Bank unless on order signed by not less than two trustees, and on no account shall the trustees sign any cheques or orders unless on the authority of an excerpt from the minute authorising the expenditure, duly signed by the President and Secretary.

IX.—The entry money shall be 3*d.* for adults and 1*d.* for half-timers, together with a weekly contribution of 1*d.* for adults and ½*d.* for half-timers. Half-timers to have half benefit until they reach the age of fourteen, when they shall be entitled to full benefit on payment of the extra 1½*d.* of entry money and the full contribution of 1*d.* per week. Operatives must be six months in membership before becoming entitled to any benefits. Members over eighteen years of age paying double contributions shall be entitled to double benefit. Maximum strike allowance six shillings per week for 1*d.* weekly contribution.

X.—Any Member falling eight weeks in arrears shall be suspended, and any Member falling twelve weeks in arrears shall be expelled at the discretion of the Committee. Members suspended for arrears shall have no claim on the funds of the Union until their arrears are paid up.

XI.—In the event of any Member of the Union leaving Brechin in search of or having obtained employment in any town in which is established a Union incorporated with the Scottish Mill and Factory Workers' Federal Union, he or she (if so desirous) by applying to the Secretary, shall receive a Certificate entitling such Member to be enrolled a Member, free of expense, of the Union located in the town in which he or she has found employment; and enjoy all the rights and privileges according to period of membership.

XII.—Should any Member of this Union suffer injustice from his or her employers through such Member taking a legal and proper part in the business thereof or in any other way, such Member shall lay his or her case before the Committee, who shall investigate the matter and report their decision to the party aggrieved. Should any Member feel dissatisfied with the decision of the Committee he or she shall have the right of appeal to the Federal Council. In no case shall any Member receive any assistance from the funds when such Member has left his or her employment without first obtaining the sanction of the Committee.

XIII.—All legal proceedings in connection with this Union to be taken in name of the Secretary.

XIV.—The Committee are empowered to draw up byelaws for the working of the Union they may find necessary (said byelaws not conflicting with the general rules), also to fill up any vacancies that may occur in the Committee, and to add to their numbers should necessity arise.

XV.—The foregoing rules cannot be annulled or amended except by a majority vote of the Members present at a Special Meeting called for that purpose.

JOHN C. HENDER, President.  
ALEX. BRAN, Secretary.

Union Office,  
Brechin, 17th December 1890.

## APPENDIX CXXXII.

## FACTORY INSPECTION IN BRECHIN.

To the Editor of the "Dundee Advertiser."

SIR,

We noticed in your report of the evidence before the Royal Commission on Labour in your issue of the 4th inst. that a witness from Brechin said in reference to factory inspection, "I have to say it is very deficient indeed. As far as I can find among the workers it is years since any Inspector has been seen in the works." We think it fair to Her Majesty's Inspector

of Factories, Mr. H. M. Robinson, to state that he visited our works officially on the dates following:—March 17th, 1887; November 15th, 1888; November 21st, 1889; October 30th, 1890; October 19th, 1891. We understand the other works here have been inspected about as frequently as our own.

We are, &c.

Brechin, (Signed) LAMB & SCOTT.  
February 8th, 1892.

## APPENDIX CXXXIII.

## LETTER SUPPLEMENTING THE EVIDENCE GIVEN UPON THE TAILORING INDUSTRY.

19, Royal Promenade, Queen's Road,  
Bristol, March 10, 1892.

MY LORDS AND GENTLEMEN,

I have read with interest the evidence given before you by the representatives of the tailoring trade both employer and workman, but I think they did not quite get at the bottom of the matter.

I think the wages earned by a working tailor taking a year's average is not sufficient for a skilled workman.

At the same time I think few employers can afford to pay much more than they are now doing.

I think the cause of this is that in our trade trades unions do not work as in other trades. The difference of cost of making a garment varies much in the same town so that it is possible for a customer sometimes to obtain a suit of exactly the same material in two shops in the same town at a difference of cost of quite 10s., and yet the two tailors would get an equal per-centage of profit.

Now a painter or engineer gets a certain rate per hour throughout a town, and masters are thus on an equality.

Of course women's labour is to a great degree the cause or one of the causes of this, and I venture to think the men's executive in this are taking an unfortunate step as I think our trade like everything else in these days is progressive, and great alterations are likely to come in system, things working more towards a division of labour instead of one man making a garment entirely.

Had they used all their energies in organising female labour it would be more possible to bring the rate of wages more on an equality.

At present the only union men are those employed by the best trades, and as the men's present organisation does not reach the second rate trades the masters have it all their own way, and can produce goods at so low a price, that it is a strong inducement to the public to deal there, and in these days of competition it is almost incredible is the difficulty to successfully combat this leaning of the public toward cheapness.

I think on these grounds the men's union in our trade are not advancing their own interests or the interests of those masters who endeavour to pay a fair rate of wages because a master by employing women can get his work done cheaper and almost insure himself from difficulties by strikes and other disputes.

I think if masters and men could unite and make a time log dealing thoroughly with hand and machine, and women's labour it would be an enormous benefit to the tailoring trade, and that it would be possible by both sides making concessions such as the union allowing none of their members to work for a trade which did not pay to the log price, and the masters allowing none but those who paid to the log to belong to their association, and both parties working together for the good and advancement of the industry to confer great benefit on both men and masters.

I think if these questions of political economy were plainly and simply put before the youth of this country in board schools in place of drill and swimming, and other extras they now learn, it would be greatly to the advancement of the class of the coming generation of craftsmen in England.

As far as I see this subject of arbitration is the only one that can successfully be dealt with by legislation, it seems to me that in all trades it is a pity that all classes should suffer often unnecessarily through strikes. At the present time we see the price of coal 6s. to 10s. advanced before a man has gone out simply because the public are making a rush which exceeds the supply, fearing there may be a coal famine. Now I think that if careful legislation was given on the subject of arbitration the public would have confidence and not act in such a way as to thus raise precisely an artificial demand and thus cause misery among the poorer classes, who at such a heavy price can hardly afford to get fuel at all, and I think such a state of things should be impossible. My Lords and Gentlemen, I fear that in sending this to you I send worthless matter, but if there should be the smallest use in it I should be well repaid; if any further thoughts would be of any use, I would send one or two more notes or would answer any question to the best of my ability.

Some of these ideas have been taken from or modifications of our own *employés*, as I have always tried to be able to speak up or discuss matters with them with a friendly spirit.

I am, my Lords and Gentlemen,  
Your obedient Servant,  
H. AUSTIN HUCKER.

To the Labour Commission.

## APPENDIX CXXXIV.

EXTRACT FROM THE "SHEFFIELD TELEGRAPH" (MARCH 1892).

## THE TAILORS' "BLACK LIST."

## JUDGMENT FOR THE MASTERS.

The case of Jenkinson v. Neill and Leggatt, known as the tailors' "black list" action, which has been before the Sheffield County Court Judge for so long, was yesterday concluded, when his Honour (Judge Ellison) gave his judgment. The action was one in which George Jenkinson, a journeyman tailor, sued Robert Renton Neill, master tailor, and William Leggatt, a tailor's manager, for 5l., which the plaintiff claimed from the defendants as the president and secretary of the Sheffield Master Tailors' Association, for damages sustained by the plaintiff by reason of the publication of a certain list of names of operative tailors in Sheffield, which included the name of the plaintiff, and which was known as a "Black List." Mr. W. E. Clegg represented the plaintiff, who is a member of the Journeymen Tailors' Association, and Mr. A. Muir Wilson was for the defendants.

His Honour at the outset read the statement of claim as originally placed before the court, in which it was

set forth that the master tailors were requested in the "black list" not to employ the plaintiff and other men because they had been locked out from the shop of Messrs. Harrop and Co. and Mr. Armitage, of Sheffield; owing to this request it was alleged that the plaintiff was unable to obtain employment. His Honour remarked that an injunction was not asked for.

Mr. Clegg said the particulars had been somewhat altered, and an injunction was asked for now.

His Honour, reading from the amended particulars, said the 5l. damages was claimed for conspiracy by the defendants to prevent the plaintiff from obtaining employment, and an injunction was asked for to prevent the defendants from continuing their wrongful acts. There was, remarked his honour, no objection to the word conspiracy, but combination would have been better. He (the Judge) intimated to the parties that he should take time to consider his judgment, and he had done so. The case for the plaintiff, as set forth in the statement made out by both parties, showed that the plaintiff was an operative tailor, and resided in Alexandra Road, Heeley, while the defendant Neill was a master tailor, and president of the Sheffield Branch

of the Master Tailors' Association, and the defendant Leggatt was the manager of the Grand Clothing Hall Company, and was also the secretary of the Sheffield Branch of the same association. Prior to 1891 the plaintiff was employed by Messrs. Harrop and Sons, but when the dispute occurred between Messrs. Harrop and Messrs. Armatage and their men, the whole of the men, including the plaintiff, discontinued work.

His Honour thought it would have been better to have set forth in the statement why the men discontinued work.

Mr. Wilson: They discontinued because they could not agree with their masters.

His Honour: I thought the masters' case was that the men were locked out because of some dispute as to out working.

Mr. Wilson said that question did ultimately arise.

Mr. Clegg said there was a dispute at Harrop's, and also at Armatage's.

His Honour: Both on the same point?

Mr. Clegg replied in the affirmative. This dispute was about employing female labour. In the end the masters locked out all the men employed at the various shops belonging to the union.

His Honour said it would have been as well if this had been set forth in the statement handed to the court.

His Honour, continuing reading the facts as stated by each party, said the dispute seemed to have become general in the town, and on the 19th March, 1891, the masters passed a resolution pledging themselves to cease employing members of the Amalgamated Society of Journeymen Tailors, until they should accede to the request of the masters on the subject of outworking. On the 20th March a list of the men employed at the shops of Messrs. Harrop and Messrs. Armatage was printed and circulated. The plaintiff's name was included, and on his applying to a foreman to Mr. Colver, a master tailor, on the 25th or 26th March, he was told that he could not be employed on any account. These lists were also sent to master tailors who were members of the Masters' Association all over the kingdom. On behalf of the plaintiff it was contended—(1) That by the defendant's action the plaintiff had been deprived of earning his livelihood; (2) That the conduct of the defendants and the other masters in publishing the list was a wrongful and gratuitous act on their part, and was, therefore, actionable; (3) that no individual or body of persons are justified in doing anything which tends to deprive a man from obtaining employment; (4) that the defendants' action was in restraint of trade and was therefore actionable. For the defendants it was contended—(1) that the plaintiff had not been deprived of earning his livelihood by the circulation of the list, seeing that he had not applied at any shop other than Mr. Colver's, and also seeing that there were a large number of master tailors who were not members of the Masters' Association; (2) that the resolutions of the 19th March and the publication of the list were not wrongful or illegal, and were not therefore actionable; (3) that the conspiracy or combination of masters was not malicious on the part of the defendants; (4) that the action of the defendants was not in restraint of trade, and if it was, that it was not actionable, by reason of its limited operation. Both parties called the attention of the court to numerous cases which were cited in support of the facts as laid before the Judge for each of the parties.

His Honour, proceeding to give judgment, dealt first with the state of the law, quoting the Trades Union Act of 1871, and the Conspiracy and Protection of Property Act of 1875. With regard to the contention that the action of the defendants was in restraint of trade, he held that any argument of that kind was entirely destroyed by the first of these Acts. Then with regard to acts of intimidation, the present case was entirely free from such acts, and it was also free from any imputation of malice. At one time, indeed, Mr. Clegg seemed to say it was malicious, but he wisely and properly withdrew the imputation. Therefore he had to determine the case entirely free from the elements of intimidation and libel which appeared in many of the cited cases. What had been done in this case? The masters passed the resolution, and published what was called a "Black list," which was circulated among

the master tailors of Sheffield, and sent also to other people, in which the names of certain parties appeared, and there was a request attached to the "Black List" that masters would not employ these persons. On the plaintiff's side, it was contended that this was illegal and on the defendants' it was alleged that it was perfectly legal; and that was the point he had to decide. His Honour cited a number of cases, particularly alluding to that of *Peto v. Apperley*, which he considered most nearly approached the case before him. It was really the converse of the present case, but the principle was exactly the same. He thought it was a case upon which he was bound to decide the present case. The action was brought by the plaintiff Peto for an injunction restraining Apperley from printing and distributing the following notice:—"London United Committee of Carpenters and Joiners. Wanted! carpenters and joiners to keep away from Cane Hill Asylum, pending the settlement of the London strike. By order of the Committee, W. Apperley, sec., pro tem." The plaintiff swore, in support of his application for an injunction, that the posters in question were calculated to cause serious injury to his business. But Mr. Justice Joicey refused the injunction, saying what was done was "done in furtherance of the objects of a trades union, and was not illegal. Anything done in pursuance of those objects was done with just cause or excuse." Now the words "anything done in furtherance of the objects of a trades union" were very applicable to the present case. Here there was a contest between the employers and the employed, and the struggle between them was simply a trade struggle. It was a contest between two trade unions, and he was asked to say that the conduct of one trades union in carrying out its objects was illegal, and that damages ought to be given for that illegal act. He was unable to come to that conclusion. No doubt the act complained of was calculated to injure a man to a certain extent, but it was done entirely for trade purposes and to defeat and counteract the purposes of an opposing trades union. It appeared to him there was no illegality whatever, that the act complained of was not actionable, and his verdict would be for the defendants, for whom judgment would be given, but as arranged between the parties there would be an appeal from his decision.

Mr. Wilson asked his Honour, as the case raised important questions affecting a large body of people, to allow costs on the scale above 20l.

His Honour said there was no doubt that the case was an important one.

Mr. Wilson said the plaintiff had the members of the society behind him and he must, therefore, ask that before leave to appeal was given the plaintiff should bring the costs of that action into court.

Mr. Clegg submitted that such terms should not be imposed on the plaintiff. It was agreed between himself and his friend that there should be an appeal, and nothing said about costs. He (Mr. Clegg) should not have made such a request had the other side won. His friend could enforce the judgment of the court irrespective of the question of appeal.

Mr. Wilson: You know I should not do that; all the blame would fall upon me if such action were taken.

His Honour: It seems to me that what has been done by the issuing of this "Black List" is that the action has been direct. They put in the "Black List," the names of the parties that were objected to, but suppose they had given a list of the men that were thought proper to be employed, would there be any objection to that? It might be called a "White List," but in fact it would be doing indirectly precisely the same as was done in this instance directly.

Mr. Wilson said that would be a case of separating the sheep from the goats; a list of good men and naughty men.

His Honour: One was a direct action and the other indirect.

Mr. Wilson said he would not press his point in respect to the payment of the costs into court before there was an appeal. He would not put any obstacle in the way of the men, but he knew that he should not get a shilling from the plaintiff personally.

His Honour made the order for costs on the scale for over 20l.



## APPENDIX CXXXV.

## LETTER REBUTTING EVIDENCE OF MR. G. KEIR.

168, Stamford Street,  
Ashton-under-Lyne,  
March 18, 1892.

SIR,

I have just been reading the evidence given by Mr. G. Keir, the Secretary of the Operative Tailors' Society, in which, he says, "As to disputes between employers and employed, the Society always insisted upon the question in dispute being submitted to arbitration before they supported a strike."

I am the Honorary Secretary of the Ashton and District Branch of the Master Tailors' Association, and last year we had a slight difference in this town, and the men's society here withdrew their members from two shops in this town without any notice, and they were supported by their Executive in Manchester, who would not listen to the matter being arbitrated upon, although at that time the Arbitration Rules agreed upon by the two Executive Committees of Masters and Operatives were then in force.

As it was close upon Whitsuntide, which is a busy time here, the masters were compelled to submit.

We have no local arbitration committee in this district, although the employers are very desirous to have such a committee, and I have on their behalf written to the Secretary of the Operative Society here and suggested the formation of such a committee, but I have not been able yet to get a satisfactory answer; I have written them again asking them pointedly for a definite reply.

It is not fair for a man in Keir's position to make statements such as his before an important Commission unless they are perfectly well founded and true.

If you think it desirable I will send you in detail the facts or the history of the dispute I have named, with a copy of the correspondence which took place upon the matter.

I have the honour to be,  
Your most obedient servant,  
T. D. STEEL.

To the Right Hon. A. J. Mundella, M.P.

## APPENDIX CXXXVI.

## EXTRACT FROM THE "LUTON TIMES AND BEDFORDSHIRE ADVERTISER," MARCH 4, 1892.

The Chamber of Commerce, like everybody else, has had its fling at Adam Outhbertson, for the evidence he gave before the Labour Commission on the straw trade of Luton. No doubt it is a grotesque thing that an ironmoulder should be the spokesman for the straw trade, but perhaps it is as Adam suggested to the Commissioners, that the actual workers might be timorous of exposing abuses lest the merchants should boycott them. As for the Chamber of Commerce, they, well knowing the Commission was sitting, and reading in the local papers that Adam was about to go up before them, took no trouble to send a competent representative, and therefore to express now lofty disdain is scarcely becoming. But what have they to say against Adam's witness? Mainly that his figures as to the numbers engaged in the trade now and 17 years ago are incorrect. It may be. But nobody can give them within a few thousands, and his estimate was only a rough expression of the ideas on the subject current in the district. Adam's chief charge against the merchants was that they practically evade the Truck Act in forcing plait on makers under the pretence that they will take all the hats they make from it, though in very many cases they find excuses for repudiating the

arrangement, and having taken goods enough from them to cover the debt for plait, leave them with a lot of useless raw material on their hands and very empty pockets. Is this done, or is it not? Mr. Asher Huckleby says it is all nonsense, the makers are sharp enough not to be "taken in," and are much more likely to spoil the merchants; but the President and Mr. W. Webb both said they had heard of very hard cases in which merchants had done as Adam complained. If the great men of the Chamber of Commerce so differ on the subject, it is too much to expect that Adam should give evidence to meet the approval of everybody. It is beyond doubt that he expressed the general belief in the town on the subject. As to means for improving the condition of the workers, Adam suggested an extension of the Workshops Act to bring under inspection every domestic manufactory. This proposal even met the approval of the Chamber of Commerce, as calculated to prevent the production of useless goods and the constant decline of prices. So after all, the ironmoulder hit a blot or two in the straw trade and made some practical suggestions for its benefit.

## APPENDIX CXXXVII.

## LETTER REBUTTING EVIDENCE OF MR. J. GORDON.

AMALGAMATED SOCIETY OF TAILORS—MANCHESTER  
BRANCH.

Millstone Hotel, Thomas Street, City,  
March 3, 1893.

GENTLEMEN,

Having the "Tailor and Cutter" of this date before me, I find therein what is termed a "full report" of Mr. John Gordon's, Hon. Sec. of the Master Tailors' Association of the United Kingdom, evidence before your Commission, and I desire to call attention to two questions submitted to him, and his replies thereto. Thus one question is put—"Then if a man

"and a woman were doing the same work would they have the same pay?" and Mr. Gordon replied, "Both would have the same pay." That reply I beg most emphatically to contradict. We have, for instance, in Manchester here, what is considered a first-class house, who employ male and female vest-makers—one man and about 12 women, and that preponderance of women is altogether due to the fact, that they do not get the same prices for the vests as what the men would get, or what the man at present employed there gets. That firm is Nicoll's, and every other establishment that employs female labour in

making garments right through do not get the "log" rate, at which the shop is rated to pay the men.

The other question which I desire to refer to is one in reference to Mr. Gordon's own establishment. That question reads, "Is your 'workshop' in Manchester?" and Mr. Gordon replies, "Yes." Now that reply is totally untrue. He has no workshop in Manchester at all, and has had none for more than four or five years. Besides having men working at home for him, he has two men, who sit in another man's workshop, and these

two men have to pay out of their own earnings for this "sitting room." And more than that, Mr. Gordon accepted the "new log" in 1890, at 6½d. per hour; but he neither pays these two men to that "log," nor does he pay the 6½d. per hour. He has fell back on the old log of 1866, and only pays 6d. per hour.

I am yours faithfully,

JOHN WILLIAMS,  
Branch Secretary.

To the Chairman of the Labour Commission.

## APPENDIX CXXXVIII.

### LETTER REBUTTING EXTRACT FROM THE "TAILOR AND CUTTER" CONTAINING LETTER BY MR. JOHN WILLIAMS.\*

THE MASTER TAILORS' ASSOCIATION OF GREAT BRITAIN  
AND IRELAND.

Queen's Chambers,  
37, John Dalton Street, Manchester,  
March 17, 1892.

DEAR SIR,

The letter attached appeared in to-day's issue of our trade journal, and as I see the writer has made the same statements to your Commission, I will thank you to give me the opportunity of denying the truthfulness of the same.

The workshop, to the closing of which he refers, is still in my possession and another one was taken prior to my appearance before your Commission. I have not, since my return from London, asked some of my men to inspect a cellar, and I do pay, and the men do not, for the sitting room of those men working for me in the workshop of a fellow member.

If you are asking John Williams or other of the workmen's officials to appear before your Commission where the mis-statements may be repeated, will you kindly inform me of the date on which their evidence will be taken, so that I may give them a denial, as such untruths going abroad would be calculated to seriously injure my business.†

I am faithfully yours,  
To Geoffrey Drage, Esq. JOHN GORDON.

*Copy of cutting attached.*

Mr. Gordon's Evidence before the Labour Commission.  
TO THE EDITOR OF THE "TAILOR AND CUTTER."

SIR,

Having already written to the Right Hon. Chairman of the Commission in reference to Mr. Gordon's evidence, it would be as well that I should also write you to the same effect, inasmuch that it was on the evidence as reported by you that I took exception to one or two points in his evidence. The first point I take exception to is where the following question is submitted to him: "Then if a man and a woman were doing the same

"work, would they have the same pay?" and Mr. Gordon replies—"Both would have the same pay." That I flatly contradict. There is not an employer in Manchester, who employs male and female "vest makers" that pays the same prices to the female as he does to the man. We have a firm in Manchester here, where the maximum rate per hour to the Log of 1890 is paid, who employs but one man vestmaker, and from 12 to 18 female vestmakers, and that preponderance of female vestmakers is altogether due to the fact, that they are paid a lower price than is paid to the man.

The same applies to female trousermakers, and they are solely employed in both branches, because they do not demand "Log prices." Still Mr. Gordon does "not know" why the men object to the employment of women. How ignorant he pretends to be!!

Now the second point, where he is asked, "Is your workshop in Manchester," and he replies, "Yes." Let me inform you, Sir, and likewise your readers, that Mr. Gordon's workshop is neither in Manchester nor any other place. He has had no workshop for the last five or six years. But I will say this much, that since he gave this evidence, he invited some of his men, to inspect a cellar underneath his premises, with a view of opening it for a workshop if suitable. At present, however, besides home-workers, he has two men sitting in another man's workshop, for which "sitting room" they themselves have to pay out of their own wages, and the likelihood is, inasmuch as the cellar is unsuitable, that as this "conscience stricken evidence" dies within him, so will the "zeal" for a workshop, which such evidence created, die contemporaneously. Having had your assurance of impartiality exemplified on previous occasions, I trust it may be so exemplified again on this occasion in the publication of this letter.

Yours, &c.

JOHN WILLIAMS,  
Branch Secretary.

references to this point. However, Mr. Mackitt, representing the Master Tailors' Association, was, on the same day, given the opportunity of rebutting the statement that Mr. Gordon at the time he gave his evidence had not a workshop in Manchester. (See questions 33, 264-7 and 33, 288 in this Volume.)—G. D.

## APPENDIX CXXXIX.

### ALLIANCE CABINET MAKERS' ASSOCIATION, CHAIRMAKERS' BRANCH.

SUMMARY OF EVIDENCE SUPPLEMENTING THAT GIVEN BY  
MR. H. HAM.

#### Organisation.

Numerical strength, London district, 250-300.  
Proportion of society to non-society men, 12 per cent. to 15 per cent.  
Attitude of employers towards Union very unfavourable.

#### Disputes.

No disputes of any importance have taken place in this district during recent years, although a large number of minor disputes have occurred; these have generally been to resist reductions and have been settled by interviews with employers.

#### Inspection.

Very inefficient.

#### Wages and Hours of Labour.

Wages are very irregular; in some cases 10d. or 11d. per hour may be earned, whilst in the East End they run sometimes as low as 4½d.

Method of payments:—

- (a.) Piece-work.
- (b.) Task-work.
- (c.) Day-work.

Of these three methods the former (a) is most generally used, and the latter (c) is rarely used, except for exceptional work or repairs.

Hours of labour. The hours of labour are as irregular as the wages paid. Some shops working 52 or 53½ hours, whilst others work 60 and upwards.

(Signed) J. T. HARVEY.



## APPENDIX CXL.

LETTER STATING THAT THE MANUFACTURE OF SULPHATE OF LEAD IS CARRIED ON IN  
WHITE LEAD WORKS WITHOUT DANGER TO THE WORKERS.

THE WHITE LEAD COMPANY, LIMITED, MANUFACTURERS  
OF WHITE LEAD AND ALL KINDS OF PAINTS IN OIL.  
SOLE MAKERS OF THE "MARINE WHITE." LONDON  
OFFICE: 6, GREAT ST. HELENS, E.C.

of lead, which by new processes lately discovered now  
possesses all the best qualities of the carbonate, besides  
being innocuous to those who make it as well as to  
those who use it.

Caledonia Works, Possilpark,  
Glasgow, June 7, 1892.

SIR,

I have lately had an opportunity of reading the  
evidence given before Committee "C" of the Labour  
Commission, under your presidency, and have noticed  
that you have examined certain witnesses who have  
deposed to the dangerous consequences of white lead  
manufacture, and to the fact which has been long  
known, that white lead poisoning induced paralysis of  
the limbs and other serious disorders. I therefore feel  
confident you will excuse my writing to inform you  
that these injuries which have so long been felt, more  
or less in all cases in works in which the manufacture  
of carbonate of lead is carried on, are altogether avoided  
in the works in which I now write, and which have  
been established at great expense for the manufacture  
of sulphate of lead. Sulphate of lead was lead formerly  
looked upon as inferior to the carbonate of lead as a  
pigment, and is stated in some of the older chemical  
books as being used as an adulterant; but these works  
have been established at considerable expense, and  
extensive experiments have been carried on in them,  
which have resulted in the production of pure sulphate

We shall be most happy to furnish you and your  
Commission with any samples which you may wish to  
see or test, and with evidence of any parties whom you  
would like to examine as to the good qualities of the  
product, the mode of its manufacture, and the absence  
of paralysis, and the other severe symptoms referred to  
amongst those employed in this manufacture.

Knowing how desirous you are to promote what is  
useful, and to alleviate human suffering, I am sure you  
will appreciate the importance of this subject, and will  
be ready with those associated with you to test the  
truth of what I am happily able thus confidently to  
allege in regard to the manufacture in which I have  
now for some considerable time been engaged, and  
which we have now brought to a condition of perfect  
success.

I have the honour to be,  
Sir,

Your most obedient Servant,  
(Signed) FRED TERRY,  
General Manager.  
The Right Hon. A. J. Mundella, M.P.,  
Chairman, Labour Commission,  
Group "C."

## APPENDIX CXLI.

## LETTER REBUTTING EVIDENCE OF MR. A. ROSS.

Office of  
The "Scotsman," Edinburgh,  
May 13, 1892.

DEAR MR. MUNDELLA,

I see by our report of the evidence given before  
your group of the Commission on Labour on Wednes-  
day, that Mr. Ross, Secretary of the Edinburgh Branch  
of the Typographical Society, made the following state-  
ment as to a strike in this office:—

"There had been a strike in the Scotsman office. . . .  
The Scotsman strike was brought about through the  
apprentices getting a selection of the best copy, and the  
men complained about it."

The strike took place nearly 20 years ago. The state-  
ment made by Mr. Ross as to its cause is not true.  
May I ask you to look at the enclosed correspondence  
which I have had with the Board of Trade on the sub-

ject, of another statement made by Mr. Ross as to the  
strike, which statement was published in a Blue Book.\*

You will see that there was another and a widely  
different reason for the strike from that he now puts  
forward.

It is not desirable that the Commission should be  
misled on any point, and therefore I put the correspon-  
dence before you.

I am,  
Dear Mr. Mundella,  
Faithfully yours,  
CHARLES A. COOPER.

\* Statistical Tables and Report on Trade Unions, Fourth Report,  
Years 1889 and 1890, pp. 402 and 403.

## APPENDIX CXLII.

## COPY OF ACCIDENT INQUIRY HELD AT VAUXHALL WORKS.

Report of an inquiry into an accident to George L.  
Barrett held June 3rd, 1893. Application for accident  
money made May 23rd, 1893.—(I suppose the inquiry

was put off until the injured man returned to work,  
otherwise there is no reason for the delay.—G. L.)

The jury was constituted as follows:—

C. O. Carpenter, Engineer of the Works,  
President.  
Harland, F. (Foreman).  
Burgess, A.  
Brewster, W.  
Baker, G.  
Dukes, J.

Dukes, F.  
Johnson, W.  
Harvey, J.  
Mathews, H.  
Druce, J.  
Collinson, A.  
Bluden, A.

After viewing the spot, the jury examined witnesses. Barrett stated that he was stooping down to reach the oil drip pot fixed under the framing of the "Uranus" engine, when his foot slipped on the chequered plate covering the airpump pit and his finger was caught by the airpump cross-head and lacerated.

By the PRESIDENT: Emptying the oil pot was part of his duties.

DRUGB: Was that the proper way to empty the can?

BARRETT: Yes; it was handier, because it saved going down the ladder to empty the can.

By the PRESIDENT: The ladder opening was rather a tight fit for a big man, the can only required emptying once in each shift; did not consider it part of his duties to inspect the air pump once in each shift; does so sometimes, but not regularly.

By HARLAND: He did not know that the opening through which his hand went was made to empty the can.

W. Rogers, who witnessed the accident, confirmed Barrett's explanation of its occurrence.

The Jury retired to consider their verdict; on their return—

PRESIDENT: What in your opinion was the real cause of the accident?

FOREMAN: The slipperiness of the plate.

PRESIDENT: Do you consider that blame attaches to any official or workman?

FOREMAN: We consider that blame attaches to the workman for not going down the ladder to empty the can.

PRESIDENT: Are you of opinion that the plant, machinery, or means of protection were defective?

FOREMAN: No.

PRESIDENT: Are you satisfied that there has been any neglect or carelessness?

FOREMAN: Carelessness.

PRESIDENT: Are you all agreed as to the above?

FOREMAN: Yes.

The Jury with the President then proceeded to consider the question of accident money in the light of clause 6 of the regulations and decided that this could not be granted.

The Jury further recommended that an instruction be issued that the drip pan is only to be emptied in future by going down the ladder already provided.

(Signed) C. O. CARPENTER,  
Engineer.  
FREDERICK HARLAND,  
Foreman of Jury.

## APPENDIX CXLIII.

### A SUGGESTION FOR ALLEVIATING SOME OF THE DISTRESS CAUSED THROUGH WANT OF EMPLOYMENT.

Ipswich, October 1892.

Let the Government enlist in every chief town in the kingdom all able-bodied lads and men who are willing to work, say from 15 to 40 years of age, who can prove they cannot obtain employment and have no private means. Train and drill them in the largest sense, say three hours before noon and three hours after, every day, and thus form them into useful helps for the regular service in case of need. The men should be released at any time, on giving 24 hours' notice when they can obtain civil employment if only for a few days, or for certain days in a week; and should be taken back again when work fell short.

It is not intended that the men should be boarded or lodged, or at once to wear any uniform, except a simple military cap of some recognised form; but should receive a small daily allowance, say of 1s. per day if under 18 years of age, 1s. 3d. per day from 18 to 20, and 1s. 6d. over that age. After enrolment they

must engage under certain conditions to come up for active service when called upon at any future time in case of emergency, before attaining the age of 60 years.

The matter must be looked at in the light of increased army expenditure, and the body looked upon as fourth-rate irregulars, from which many recruits might be induced to join the regular army. The suggestion, if carried out, would keep thousands of lads and men from semi-starvation, and the nation would contribute to the expenses through Imperial proportionate taxation, instead of by insufficient and irregular charity. Able and fit men out of work who neglected to join this local training institute should, as far as possible, be prevented obtaining relief from any parochial or charity fund, and a line would thus be drawn between those willing and those unwilling to work.

(Signed) G. A. BIDDELL.

## APPENDIX CXLIV.

### EXTRACT FROM "QUARTERLY REPORT (JAN. 2ND, 1882) OF THE GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY."

#### RULES FOR THE GOVERNMENT OF THE GLASS BOTTLE MAKERS OF YORKSHIRE UNITED TRADE PROTECTION SOCIETY.

The following is a Reprint of the Rules adopted by the Delegate Meeting held on the Seventh day of January 1865. The notes annexed are by the Central Secretary,

#### RULE 1.

##### 1. Title of the Society.

1. That this Society be called "THE GLASS BOTTLE MAKERS' UNITED TRADE PROTECTION SOCIETY OF YORKSHIRE."

#### RULE 2.

##### 1. Preamble. Members' Compact.

1. That we, the Glass Bottle Makers of Yorkshire, who, by our respective agents, shall sign and execute

these presents, being deeply convinced of the fact that man is formed by nature a moral, intellectual and social being, and that the Sovereign Ruler of the Universe has evidently so organised and so circumstanced him in life as necessarily to impel him to seek for the society and fellowship of his brethren, and the mutual aid, sympathy, and protection of each other, so that he may be enabled to accomplish collectively that which it is impossible for him to effect individually; that our object therefore be, through concentrated and united effort, to assist and protect each other; to defend and maintain the rights of our labour against the encroaching power of capital; to oppose injustice and oppression of every kind; and to seek, by all moral and constitutional means, to better our condition and to elevate and raise ourselves to a just and legitimate level in the social scale, to which, as the sole producers of wealth, the working classes have always been entitled to, but of which they have hitherto been deprived through the power and influence of capital, aided by the ignorance of the working classes themselves.

2. Swayed, therefore, by these motives, and clearly perceiving the necessity of united effort, as the only lever upon whose strength and efficiency we can confidently depend, and the only power calculated to raise our order, we individually and collectively agree to form ourselves into an association for the carrying out of the above objects; and also to observe and keep faithfully and singular the articles, rules, orders, and agreements hereinafter mentioned and expressed.

#### RULE 3.

##### 1. *The Object of Associating.*

1. That this Society be established for the advocacy of peaceful combinations among Glass Bottle Makers, for the purpose of improving their social, intellectual, and moral condition, and to protect their masters' property by every means in their power.

#### RULE 4.

##### 1. *Journeyman's Contributions, Funds, and for what purposes to be applied.*

1. That the subscriptions to this Society shall be 1s. per week for journeymen, and apprentices as herein-mentioned, which shall be applied in supporting the trade and maintaining its privileges; in paying the superannuated of the Society, the funeral money to deceased members and their widows, and the unemployed members of the Society, according to rule.

#### RULE 5.

##### 1. *Admission of Apprentices, and their Contributions.* 2. *Penalty for not Entering the Society.*

1. That all the apprentices in the Glass Bottle Trade shall enter the Society at the age of 18 years, providing they are gathering, and pay 6d. per week up to the age of 20; but if they are blowing or making, they shall pay the sum of 1s. per week until they are 21 years of age.

2. If they do not enter the Society before they are 21, they must pay the sum of 5l. or they will not be worked with, and to be six months before they are free.

#### RULE 6.

##### 1. *Division of the Society into Districts; Election of Committees, and their powers; Election of Delegates.* 2. *Delegates' Allowances.* 3. *Members attending Special Meetings.*

1. That this Society be divided into districts, and that each district shall choose their own committee of management, which shall be called in all cases of emergency, and shall control the affairs of the district, choose the district officers, and settle the accounts of the district, once in each quarter; and that each district have power to choose the number of Delegates attending the District Committee and the place of meeting.

2. The Delegates attending all district meetings shall receive the sum of 2s. 6d. each for refreshments, together with railway fares and loss of time (if any).

3. Members attending all special meetings must be free.

The last part of clause 1 in this rule, printed in italics, was rescinded by the Delegate Meeting held February 2nd, 1867, and a resolution was then adopted, which is to be found on page 216 of this Report.

#### RULE 7.

##### 1. *Banking surplus cash; Number of Trustees; Election of Trustees.* 2. *Removal of Trustees.*

1. That the surplus money of each district be deposited in the bank, in the names of three Trustees chosen at the first quarterly meeting of the district.

2. Any of the Trustees may be removed by a majority at a full meeting of the district.

"First quarterly meeting" in clause 1 of this rule, was the first quarterly meeting which was held after these rules were adopted.

#### RULE 8.

##### 1. *Election of Central Secretary, his duties; for neglecting his duties to be removed.*

1. That there be a Central Secretary, who shall be elected by the district committees, whose duty shall be to conduct the correspondence, enter all moneys received on behalf of the Society, take down and insert in a book all minutes and resolutions; and should he wilfully neglect any part of his duties, the district com-

mittees, shall, and are hereby empowered to, discharge him and appoint another in his place.

"District Committees, in this rule, means the "Delegate Meeting."

#### RULE 9.

##### 1. *Members being discharged for being connected with the Society's affairs; and duty of the men in the Factories.*

1. That should any member of this Society lose his situation by being in any way connected with the affairs of the Society, he shall receive his wages; and in every case of this description, the men of the factory he worked in shall form themselves into a committee, go to their employers, and do all in their power to get the man to his work again.

#### RULE 10.

##### 1. *Superannuated Allowance.* 2. *Doctor's Certificates, and mode of obtaining them.*

1. That should any member of this Society become incapacitated from following his employment by accident, age, or any other infirmity, he shall receive the sum of 3s. per week, provided he has been a free member for three years; 5s., if he has been free for five years, which he shall continue to receive as long as he lives.

2. He shall produce not less than three doctors' certificates in proof of his infirmity, which must be obtained in company with one or more members of the Society.

#### RULE 11.

##### 1. *Out-of-work Benefit, members being discharged when in arrears not to receive this benefit.*

1. That no slack pay be given unless in case of the laying-in of a house or hole; but should any member who is in arrears receive notice to leave his employment, he shall be allowed to pay up his arrears, but not to receive slack benefit.

#### RULE 12.

##### 1. *Funeral Benefit for a member, his wife or widow; Widows' Contributions; Children's Benefit.*

1. That at the death of a free member of this Society, the sum of 10l. shall be paid to his wife, or nearest relative, to defray the expenses of his interment; and the sum of 7l. shall be paid at the death of a member's wife or widow; the widow to pay 1s. per annum as an acknowledgment, to keep her in benefit of the funeral gift, such to be paid in advance; she shall also be entitled to receive the death money for her children so long as she remains the widow of her late husband; 1l. shall be paid for a child from being registered and up to seven years old, and 2l. above seven and up to fourteen years old.

#### RULE 13.

##### 1. *Amount of Travelling Benefit fixed by the Delegate Meeting; Members eligible to receive cards; and number of cards to be granted.*

1. That the amount of relief to tramps shall be regulated by the Delegate Meeting, according to the number of shops working in each district; no member who is not clear on the Society's books shall be entitled to receive a card, and not more than one card shall be granted in six months.

This rule has reference to members of our own Society travelling through Yorkshire, and not to members of the Glass Bottle Makers of Lancashire Trade Protection Society.

#### RULE 14.

##### 1. *Members dying, who have no relatives, to be interred by the Society; amount of expenditure allowed.*

1. That should any member who is clear on the books of this Society die, and he having no wife or near relatives, the Society shall take upon themselves to inter the deceased brother in a respectable manner, but not to go beyond the sum of 10l.

#### RULE 15.

##### 1. *Members exposing the Society's proceedings to be summoned, and amount of Fines to be inflicted.*

1. That any member of this Society exposing the proceedings of any meeting, he shall be summoned before the committee; and if the case be proved against,

him he shall be fined not less than the sum of 1s. 6d. for the first offence, 2s. 6d. for the second, and suspension from all benefits for three months, for the third.

#### RULE 16.

1. *Members' Clearances; Clearances to be produced before commencing work; Clearances to be forwarded to the District Secretary. No Clearances to be granted to members who leave their employment improperly.*

1. That any member leaving a district shall have a certificate that he is a clear member, and he shall produce the same to the Secretary of the factory to which he is removing, before he commences work, and the factory Secretary shall send the same to the district Secretary; but no Secretary shall be allowed to give any man a clearance without he has given and served a proper week's notice, except the master and he mutually agree that he shall leave there and then.

#### RULE 17.

##### 1. *Balance Sheets and Reports.*

1. That the Balance Sheets be published quarterly, with the Reports of the Society, and copies to be sent to each district.

This rule was rescinded by the Delegate Meeting held June 24, 1865, and a resolution has been adopted which will be found on page 221 of this Report.

#### RULE 18.

1. *Members not allowed to work for less than the regular rate of wages.*

1. That should any member come to work in any bottle manufactory in any district for less wages than the regular wages paid in the district for the branch at which he works, the men at that place shall object to work with the man to the master or masters of the firm where the case transpires, and endeavour all in their power to put a stop to it.

#### RULE 19.

1. *Trustees and other officers leaving their situations not to leave their districts before delivering up all property belonging to the Society.*

1. That should any member of this Society, acting as Trustee, or holding any other office, be compelled to leave his situation by any unforeseen circumstance, he shall not leave his district until he has signed his name to a paper, signifying that he has given up his office as a Trustee, or delivered up any other property belonging to the Society, when another Trustee or officer shall be elected in his stead.

#### RULE 20.

1. *Collectors, and their duties; Fines for neglecting them.*

1. That the factory Secretary shall keep correct accounts of what each member pays in the place to which he belongs, and furnish a report of the same once in each month to the District Secretary; and he shall take note of every man that comes to or leaves the factory, so that correct lists may be kept and published every quarter in the balance sheets, and neglecting to do so shall be fined 3d.

"Quarterly Reports" must be understood by the words "balance sheets" in this rule.

#### RULE 21.

1. *Quarterly Meetings; Penalties for arrears; Members in arrears not to be allowed to work.*

1. That the quarter night be held every twelfth week, and should any member allow his contributions to exceed twelve weeks, he shall be fined 6d., and be out of benefit for one month; but if he does not pay up the amount due in the first week in the next quarter, he is not to be worked with on the Monday following.

This rule was rescinded by the Delegate Meeting held September 23rd, 1865, and a resolution was then adopted which is on the 214th page.

#### RULE 22.

1. *Members leaving their employment to give a week's notice, and no employer to discharge a man without giving him a week's notice; Members to demand their wages in case accidents arise while serving their notices.*

1. That no member shall be allowed to leave a place of work without giving one week's notice to his em-

ployers, except a mutual agreement is made for him to leave there and then, and no master or masters shall be allowed to discharge a member without giving him a legal week's notice; but should anything occur during the time he is serving his notice, such as broken pots, or any other accident connected with the trade, he shall in such cases demand his wages up to the time of his leaving.

#### RULE 23.

1. *Power of Delegate Meeting to fix the amount of Donation Benefit, and to put on Levies.*

1. It shall be in the power of the Society in meeting assembled, to alter the amount of the gift to the unemployed, according to the state of the funds, and also to lay a levy on each member, providing the contributions will not meet the expenses.

The "Delegate Meeting" is to be understood by the words "the Society in meeting assembled," in the first line of this rule.

#### RULE 24.

##### 1. *Widows' Benefit.*

1. That at the death of a member, a levy of 1s. shall be paid by each member, and shall be given to the deceased member's widow, providing she remains his widow twelve months, besides the funeral gift.

This rule was rescinded by the Delegate Meeting held on the 18th August, 1866, and a resolution was adopted in its stead, a copy of which appears on page 216 of this Report.

#### RULE 25.

1. *Election of Committee, Eligibility of Committee Men, their allowance, and fine for non-attendance.*

1. A committee shall be chosen every six months, who are clear on the books, and they shall be allowed the sum of 6d. each at every meeting they shall attend, from the funds of the Society; but should any of them when called upon to attend a committee meeting, fail to be there within half an hour of the time stated, he shall be fined 6d., unless he provides a satisfactory substitute or sends a sufficient apology.

#### RULE 26.

1. *Unemployed members being called to work spare journeys, and forfeiture of benefit for refusing to work.*

1. That if any unemployed member who is on the funds of the Society, be called to assist in any house, he must go and work at his own branch, providing he is in good health, or lose a week's pay.

This rule has been altered by a vote of the members. The last clause must read as follows:—"or lose a month's pay." (See page 220.)

#### RULE 27.

1. *Glass Bottle Makers from other counties commencing work in Yorkshire. Entrance fee, and time allowed for paying it. Power of Committee.*

1. That any Glass Bottle Maker who comes from any other county to work in Yorkshire, not being a member of the existing Societies, must pay the sum of 1l. as entrance money, to be paid in four weeks, and be six months before he is free. If he be a free member, it shall then be decided by the committee of management on what terms he is accepted.

The conditions on which members of the Glass Bottle Makers of Lancashire Trade Protection Society are now admitted into this Society are stated in the 11th clause of the Agreement between the two Societies. (See page 225.)

#### RULE 28.

1. *Members being discharged for misconduct, or leaving their employment, to forfeit benefit.*

1. Any member losing his situation from drinking or misconduct, shall not receive any unemployed allowance, and no member shall leave his employment to go on the funds of the Society, without the consent of the committee of management; should he do so, he shall be suspended as above.

#### RULE 29.

1. *Members being locked out, or being picked at for being connected with Society's affairs to receive wages. Power of the District Committee.*

1. That if any member or members of this Society shall be locked-out for being, or taking a leading part

in any strike or cause in the affairs of this Society, he or they being picked at by their employers, shall receive his wages out of the Society until he gets work. All cases of this description to be decided by the committee of management.

## RULE 30.

1. *Members withholding, embezzling, or misappropriating the Society's money and property, how to be proceeded against.*

1. That if any member of this Society, withhold, embezzle, or appropriate to their own use, any property belonging to this Society, he or they so offending, shall be fined any sum the committee shall deem adequate to the offence, and he or they shall make good any money or property so withheld by the next quarterly meeting, or be proceeded against according to law, and objected to be worked with.

## RULE 31.

1. *Fines for bad conduct in the Club-Room, and fine for not carrying out the President's order.*

1. If any member of this Society shall curse, swear, or give offence to any member during the business of club hours, he shall be fined 6d., and if he comes into the club-room intoxicated, and disturbs the business of the meeting, to be fined 1s. for striking 2s. 6d.; and for fighting in the room, 5s. If one member insult another in the club-room, so as to be the means of breaking one of these articles, he or they shall be fined 6d. each, and if one of them should continue to disturb or prevent the business of this Society, he shall be fined 1s., and if he still continues to commit the like offence, the President shall order two of the members to put him out of the room. Any member refusing to obey the President's order, to be fined 6d.

## RULE 32.

1. *Members leaving Yorkshire and entering other Societies, benefits entitled to, members not entering other Societies, and members withdrawing from the trade.*

1. That any member leaving Yorkshire and being compelled to enter the Society where he goes to, and is six months before he is free, we hold him in benefit for the six months to funeral money; but if there is not any Society where he goes to, he can pay 3s. per quarter (or any sum the Society may hereafter think fit) to any place in Yorkshire most convenient, which shall entitle him to funeral money, and a free entrance into the Society again; but such sum must be paid in advance. Any member wishing to retire from the trade may receive the same benefit.

Free members of our Society are admitted into the Lancashire Society on the same conditions as Lancashire members are accepted by us. (See note annexed to Rule 27.)

## RULE 33.

1. *Exemptions from paying Contributions.*

1. That any member who is unable to work through sickness or accident, pay no contributions; but if he works three journeys in any one week, he shall pay full contributions for such week.

This rule was not rescinded when the 2nd Resolution in the Report of September 4th, 1865, was adopted. That Resolution contains obligations not set forth in this rule.

## RULE 34.

1. *Number of journeys to be worked in a week. 2. Time for commencing and leaving off work. Fine for working contrary to the time agreed upon.*

1. That no house shall be allowed to work more than five journeys in one week.

2. That half-past one o'clock be the time to commence work on Monday morning, and to leave off (provided the number be made) at four o'clock on Saturday afternoon. Anyone breaking this rule to be fined 2s. 6d.

The first part of the second clause in this rule was rescinded by the Delegate Meeting held June 2nd, 1866, and a Resolution was then passed, fixing 3 o'clock as the time to commence work on Monday, a copy of which will be found on page 216. This is the only alteration that has been made in this Rule; that is, to the date of reprint.—August 1869.

## RULE 35.

1. *Election of Auditors.*

1. That two or more persons be appointed annually to audit all accounts.

## RULE 36.

1. *Amount of plus to remain in hand, and fines for exceeding it.*

1. That wherever the overplus is limited, no more than one week's overplus to be kept in hand. The bottle maker to be fined 5s. for the first offence, and 10s. for the second.

## RULE 37.

1. *Number to form a quorum, and decisions binding on the Members.*

1. That in all meetings, whether ordinary or special, seven shall form a quorum; and all parties must submit to their decision.

## RULE 38.

1. *Power of Districts, Indecision of Districts, referring matters to the Delegate Meeting.*

1. That each district shall manage its own affairs, but in all cases of indecision the local Secretary shall refer the same to the Central Secretary, and also the Secretary of each district, so that the subject may be looked into by the whole trade, and their opinion shall go to the next Delegate Meeting, and the decision of such meeting shall be final.

The words in this rule printed in italics were rescinded by a vote of the members, and a resolution was adopted which is dated in the Council minute book, November 16th, 1867, the substance of which appears on pages 90 and 91; that resolution was also rescinded by another vote of the members, and another resolution was adopted which appears on page 220 of this Report.

## RULE 39.

1. *Refusing to preside over meetings, or to accept office, mode of inflicting fines, and duty of President.*

1. That any person refusing to act as chairman when he has been chosen by the meeting, or to hold office in any other capacity, shall either find a substitute or be fined as the meeting shall decide; and that the chairman at all the meetings shall enforce all legal fines; which, if not paid, he shall authorise the Secretary to put it in the arrears.

## RULE 40.

1. *Disputes to be submitted to the members before striking.*

1. That no strike shall be allowed in any district until the matter in dispute is brought before the whole trade.

## RULE 41.

1. *Member's duty in the Club room, fines for neglecting duty, privilege of speaking, and number of times allowed to speak.*

1. Any member wishing to speak must rise and address the Chairman as "worthy Chairman," and the rest of the members as "Brothers," or "fellow workmen," or forfeit one penny; any member attempting to speak before the first has sat down shall forfeit twopenny; the privilege of speaking shall belong to him who first rises, and no member shall be allowed to speak more than twice upon any question, but the proposer shall be allowed to reply.

The words in this rule printed in italics were rescinded by the Delegate Meeting held April 27th, 1867, and a resolution was adopted by the same meeting, a copy of which will be found on page 218 of this Report.

## RULE 42.

1. *Contributions of Youths that are not bound apprentices, and their benefits.*

1. All youths in the Glass Bottle Trade, who are not apprenticed thereto, must pay the same contributions as journeymen, which will entitle them to the same benefits.

## RULE 43.

1. *Members involving themselves, or molesting or intimidating others.*

1. That any person or persons involving himself or themselves in trouble, or molesting or intimidating any

men—either journeymen or apprentices—who are working during a strike, shall not be legally or otherwise defended therein by moneys from the funds of the Society.

**RULE 44.**

1. *Members alleging charges against others, or upbraiding them, and fine relating thereto.* 2. *Sending charges into other Districts improperly; Fines, and how to be applied.*

1. Any member bringing a charge against another member which he cannot prove to the satisfaction of a meeting, or upbraiding another with respect to his conduct on Society matters, so as to cause a quarrel, *the same to be brought before a full meeting, and its decision to be final, the fine not to exceed five shillings.*

2. No report of misconduct or any other charge which may be brought against a member or members, shall be sent to other districts until the question has been fully investigated and a clear case made out against him or them; any Secretary sending a report under any other circumstances to be fined five shillings, to go to the funds.

The words italicised in the first clause of this rule have not been rescinded, but the custom of the Society has been for the Delegate Meeting to hear appeals ever since these rules were adopted. The Executive Council has also heard appeals ever since it was established in 1865.

[An Appeal Committee has been established since October 1869.]

**RULE 45.**

1. *Members changing from one Pot to another.*

1. That no member shall be allowed to work out of another man's pot, either to make up his number or to make overplus, unless that pot be standing for want of hands or other unavoidable circumstances.

**RULE 46.**

1. *Collectors, and mode of appointing them, term of holding office, fine for refusing to stand; their salaries, and forfeiture of salaries for non-performance of duty. Exemptions from serving office.*

1. That a contribution book be provided for each shop, and it shall be compulsory for every journeyman therein (from the bottle-maker downwards), to take it round in his turn and collect the money: such office to be held for six months, and for refusing to serve the same to be fined 1s. If the rules connected therewith are strictly observed, he shall receive 1s. 6d. per quarter for his trouble, but if not, this allowance shall be forfeited. Members holding any other office are exempt from taking round the book.

**RULE 47.**

1. *Members not acting in accordance with the Society's Rules and Regulations, or, proposing the breaking up of the Society to forfeit all they have paid.*

1. That all members who do not act in all things agreeable to these rules and regulations, or who wish for a division to take place in the said Society, he or they so intimating the breaking up of this Society shall not receive one farthing of what he has paid.

**RULE 48.**

1. *The Society not to be wound up while three members are connected with it.*

1. That it is mutually agreed by the members of this Society, that so long as three members are agreeable to act according to these rules and regulations, it shall not be broken up.

**RULE 49.**

1. *Rules to be presented to the members gratuitously.*

1. That every member be presented with a copy of these rules gratis.

[In a letter dated September 2nd 1893, Mr. Greenwood regretted that he was unable to send a copy of the revised rules since "the work of collation is in progress." However, he enclosed the following observations on the more important changes made in the above Rules since 1882:—

"Changes in Rules of Glass Bottle Makers of Yorkshire United Trade Protection Society.

Rule 6.—Delegates.

The number of delegates are appointed in proportion to the members, viz., one delegate for every 50 members. Delegates' allowance 4s. per day.

Rule 7.—Addition thereto, viz.,

General Fund Banking Account adopted. Deposits made of sums of 1,000l., in the names of five trustees for every deposit. Trustees selected from the various districts in proportion to the number of members. Moneys invested in banks and corporations.

Rule 10.—Members to be 45 years of age before receiving superannuation.

Scale of benefit:—

15 years consecutive membership, 3s. per week.

20 years consecutive membership, 4s. per week.

25 years consecutive membership, 5s. per week.

Rule 12.—Funeral Benefit.

8l. for a member, 5l. for a wife or widow. Children's benefit abolished.

Rule 13.—Tramping.

Benefit abolished. Free cards still granted to prove membership per Rule 16.

Rule 21.—Quarterly Meetings.

The Quarter Day every 13 weeks, instead of 12 as formerly.

Rule 24.—Widows' Benefit:

12l. paid to members' widows, instead of a collection by 1s. levy.

Rule 27.—Workmen coming from other counties:

No exception to Lancashire. Agreement abolished for free acceptance of others' members.

Rule 34.—Time for commencing to make bottles on Monday is now 3 a.m. This is explained in note annexed to said rule.

Rule 35.—Auditors:

The Central Secretary audits the accounts of all the branches quarterly.

Rule 36.—Overplus:

This rule is abolished."—G.D.]

## APPENDIX CXLV.

EXTRACT FROM "THE FOURTH REPORT OF THE INTERNATIONAL UNION OF GLASSWORKERS, 1892.

RULES OF THE INTERNATIONAL UNION OF GLASSWORKERS.

REVISED AT THE CONGRESS HELD IN LONDON, JULY 5-9, 1892.

**RULE 1.—TITLE OF UNION.**

1. The International Union of Glassworkers.

**RULE 2.—OBJECTS AND PRINCIPLES.**

(1.) *Principles, Duties, Rights, and conduct of members.*  
(2.) *Objects: Fraternal Bond, Disseminating Information.* (3.) *Pecuniary assistance Voluntary.* (4.) *Organizations to be informed of trade movements.*

1.—The Union shall acknowledge no rights without duties, no duties without rights, and all members

admitted shall acknowledge truth and justice as the basis of their conduct towards each other, and shall have equal rights, without regard to political or religious creed or nationality.

2.—To unite in a fraternal bond the Glass-workers in the United Kingdom of Great Britain and Ireland with the Foreign Glass-workers of all countries, and to afford a medium of information and assistance for their common interests.

3.—All pecuniary assistance to be rendered by the Societies forming the Union shall be voluntary, and be left to the discretion and circumstances of the respective Societies. No levy shall be imposed upon any Society.

4.—To form an International Agency between the different national and local organizations, so that the workers in one country may be constantly informed of the movements of their fellow-workers in every other

and that the questions of general interest mooted in one Society may be ventilated by all.

#### RULE 3.—ADMISSION AND MEMBERSHIP.

- (1.) *Applications to be decided by Council.* (2.) *Rate of Contributions and when due.* (3.) *Suspension for non-payment.*

1.—Applications for admission into the Union by organized Societies shall be decided by the Council. Individuals in the United Kingdom shall not be admitted into the Union, but individual foreign glass-workers shall be admitted, provided they prove they had been prevented by law, or through tyranny and oppression of employers from forming an organization.

2.—Societies or individuals joining the Union shall pay into the Central Fund 6d. per member per annum, and that the contribution be paid on the average number of working-journeymen members. Contributions shall be due on June 1st, every year, in advance.

3.—The contributions to be paid on the first of June each year. And any Society not having paid its contributions before the 1st of September each year shall be suspended until the contributions are paid.

[N.B. If contributions be not paid previous to the Annual Congress being held delegates are not eligible to attend Congress.]

#### RULE 4.—THE COUNCIL, ITS DUTIES AND POWERS.

- (1.) *Quorum. How elected. Election of Officers. Commencing Duties.* (2.) *Bureau of Correspondence. Collection of Trade statistics. Supervision of Publications.* (3.) *Council's duties and Meetings.* (4.) *Council to advise, not to censure. Grievances, how to deal with.* (5.) *Suspension of Societies. Cases to be reported.* (6.) *Council to organize Congress.*

1. The Council shall consist of seven members, four to form a quorum, and shall be elected annually by the Society, chosen as the seat of government, and shall, from its own members, elect the officers necessary for the transaction of its business. It shall commence duties the first Monday in August.

[N.B.—It is understood by this section, though not expressed that the Congress shall decide where the Council shall be.]

2.—The Council shall form a bureau of correspondence, and be charged with the collection and collation of statistics bearing on the condition of the trade, and shall supervise the publication of all documents issued in the name of the Union.

3.—The duties of the Council shall be to carry out the resolutions of the annual and special Congresses, and superintend the affairs of the International Union generally, and shall meet together according to requirement.

4.—The Council shall give advice in all cases submitted to it by any affiliated Society, but shall not be allowed to pass any censure upon any Society or its officials under any circumstances whatever, and any grievance referred to it which it may not be instrumental in effecting a satisfactory or amicable settlement of shall be referred to the next annual or special Congress.

5.—In the event of any Society not conforming to the Rules of the Union the Council shall have power to suspend the same till the next Congress, but all cases of suspension shall be at once communicated to all the Societies in the Union.

6.—The Council shall be charged with the organization of the General Congress, and shall submit a programme of the same to all affiliated societies, at least two months previous to the Annual Congress.

#### RULE 5.—PRESIDENT'S DUTIES.

- (1.) *Duties: To sign cheques and minutes, and enforce the Rules.* (2.) *Eligible to move resolutions and vote.*

1.—The President shall preside over all Council meetings, and shall sign all minutes and countersign all cheques on the Treasurer and see that the Rules of the International Union are duly enforced.

2.—He shall move or second resolutions, and shall have a vote on all questions required to be voted on, and in the event of a tie, shall have a casting vote in addition.

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#### RULE 6.—SECRETARY'S DUTIES.

- (1.) *To attend Meetings. Record Minutes. Conduct Correspondence. Keep Accounts. Convene Meetings and prepare Balance Sheet.* (2.) *Move Resolutions and Vote.* (3.) *Attend Annual Congress, expenses defrayed, to be a Delegate and have a Vote.*

1.—The Secretary shall attend all meetings, keep correct minutes of the same, conduct all correspondence appertaining to his office, which shall be laid before the Council; keep an accurate account of all monetary transactions, and shall call all meetings by circular, specifying therein the nature of the business to be considered, and prepare the annual financial statement showing the general heads of the expenditure, and the amount of balance and where invested.

2.—The Secretary shall be allowed to move or second resolutions, and shall have a vote on all questions required to be voted on.

3.—That the Secretary attend the Annual Congress; that his expenses be defrayed by the International Union; that he be an independent delegate or representative of the Union; that he has a voice and a vote in the Congress and his vote in all divisions count one.

#### RULE 7.—TREASURER'S DUTIES.

- (1.) *To receive and pay moneys.* (2.) *Keep account of same, and produce balance. Not to have money in hand.*

1.—The duties of the Treasurer shall be to receive all moneys payable to the Union, and shall disburse them as the Rules direct, upon the order of the Council, signed by the President and Secretary.

2.—He shall keep a correct account of all his transactions, and give a statement of the same at any time when called upon to do so by the Council, and produce the balance due. He shall not be allowed to hold more than 2l. in hand at any time.

#### RULE 8.—TRUSTEES AND BANKING MONEY.

- (1.) *Moneys to be banked in Trustees' names. Orders to be signed by President and Secretary.* (2.) *Accounts to be paid by cheque.*

1.—That all moneys above 2l. belonging to the Union shall be paid into bank in the name of the Union and in the names of two Trustees, and no moneys shall be withdrawn from the bank unless the order be signed by the President and Secretary.

2.—No accounts shall be paid for sums above 2l. except by cheque.

#### RULE 9.—AUDITORS' DUTIES.

- (1.) *Congress to appoint Auditors. They shall certify accounts correct, report to Congress.* (2.) *Accounts to be audited every half-year for Council.*

1.—That two Auditors (members of the Conference) shall be appointed by the Annual Conference, who shall audit the Annual Financial Statement of Accounts, and certify as to its correctness, and report the manner in which they found the Accounts.

N.B.—The Council to appoint its own Auditors.

#### RULE 10.—ANNUAL CONGRESS: DELEGATES AND VOTES.

- (1.) *Congress to be held in July.* (2.) *Delegates' expenses.* (3.) *Proportion of Delegates.* (4.) *Delegates' votes. Eligibility of Delegates.*

1.—That the Annual Congress be held on the first Monday in July, each year for the transaction of the general business of the Union.

2.—That Societies elect their own delegates and defray their expenses.

3.—Societies numbering less than 100 members may unite with other Societies for the appointment of a Delegate; or send a Delegate from their own Society. Societies consisting of more than 100 members may send an additional Delegate for every additional 200 members.

4.—Societies numbering less than 100 members to have 1 vote.

Societies numbering more than 100 and less than 150 to have 2 votes.

Societies numbering more than 150 and less than 250 to have 3 votes.

(An additional vote for every 100 members.)

5.—Only delegates of Societies that shall have paid the annual contributions to the Central Fund shall be allowed to take their seats and vote at the Congress,



But in countries where the regular establishment of a Union may have been prevented by law, or through the tyranny of employers, individual members shall be allowed to participate in debate on questions of principle and proposals, but not to vote.

6.—That all business for the Annual Congress, be sent to the Council not later than three months before the Congress takes place, in order to enter the same on the programme. One month, at latest, before the meeting of the Annual Congress, every Society shall transmit to the Council a report of its proceedings, since the previous annual Congress, together with any matter which they may desire to bring before the Annual Congress. The Council shall condense the reports into a general Report, which shall be read at the Congress.

#### RULE 11.—SPECIAL CONGRESSES AND DELEGATIONS.

(1.) *Convening Special Congress. Societies to decide whether Congress shall be held.* (2.) *Societies appointing Delegates, and voting power.* (3.) *Societies requiring deputations to pay expenses.* (4.) *Grievances to be referred to Congress.*

1.—Applications for a Special Congress shall be made to the Council, and shall be referred to all the Societies, and if a majority are in favour of a Congress being held, the Council shall convene and arrange for it to be held within a month from receiving the returns.

2.—That in the event of a Special Congress being held, the number of delegates be left with the Societies, who shall have the same voting power as expressed in Rule 10, Secs. III. and IV.

3.—In the event of any District requiring the services or personal attendance of the Secretary or any member of the Council to visit its District, the District so requiring to pay the expenses of the same.

4.—That in the event of any grievances arising between any of the affiliated Societies and being referred to a Congress, the same shall be considered, and the delegates have power to decide.

#### RULE 12.—SUSPENSION OF SOCIETIES: SUPPLYING REPORTS, COLLECTION OF STATISTICS, AND PUBLISHING REPORTS.

(1.) *Not conforming to Rule to be suspended. Cases of suspension to be reported.* (2.) *Societies to supply Financial Statements.* (3.) *Abstract returns to be published yearly.* (4.) *Reports to be issued in proportion to Members.*

1.—In the event of any Society not conforming to the Rules of the Union, the Council shall have power to suspend the same till the next Congress, but all cases of suspension shall be at once communicated to all the Societies in the Union.

2.—All Societies connected with the Union shall forward to the Council copies of all Financial State-

ments, i.e., reports issued to their members which shall become the property of the Union.

"That Schedules be sent out for the collection of Statistics showing the number of furnaces working, the number standing, number of holes working, number of men employed, number of apprentices, Rates of Wages and overwork for both men and boys, number of hours worked per day and journeys per week, wages paid weekly or otherwise, number of members in the Society—journeymen and apprentices, including youths not bound, amount of Society's funds, and general observations."

4.—That reports be published and distributed in proportion to the number of members in the Union, and be charged for in addition to the annual contribution.

#### RULE 13.—LOCK-OUTS OR STRIKES.

That in the event of a Lock-out or Strike taking place in any country, information shall be sent to all the Societies through the Council.

#### RULE 14.—MIGRATION OF MEMBERS.

That no member shall change from one country to another without the sanction of the members in the respective countries. In the event of any changes taking place the Council shall be informed forthwith, and the circumstances stated.

#### RULE 15.—ALTERATION OF RULES.

No alteration shall be made in these Rules, except by the Annual Congress, the proposed change or revision to be submitted to all the Societies, at least three months previous to the Congress being held.

#### RULE 16.—WITHDRAWAL FROM THE UNION.

That no Society withdraw from the Union until the Annual contribution shall have been paid for the current year.

#### RULE 17.—FORM OF DECLARATION OF ADHESION TO THE UNION.

This Society hereby declares itself desirous of joining the International Union of Glass-Workers and pledges itself, if admitted, to obey the Rules, and to co-operate with fellow-workers to attain the objects of the Union.

These Rules to come into operation July, 1892.

A. GREENWOOD, *Secretary.*

JAMES HUNTER, *President.*

London, July, 1892.

## APPENDIX CXLVI.

(a) SUPPLEMENTARY EVIDENCE RELATING TO DOMESTIC SERVANTS, TOGETHER WITH (b) COPY OF RESOLUTION PASSED (JULY 2ND, 1893) AT A (c) MASS MEETING OF SERVANTS IN HYDE PARK, AND EXTRACT FROM THE "PALL MALL GAZETTE," UPON "SERVANTS' DORMITORIES."

(a.)

The London and Provincial Domestic Servants' Union,  
97, Adrian Terrace, Redcliffe Square, S.W..  
June 30, 1893.

SIR,

The Committee of the above Union are most anxious to lay before the Royal Commission further evidence on the unnecessary hardships domestic servants are at present called upon to endure, and greatly appreciate your kind promise to lay any more evidence they may have before the Royal Commissioners.

The Committee are fully aware of the evidence already given, and were intending to supplement it before the Lady Assistant Commissioners, as this Committee feel and believe the former evidence was of a too conversational nature which did not leave their "most serious grievances" clearly defined, as affecting the main body of domestic servants, and they now put them as briefly as possible under four headings in their order of importance.

- A. The character question.
- B. Registry offices.
- C. Excessive hours of labour and confinement.
- D. Sleeping accommodations.

#### EVIDENCE AND SUGGESTIONS.

A.

The Committee wishes most strongly to point out the present unjust state of the law to allow employers to withhold the characters of their past servants under the most paltry excuses, the latter having no power to demand their characters or reasons for refusal, this being one of the most cruel hardships in a servant's life. Such cases are occurring daily. Quite recently E. entered Lady L.'s service with three years personal character, stayed 16 months. Character withheld for no real fault. E. applied to previous mistress who readily repeated her character. The loss of time, money, and anxiety to E. was considerable. Another case, K., an upper housemaid, entered Lady H.'s service, with one year's personal character; stayed with Lady H. one



year; this character was also withheld. K. had to apply to previous mistress, who gladly repeated her character.

Did the law give us power, both of the employers mentioned above would have been called upon to show cause why they withheld those characters. The capital, the all, and the very life of those young, experienced, and honest women are well-known to this Committee. Our characters are everything to us, and we pray for power to legally claim the character we (he or she) may deserve on leaving situations.

## B.

The exorbitant charges of Registry Offices are also a serious question with us. Charges from one shilling to twelve shillings and sixpence, are made for every one situation obtained, this being customary throughout the country.

We desire to see Registry Offices under some kind of official supervision, in the way of an annual tax or licence of not less than ten pounds (10*l.*) per annum, with fixed standards of legal charges to all applicants for employment.

## C.

The long hours of labour and confinement, society demands from domestic servants, have considerably increased through employers generally forcing an equal amount of labour out of a considerably reduced staff of servants.

This Committee urges the necessity of some portion of the seven days per week being enforced by law, and no longer left exclusively in the hands of our employers. We do not ask for eight hours per day, but urge that 16 and 18 hours per day including Sundays, is excessive and unnecessary.

## D.

The notoriously bad sleeping accommodations in the basement of London houses needs no corroboration from this Committee, who would gladly invite an immediate general inspection of the same by the Local Government Board officials in their respective districts, believing such visits would be of the greatest possible benefit to domestic servants and the public from every point of view.

*Conclusion.*

In conclusion, these are briefly our grievances which we trust will receive the immediate consideration and attention of our Royal Commissioners, and remedied on the lines laid down by our suggestions, believing the two millions (2,000,000) of domestic servants would be ever thankful, including the undersigned Committee of the London and Provincial Domestic Servants' Union.

T. J. SIMMONDS, butler, 86, Lancaster Gate, W.  
KATHLEEN HARBELL, parlourmaid, 36, Earl's Court Square.  
F. M. WELLS, butler, 24, Hyde Park Gardens.

A. H. COOPER, butler, 26, Hyde Park Gardens.  
EDWARD LEE, butler.  
EDWARD JOHN EDWARDS.  
H. SLINKS, butler, 16, Palace Court, W.  
ELIZA RIVERS, housemaid, 20, Grosvenor Street, W.  
EMILY BAKER, cook, 20, Grosvenor Street, W.  
CHARLES KETTERIDGE, butler, 40, Berkeley Square, W.  
EDWIN J. BALDWIN, footman, 45, Charles Street, W.  
T. BLANDFORD, footman, 10, Grosvenor Square, W.  
W. G. STONE, coachman, 47, Mount Row, W.  
JOHN LAURENCE, footman, 24, Norfolk Street, Park Lane, W.  
THOMAS E. BARNES, secretary, 97, Adrian Terrace, Redcliffe Square, S.W.

(b.)

LONDON DOMESTIC SERVANTS' UNION,  
MALE AND FEMALE.

A resolution was passed unanimously at a mass meeting of domestic servants in Hyde Park on Sunday, July 2nd, 1893, of which the following is a correct copy:—

"That this meeting of domestic servants protest against the present character system, as affecting domestic servants, and pledges itself to use its utmost endeavours to make it compulsory by law for all employers to give those servants a character on leaving their employment such as they deserve."

(c.)

## "SERVANTS' DORMITORIES.

TO THE EDITOR OF THE "PALL MALL GAZETTE."

SIR,—Apropos to the insanitary sleeping accommodation accorded to servants, lately reported by Dr. A. Wynter Smith, the following was related by a medical friend, since deceased:—

He was called early one morning to attend a footman, prostrate with pain and unable to move. His bed was in the kitchen under the dresser drawers, in the recess usually occupied by pots and kettles. A butler and another male servant were helping the housekeeper in her efforts to relieve the sufferer, while cook and the maids were busily getting the early cup of tea for the mistress and the young ladies upstairs. All the servants (eight) bore an unmistakeable trace of having just risen from whatever hole or corner they occupied in the house. It was a revelation of domestic arrangements in high life not easily effaced, and what he experienced in that kitchen, close, crowded, with a sick-room atmosphere intensified with the odour of cooking operations, is best imagined.

Yours faithfully,  
A.M.

[A cutting from the "Pall Mall Gazette," which speaks for itself.]

## APPENDIX CXLVII.

## LETTER ENCLOSING A SPECIMEN CHARACTER CERTIFICATE OF DISCHARGE, AND GIVING INFORMATION UPON THE HOURS OF ENTRY BOYS IN WAREHOUSES.

Pembroke Stores, Bournemouth,  
November 14th, 1892.  
DEAR SIR,  
re LABOUR COMMISSION.

We experience a great difficulty in our trade as to references, some time since we had to prosecute and obtained a conviction against a girl, who we engaged from a written reference, and we have a case now under investigation by our local police. For some few months past we have adopted a discharge certificate, similar to the Merchant Shipping Act, but as there is no authority, before whom we can officially discharge a servant, we take them before a Commissioner of Oaths, and declare

the certificate before them, and the holder of the certificate has to sign it before the Commissioner. This costs 1*s.* 6*d.* for each attestation, and we would suggest that a form similar to ours be adopted, and that they be declared before a superintendent of police, say with 1*s.* fee, the superintendent keeping a record of each one he signs. We think this would get over a great difficulty, and we find our staff appreciate it and readily pay the 1*s.* 6*d.* fee to the commissioner when they are discharged. Some years ago we were connected with the Manchester trade in the city, and we found that the entry boys in the large warehouses in St. Paul's Church Yard, Friday Street, Hood Street and round

that part were kept night after night up to 12 and past, to enter up the goods sold during the day. We hear several of the houses now work very late during their seasons. The majority of the entry lads come up fresh from the country, and are placed in desk, generally high up near the ceilings and generally in the basements of the large warehouses. We can assure you these lads want more looking after than some of those who air their grievances before you. We should be

glad to hear that one result of the Commission of which you are Chairman is the legalising of a discharge before some official. Apologising for troubling you,  
We are, dear Sir,  
Yours faithfully,  
CARR GIBBS & SON,  
Leonard Courtney, Esq., M.P.,  
Westminster Hall, S.W.

[Carr Gibbs & Son, proprietors of the Pembroke Hotel, Bournemouth, and at Parkstone.]

**CERTIFICATE OF DISCHARGE.**

**PEMBROKE HOTEL.** No. 16.

**CARR GIBBS & SON,**  
(and at Parkstone). **PEMBROKE STORES,**  
**BOURNEMOUTH.**

Name of Employee.		Age.	Home Address.	
Date of Engagement.	Nature of Employment.	Date of Discharge.	Cause of Discharge.	
Name and Address of Previous Employer.			If Reference given.	

We certify that the above particulars are correct, and that the above-named employee was discharged accordingly, and that the character described on the other side hereof is a true Copy of the Report concerning the said Employee.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 189

\_\_\_\_\_  
Employers.

Declared before me at \_\_\_\_\_

this \_\_\_\_\_ day of \_\_\_\_\_ 189

\_\_\_\_\_  
A Commissioner of Oaths.

NOTE.—Any person who makes, assists in making, or procures to be made any false Certificate or Report of the Service, Qualification, Conduct or Character of any Employee, or who forges, assists in forging, or procures to be forged, or fraudulently altering, or procures to be fraudulently altered any such Certificate or Report, or who fraudulently makes use of any Certificate or Report, or of any Copy of any Certificate or Report which is forged or altered, or does not belong to him or her, shall for each such offence be deemed guilty of a misdemeanour and may be fined or imprisoned.

(The following is printed on the back of the Certificate.)

NOTE.—The Characters are to be inscribed only in the appropriate spaces below. All of these spaces which are not filled in with particulars of Character must be marked over with a Thick Cross in Ink by the Commissioner of Oaths before the Certificate is given out of his possession.

Character for Ability in whatever capacity engaged.	Very Good.	Good.	Declines to Report.
Character for Conduct -	Very Good.	Good.	Declines to Report.

\* \* \* Care is to be taken that the above spaces are crossed through or filled in.

N.B.—Should this Certificate come into the possession of any person to whom it does not belong, it should be handed over to the nearest Superintendent of Police, or transmitted to Messrs. CARR GIBBS & SON, BOURNEMOUTH.

## APPENDIX CXLVIII.

## SUMMARIES OF EVIDENCE OF MESSRS. J. MORRISON, J. TICKLE, T. PERCIVAL, T. BARNES, J. MCLEOD, J. CAMPBELL, AND M. GORDON, RELATING TO THE CHEMICAL INDUSTRY.

## J. MORRISON:—

I have been employed in chemical works over 30 years. I served my apprenticeship at the works of Messrs. Gaskell, Deacon & Co., and during the last 25 years was engaged in the practical management of the works, first as assistant and ultimately as principal manager.

On the formation of the United Alkali Company I was appointed district manager for Widnes and Runcorn.

There are about 20 works in my district, employing over 6,000 hands.

The number employed in 1876 was about 4,000.

I consider the men as a class much healthier and stronger than men employed in some other industries, such as factory operatives.

The following is a copy of a letter written by the present medical officer of health for Widnes, and which was placed before the Noxious Vapours Commission in 1877 (p. 192, Minutes of Evidence):—

"I have been practising in Widnes for over 11 years, and have for some time held the appointment of medical attendant to some of the most important works in the town, including Messrs. Gaskell, Deacon & Co., Messrs. Sullivan & Co., Messrs. W. Pilkington & Son, &c., &c., and I can say from experience that the working men of Widnes are a very strong and healthy body of men, and that they contrast favourably with the working men of other manufacturing towns where I have practised—for instance, Preston.

"In this town the working men suffer very little from tubercular diseases; they are exceptionally free from typhus and typhoid fevers; and I may mention that, about eight or nine years ago, when cholera was raging throughout this country, to the best of my recollection we had not a single case in Widnes. This I attribute, in a great measure, to the disinfecting properties of the atmosphere.

"The chief complaints the working men of our town suffer from are of a dyspeptic nature, and these, in a majority of cases, are induced by over-indulgence, owing, I presume to the high price paid for labour.

Mr. A. E. Fletcher, Chief Inspector of Alkali Works, in his report for 1891, in giving statistics showing the immunity of chemical labourers from the influenza epidemic, says that (page 21):—

"The figures as to the whole certainly show that chemical works are not centres of disease, but rather that they afford some protection from it to those employed there. This belief has for long become prevalent among the managers of chemical works."

The death rate in the works in Widnes is extremely low, varying from 4 to 11 per 1,000 per annum (average of 10 years), viz. :—

	Total.	
Sullivan - - -	10.1	For the last 8 years.
Pilkington - - -	9.5	
Widnes Alkali - - -	Not known	For the last 5 years.
Muspratt - - -	7.5	
Gaskell (Widnes and Ditton).	10.18	
Hutchinson (Nos. 1 and 2)	Not known	
Atlas - - -	5.0	
Mort, Liddell - - -	8.5	
Liver - - -	Not known	
Mathieson - - -	5.25	
Holding, Davis - - -	9.0	
Hall & Shaw - - -	10.0	
Suape - - -	Not known	
Runcorn Soap - - -	7.33	
Haslehurst - - -	Not known	
Wigg Bros. - - -	4.0	
Weston - - -	11.06	
Average - - -	8.11	

The death rate in the town of Widnes is much lower than that of surrounding towns.

The average for the ten years 1881-90 is as follows:

Manchester.....	26.6	Blackburn .....	24.8
Preston .....	26.5	Warrington.....	21.9
Liverpool .....	26.3	Widnes.....	20.01

The average hours of labour of process men and wages are as follows:—

	Hours.	Wages.
		s. d.
Vitriol Burner-men - - -	81	38 1
Saltcake-men - - -	71	42 3
Revolver-men - - -	75	40 0
Vat-men - - -	75	36 0
Ash-finishers - - -	70	42 6
Caustic-men - - -	77	39 6
Weidon B. P. Packers - - -	84	51 4
Lime-dressers - - -	62	39 0
Still-men - - -	73	38 0

Per-centage of special process-men about 20%.

The men are not employed during the whole of the time in manual labour. They have in most cases from 25% to 50% of the time in which they can rest and take meals, and, in some works the men go home to their meals.

I have never, in the whole of my experience, heard the men complain of not having time to get their meals.

I consider the evidence given by some of the witnesses, as to conditions of labour, erroneous and misleading.

The number of bleaching powder packers who are obliged to wear muzzles was given by one witness as 6% to 8% of the total men employed.

In the Widnes district there are only 49 packers who have to go inside bleach chambers, out of over 6,000 hands, which is under 1%.

It was stated by one witness that it was red-hot inside bleach chambers during the process of packing.

This is an absurd statement, as we could not make good bleaching powder if the temperature inside a chamber was much over 100° F.

It is not correct to say that sanitation is bad. The works are provided with closets.

The sanitation is extremely good, especially as regards ventilation.

The sheds are large, and in many cases open at the side, and it is due to the large breathing space that I attribute the healthy condition of the men as compared with factory operatives who work in confined rooms.

The breathing space in Gaskell and Deacon's Black Ash Sheds was carefully ascertained some years ago and found to be 18,000 c. ft. per man, and, by calculation, the air was renewed every 10 minutes.

I have recently had the sheds measured in Sullivan's works, and find the breathing space as follows:—

	Cub. ft. per man.
Burner Houses - - -	126,929
Saltcake Sheds - - -	40,588
Still-room - - -	21,910
Black Ash Sheds - - -	23,285
Vat Shed - - -	34,328
B. P. Chambers - - -	7,200

The conditions under which the men labour as regards noxious vapours have considerably improved during the last 20 years.

The working escape of gas is now extremely small compared to what it was formerly, due to better plant and more careful working.

The men can, by careful working, reduce working escapes to a minimum, and I am sure the bulk of the men consider some of the evidence given on this subject exaggerated.

I submit rules (*see next page*) framed in 1882 for observance by Gaskell & Deacon's workmen, with a view of preventing escape, and which were approved by the Board of Trade.

The gases are too valuable to turn into the atmosphere.

As regards the protection of machinery to prevent accidents to men, we have carried out all the instructions recommended by the Factory Inspector, and we always act upon his advice in matters of this kind.

As regards bleach packers, the men consider the muzzle the best thing to wear.

The "Denayrouse" Respirator has been tried and offered to the men free, but they considered it unsuitable.

I consider it a libel on the men to say that 90 per cent. get drunk on pay day, as was stated by a witness.

Many of the men in my district are total abstainers, and the great bulk of the men have decent houses and are respectable citizens.

As regards sick clubs, it is a mistake to say that the men have no voice in the matter.

The clubs in my district are in most cases managed entirely by the men.

The Doctor and Committee of Management are invariably elected by the men, as per copy of rules which I here submit (*see next page*).

The subscription runs from 3d. to 6d. per week, and the benefits are sick allowance, 8s. to 10s. per week; and funeral allowance, 4l. to 10l. per member.

Any balance at the end of the year is divided amongst the men. The dividend for the last 10 years, averages over 11s. per full member.

I annex table (*see Appendix 98, p. 661, of this Volume*) showing the amount of dividend and arrangements as regards management of clubs in the Widnes district.

In many of the works we have a number of old hands over 60 years of age. In one of our oldest Works 4.3 per cent. of the men average 69.2 years of age.

#### RULES OF GASKELL, DEACON, AND CO.'S WORKMEN'S MUTUAL BENEFIT SOCIETY.

is to be distinctly understood that every person employed by the firm, on these premises, is required to subscribe to the Mutual Benefit Society connected therewith, the rules and regulations of which are as follow, viz. :—

1.—The Society shall consist of persons in Gaskell, Deacon, & Co.'s employment only, and no person shall be admitted as a member of the Society until he has been properly examined, and duly reported eligible by the Society's surgeon.

2.—The Society shall be governed by a General Committee, consisting of nine or more members of the Society, who shall be elected in the following manner on the 24th of December in every year, or if that day be Sunday, then on the day previous. The Society shall divide itself into suitable departments consisting of not more than 60 and not less than 40, but as near as may be 50, members who shall meet and, after appointing a Chairman, shall elect, by ballot or otherwise, a member of the Society who will consent to act as their representative on the General Committee. The chairman shall forthwith report to the secretary, and the secretary shall forthwith publish on the notice-board, the name of the person so elected. If any vacancy occur, a successor shall be elected in a similar manner. Each member of the Society shall vote only in that department to which he belongs.

3.—The General Committee shall annually, and when vacancies occur, elect a President, Secretary, and Treasurer, who shall be ex-officio members of the Committee. Five shall be a quorum; and all acts of the majority of the Committee present at any meeting of it, called pursuant to notice by the president, secretary, treasurer, or any three or more members of the Committee, shall be deemed and taken to be acts of the whole Committee.

4.—General meetings of the Society may be called by either the president, secretary, or treasurer, or any three or more members of the Committee. Any other meetings than those before named, shall be called only by the Committee, who shall have sole power of making bye-laws not being inconsistent with these rules, of enforcing fines, and whose duty it shall be to enforce the rules and bye-laws, and to see that all officers of the Society perform their respective duties; and who shall also have power of deciding finally upon all matters of dispute between the members and the Society, or its officers.

5.—The Secretary, at the opening of the meetings of the officers on business, shall call over the names and note the attendance, and report the absentees to the president, and in all cases keep correct minutes of the proceedings of the Society. He shall receive the notices of the sick members, give in exchange orders to the surgeon, receive, date, and initial all surgeons' certificates, direct the stewards to visit them, and give all orders to the treasurer for the payment of any money. He shall receive a salary at the rate of 20s. per year. Should the Committee at any time request him to give up his office, he shall at once hand over to them all the books, &c., in his possession belonging to the Society, and they shall forthwith appoint his successor.

6.—The Treasurer shall have the keeping of all money belonging to the Society which will be handed over to him by the pay clerk weekly, shall pay all money to the order of the secretary, and shall keep a correct cash account. Should the Committee at any time request him to give up his office, the money and any books, &c., in his possession belonging to the Society, shall at once be handed over to them, and they shall forthwith appoint his successor.

7.—The Stewards shall be nominated and appointed by the Committee monthly; they shall be careful to prevent any imposition on the society; one or more shall visit each sick member at least once a week; they shall enquire carefully into all such cases, and shall pay the money due to them weekly, during their sickness, and shall receive a salary, the amount of which shall be fixed from time to time by the Committee.

8.—A duly qualified Medical Practitioner (herein called the surgeon) shall attend all sick and maimed persons (members of this Society;) shall fill in and sign all necessary certificates, and provide members, whilst under treatment, with all necessary and proper medical and surgical attendance, requisites, and appliances, except that the patients shall supply their own bottles or vessels to hold the medicine, and shall fetch the same, and shall call on the surgeon for examination and advice when able, and he so requires; and he shall be paid by the society for every person being or becoming a member of this Society at the rate of 3s. 6d. per annum, for so long as such person continues a member thereof; such payments to be made quarterly. A surgeon's engagement may be terminated by one month's notice in writing from either side. If any vacancy should occur, the Committee shall forthwith appoint a duly qualified successor.

9.—The Contribution to the Society shall be 4d. per week for each person receiving 14s. per week or upwards, and 2½d. per week for each person not receiving 14s. per week as wages, unless agreed with the Committee as under rule 11; and every member shall pay four weeks' contribution to the Society before he be entitled to the benefit for sickness; but should an accident befall him at his work during that time, he shall be entitled to benefit at once; and every member shall be entitled to receive medical and surgical aid from the time of entering the society.

10.—The Funeral Money shall be raised on each occasion by a separate general levy throughout the whole of the Society, in proportion to their weekly contributions, and as shall be determined by the Committee; and all contributions, levies, and fines shall be deducted regularly on pay-days by the works' pay-clerk, from all hands.

11.—Each member when requiring Medical or Surgical Aid shall obtain a certificate of membership from the secretary, which certificate shall entitle him to medical attendance and medicine, &c.; if unable to follow his employment, he shall procure a certificate each week of his sickness or incapacity from the surgeon, or from any other duly qualified medical practitioner; which certificate shall be delivered to the secretary, after which he shall receive at the rate of 8s. per week for each week during the first six months; and afterwards, 4s. per week for other six months. And should his sickness still continue, a meeting of the Committee shall be called to decide if he shall receive any, and what further allowance. Persons not receiving 14s. per week as wages, shall receive one-half the above sums, for and during the same times. Provided, always, that with the consent of the Committee, any member may pay an increased contribution, and receive increased benefit, as he and they shall agree, so long as he proves to their satisfaction that he is not in any other sick benefit club or society, and the benefit he is to receive from this Society does not exceed 12s. per week; but every sick member shall be off work three days before he is entitled to receive any allowance; and afterwards he shall be paid for each day's sickness from the date of the delivery of the surgeon's certificate to the secretary. He may at any time, with the consent of the stewards, try to resume his work for not exceeding three days, and if unable to continue thereat, shall not prejudice his claim to benefit.

12.—The Funeral Money to be paid in case of death shall be—

	£
For a Member paying 4d. per week or more	8
For such Member's wife	5
For a Member paying less than 4d. per week	4
For a Single Member's Widowed Mother } living with or supported by the Member }	5

13.—If any member receiving benefit from the Society shall transact any business on his own account for profit, or shall refuse to see or give information to the Stewards respecting the state of his health or nature of his employment, or the cause and nature of his infirmity, or shall be found going in or on the premises of any public house, or visit any place of public amusement, or be absent from his usual place of abode later in the evening than six o'clock during the winter, and eight o'clock during the summer, namely from the 25th of March to the 25th September, or earlier in the morning than six o'clock, or shall leave his usual abode during the daytime without leaving information where, and for what purpose he is gone, or by any wilful act or neglect delay his recovery to health, he shall be suspended from receiving any further benefit until the case shall be laid before the Committee, whose decision, after enquiry, shall be final.

14.—If the sickness, lameness, or other misfortune of any member be in the opinion of the Committee or surgeon caused by intemperance, misconduct, vicious practices, or immoral conduct, he shall not receive any benefit from the Society; and if any charge is made, or suspicion arises, of fraud or imposition upon the society by any member, and upon strict investigation by the stewards, the Committee considers the charge substantiated, he shall repay to the Society all moneys he has received therefrom, together with a fine of five shillings.

15.—Every Officer of the Society duly appointed, shall attend and act at the times and places appointed, or otherwise send a sufficient and satisfactory reason for his absence; and in case of neglecting to do so, he shall on each occasion subject himself to the following fines, viz., president and secretary 6d. each, and the remainder of the Committee 3d. each. And any stewards refusing to accept office, visit the sick, &c., shall be subjected to a fine of 6d. for the first offence, and 1s. for the second and following offences.

16.—On the 24th of December in every year (or if that day be Sunday, then on the day previous), the annual general meeting of the Society shall be held, the Committee and surgeon for the following year shall be elected, bye-laws may be confirmed, new laws may be made, or old laws varied or repealed; and before which shall be laid a report from the Committee, and a balance sheet of the Society's affairs. After the business of the meeting is in other respects transacted, the retiring Committee shall divide and distribute amongst the members the surplus cash (if any) of the Society, deducting from the dividend of each member paying 4d. per week any sum not exceeding 2s. 6d., and from members paying more or less than 4d. per week, a proportionate sum, as a fund for the following year, provided always that anyone having been a member of this Society, and being discharged from Messrs. Gaskell, Deacon, & Co.'s employ, or leaving the works after giving a week's notice, shall receive a fair proportion of the surplus money (if any), leaving a fair proportion for the carrying on of the Society. He shall give six days' notice to the secretary before receiving such money. And the decision of the Committee as to his or any dividend shall be final.

17.—Any money in hand, from time to time, may be used by the Committee for the purchase of goods which shall be distributed at cost price to members only. The Committee shall use this money to the best of their ability for the general good of the Society; but, they shall not obtain any benefit, or be responsible for any loss beyond that of any of the other members of the society.

18.—If and when the Society is in debt, the Committee shall have power and are required to raise the deficiency by a levy on all the members.

GASKELL, DRACON, & Co.

January, 1869.

ALKALI & Co., WORKS REGULATION ACT, 1881.

SPECIAL RULES made by the United Alkali Company, Limited, for the guidance of the workmen employed by them as "burner men."

Every burner man shall comply with the requirements of such of the following special rules as may apply to any process in which he is employed; that is to say:—

1. To prevent the escape of gas in the process of charging a kiln the damper must, if necessary, be drawn.

2. During the process of breaking-up or levelling a kiln the doors must be kept as nearly closed as possible.

3. A kiln must not be screwed down sooner than 30 minutes before the time for charging unless the foreman order otherwise.

4. During the process of drawing a kiln, two doors only must be down at any one time.

5. Not more than one kiln in a set must be charged, screwed down, or drawn at any one time, unless the foreman otherwise permits.

6. In the process of potting nitre the liquor must be run on slowly.

Every burner man who violates any of the foregoing rules will be liable to a fine of two shillings and sixpence for every such violation.

Sanctioned by the Local Government Board,  
25th November, 1892.

L.S.

JOHN TICKLE:—

He is a revolver-man at the Widnes Alkali Works.

His age is 35.

He has worked revolvers about 17 years.

Has been employed in chemical works about 22 years  
Has enjoyed very good health.

He works 60 hours one week and 72 the other.

Does not consider the work injurious to health.

Does not consider it necessary to take stimulants.

Has never known the men to be "gassed" during their work.

The men can find ample time for taking meals during working hours.

JOHN TICKLE.

Witness—S. EVANS, Ditton.

June 15, 1892,

W. E. OAKDEN.

THOMAS PERCIVAL:—

He is a burner man at Messrs. Wigg Bros.' Works, Runcorn.

His age is 58 years.

He has worked burners for 17 years, and has been employed in a chemical works 44 years.

He has enjoyed general good health.

He does not consider that burner men suffer in health as a consequence of the conditions of labour.

Although the hours on duty are long, the work is light and only occupies about half the time.

He has never seen any workman rendered insensible from the effects of gas.

His

THOMAS x PERCIVAL.

Mark.

Witness—FREDK. JNO. NORMAN.

THOMAS BARNES:—

He is a bleaching powder packer at the Western Alkali Works.

His age is 53 years.

He has been employed packing bleach for 34 years.

His general state of health is good, and he has only lost one day's work during the past 18 years through illness, which was in no way connected with the nature of his employment.

He has never seen anyone insensible from the effects of Chlorine Gas.

He does not believe that the work affects his health, but considers it a healthy employment.

He does not consider it necessary to drink rum to enable him to perform his duties, but believes that he can work much better without intoxicants of any kind, which he thinks are injurious.

He considers the men employed in bleach making a decidedly temperate set.

The men are not improvident, and, on the whole, as steady as any other class of men.

He works from 5 to 6 hours per day.

His

THOMAS x BARNES.

Mark.

Witnessed by W. AINSWORTH.

JOHN McLEOD:—

He is a bleach packer at Messrs. N. Mathieson & Co.'s Works, Widnes.

He is 49 years old.

He has been a bleach packer for 30 years, and has been employed in chemical works altogether about 33 years.

He has never lost any time through illness in connection with his work, and has had very good health.

He has never been rendered insensible from the effects of Chlorine Gas, nor has he ever seen anyone else insensible from this cause.

He has been practically teetotal for the last 13 years, and does not consider it at all necessary to take intoxicants to enable him to perform his work.

He thinks the ordinary flannel muzzle the best means to adopt in packing a chamber.

He has never found it necessary to complain of any of the conditions under which he is obliged to work.

He works about 36 hours per week.

JOHN McLEOD.

Witness to John McLeod's signature,

ARTHUR F. BRUNDIT.

June 17th, 1892.

June 16, 1892,

W. E. OAKDEN.

JAMES CAMPBELL:—

He is a bleaching powder packer at the Widnes Alkali Company's Works.

He is 36 years old.

He has been packing 16 years, and has been employed in chemical works about 20 years.

His health has been on the whole very good.

Has never seen or known any man to be rendered insensible from the effects of Chlorine Gas.

Does not consider it necessary to take stimulants to carry on his work.

Does not consider men employed in chemical works exceptionally intemperate.

He does not consider the "Denayrouse" apparatus suitable for bleach packing. He has heard of it being used by a man at \*Muspratt's Works, but it was found impracticable.

\* Martin Brennan at Golding, Davis' tried the apparatus at Muspratt's, but it was condemned.

He would not be disposed to use it for this work himself, preferring to use the ordinary flannel muzzle.

Has no complaints whatever to make regarding the conditions of his work.

JAMES CAMPBELL.

Witness—S. EVANS, Ditton.

June 16, 1892,

W. E. OAKDEN.

MICHAEL GORDON:—

He is a caustic finisher at the Widnes Alkali Company's Works.

He is 47 years old.

Has been a caustic finisher 15 years.

Has been employed in chemical works 26 years.

Has never suffered in health in any way connected with his employment.

Has never seen anyone rendered insensible through the effects of gas.

Does not consider it necessary to take stimulants to perform his duties.

He works 57 hours one week and 84 hours the other.

He is able to find sufficient time for taking meals, both when on day work and night work.

He has nothing to complain of in respect to either the sanitary or ventilation arrangements of the works.

His

MICHAEL × GORDON.

mark.

Witness—J. W. KNOWLES.

June 16, 1892,

W. E. OAKDEN.

## APPENDIX CXLIX.

### LETTER RELATING TO THE APPRENTICESHIP QUESTION.

[William Gibbs, Glass and Sign Draft Artist.]

(Works), 397, Kingsland Road, London, E.,

GENTLEMEN,

March 18th, 1892.

As one greatly interested in labour questions, I notice that throughout your deliberations you have not touched the important question of apprenticeship. Now, in my opinion, as an employer of labour for 31 years, the present condition of things is in great part due to the behaviour of the men in a shop towards the apprentices. Instead of doing all they possibly can to assist them in learning their trade, they, on the contrary, keep them back as much as they can, subjecting them to all the petty annoyances imaginable, hoping thereby to cause the apprentices to become dissatisfied with their condition and leave the trade. What is the result? The apprentice leaves the shop and either joins the army or navy, and the employer, finding that he cannot keep apprentices, takes boys into the shop as labourers, who, after they have been in the shop a year or two, cleaning out paint pots and other labourers' work, present themselves to another employer as full fledged workmen, and are expected to join their trade union and reap the same benefits as a skilled man who has been apprenticed to the trade. This is how the ranks of the trade become filled with unskilled workmen, in fact they are only labourers passing as workmen; you find ninety-nine of these to every one skilled man. Going back fifty years ago, when it was usual that every workman should be apprenticed to the trade, and did not think of entering another shop without being armed with full credentials as to his skill and ability, the work could then be kept up to a certain

standard of excellence and the workmen were paid accordingly; but with the present system, the work done has naturally deteriorated, and in consequence the wages have sunk down to the level of the work.

The only remedy to this state of things lies with the men themselves, if they would only encourage the old system of apprenticeship and do their best to make the apprentices skilled men, then the next generation would be one of able workmen and the present so-called workmen would have to take their stand for what they are really worth. The standard of the work would then be raised to what it was and should be, and wages would naturally follow.

With my thirty years' experience, this is the only issue I can find to this grave question and if it could only be shown to the men in this light, and they could be persuaded to follow the plan, I think they would be the means of solving the problem, and at the same time conferring a great blessing on the next generation. If you think my opinion of any value, you may use this as you please; I only trust I may be the means of throwing a little light on this important subject.

I remain, Gentlemen,

Yours respectfully,

Royal Commission on Labour. WM. GIBBS.

P.S.—I have noticed that workmen who emigrate are generally skilled men, who do not fear competition; unskilled men know they would stand no chance and would have to fall back on agricultural labour, of which they stand in fear.—This also tends to increase the number of unskilled men in this country.

## APPENDIX CL.

### PROPOSED RULES AND STANDING ORDERS FOR THE UNITED TRADE COMMITTEE OF CARPENTERS AND JOINERS (LONDON).

(October, 1892).

#### OBJECTS AND DUTIES.

To provide a bond of union in our trade in London, our interests being identical, so as to become united under one constitution, to maintain and support the rules and privileges of our trade. Our past experience has proved the utter fallacy of obtaining a new privilege or defending an old one, without the combined action of the various organisations of the trade in London.

Such being the fact, we have come to the conclusion of forming a United Trade Committee, whose duty shall be to watch over the interests of the trade in general, and investigate all matters in dispute between the employers and carpenters and joiners, and endeavour by all conciliatory means to obtain a just and equitable settlement of the dispute. Also, if called upon by resolutions, adopted at summoned

meetings convened for that purpose, by not less than five branches\* in the district, requesting an alteration in the working rules in the district, they shall proceed to adopt the best means to carry the same into effect, providing in all cases, before a strike is determined on, a majority of at least two-thirds be obtained by votes recorded at special summoned meetings convened for that purpose, and at which a Scheduled List shall be filled in, with the number voting either way, by the Secretary, and signed by the Chairman. It shall also call all general meetings of the trade.

NAME.

Rule I.—That the Committee be called "The London United Trade Committee of Carpenters and Joiners."

CONSTITUTION.

Rule II.—The Committee shall be composed of representatives from any Society of Carpenters and Joiners in the London District, who shall be elected as each Society may determine, subject to removal if not at any time giving satisfaction to the Society he represents, and should any member be absent three consecutive meetings, his Society shall be informed of his negligence

REPRESENTATION.

Rule III.—Societies numbering one hundred, or less, may send one representative; over one hundred and not two, may send two; over two hundred and not four, may send three; over four hundred and not six, may send four; and the same in proportion, one for every two hundred. But it shall be optional on the part of any Society to send less if they think proper.

NUMBER OF OFFICERS, HOW AND WHEN ELECTED.

Rule IV.—That the Officers of this Committee consist of a President, Secretary, and Treasurer, to be elected for six months, but each to be eligible for re-election.

The election of Officers to take place in January and July, on the first Thursday in each month, by a show of hands, and those having the larger number of votes to be declared elected.

DUTIES OF PRESIDENT.

Rule V.—The President's duty shall be to preside at all General and Sub-Committee meetings. He shall strictly confine members to the business before the meeting. No member to be allowed to speak twice on one subject without his permission, except the mover of a resolution. The President to have a casting vote only. He shall read, or cause to be read, the minutes of the previous meeting, and all correspondence that has to be brought before such meeting, also sign all cheques required for payment of accounts that have to be paid by the Committee.

DUTIES OF SECRETARY.

Rule VI.—The Secretary shall be the medium of communication, and keep a copy of all important correspondence in the letter book provided for the purpose, to be produced at all meetings of the Committee or Sub-Committee. He shall also keep a correct account of all meetings in the minute book provided for the purpose. He shall keep a correct account of all moneys received or disbursed by the Committee, and submit an account thereof at each meeting on \*star night. Also every half-year, ending the last Thursday in November and May respectively, he shall prepare and issue an audited printed balance-sheet, correctly representing the financial affairs of the Committee.

Also when retiring or removed from Office, he shall deliver up all books, documents, or other property belonging to the Committee.

He shall call a special summoned meeting of the Committee whenever urgent business requires him to do so. He shall be paid for his services quarterly, the amount to be determined by the Committee.

DUTIES OF TREASURER.

Rule VII.—That a Treasurer be elected by the Committee, whose duty it shall be to pay all accounts sanctioned by the Committee, and signed by the President, be responsible to the Committee in approved security, and shall, when required, render a correct account of all moneys committed to his charge. He shall, when required by a majority of the Committee, or on resigning, or removal from the Committee, give up all books, documents, securities, or other property of the Committee.

\* The word Branches to be understood to refer to all Societies represented.

DUTIES OF SUB-COMMITTEE.

Rule VIII.—That a Sub-Committee of five members be appointed, who shall be elected quarterly, whose duties shall be to act with the President and Secretary in all cases of emergency, and shall also transact minor business, submitting their report in all cases to the Committee, who shall always meet the last Thursday in the month, which shall be a \* star night, and no summons to be considered necessary. Three to form a quorum.

AUDITORS, HOW ELECTED, AND THEIR DUTIES.

Rule IX.—The accounts of the Committee shall be audited half-yearly by two auditors, one from each society, to be elected in rotation, to serve twelve months, one to retire every six months. They shall be furnished with all books, documents, receipts, &c., and see that in every case the accounts are correct and correspond therewith, and submit a report respecting them, the last Thursday in November and May respectively.

QUALIFICATIONS.

Rule X.—All members of the Committee shall have been for at least two years previously good members of their society, and no member shall be eligible or allowed to act on this Committee whose arrears exceed eight weeks, or who does not receive the standard rate of wages of the district.

It is recommended that no managing foreman or member in business for himself shall be elected on the Committee.

POWER TO CALL DELEGATE MEETINGS.

Rule XI.—That this Committee should not interfere with the rules of any society; but if an appeal be received from any organised body of workers for assistance, they shall (if they deem it advisable) have power to call delegate meetings and collect subscriptions on their behalf. Also should urgent business connected with the trade arise, they shall at once convene summoned meetings to consider it.

LEVIES.

Rule XII.—That when money is required for any incidental expenses during the quarter, a levy of one penny per member of each Society in the district, be made to meet the same whenever necessary. The funds of the Committee not to be below 10%.

PAYMENT OF DELEGATES.

Rule XIII.—Each Society shall pay its own representatives, but special delegations and Sub-Committee meetings be paid from the Committee's funds.

TIME OF MEETING, ATTENDANCE, QUORUM, &c.

Rule XIV.—That the time of meeting be 8 p.m. to 10 p.m. to transact business. The President, Secretary, and Treasurer, or any of the delegates, not attending such meeting, or any legally summoned meeting, at the appointed time, shall be fined unless a satisfactory apology be sent, and no attendance of any member to count unless present within half-an-hour, and remain until the close of the business of the meeting. Seven members to form a quorum.

FINES.

Rule XV.—All fines inflicted by this Committee shall be paid into its funds. The mode of payment to be defined by the Committee, and no appeal shall be allowed until the fine be paid.

PAYMENT OF DELEGATES.

Rule XVI.—That all members of the Committee appointed on delegations shall be paid 2s. 6d. per day over the standard rate of wages, which (whether in work or not) they shall be entitled to receive for time lost attending to the same, with the cheapest fare in addition.

SALARIES.

Rule XVII.—The president's salary, sixpence per meeting; the treasurer's salary, sixpence per meeting; the auditor's salary, 2s. 6d. per meeting.

FINES.

Rule XVIII.—		s.	d.
Secretary neglecting any of his duties...		2	6
President, Secretary, or Treasurer, late		0	6
" " " absent		1	0
Delegate late	... ..	0	3
" absent	... ..	0	6

All fines to be deducted from salaries.



## APPENDIX CLIII.

## REPORT OF MR. J. KABERRY, SOLICITOR AND SECRETARY FOR THE YORKSHIRE GLASS BOTTLE MANUFACTURERS' ASSOCIATION.

The forms sent out by the Secretary of the Labour Commission to two of the firms who are members of the above Association have been filled up and I return them herewith. I have thought it well to add a few personal observations to supplement these returns, specially on the constitution and working of this Association.

The Association has been in existence about 16 years and for 15 years I have held my present post.

The workmen have had a union for a much longer period and it was the aggressions and unjust demands of the workmen which gave rise to this Association, its chief objects being to watch and protect the interests of the trade and to defend the masters against the undue demands of the workmen. Its influence was very soon felt, and many grievances which the masters had were redressed although their enforcement necessitated a strike of the whole trade, particulars of which are given in the replies of Messrs. Breffit and Co. and Messrs. Kilner Brothers.\* This Association and the Workmen's Union now work together very harmoniously and there has been no strike since 1881. For some years past an Agreement has been made between the masters and the men settling the terms of working for the following year. The negotiations are conducted through the means of deputations of masters and men who meet in October or November, and any alterations which are desired on the part of either side are fully discussed; if they cannot be settled at the first meeting the Deputation report to their respective Associations and obtain further instructions and meet again. This has been successfully carried out for the last 10 years, and such agreement, though not absolutely legally binding, has been faithfully carried out equally by men as by masters. In other words, the two Deputations have formed a Board of Conciliation. In addition to this Annual Agreement it has been arranged that in case of any dispute arising at any factory the matter is reported to the secretary of the masters or men, as the case may be, and then if it cannot be settled by the secretaries a meeting of the Committee of masters or men is called and the dispute settled in an amicable manner.

The advantage of this arrangement is this, that it takes away the dispute away from the masters or

\* Answers to Schedules, Group C. [C. 6785,--ix.], Nos. 864 and 865, pp. 421, 533, 617, 702.

officials of the factory where it has arisen and prevents much local friction. Both the Masters' Association and the Workmen's Union have a considerable reserve fund to meet any emergency. For some years these funds have not been required in consequence of the arrangements for settling disputes I have spoken of. My opinion is that associations of this kind are of the greatest utility; they are defensive but not aggressive, and when governed by the counsels of the intelligent members, whether of masters or workmen, are capable of exercising a most beneficial influence and contribute not only to the steady working of the trade but have a considerable influence in keeping up the market value of the goods and preventing undue competition. There is one other matter I should like to call the attention of the Commission to, and that is the non-employment of boys in the glass house under 13 years old who shall have passed the Fourth Standard. At present the law is prohibitive; the trade of bottle-making is a skilled trade and requires a boy to start at an early age.

Many of the present masters in the trade started as boys as early as eight years old, and it was found that they turned out the most skilful men, and their physique in no way suffered. There is a great dearth of apprentices, and this is partly accounted for in colliery districts by the fact that boys can go to work in the pit at 12 years old, so that the parents will not keep them doing nothing until they are turned 13 years. The objections which might formerly have given rise to the restriction of young boys being employed where the melting and annealing of glass was carried on do not apply. The modern appliances for the melting of glass have done away with these objections. There is not now the slightest risk in the employment, nor is the work too arduous. Indeed, not nearly so dangerous or arduous as that of working in a coal mine. I have, though unsuccessfully, applied several times for a deputation to be received upon this subject by the Home Secretary or any Government official capable of dealing with the matter, and if it comes within the purview of your Commission I am still prepared to send such a deputation who could fully explain the matter and afford very valuable information as to this large and important industry. Trusting I have not troubled you with too much extraneous matter.

I am, Gentlemen,

Yours obediently,

J. KABERRY.

## APPENDIX CLIV.

## REPLY TO QUESTION 2339, MINUTES OF EVIDENCE, VOL. I., GROUP C., UPON THE AMENDMENT OF THE LAW WITH REGARD TO PICKETING.

To the Royal Commission on Labour.

GENTLEMEN,

So much has been written by a certain section of the press upon my declining to answer one question put by Mr. Courtney, that I must ask you to be kind enough to accept my answer now. I did not reply at the time because I felt it was a question requiring much consideration, and of which I ought to have had some notice.

Mr. Courtney asked me, How I would alter the law with respect to picketing? I now reply that I would have picketing declared to be altogether illegal, and punishable on conviction before a bench of magistrates as follows:—

For a first offence, a fine.

For the second offence, an increased fine.

For the third offence, imprisonment, or the prosecutor shall have the option of proceeding by civil action for damages.

In either case the defendant shall, if convicted, have the power of proving that he only acted under the orders,

or, as the agent of some third party, who shall thereupon pay the penalty imposed upon the defendant.

After careful consideration, I fail to see any lawful ground whatever for picketing. A workman accepts a situation and leaves it at pleasure. He had no interest nor property in the situation before he accepted it, he had none after he left it. What possible right, therefore, can he have to haunt the premises and try to prevent others from accepting the work he has himself declined? When, however, picketing is instigated and supported by an outside body, such as a Trades Union, it becomes malice, which is intended to be intimidating, and therefore an interference with the liberty of the subject.

Trades Unions in the cotton trade are now beginning to dictate to employers who they shall employ, and who they shall not employ, and in case of refusing to obey their mandates an employer has his workpeople withdrawn and his mill picketed. Such treatment is tyrannical and unbearable in a free country.

I am, &c.

ALBERT SIMPSON.

Elmhurst, near Garstang,  
July 20th, 1891.



## NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

APPENDIX.

CLV.

EMPLOYER - - -	Kebroyd Mills, Silk Spinners and Manufacturers.
District - - - - -	• • Near Halifax, Yorkshire.
<p>Number of workpeople engaged in firm particularised as follows :</p> <p>(1) Male ;</p> <p>(2) Female.</p> <p>(a.) Apprentices or other learners or young persons.</p> <p>(b.) Unskilled labourers.</p> <p>Connexion of firm with organisations of employers dealing with labour questions.</p> <p>Representations or information offered for the consideration of the Commission under the following heads :—</p> <p>(1.) <i>Wages</i> :—</p> <p>(a.) Their amount and fluctuations.</p> <p>(b.) Mode of payment, whether by the hour, day, or week ; by piece, task or through sub-contractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind.</p> <p>(e.) Allowances in form of—</p> <p>(1.) Bonus.</p> <p>(2.) Deferred Pay, such as sick, accident, pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing, or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement.</p> <p>(2.) <i>Hours of Labour</i> :—</p> <p>(a.) Ordinary or standard hours of Labour.</p> <p>(b.) Overtime and its remuneration.</p> <p>(c.) Night shifts and their remuneration.</p> <p>(d.) Sunday work and its remuneration.</p> <p>(e.) Weekly half-holiday or other holiday with or without payment.</p>	<p>205 males - - -</p> <p>248 females - - -</p> <p>33 apprentices - - - } Total 500.</p> <p>14 unskilled labourers }</p> <p>None.</p> <p>325<i>l.</i> per week.</p> <p>Fortnightly. Piece-work whenever possible. No task. The only sub-contracts allowed are in the case of dressers, spinners, and twiners, who employ their own helpers and piecers.</p> <p>No deductions or fines, except for broken windows.</p> <p>Quite unknown.</p> <p>None except to head clerk.</p> <p>None in connection with firm, but the workpeople have various kinds amongst themselves, such as burial funds and trip funds, &amp;c.</p> <p>None.</p> <p>Fortnight.</p> <p>56½ hours per week.</p> <p>Monday to Friday, 6 a.m. to 5.30 p.m., with 1½ hours for meals and on Saturday, 6 a.m. to 12 p.m.</p> <p>Occasional ; same rate as ordinary both in hourly pay and in piece-work.</p> <p>None.</p> <p>No Sunday work, except for repairing in urgent cases.</p> <p>Saturday afternoon, Christmas and New Year's days, Good Friday, and the 15th August, are annual holidays.</p>

## NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CLVI.

APPENDIX.	
TRADE UNION	Amalgamated Society of Carpenters and Joiners.
District	United Kingdom.*
<p>Number of workpeople engaged in trade or branch of industry particularised as follows:</p> <p>(a.) Members of trade union—(1) male, (2) female.</p> <p>(b.) Not members of any trade union—(1) male, (2) female.</p> <p>(c.) Apprentices or other learners or young persons.</p> <p>(d.) Unskilled labourers.</p> <p>Representations or information offered for the consideration of the Commission under the following heads:</p> <p>(1.) <i>Wages</i> :—</p> <p>(a.) Their amounts and fluctuations.</p> <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind.</p> <p>(e.) Allowances in form of—</p> <p>(1.) Bonus.</p> <p>(2.) Deferred pay, such as sick, accident, pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement.</p> <p>(2.) <i>Hours of Labour</i> :—</p> <p>(a.) Ordinary or standard hours of labour.</p> <p>(b.) Overtime and its remuneration.</p> <p>(c.) Night shifts and their remuneration.</p> <p>(d.) Sunday work and its remuneration.</p> <p>(e.) Weekly half-holiday or other holiday with or without payment.</p>	<p>1,424 males (Manchester district).</p> <p>(1) Not exactly known, but believed to exceed number of society men. (2) No females.</p> <p>Very few bound apprentices in Manchester; learners and improvers are more numerous. Joiners are attracted to Manchester by higher wages.</p> <p>3½d. per hour. 52 hours in summer, and 47 for twelve weeks in winter, making the weekly wage 1l. 16s. 10d. and 1l. 13s. 3½d. respectively. Fluctuations arise from state of trade, briskness bringing increased wages, depression a reduction.</p> <p>There is a code of working rules in force, mutually agreed to by employers and employed. The present code came into force in September 1890, when an advance of wages and a reduction of hours was obtained by peaceful negotiation. In 1876, an application for various concessions was made. Trade was then very good, and as the rules provided that all matters on which masters and men were not agreed should be submitted to arbitration; that course was adopted. The late Dr. Watts was selected as arbitrator. Much evidence for and against was taken, and the arbitrator took time to consider his decision, which ultimately was given against the men. But as he admitted that his decision was based on evidence obtained from other quarters, the award was set aside, and negotiations started afresh, with Mr. Samuel Pope, Q.C., as arbitrator. Mr. Pope decided that an advance of ½d. per hour should be given, and a reduction of hours from 54½ per week to 52. He granted also other concessions as regards walking time, &amp;c. This code was considered very satisfactory, and remained in force till May 1877, when the great Manchester strike took place for further concessions. The result of that strike was a great disaster. It lasted 12 months; trade became depressed, and the masters reduced the wages and increased the working time to their old positions, also deprived the men of walking time, &amp;c., and abolished the provision for arbitration. The years of depression that followed 1878 rendered a movement on the part of the men impossible until 1890, when the masters gave back the time and wages they took away in 1878.</p> <p>Weekly. Piece-work strictly and absolutely forbidden under the most severe penalties. The conditions are the same, and the working code enforced whether men work for a sub-contractor or first employer.</p> <p>None; would not be put up with.</p> <p>None in Manchester.</p> <p>None.</p> <p>In some shops there are sick clubs to which men pay 2d. or 3d. per week and, of course, only have the benefit while they remain in that employ.</p> <p>None in district.</p> <p>No stipulated notice for ending engagement; men can be discharged at any time of day or week. Some employers give one or two hours' notice for what is called "grinding time," which is deemed satisfactory.</p> <p>52 hours in summer, 47 in winter. The short hours in winter have been in vogue for over 20 years, and give much satisfaction.</p> <p>* [The writer states that some of the replies are of a general character, but that he gives all the information he can as to the conditions of labour in the Manchester and Salford district, the population of which is 700,000.]</p> <p>Overtime commences at the stated time for leaving work, and for the first two hours is paid time and a quarter, after that time and a half up to 10 o'clock; from 10 till starting time next morning, double time.</p> <p>Sunday work is paid double time, also Good Friday and Christmas Day.</p> <p>Week ends Saturday, 12 o'clock. Time and a half is paid till 4 p.m., after which double time until Monday morning. The Saturday half-holiday has been the rule for 25 years or more.</p>

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CLVII.

National Union of Paper Mill Workers.

United Kingdom.

There are no available statistics, but approximate numbers may be deduced. Paper mills mostly work night and day, and the workers are therefore divisible into "shift workers" and "day workers." The former are men, lads, and boys connected with the paper making machines, pulp-beating machines, rag or grass mills, engines and furnaces, and yard labour. The latter comprise men, women, boys and girls in sections of preparatory and finishing departments. As will be explained further on, the distribution of labour depends on whether a mill makes fine writings, commercial or "caps," "news" or "browns," or "millboards." "Haud-make" mills are excluded from the purview of this memo. Clerks are not included in any calculation of the workers. The "shift workers" take ternate weeks of night and day work. To estimate the total workers, and the distribution of such in the trade, the calculation is derived from the following basis:—In all, in the United Kingdom of Britain and Ireland, there are 340 paper mills believed to be working. 300 of these are machine mills. On the average each machine employs 80 workers. There are in England 413 machines; in Scotland, 113; and in Ireland, 16; giving a total of 542. If this average per machine should be at all correct (it is probably here put rather under than over), there should be, therefore, in mills making paper by machinery, a total number of operatives of 43,000 or 45,000.

Males, 3,425; females, 175. Total, 2,900.

••

No indentured apprenticeships in machine mills.

There is no strict definition in the trade of "skilled" as distinguished from "unskilled" labour, and it is difficult to do so and draw a line of distinction. Substitution of labour and mechanical appliances have revolutionised former methods, and introduced a variety of labour which has undergone no specific or thorough apprenticeship in the ordinary sense, but which has established grades of workpeople expert in one or other of several operative departments. It is customary to regard all such as paper makers, and as a rule, they remain at these departments till promoted as their qualifications justify, and they certainly remain under ordinary circumstances in the trade. The only fluctuating labour, so essentially unskilled as regards paper making, that it does not remain identified with the trade is that in connection with yard labour and the furnaces, and this class constitutes but a small proportion of the trade. The class of workers who have strictly learned their department from youth is confined to "machinemen" and "beatermen," and these only constitute about 10 per cent. of the total labour engaged in the trade. There may be at least 80 per cent. of the labour in "machine" mills, which is more or less open to outside labour, and which is not technically instructed by any apprenticeship to the craft.

(a.) & (b.) There is no uniformity as to wages. In any one mill there may be different systems, and in the various districts of the country, and in different mills there are differing systems and standards. Broadly speaking, in mills making paper by machinery, the custom of the trade is as follows:—The skilled and experienced workmen at the machines and the beaters are paid a fixed wage for a week of so many hours standard, which wage is augmented by a bonus or tonnage bounty, on and above a given weight, of perfect paper produced. This amount, or weight, is variable according to the capacity of the machine. Where the wage is a daily wage (with bounty or otherwise), when the men are called upon to work fewer hours they get paid all the same, and when they are called upon to work over the time they receive no more, save in extra tonnage. In some mills, however, if practicable, a piece-work scale is adopted. The determining conditions of piece-work usually the habit or usage of a mill in making a long run of one kind of paper, in which case a piece-work scale may be practicable. Where frequent changes of kinds and qualities prevail, weekly or set wages are the rule. The same difference and variety of custom also applies to the finishing departments, where it is also usual that piece-work is sometimes adopted, and sometimes set wages. The determining conditions here are more complex than in the former case. In addition to considerations of practicability of fixing rates that would work satisfactorily, local circumstances operate as conditions. A mill located where there are few or alternative employments or industries, and where the demand for employment, by working people, was keen, would probably pay in any case set weekly wages. Where these circumstances were reversed, and the class of work admitted it, piece-work would be adopted. In the former case the competition for employment would be sufficient spur to exertion; in the latter, the firm's interest would be best subserved by piece-work. If a mill located where there are many alternative industries, not piece, but set wages, it will have to pay a higher rate of wage on the account of extra demand for labour by employers in that district. It is important here to note that wages do not form the same proportion to the total cost of the production that is usually the case in other manufactures. A rise or fall of 5 per cent. in wages would not probably mean an increase or deduction from the total cost of manufacture of a fractional amount per cent. Coals are perhaps the heaviest item per ton of paper. Four tons of coal to the ton of paper produced is quite common. One class of paper (tissue) requires nine or ten tons of coal to the ton of paper produced. Raw materials and chemicals come next. Rents, taxes, and water charges, and interest on capital sunk in machinery and buildings, and lastly, import duties are justly reckoned in the oncost, because, wherever British paper competes with a native supply in a foreign country, the duty (if not prohibitory, but in some cases) is paid wholly or partly by the seller, and not by the importing country. In the North of Scotland, and in the South and West of England, the rate of wages is much below that of the North of England and Lancashire and Midlands. Inclusive of tonnage bounties, the wages will range as under:—Men, 35s. to 42s. 10s. per week; beatermen, 28s. to 32s. 6s. per week; machine assistants, 15s. to 17s. 1s. per week; beater assistants, 18s. to 19s. 6s. per week; women, 18s. to 21s. 10s. per week; women and girls, 7s. 6s. to 15s.; cuttermen, reelermen, &c., 16s. to 17s. 5s.; grass-boiler men and pan men, 16s. to 17s. 10s. per week. Sometimes, but very rarely, payment is made through sub-contractor, and only then in the finishing department. A foreman, or foreman and staff, may act with the firm for a run of work, and sub-contract with the women and girls. Most usually, however, the mill manager retains complete control over the work of workers requisite for the work and determines their wages. Faulty paper is deducted from tonnage. Violations of mill rules as to smoking, coming in late, or such like, if not followed by dismissal, are subject to fine. Such are not considered grievances. But contention arises when fines for faulty work are imposed, and the causes of the same have been beyond the control of the man concerned, such as bad materials, bad coal, causing deficient or irregular steam pressure at the machine, wrong orders of foreman or manager, &c. A worker may here suffer without redress, as the discipline of the mill operates as a reason for screening a superior in such circumstances. Cases of this kind do occur, and are more liable to occur when a manager has had only a commercial training, and has not also been practically and technically experienced to the craft.

A number of rural and outlying mills the only available houses for the workers are the property of the firm. This is considered, if abused, a bad form of truck. Rent is deducted from the wage, or what comes to the same thing, considered in the wage. The same follows in respect to any land accompanying the house. In the event of a dispute with the employer, the family are in danger of losing necessary shelter, as well as employment, and this is an intolerable menace to the subsistence of the heads of families who work under such conditions.

(2.) Writer knows of no cases, though in districts where there is little change it may take place.

There is no invariable rule. Some firms dismiss a man at a day's notice, or a moment's notice, on alleged fault. A mill notice will be posted to that effect; but the worker may require the workman to give a week or fortnight's notice of intention to leave. Generally, a week's notice is given and taken on both sides.

Up till the spring of 1891, in Scotland, and the summer of the same year in England, the hours prevailing in paper mills were most excessive. To a large extent they have been reduced after a great effort. In the North of Scotland, and in the South and West of England, the hours are still most excessive. The ordinary number of hours for shift-workers in a working week of 144 hours running of the machines, 78 hours by day, and 66 hours by night. Under this arrangement, the day shift for the week begins work at 12 a.m. on Monday, and work on till 6 a.m. They commence again at 6 p.m. Monday, working till 6 a.m. the following day, and so on during the week till 6 a.m. on Saturday, making 60 hours in all for the week, on night shift. The day shift relieves the night shift at 6 a.m. each day and work till 6 p.m., except on Saturday, when they will work right on till 11 or 12 p.m., making in all 77 or 78 hours. In other mills the practice may not be the same, but they will work up to these hours, and the day shift may get off at 10 p.m., 9 p.m., 8 p.m., or 6 p.m. In theory, however, they are paid up to 12 p.m., and are to be called upon to work till then. The prevailing system now in Scotland is a working week of 134 hours for both shifts, 60 or 68 for night, and 68 or 74 for day, leaving each mill working on this basis free to knock the early night shift off, and work the last day shift till 6 p.m. on Saturday, or work the early shift beginning at 12 a.m. Monday, and then terminate the last day shift at 3 p.m. on Saturday. In either case, each shift worker would work the same number of hours, 134 per fortnight. In England, the recent reform of hours, especially in Lancashire (where fully a fifth of the machine of the United Kingdom are), was more extensive. The early or Sunday night shift has been knocked off and the day shift loses at 2 p.m. This has reduced the standard from 144 hours to 128 per fortnight. Under certain conditions of emergency or competition, the maximum hours before stated have been and are much exceeded. Mills have been known to habitually run well into the Sunday before stopping for the week. Workmen have been known repeatedly, and in great numbers, to make of a working, or extra profit, and having no spare men for the beaters or machines. The same might happen, when men take an illness, and no spare men to temporarily take their places. The rule of every machine mill running night and day is, that no shift worker shall leave his post until relieved by his mate. In the case of the illness of the relieving shift worker, the one on duty has to work on three shifts of 12 hours. He will then get off for 12 hours, to resume his work, subject to relief from some other source if his mate continues ill. Should the illness of one or more be prolonged, the mill might be put, and often is put, to a system of relays, in which three would do the work of four. The machines would be kept in continuous working by a division of time by three instead of two; shifts of 16 in place of 12 hours. Any tables exhibiting this would show that at the end of three weeks each man would have worked 160 hours a week on an average; that is, he would have worked 102, 94, and 104 hours on successive weeks. The same rule in a different rotation would apply to the rest. The following is

One Man.	Hours.	One Man.	Hours.	One Man.	Hours.
Monday, 12 a.m. to 6 a.m.	6	Monday, 12 a.m. to 2 p.m.	14	Monday, 6 a.m. to 10 p.m.	16
Tuesday, 9 p.m. to 6 a.m.	16	Tuesday, 10 p.m. to 2 p.m.	16	Tuesday " " "	16
Wednesday " " "	16	Wednesday " " "	16	Wednesday " " "	16
Thursday " " "	16	Thursday " " "	16	Thursday " " "	16
Friday " " "	16	Friday " " "	16	Friday " " "	16
Saturday " " "	16	Saturday " " "	16	Saturday " " "	16
Sunday " " "	16	Sunday " " "	16	Sunday 8 a.m. to 12 p.m.	54
Total per week - 106		Total per week - 94		Total per week - 104	

The main cause of such an arrangement being possible is the fact that where no spare machinemen and beatermen are kept on the mill staff, the men, when any "mate" is sick, would rather submit to divide and share the work among them in this way, in order to conserve the situations of those off duty than run the risk of new men being introduced, who might, in the event, permanently fill the situations of the men off duty on account of illness. It follows that some reserve of spare men is necessary in order to prevent such abnormal overwork as sometimes happens. As already explained, wages fixed under maximum hours were not reduced when hours were subsequently reduced. The apparently is that the men are working fewer hours, and are being paid for as many as they may be liable on occasion to work. On this ground, when they are called upon to work even fewer hours still, there is no reduction of wages should it only be a matter of a few hours (unless on tonnage), and when they are called upon to work more, there is no advance (unless on tonnage). This is not considered to be satisfactory by the men, and it is the purpose of the Union to find a remedy. It would be a great assistance if the employers were combined, so that a fair adjustment might be made, and considered and acted upon as a whole. Where piece-work obtains, in cases of extra work no additional rate is paid.

Where piece-work obtains, in cases of extra work no additional rate is paid. The only consideration in the case of night shift is a shorter division of the hours. It may be proper here to state that the two shift system prevails in the trade, and so long as continuous production is sought after, it is likely to continue. The economic necessities of a system either partially or entirely, would, in the one case, involve a very excessive day and week in respect to hours, and in any case would involve an increase in the number of the machines. Under two-shift system each machine is equal to two on single shift. A system of three shifts of 8 hours, instead of two, would also give continuous production, and here each machine would be equal to three machines on single shift. But it would necessitate the employment of a third man: labour among shift workers. This demand would relieve some outside and congested industry, and improve wages there, but it would not that shift workers in paper mills could get 12 hours' wages for 8 hours' work. After a temporary and partial improvement of wages to a few in the industry, it would end in the wages of two being divided among three, for it is not apparent that any increase in the wage fund would accrue. The production of paper would be proportionately increased; the price of paper would still go down rather than up, and the extra third wages would be doubtful of being provided for by the consumer, the merchant, or the employer. Only in industries not assailed by foreign competition, and free competing imports, could so great a reduction of hours operate on the public and the consumer. The three shifts of eight hours per diem is not, therefore likely to be adopted or welcomed by the men in the paper-making trade, under present circumstances, however anxious they might be for an eight hours' day. All mechanics get extra rate of wages (enforced by their General Engineers' Union) for Sunday work.

At the year just ended, a considerable reduction of hours at the end of each week has been adopted. Nearly all the Lancashire mills, and considerably more of the Scotch mills, now close at two o'clock p.m. Saturdays (or its equivalent). No deduction from wages has ensued, although tonnage may in certain cases. The maintaining of the previous output, or the value of the same, is aimed at both by managers and men.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

APPENDIX.

CLVIII.

TRADE UNION	Associated Carpenters and Joiners' Society.*													
District	Scotland (chiefly).													
<p>Number of workpeople engaged in trade or branch of industry particularised as follows :                      (a.) Members of trade union—                      (1) male, (2) female.                      (b.) Not members of any trade union—(1) male, (2) female.</p>	5,795.													
<p>(c.) Apprentices or other learners or young persons.                      (d.) Unskilled labourers.</p>	<p>The total number of Union men in Scotland, including the members of another Society is fully 7,000. Our own society, exclusive of the branches in England and Ireland, the membership is 5,000. The Amalgamated Society has about 2,200 members; consequently the number of non-Society men in Scotland is 3,095. (Writer's remarks apply mainly to Scotland.)                      The number of apprentices in Scotland at 31st October last was 2,400, the great majority of them serving their time in the country districts.                      No unskilled labourers other than apprentices employed to assist in our trade.</p>													
<p>Representations or information offered for the consideration of the Commission under the following heads :                      (1.) Wages :—                      (a.) Their amounts and fluctuations.</p>	<p>The following table will show the amount of and fluctuations in wages in seven of our principal towns for the last 30 years, in quinquennial periods : these may be taken as fairly representative of the whole Society. The table applies solely to the housebuilding shops, and does not deal with the wages or hours in the shipbuilding yards. (See adjoining Table.)                      The figures given for 1877 show the highest rate of wages ever paid in any one of the towns mentioned, or any other part in Scotland. Trade was on the decline in 1878, and the failure of the City of Glasgow Bank in the same year brought about a crisis which caused a complete collapse in the building trade, so much so that the wages of the joiners in Glasgow fell from 3s. 3d. in 1877 to 27s. 7½d. in 1879, or a reduction of 10s. 7½d. per week within two years, and it was not until 1881 that any advance was obtained on that rate. With very few exceptions, the wages are so much per hour, and are paid weekly or fortnightly according to the prevailing custom of the respective districts. The society discourages piece-work, sub-contracting, and overtime.</p>													
<p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p>	<p>No deductions are made for fines, or stoppages unless the men are off work.                      None.</p>													
<p>(c.) Deductions by fines or other forms of stoppage.                      (d.) Truck system or payment in kind.                      (e.) Allowance in form of—                      (1.) Bonus.                      (2.) Deferred pay, such as sick, accident, pension, or other insurance system.</p>	<p>None.                      Totally unknown in the house-building trade, although writer believes that such is in operation in some of the ship-building yards and other works as a provision against sickness or accident.</p>													
<p>(3.) Free house, land, food, clothing, or other allowance, or advantage.                      (f.) Length of notice for ending engagement.</p>	<p>Regulated by the custom of the towns or districts to which it applies. In Glasgow, for instance, no notice is required on either side. In Edinburgh the rule is, if 30 hours in employment an hour's notice is given; if 51 hours, two hours' notice is given; while in Dundee no rule exists.</p>													
<p>(2.) Hours of Labour :—                      (a.) Ordinary or standard hours of labour.</p>	<p>The hours of labour in Scotland in the house shops are, as a general rule, 51 per week, or 9 hours per day, for nine months in the year, beginning at 6 a.m. and stopping at 6 p.m. on the first five days of the week, and 1 p.m. on Saturday, with an hour for breakfast and an hour for dinner. For the three winter months—November, December, and January—the hours are 8 per day or 46 per week. In the shipbuilding yards the time wrought is 54 hours per week all the year round. The hours of labour were reduced in Edinburgh and Leith from 57 to 51 per week in 1864; Dundee in 1868, and Glasgow in 1870. By 1877 the whole of our branches, with the exception of seven of the smaller ones, had adopted the nine hours' system, and this still continues to be the rule in all house shops. The ship-joiners in the Clyde district also wrought the 51 hours per week for six years, but had to abandon it, and work 54 in 1880, in consequence of the other trades in the same industry working the same time.</p>													
<p>(b.) Overtime and its remuneration.</p>	<p>Overtime is generally paid at the rate of time-and-half, that is, if a man receives 8d. per hour for ordinary time, he is paid 1s. per hour for overtime.                      No night shifts in the ordinary sense of the term.</p>													
<p>(c.) Night shifts and their remuneration.                      (d.) Sunday work and its remuneration.                      (e.) Weekly half-holiday or other holiday with or without payment.</p>	<p>Sunday work is seldom required, and when it is done special arrangements are made.                      As payment is by the hour, no allowance is made for holidays.</p>													
	1892.		1887.		1882.		1877.		1872.		1867.		1862.	
	Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.		Wages. Per Hour. Per Week.	
	6½d.	55s. 6d.	6d.	7½d.	6d.	22s.	—	7½d.	28s. 3d.	6d.	8d.	5d. to 6d.	4d.	—
	51	51s. 10½d.	51	51	51	51	51	51	51	51	51	51	51	51
	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.	37s. 7½d.	31s. 10½d.
	Abeydeen	Dundee	Edinburgh	Glasgow	Inverness									

\* This Society was established in September 1861, and for a number of years its operations were exclusively confined to Scotland; hence it was designated as the "Associated Carpenters and Joiners of Scotland." In course of time, however, the members got scattered over England and Ireland the Association was forced, for the convenience of its members, to open branches in the sister kingdoms, so that the retention of the original title was a misnomer, and was therefore altered by the vote of the members in 1882 to its present title "Associated Carpenters and Joiners." The Society started in 1861 with 200 members and 11 branches as follows:—Aberdeen, Dundee, Dumfries, Edinburgh, Glasgow, Clyde, Hamilton, Inverness, Perth, and Stirling. Now it has 108 branches, of which 91 are located in Scotland, 15 in England, and 2 in Ireland. In Scotland the number of journeymen in the trade at the 31st October 1891 was 10,005.

## NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CLIX.	CLX.	CLXI.	CLXII.
Amalgamated Society of Mill Sawyers and Wood Cutting Machinists.			
Cardiff.	Hull.	Leeds and Worksop.	London.
a.) 60 males b.) 90 males } Total 150.	110. —	90 males; no females. 300 females.	182 males. About 1,000.
c.) —	About 7 bound apprentices and 12 formal apprentices.	30 apprentices.	A large number; unable to say how many.
d.) —	Those who are physically unfit to join Society and those who are not competent enough, total about 140 men and boys.	70.	Unable to ascertain number.
1.)—(a.) From 24s. to 42s. per week.	From 24s. to 45s. per week. Unfair advantages of employers, who, although they compete in the same market, yet pay different wages for the same work done.	16s. to 22s.	Trade Union rate 8d. to 11d. per hour according to branch of employment and quality of workmanship. Wages generally less outside the pale of the Society.
b.) By the hour, week, and piece. One mill through sub-contractor.	By the hour and week. By the piece in only one case of box-wood sawing.	By the hour. In few instances by the piece. No payment through sub-contractor.	Principally by the hour, occasionally by the week. In a few cases in trade mills by the piece, but in the box and packing-case trade by the piece is more the rule than the exception; no task-work, sometimes payments by sub-contractor in the box and packing-case trade.
c.) —	8d. per day stopped at one firm for its saws being sharpened, the men being on piece-work.	—	Deductions in some firms for sick club.
d.) None.	—	—	None.
e.)—(1.) — 2.) Accident fund in railway workshops.	— —	— —	None. None.
3.) —	—	—	None.
4.) 2 hours when working by the hour. 7 days when working by the week.	If weekly payments six days' notice.	One week.	One hour, unless specially agreed to a stated time.
2.)—(a.) 54 per week.	Recognised hours 54, but two non-society shops work 56½.	56 hours.	Vary from 50 to 56½, according to shop.
b.) —	Time and a quarter.	Same rate as ordinary time.	Frequent, same rate per hour as ordinary time.
c.) —	—	—	No instance known of anything extra if worked.
d.) —	—	—	No knowledge of any.
3.) After one o'clock Saturday without pay.	Saturday afternoon.	—	Saturday afternoon without pay.

## NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

APPENDIX	CLXIII.	CLXIV.
TRADE UNION	Amalgamated Society of Mill Sawyers and Wood Cutting Machinists.	
District	Manchester.	Newcastle-on-Tyne and South Shields, River Tyne District.
Number of workpeople engaged in trade or branch of industry particularised as follows:		
(a.) Members of trade union—(1) male, (2) female.	156 males.	250
(b.) Not members of any trade union—(1) male, (2) female.	—	—
(c.) Apprentices or other learners or young persons.	—	Between 40 and 60.
(d.) Unskilled labourers.	—	Not known.
Representations or information offered for the consideration of the Commission under the following heads:		
(1.) Wages:—		
(a.) Their amounts and fluctuations.	—	From 7d. to 10d. In the shipyards the wages are uniform, 86s. 6d. week of 54 hours. The remuneration is too small for the dangerous work men have to perform.
(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.	By the hour, in some cases by the week.	Principally by the week, in some places by the hour, no piece-work, task, or payment by sub-contractor.
(c.) Deductions by fines or other forms of stoppage.	—	Deductions by employers to support charitable institutions, and for accidents, &c.
(d.) Truck-system or payment in kind.	—	None.
(e.) Allowance in form of—		
(1.) Bonus.	—	None.
(2.) Deferred pay, such as sick, accident, pension, or other insurance system.	—	A few firms have accident and insurance funds supported jointly by the workmen and the employer.
(3.) Free house, land, food, clothing, or other allowance, or advantage.	—	In mining districts free houses.
(f.) Length of notice for ending engagement.	—	From one hour to two weeks.
(2.) Hours of Labour:—		
(a.) Ordinary or standard hours of labour.	54 hours.	From 50 to 54, generally the latter.
(b.) Overtime and its remuneration.	—	Time and quarter up to 10 p.m., after that time half.
(c.) Night shifts and their remuneration.	—	None.
(d.) Sunday work and its remuneration.	—	None.
(e.) Weekly half-holiday or other holiday with or without payment.	—	Saturday afternoon without payment.

## CONDITIONS OF LABOUR.

APPENDIX.

CLV.

EMPLOYER - - - -	Kebroyd Mills, Silk Spinners and Manufacturers.
District - - - -	Near Halifax, Yorkshire.
<p>Representations or information offered for the consideration of the Commission under the following heads—cont.</p> <p>(B.) <i>Conditions of Labour</i> :—</p> <p>(b.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents.</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women and children.</p> <p>(g.) Apprenticeship.</p> <p>(h.) Employment of foreigners.</p> <p>(i.) Introduction of labour-saving machinery used.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally.</p> <p>(l.) Other causes of dispute.</p>	<p>No irregularity of employment.</p> <p>All machinery guarded according to provision of the Factory Act. Mills lighted with gas. Overlooker responsible for the cleanliness of closets in his room.</p> <p>No compensation further than paying the doctor's bill.</p> <p>—</p> <p>All work done in the mills, except silk picking and a few hand-loom weavers employed in cottages about.</p> <p>Men are employed as dressers, spinners, twiners, weavers, strippers, and grinders, boilers and finishers; women as winders, warpers, reelers, doublers, gassers, and card-room hands. Children as spinners' piecers, twiners' piecers, throstle winders, and doffers.</p> <p>No apprentices, but there are learners, who are not bound by any indentures.</p> <p>None.</p> <p>All possible labour-saving machinery used.</p> <p>—</p> <p>Silk Dressers' Union is the only one in the neighbourhood; no trouble with the workpeople in any way.</p> <p>The only cause of friction was a question of wages during bad trade, when the firm was obliged to reduce dressers' wages 25 per cent., and intimated at the same time that any who felt aggrieved could leave; only about half a dozen did so. They can now earn as much as ever they did.</p>

(In reply to the questions as to "Strikes" the writer states—"We have never had a strike or lock-out of any description.")

## CONDITIONS OF LABOUR.

APPENDIX.

CLVL.

TRADE UNION	Amalgamated Society of Carpenters and Joiners.
District	United Kingdom.
<p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(8.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents.</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship.</p> <p>(h.) Employment of foreigners.</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally.</p> <p>(l.) Other causes of dispute.</p>	<p>It is well known that the building trade is much affected by the weather; there are branches that suffer more than the joiners. The joiners' trade holds fairly good up to Christmas, then becomes depressed for two or three months. Of course joiners can work all the year round under cover, but on exposed buildings much time is lost. In times of bad trade work is very irregular, jobs on lasting a short time, and the workman often being out of work his average weekly wages become greatly reduced. The Society provides a benefit for unemployed members (see Appendix 15 Table A., on pp. 575-6).</p> <p>The occupation of a joiner is fairly healthy, but he runs great risk of injury and death by accident. These accidents mostly arise from defective plant and badly-protected machinery. The staff of factory and workshop inspectors is utterly inadequate to meet the requirements of the times. Their number should be increased, and they should be practical men, well up in the fencing of machines and building construction. The writer has no recollection of ever seeing an inspector in a joiner's shop. Lighting and sanitation of workshops vary; some are all that can be desired, others a disgrace. (Quoted in full, question 18,247, Vol. ii., Group C.)</p> <p>Apprenticeship system is allowed full swing, but their number is not limited, although some think should be. Very few, except in case of strikes, when they are imported by employers.</p> <p>Few trades are more affected by the introduction of labour-saving machinery than the joiners. So condemn it, but by far the majority hail it with satisfaction. It has tended much to increase wages and reduce the hours of labour, and there are a larger number of joiners employed to-day than ever. The cheapening of cost by machinery has made it possible to undertake many public and private works that could never have been attempted under the old state of things. Just fancy excavating of the Ship Canal by the pick, spade, and wheelbarrow system. It would take many years longer to accomplish and millions more money, or else the wages of the workmen would have to be very low. It is patent to all that, although machinery may cause temporary displacement in the long run, it is greatly to the interest of the community, and the working classes should seek a large share of its benefits.</p> <p>Materials of all sorts and machinery are supplied by the employer. Workmen find their own tools.</p> <p>Delegates are often discharged, but it is sometimes denied that they are discharged for an offence. Still it is very strange that as soon as a man takes an active part in trade matters a fault or other is found with him, although he might have given every satisfaction for years. A shipbuilder on the North-East Coast in 1889 discharged one of the Society's members who had been prominent in obtaining an advance of wages. All the other joiners in the firm decided to strike if he was not re-instated in his work. To avoid such a thing the writer was sent to reason with the employer, who denied that the man was victimised, but was discharged because he was incompetent. As, however, the man had been nine years continuously in his employ, this was a curious statement to make, and the employer seemed to have some doubt about it himself, for he agreed to give the man three months' wages as compensation, 21<i>l.</i> in a lump sum; this settled the affair. Members do not strike against non-unionists; those that work "black" are not the most beloved, but are regarded as enemies, and cannot expect the friendship of those they injure.</p> <p>Nearly all cases of dispute in the trade are, as regard wages, hours of labour, extra pay for overtime and the general observance of working rules and trade customs.</p>



## CONDITIONS OF LABOUR.

CLVII.

National Union of Paper Mill Workers.

United Kingdom.

1.)—(a) As a rule paper makers are regularly employed, and the tendency is to over rather than under work. Seasonal interruptions are not liable to occur, as stock can be made up against future orders.

In mills deriving motive power from water, of which a few remain, some wholly water power, and some part water and part steam, extreme frost and extreme drought may cause temporary stoppage. In like manner in seasons of flood the full capacity of the power will be utilised and extra time wrought.

b.) There are a great number of mutilations and fatal accidents in paper mills. Many of these could and ought to be prevented. Paper-making is a continuous operation, and does not bear stoppage of the flow of the pulp on to the wire table or frame leading to the cylinders. When breaks occur in the passage of the paper from the cylinders to the calendars the men in charge have to lead on the end of the paper to the rolls, while the machinery is in motion, with their hands and fingers, which often get caught. When adjustments and alterations are being made in regard to belts, or in regard to guiding paper while the machinery is in motion, workers are called upon to risk their lives, and there is, in the opinion of many, room for great improvement in providing for the more certain and effective throwing out of gear of any such part of the machinery as a worker may get entangled in.

Writer recommends that employers be required to report particularly on this matter under cross-examination. Also that some practical paper-makers be appointed to the number of factory inspectors.

c.) There is no doubt a great deal of indirect compensation allowed, in the form of employing members of the family of a worker who has lost his life, preferably to others, or in employing a mutilated servant permanently in some other department for which he or she is capable.

Cases are rare of relatives or workers suing a firm, and the elements of risk and rashness are often difficult to be distinguished and respectively determined. It is hardly open to doubt, however, that many of the accidents are preventable on the employers' part.

d.) The generic title "paper mill worker" is applied to all the operatives, but "paper maker" chiefly distinguishes the beaterman and the machineman. The processes are arranged and sub-divided much in the following way:—

Preparatory—Rag or grass sorters, females; rag or grass boiler-men, males. Making—Beaterman and assistants, males; machinemen and assistants, males. Finishing—Reelermen, males; cuttermen, males; overhaulers, females; tiers and packers, males; foremen over finishers, males. Recovery of products, master-men, males.

e.) There is no outside or home-work. All is done in factory. In mills which make fine writing paper, and other fine classes of paper, there may be 150 to 200 persons employed per machine. Of these 70 per cent. may be females, one-third women, and two-thirds girls. The remaining 30 per cent. will be males (two-thirds men, and one-third boys and lads). About 30 per cent. of the whole staff of workers will be shiftworkers working day and night, alternate weeks. In mills which make news paper, which is run off the reels on to webs of the size required, there are fewer girls and finishers required, and consequently much fewer workers employed per machine. Such mills will employ only from 30 to 50 persons per machine. Very few women and girls are here employed, and that mostly in preparatory processes. Perhaps in all 25 per cent. of the workers in such mills will be women and girls. In mills making brown paper a different distribution takes place, involving more women and fewer men per machine than in "news mills." In mills for ordinary kinds, and capable of a variety of work, the average number of persons per machine will be 50 or 60, 30 per cent. of this will be shiftworkers and 70 per cent. day workers. 60 per cent. will be females and 40 per cent. men and lads or boys.

f.) There are now no indentures or apprenticeships in machine mills, obviously resulting from revolution in processes and sub-divisions of labour.

g.) There is no question of employing foreigners in British or Irish mills. What is much more objectionable is the way the market is glutted by the surplus productions of foreign mills.

h.) In regard to this much can be said; there has been a wonderful development, which has been partly due to efforts to overcome the effects of foreign fiscal or restrictive tariffs, partly due to the general result of competition. The result has been a vast increase in the production and the producing power. Viewed in its results on labour, it has on the whole lessened the importance of the original skilled workman. It has introduced thousands of men from other occupations into paper making. It has by increasing the consumption and uses of paper provided work for an increasing number of people. But the gain to the producer of improved appliances has been sacrificed by competition to middlemen in the first instance, and to the public consumer in a remoter and lesser degree. So much of the capital of the manufacturers is tied up in this direction, that the importance of the middleman as an auxiliary capitalist has been unduly increased, to the detriment both of the public and of the producer. Distribution is almost wholly now in the hands of the middleman. The workman has had no direct share in the value of the tremendously increased productive power. That is to say, that any increase in wages he has received bears no proportion to the increased turn out for which he is responsible, and the increased intensity of his toil, but is solely due to the expansion of the trade in greater proportion than the expansion in the number of men qualified as higher paid workmen. But there is no permanent advantage to him in this, because of the number introduced constantly from other occupations into the trade, and whose gradual training and competition is correcting the causes of previous advantage. Where, therefore, increased and improved appliances increase the productive power, the direct advantage of this escapes the workman altogether. If his wage has been fixed at so much for a given number of hours per week, it remains the same, while the machines are fed with more stuff, and turn out more finished material. If bonus on quantity has been paid in addition to the wage the standard or starting point is thereafter raised, so as to keep the wage under circumstances of increased production much what it was before that increase took place. If piece-work rates have ruled, these rates are revised and re-cast for the same object and with the same effects. In paper-making the effects of machinery are very different from what takes place in other industries where the individual worker is the unit of production. The immediate effect of improved appliances in paper-making is not to displace labour but to reduce price. Reduced price stimulates consumption and demand, and conserves employment. When expansion consequently takes place, the machine being the unit of production (and not the man), another machine, or more, must be laid down. Till this step can be clearly justified, the pressure of demand operates on labour and on time. The possible margin of time even to the Sunday is encroached upon, and the bonus on quantity here tells for a time in securing the co-operation and compliance of the men with this exigency or practice. The pressure cannot be otherwise relieved if the work is to be done in this country, unless this margin of time is so used, but of course for such exigency alone. More men cannot be introduced to the trade till there is one or more additional machines, with corresponding plant for them, and therefore the tendency is in this trade to "lump drags" at times rather than to any increase of workers, and constantly to average and moderate hours. This is only corrected, when by absolutely sacrificing the margin or reserve of time, it is necessary and possible to get a general curtailment of the average and ordinary time, and to do this with due respect to the output of the mills and the wages of the men. Such is most difficult of accomplishment owing to the isolation and the individualism of the trade both of employers and employed. But it has been partially managed on two occasions, in 1873 and in 1891. Each time a restriction of hours has been effected it has simply recovered or broadened the margin of reserve time, useful against expansion or against accidents or special emergencies. As yet, for want of sufficient combination, the tendency has been to encroach unduly upon this margin and eventually to give it away. Another very important element in maintaining a severe standard of hours is that derived from the competition under unequal circumstances of the various mills with each other. The Limited Liability Amendment of the Joint Stock Companies Acts has operated as a bonus or protection to corporate investment and enterprise over that of private firms. Private firms under leases, and in old situations, sustain the competition of modern mills in the best situations and of the best equipment. The latter compete with the older mills, and give away in the market the advantages of their superiority in the effort after monopoly. The consequence is that hours of labour are extended in the old situations as a means of compensation for disadvantages in competition with the larger mills, and these larger mills again retaliate by imposing the same rules as regards hours of labour on their men. Writer is convinced that an anterior cause conduces to this intense and cruel rivalry between British and Irish mills, and that in the added competition in our markets, favoured by untaxed imports of the surpluses of the foreign mills, whose Governments yet exclude the return products of British and Irish mills.

(j.) See answer to "(1.) Wages (c)."

k.) Several cases of dismissal of representative delegates have occurred, and do occasionally occur, of active union men being "picked" at, but there is no evidence of any concerted action by managers and employers of that kind. Members of this union have not refused to work with unionists as yet. They distinguish generally in their conduct between a unionist and a non-unionist, but moral suasion is the only direct influence exerted by union on non-union men. The provocation to act otherwise is always greatest when the power to apply coercion is least effective. When union workers are in a decided majority in a mill their moral influence will be most effective. I do not know of any black list being kept by employers. I think they are not combined at all, and certainly not on this. They are not at all scrupulous about taking each other's workmen when their trade ability and general characters are satisfactory. I should not say that it is usually essential to produce a reference from last situation. Employers have in many cases shown a good and kindly feeling to union of the men, provided the policy and programme consulted in a moderate and practicable way the good of the trade, from a national point of view. Every firm wishes the union to regulate and restrain the competition of some other firm in respect to conditions of labour depending entirely on the will of the workers. The majority of firms would favour the union in operating for such ends on any minority of other firms, or single firm whose practice was deemed generally injurious to the trade. But the employers are not combined. The Society would prefer that they were, and so that it could confer and bargain with associated rather than with individual employers, for this reason, that the relations of labour and capital can best be adjusted by mutual combination, reference, and co-operation in dealing with reckless or unscrupulous conduct of employers or employees. I beg respectfully and earnestly to recommend that the organisation of producers should be encouraged, and that the official representatives of employers' associations, or of trades unions, have their status recognised by law, to act as mediators and correspondents on legitimate trade business, and that they have as good a right as public officials (such as strike or factory inspectors), to get the facts of the case on occasions of dispute, either by form of circulars, schedules, or interview.

l.) Nothing to remark further than to say that the Union has had some severe experience in Somersetshire and Aberdeenshire, of the men being absolutely prohibited from combining, and all attempts at the same thereby forcibly suppressed. The same has happened to the men in Surrey, and generally, this accounts for the failure to establish organisation in the South of England and the North of Scotland, and in the most isolated districts as a rule. In these circumstances the independence of the workers is decidedly overawed both by hostile disposition of firms and pressure on the labour market. No other conclusion can be come to than that terrorism does in such cases prevail over the minds and the lives of the workers. It is, or ought to be, surely, as illegal for employers to insist on individual contracts with their men, involving the signing away of their rights of a civil nature, as is the case of any conspiracy against property. It is a worse kind of intimidation to say to a man, "Your liberty, or your life," than to say, "Your property, or your life." The spirit of British law certainly regards such as conspiracy, and refuses to sanction or make valid contracts enforced by intimidation.

CONDITIONS OF LABOUR.

APPENDIX.	CLVIII.	CLIX.	CLX.
TRADE UNION - - - }	Associated Carpenters' and Joiners' Society.	Amalgamated Society of Mill Sawyers and Wood-cutting Machinists.	
District - - - -	Scotland (chiefly).	Cardiff.	Hull.
Representations or information offered for the consideration of the Commission under the following heads—cont.			
(8.) <i>Conditions of Labour</i> :—			
(a.) Irregularity of employment through seasonal or other causes.	The whole of the building trades are very irregularly employed during the winter months in consequence of enforced stoppages through the inclemency of the weather.	Short time in winter months (saw mills).	Busy time is concomitant with busy time in the building trade.
(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.	No great cause of complaint. Accidents at buildings in the course of erection generally arise through defective scaffolding, working plant, or neglect of proper precautions on the part of the employer, his foremen, or workmen. The most of joiners' shops are temporary erections, and require a large amount of space, therefore they are generally well ventilated.	Employment dangerous. Sanitation bad and inspection lax.	Employment dangerous. Sanitation and lighting good in most cases. Inspection of workshops and mills ought to be done by practical workmen of the trade.
(c.) Compensation for accidents	Compensation is, as a rule, only granted when enforced through a court of law, or on the threat of an action being raised.	In some instances wages paid until recovery. Accidents during last 12 months—Joseph Hart, David Harris, William T. Williams, Wm. Elliott, hands cut on circular saw. Thos. Salmon, injury to hand. David Griffiths, injury to hand, side ribs fractured on rack bench. Jno. Tindal, thumb cut off on circular moulding machine.	—
(d.) Subdivision of labour as between different trades.	Sub-division of labour as between different trades requires in all cases to be carefully guarded, and the work of each to be clearly defined, especially when the trades are workers in the same material, and employed in the execution of the same work, otherwise it leads to endless disputes between workers. For the past 25 or 30 years continuous inroads have been made upon the work of our trade by the shipwrights, who lost a great amount of their own work through the substitution of iron for wooden ships. The consequence was they were driven from the shell of the ship, and have ever since endeavoured to make up for what they then lost by seizing upon the work of our trade.	—	—
(e.) Distribution of labour as between factories, workshops, and homes.	—	—	—
(f.) Distribution of labour as between men, women, and children.	—	—	—
(g.) Apprenticeship.	Apprentices serve for five years.	—	Apprenticeship system approved but where the foreman is not a practical workman at the machines or saws, the member who teaches the apprentice should receive recompense, since it is to the master's advantage to have apprentices.
(h.) Employment of foreigners	None.	—	None.
(i.) Introduction of labour-saving machinery.	The old conditions of labour in the building trades, as well as in almost every other trade, are being rapidly changed in consequence of the introduction of so much labour-saving machinery. It cheapens production, but it is displacing manual labour to an alarming extent, producing more than a market can at all times be found for. In former days everything in the trade was done by the hand, but now everything that it is possible to do is being done by machinery, and it is no exaggeration to say that where these machines are in operation that each of them on an average is at least doing the work of 12 men, so that even in the best of times our men are never fully employed.	—	All the machinery used is labour-saving.
(j.) Supply and quality of materials, machinery, or other plant.	—	Machinery not properly fixed thereby contributing to accidents.	Trade could not be carried on with bad machinery, since quality of production depends upon workmanship.
(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally.	The practice of dismissing delegates for taking a leading or active part in any trade movement, or for bringing any grievance before their own or other employers for redress, though common enough in earlier stages of our society's history, has now been greatly diminished, as employers have now learned that the grievances of their men may be as natural and as reasonable as their own. The Society's members claim, and justly claim, the right to refuse to work with non-unionists, because while they enjoy many of the benefits that may be obtained, they do nothing to secure them, and bear none of the necessary expense. No black list has ever existed.	—	In cases where we are stronger we refuse to work with black legs. Relationship with Employers' Association is friendly but with some employers personally relations are of rather a strained nature.
(l.) Other causes of dispute.	—	Employment of unskilled labour at machines.	—

CONDITIONS OF LABOUR.

CLXI.

CLXII.

CLXIII.

CLXIV.

Amalgamated Society of Mill Sawyers and Wood-cutting Machinists.

Leeds and Worksop.	London.	Manchester.	Newcastle-on-Tyne and South Shields, River Tyne District.
—	<p style="text-align: center;">**</p> <p>Average among members of Union is about one and a half days per year, generally through fluctuations in trade.</p>	—	<p>In winter work is slack, and a good deal of short time is worked.</p>
<p>There is no system of sanitation or inspection. The workshops are usually very draughty; in some instances the machinery is in open air. The comfort of the worker is seldom or never considered.</p>	<p>Extremely dangerous; light in many cases defective. Inspector has never been seen except in the case of an accident to a boy.</p>	—	<p>Very dangerous: lighting very defective, sanitation bad. Never heard of any inspector inspecting machinery in the last 40 years.</p>
None.	<p>Generally none, and very small when any.</p>	—	<p>None, unless the employers pay for it.</p>
—	<p>Nominally between sawyer and machinists, and unavoidable.</p>	—	<p>Unsatisfactory, as other trades are put to work machinery without a practical knowledge of it.</p>
—	<p>Always in workshops.</p>	—	<p>Always in workshops.</p>
—	<p>Great desire on part of employers to place boys at machines to displace men.</p>	—	<p>Boys are put to machinery before they are qualified.</p>
—	<p>None.</p>	—	<p>Cannot say the number.</p>
A good many employed.	<p>Insignificant.</p>	<p>Self-feeding saw benches.</p>	<p>None.</p>
—	<p>Defective in some instances, but mostly of very fair quality.</p>	—	<p>Fairly good.</p>
—	<p>One authentic case known; no refusal of unionists to work with non-unionists. Use of black list not known. Employers generally refuse to recognise the Trade Union and its officials.</p>	—	<p>One case. Refuse to work with non-unionists. No black list. Relation of employers and Union as a rule good.</p>
—	—	—	—

STRIKES AND LOCK-OUTS.

APPENDIX.	CLVI.	CLVII.
TRADE UNION - - -	Amalgamated Society of Carpenters and Joiners.	National Union of Paper Mill Workers.
District - - - - -	United Kingdom.	United Kingdom.
<p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of union towards dispute.</p> <p>(f.) Mode of settlement.</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above.</p>	<p>To give a proper account of the trade in Manchester the writer states he must go back beyond the date mentioned.</p> <p>The code of working rules for many years provided that masters and men should meet and discuss matters in dispute, and in case they were unable to agree the question should be submitted to arbitration. Under this system things went fairly well, and for 11 years no disputes took place except of a paltry character. In a few years the Society raised wages from 7d. to 8½d. per hour, and reduced the hours from 54½ to 52 per week. Trade was very good, and in 1876 a section of the men were emboldened to seek further concessions, but the trade was not united, some thinking the application premature, the attempt, therefore, fell through. This was a great mistake, as another year made much difference with the state of trade, and allowed the employers time to prepare for the event. In the following year the strike took place, of which the following are the particulars.</p> <p>—</p> <p>—</p> <p>Commenced May 1st, 1877. Terminated May 2nd, 1878.</p> <p>The men demanded an increase in wages of 1½d. per hour, and other concessions of less note. After much negotiation the masters offered ¾d. an hour advance; but it became impossible to settle the matter amicably, so the men reduced their demand to 9½d. an hour, and came out on strike on the 1st of May.</p> <p>3,500 left work out of a total of nearly 6,000 employed in the district. At the end of six weeks 1,400 were still on strike pay, besides about 200 non-society men who had to be supported. The non-society man is a man that reaps where he has not sown. They are generally the most clamorous for a strike, and then, as coolly as you like, tell the societies that if they are not supported out of funds to which they never contributed, they will go and work "black." They make no sacrifice, but eagerly claim all the good obtained by the cost and energy of others.</p> <p>—</p> <p>Although the men at work paid a levy of 6s. per week to assist those on strike, and the men stood remarkably true to each other, success did not seem to come. The masters even withdrew their offer of ¾d. advance, and after 52 weeks the strike collapsed.</p> <p>Although trade was good at the commencement of the strike, there were indications of a coming depression, and when the strike had lasted a few months this depression became more marked, and the employers were able to get men to fill the strikers' places, mostly from the agricultural districts and Scotland; many hundreds were brought from the United States and Germany, some of whom remained for years after. The strike finally resulted in a reduction of wages, and an increase of working hours. The movement created much injury to the trade of the district, and the relationship between employer and employed has not been anything like so cordial since, but its full effects it is impossible to estimate. No doubt other branches of the building trade were greatly affected.</p> <p>The strike was one of the most costly and extensive that ever took place in the building trade. It is said to have cost nearly 70,000l., besides loss in wages and profits of over 300,000l. The loss to the Amalgamated Society of Carpenters and General Union of Carpenters is said to have been over 30,000l.</p>	<p>There has never been any protective Union of operatives in the trade till now. There is no record of mill strikes although it is quite probable that desultory and local disputes have often occurred. The organisation of the men into local branches and a National Union is expected to facilitate the peaceable and orderly adjustment of grievances. A lock-out occurred in October 1889, when petitions for reduced hours were being presented all over the country. Messrs. A. Pirie &amp; Son, of Stonewood Works, Aberdeen, locking out their shift workers over the head of their action in that movement.</p> <p>—</p> <p>—</p> <p>—</p> <p>The men had petitioned for, and been refused, a reduction of their hours, and had also refused to sign a contract of employment in which they were to pledge themselves not to join any Trade Union; they were locked out.</p> <p>—</p> <p>—</p> <p>The greater number of the shift workers were induced to eventually return and re-engage on the employer's terms.</p> <p>—</p>

\* With regard to Strikes and Lock-Outs :—  
*Cardiff* (No. 159) gives no information.  
*Hull* (No. 160) and *Leeds and Workson* (No. 162) state that no strikes had taken place.  
*London* (No. 162) stated "Cannot answer, Union not being formed at that time."  
*Manchester* (No. 163) states that there have been three; that strikes are less frequent than formerly; and that the chief immediate causes were reductions of hours.

## STRIKES AND LOCK-OUTS.

## CLVIII.

## Associated Carpenters and Joiners' Society.

## Scotland (chiefly).

- (4.) (1.)—Very few of them are of any importance; most of them, during that period, having been of a very partial nature.
- (2.)—In writers' opinion, disputes have been less frequent and less extensive than those of former years.
- (3.)—Writer states that he gives all particulars he can, with the exception of (c), (d) and (h), as to which he has no data to work upon.
- 1881.—The ship-joiners in the Clyde district made a demand for an advance of 7½ per cent. upon their wages early in the spring of this year. This the Employers' Association refused to concede, and in consequence, the men, to the number of about 1,000 struck work on April 27th. At this stage only two employers conceded the demand. The strike lasted a fortnight, and on the 11th May the men resumed work on their own terms. This dispute cost the Association 152*l.* 2*s.*
- The house joiners of Glasgow also secured an advanced of one halfpenny per hour, after a partial strike in which about 400 men were engaged. The strike commenced on 8th June and terminated on 15th of the same month. This dispute cost the Association 32*l.* 8*s.*
- 1882.—The Clyde ship-joiners memorialised their employers for another advance of one halfpenny per hour on the 26th May. This was refused, and the men, to the number of about 2,000, struck work on the 25th August. Efforts were made by Sir Donald Currie to bring about a conciliatory arrangement between the parties. The employers ignored his efforts in this direction, and the strike extended over a period of 11 weeks and 8 days. The men resumed work on the employers' terms on the 14th November. This dispute cost the Association 1,716*l.* 13*s.* 9*d.*
- 1883.—During this year a pretty general advance of wages took place throughout the whole trade in Scotland without any disputes worth recording.
- 1884 and 1885.—During these years the depression of trade in the shipbuilding industry on the Clyde, which manifested itself at the end of the previous year, spread with great rapidity to all the shipbuilding districts over the country. In consequence of this the Society's efforts for these two years were mainly directed to resist, or at least to modify, the reductions which were sought to be enforced; most of the disputes which arose were settled by compromise, and without a cessation of work.
- 1886.—The trade was comparatively free from disputes during this year; the only one resulting in a cessation of work occurred in Dumbarton, where one of the largest employers attempted to enforce a reduction of one penny per hour. The men resisted, and after a strike of five days' duration resumed work on their old terms, viz., 7*d.* per hour, besides securing a written agreement to that effect. The Tyne ship-joiners were notified in the spring of a reduction of 2*s.* per week, which was settled by compromise, the men agreeing to accept a reduction of 1*s.*
- 1887.—The house-joiners of Newcastle were notified of a reduction of one penny per hour, to which they refused to submit. The employers then agreed to modify the reduction by one-half of that amount, which the men met by notifying the employers for an advance of half-penny per hour, to come in force on the same date fixed for the reduction, viz., 2nd February. Both notices were, by mutual consent, withdrawn.
- A strike of a rather unusual kind took place in the shipbuilding yard of Messrs. Armstrong, Mitchell & Co., Newcastle. The firm had employed the shipwrights to do a certain class of work which, up to this period, had been done by the joiners. The joiners, feeling themselves aggrieved at the encroachments which were being made upon their work, after vainly endeavouring to effect an arrangement with the manager, withdrew their labour. In consequence of this the employers raised an action for damages to the extent of 2*l.* in each case in lieu of the 14 days' notice which they maintained to be the rule of the yard. The Court, however, over-ruled the claim, and decided in favour of the men, who subsequently came to a satisfactory arrangement with the manager, and resumed work on the 10th October, after being nearly a month on strike. About 200 men were involved in this dispute.
- 1888.—The only dispute of any importance which occurred this year was that of the joiners of Edinburgh, who struck work to the number of 300 on 2nd January against a reduction of one halfpenny per hour, which the employers sought to enforce on that date. The strike had the effect of inducing a good few of the employers to withdraw the notice of reduction, and to allow their men to remain at work at the old rate, thus reducing the number on strike to about 200. The strike continued for seven weeks, the men resuming work on the 3rd March at the old rate of 7*d.* per hour. This dispute cost the Association about 400*l.*
- 1889.—While this year may be regarded as a most memorable and eventful one in the history of labour, not only on account of the number and magnitude of the strikes which took place amongst the dock labourers and other unskilled workmen, but also for the impetus which was given for the formation of trade unions throughout the country, with us it was an eminently peaceable one,—not because the Association remained passive or inactive, but because employers and employed evinced a laudable desire to avoid conflicts, yet, not withstanding this desire, the great majority of our Branches succeeded in securing a fair advance of wages in the course of the year. The only disputes which led to a cessation of work occurred in Glasgow and Dundee. In the first case the only point in dispute was when the advance of one halfpenny per hour was to come in force. The Employers' Association fixed upon the 1st August, whereas the men had fixed it for the 11th May. At a meeting of the men held on the 10th May to hear the replies from the employers, it was found that 77 employers had agreed to concede the advance on 11th May, while only 24 had resolved not to give the advance till the 1st August. The men in the employment of those employers who refused to comply with the men's terms as regards the date, struck work on the 11th May, and succeeded in gaining their point in about a week thereafter.
- In regard to Dundee, the men to the number of 60, struck work against a reduction of one halfpenny on 10th December, and resumed work at their old rate on the 8th January, 1890.
- 1890.—The most important dispute of this year was the strike of the Tyne ship-joiners against the enforcement of Mr. Burt's award on the line of demarcation. The award was considered to be so utterly at variance with the rule and practice of the district it was intended to govern, that the joiners unanimously and absolutely refused to recognise it. Before resorting to extreme measures they expressed their willingness to submit the points in dispute to a Board of Conciliation. This offer, however, was rejected, by both the employers and shipwrights who persisted in their attempt to put the award in force, and that in the full knowledge of the joiners' determination to oppose it. The result was that the joiners struck work on 1st August, and were out for 13 weeks. At the instance of the Mayor of Newcastle the points in dispute were adjusted by a Board of Conciliation, which was precisely what the joiners proposed before the strike took place, and it is to be regretted that this course of action was not adopted at an earlier stage of the dispute. The men resumed work on Monday, 3rd October, by order of the Conciliation Board, pending their decision on the points in dispute.
- 1891.—With the exception of the London dispute, none occurred worthy of mention this year. The Joiners of London memorialised their employers for an advance of one penny per hour, and a reduction of the hours of labour from 52½ to 47 hours per week on the 14th November of last year, and as the employers refused to make any concession, the men struck work in some of the shops on the 2nd May. The employers met this action of the men by a lock-out on the 23rd of the same month, and this state of matters continued until 19th October, when a conference of representatives of masters and men took place, at which it was agreed to submit the matter in dispute to arbitration.—Mr. J. M'Vicar Anderson, president of the Royal Institute of British Architects, being appointed arbiter—whose award came in force on 19th November. The dispute lasted for about six months.
- 1892.—No further disputes up to February of this year have taken place.

The following statement shows the total amount expended on strike allowance for each of the years named:—

	£	s.	d.		£	s.	d.
1881	-	-	0	1890	-	-	668 9 3
1882	-	-	200 0 0	1891	-	-	294 4 9
1883	-	-	1,714 8 0				4,109 17 1
1884	-	-	350 4 0				Total amount expended during the
1885	-	-	87 0 0				19 previous years
1886	-	-	112 18 0				11,296 5 3
1887	-	-	2 16 0				Total
1888	-	-	120 0 0				15,406 2 4
1889	-	-	453 6 1				
			106 11 0				

Newcastle-on-Tyne and South Shields River Tyne District (No. 164) states that it knows of only one, which was in connection with the joiners' strike in the shipyards, the Society being federated with the joiners for trade purposes; that the chief immediate cause was arbitration; that from 60 to 70 unionists and about 20 non-unionists were engaged in it; and that it was settled by the Conciliation Board.

## GENERAL QUESTIONS.

APPENDIX.

CLV.

EMPLOYER - - -	Kebroyd Mills, Silk Spinners and Manufacturers.
District - - -	Near Halifax, Yorkshire.
(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.	None.
(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm and results.	None attempted.
(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.	The Government are not employers of labour in this district.
(4.) Information as to other agencies in the district for finding or providing work for the unemployed.	Not aware of any agency.
(5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.	No other statistics are required than those already taken.
(6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.	No other than a general care for the well-being of the people employed socially.
(7.) Other statements or suggestions for the information of the Commission.	—

GENERAL QUESTIONS.

APPENDIX.	CLVI.	CLVII.	CLVIII.
TRADE UNION	Amalgamated Society of Carpenters and Joiners.	National Union of Paper Mill Workers.	Associated Carpenters Joiners' Society.
District	United Kingdom.	United Kingdom.	Scotland (chiefly).
(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.	There is a mixed Board of Conciliation composed of members of the Trades Council and Chamber of Commerce. Although several disputes have occurred, its services have not been solicited.	In 1890, in Scotland, a board of conciliation consisting of representatives of Scotch employers and operatives connected with the National Union was constituted. This board took action, which resulted in bringing about a reduction of hours in 40 out of 64 Scotch mills. It continues to supervise the shorter time movement, and its functions are intended to apply as far as possible as an experiment in the direction suggested by this query. It is not contemplated that this board will supersede trade combination on the part of either masters or men, but that it will rather be a useful instrument to both for attainable ends.	—
(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results.	None.	None.	—
(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.	The local authorities employ some joiners, and for the most part on very unsatisfactory conditions; in fact, on conditions that Society men could not accept. During the last 18 months the Manchester and Salford Corporation have adopted what is termed the fair contract resolution, and the joiners in their employ are deemed to be properly treated, which was not the case before. There has been no end of trouble with firms engaged to do Government work. In the early part of last year the Society had to withdraw the members from the General Post Office, as the contractor sought to reduce their wages. Another firm which has for years been doing Government work has been regarded as a "black shop." The Government of a great empire should not encourage sweating.	No information.	—
(4.) Nature and extent of union's action in finding work for unemployed members.	The vacant books of the Society's branches are open to the inspection of masters and foremen, who often find work for members. In case men are wanted in other towns, the Society pays the members' expenses in travelling. If they choose to travel in search of work, they can do so, and receive the Society's benefit at the different calling places.	The Union exerts its machinery to find men for vacant situations and inform unemployed men of such. Its funds are designed to be employed in the temporary support of unemployed members under specially defined conditions. (See Rule 11 on p. 285 of the volume of "Rules of Associations of Employers and of Employed." [C. 6795-xii.] See reply to (4) above.	—
(5.) Action taken or considered by union in the direction of itself undertaking work.	—	—	—
(6.) Information as to other agencies in the district for finding or providing work for the unemployed.	None.	—	—
(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour.	—	—	—
(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.	The Labour Department of the Board of Trade could be made more effective, and all statistical information as regards strikes, trades unions, state of trade, history and progress of labour and capital also, would be of service to the community.	Seeing that British and Irish paper mills compete in Colonial and neutral markets, and in our own home market with Continental paper mills, it is very desirable that the Government should collect authentic information for the use of the trade in respect to conditions, &c. of labour in Continental countries. A.—As to wages. B.—As to hours. C.—As to technical instruction. D.—As to bounties and tariffs.	—
(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.	Much depends on the frame of mind of those concerned; a desire to do unto others as you would be done by is a glorious maxim, and well applicable to trade matters. First of all, a strong trade union is necessary, so as to place the workman on an equal footing with the employer. Writer is strongly in favour of masters and men reasoning together with a view to a settlement, and if it comes to arbitration, a board should be formed, whose decision is to be binding. Above all moderate demands are advisable, for by that means the most lasting benefits and steady progress have been secured. Most of the great strikes have occurred by demanding too much at one time.	The Board of Trade should not be so entirely a "traders department" of the State. There ought to be a Department for industry, i.e., <i>Manufactures and Production</i> , which Board or Department might devise remedies and improvements in respect to conditions of labour, taxation of producers, and technical instruction of working people. Arbitration Boards might originate from this Department. A Department of State for <i>Industry and Manufactures</i> to whom trades unions and employers' associations would be responsible is greatly to be desired.	—
(10.) Other statements or suggestions for the information of the Commission.	—	The same provisions of the Factory Acts applicable to conditions of labour in textile factories for women and young persons under 18 years, should apply similarly to women and young persons in paper mills.	—

## GENERAL QUESTIONS.

APPENDIX.	CLIX.	CLX.	CLXI.
TRADE UNION	Amalgamated Society of Mill Sawyers and Wood Cutting Machinists.		
District	Cardiff.	Hull.	Leeds and Worksoy.
(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.	None.	Board of Conciliation.	None, except by the Trades and Labour Council.
(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results.	None.	None.	None.
(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.	None.	None.	None.
(4.) Nature and extent of union's action in finding work for unemployed members.	—	Secretary communicates with secretaries of nearest towns to ascertain state of trade, and if possible to secure situations. If a vacancy occurs in our own district the man is sent there first.	As soon as a job is heard of the most likely man to fill the position is sent.
(5.) Action taken or considered by union in the direction of itself undertaking work.	—	The Union has had under consideration the advisability of having saw mills of its own upon the share system, by which every workman would be a shareholder, but nothing definite was come to.	None.
(6.) Information as to other agencies in the district for finding or providing work for the unemployed.	—	—	—
(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour.	—	No good will be permanently accomplished except by Parliament legalising the number of working hours.	—
(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.	—	The rapid strides machinery has made during the last 30 years and the Society whose nature and calling of working such machinery is.	—
(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.	—	By representatives of workmen discussing amicably with employer, and if unable to agree by joint committee of equal number of master and men, and, if cannot then agree, by Board of Conciliation.	—
(10.) Other statements or suggestions for the information of the Commission.	—	That machinery and straps connected therewith should be properly guarded, and all shaftings so boxed up as to make it impossible for any one to get wrapped round the same. That where main belts break and they be cross belts, that they should be secured and not held by the men or boys while being mended, as being a cross belt the shafting has a tendency to pull such belt out of the man's hand or boy's hand, and should the said man or boy persist in holding it tightly he places himself in danger of being pulled round and might ultimately be killed, as we had a boy killed not very long ago in Hull.	The two greatest difficulties our trade has to deal with are as follows:—1st. There is no system of apprenticeship, and too frequently employers start men to work machines who know little or nothing about them, and in consequence of their inexperience often cut off fingers and in some instances hands, and if retained afterwards it is at a reduced wage, and this is the man that the practical workman has to fight in the labour market for an existence. 2nd. There are many saw benches that have no loose pulleys to them which increase the dangers of the work-
		man, which does not occur in modern machinery, which is surrounded by every safeguard. No machine should be allowed to be put down until it is certified as being safe by the factory inspector.	



GENERAL QUESTIONS.

CLXII.

CLXIII.

CLXIV.

Amalgamated Society of Mill Sawyers and Wood Cutting Machinists.

London.	Manchester.	Newcastle-on-Tyne and South Shields, River Tyne District.
None.	—	None.
None.	—	None.
Yes, but cannot obtain particulars.	None.	None.
<p>through the members being always in touch, they either inform each other or the secretary, and there being a book for the unemployed to sign the secretary sends the first on the list after the situation, but employers will not apply direct to the Society for men.</p>	Communication between members and secretary.	Communication between members and secretary.
None.	—	None.
None.	—	None.
—	—	—
<p>the liability to accidents nature of the accidents, treatment by employer after accident, and the probable cause being long hours, or undue hurry through action of employer or foreman.</p>	—	<p>The cause and nature of all accidents by machinery; how the injured is treated after the accident, if not fatal, the age, and length of time that the injured has worked at machinery.</p>
<p>the experience of the writer it is impossible to promote a permanent cordial relationship between employer and employed, but he would suggest conciliatory councils between employers and officials of the Unions interested.</p>	—	<p>Conciliation Boards, with penalties for refusing to abide by the award.</p>
<p>that the hours of labour should be restricted by legal enactment more particularly in our trade, in consequence of its extremely dangerous nature, and thus enable the man to have clearer faculties while at work. The establishment of a labour bureau with a classification of trades. Also a labour ministry and the collection of statistical information of every description in connection with each individual industry. A law compelling employers to report every accident and the precise nature of such accident. Rigid inspection with a view to improving the conditions of our labour where the workshops are open and unprotected during cold weather as a great many accidents are caused through the fingers being quite numbed. This could be prevented by a judicious system of heating combined with greater shelter, and would prove mutually beneficial, as a man can do more and better work, in proportion to his bodily comfort. The total abolition of the employment of boys under 16 years of age in the capacity of machine workers, boys being frequently put to work on very dangerous machines without any previous tuition, which often results in accidents of a very serious nature. The nature of our employment is so extremely dangerous that few reach the age of 30 or 35 years without losing some portion of their hands, generally left hand.</p>	—	<p>Government inspection of workshops. The prevention of untrained boys working dangerous machinery. Full inquiry into the cause of all accidents.</p>

STATISTICAL SUMMARY of the ANSWERS to the SCHEDULES of QUESTIONS issued by  
COMMITTEE C. OF THE ROYAL COMMISSION ON LABOUR.

Classes to which Schedules sent.	Number of Schedules sent.	Number of Schedules returned with Answers.			
		Number tabulated.	Number too meagre to be printed.	Number received too late and printed above.	Total.
Associations of Employees - - - -	781	280	3	9*	291
Employers - - - - -	777	357	81	1†	389
Associations of Employers - - - -	70	35	—	—	35
Trades Councils - - - - -	47	3	2	—	5
Chambers of Commerce - - - - -	89	13	1	—	14
Women's Associations of Employees - - - -	43	20	—	—	20
Totals - - - - -	1,807	708	37	10	755‡

SUMMARY OF UNPRINTED ANSWERS TO SCHEDULES: GROUP C.

A few schedules of answers have been returned from associations and individuals engaged in trades belonging to Group C. which it has not been considered advisable to print in full on account of the fact that in some cases it has been impossible to trace exactly by which union or employer the answers have been returned, and in others the answers given are so meagre that the schedules are practically blank. A short summary of the answers in these schedules is given.

I. ANSWERS FROM TRADES UNIONS.

Three of the schedules are from trades unions, viz., the Amalgamated Society of House Decorators and Painters, the Crucible Factory Operatives' Union, and the Durham branch of the Book-binders and Machine Rulers' Consolidated Union. The Crucible Factory Operatives' Union mentions a stoppage of 6d. a week from wages towards the sick-club; and this Society also mentions a bonus of 2½ to 5 per cent. on wages earned, a sick allowance of 10s. a week, and a pension of 10s. a week after 10 years, 15s. a week after 15 years, and 20s. a week after 20 years; compensation for accidents is said to be covered by insurance. The Crucible workers are said to work 51½ hours a week with no overtime, and to have an annual holiday, as well as the usual bank holidays, with full pay. The members of the Durham Bookbinders and Machine Rulers' Consolidated Union are said to work 52 hours a week.

With regard to means for preventing or settling disputes, the secretary of the Amalgamated Society of House Decorators and Painters writes as follows:—"I consider that there ought to be a Court of Conciliation composed of employers and employes, equally divided for the building trades generally; each trade to send representatives to form the Court or Committee. Having worked at my trade for 40 years in London, I have been able to see the difference and consider how workmen are treated now under 'managers of firms,' and how much better it was, and is, where employers superintended their own work, not leaving all the power in the hands of a manager. Where the heads of firms are not, or have not been, practical workmen, in some branch of the trade (such as are called 'draper builders'), there the manager has the greatest power, and the greater the injustice and wrongs that are unredressed. There is no appeal to be made to the heads of such firms, as the manager's power is absolute. I know that this unsatisfactory state of things is causing scores and scores of men to become socialists and the gulf between employer and employed is widening every year. The men are more discontented and are more

"willing to strike to redress their grievances than they were some few years ago. In some firms where the employer superintends his own work, leaving only a foreman to carry out his requirements, there is a very much better state of feeling existing between employer and employed, as a man's work is seen and appreciated or otherwise, and the employer will as a rule rectify any harsh treatment on the part of the foreman. These firms are best in every way as the men are better satisfied with the work there, and also the work is done better. The only relief or remedy for the state of things existing, is, as stated above, that a Court or Committee of Conciliation should be appointed consisting of the different branches of the building trade, and that all wrongs and grievances should be heard and decided by this Committee. It is absolutely necessary that something should be done to improve the relations between employers and employed."

The secretary of the Crucible Factory Operatives' Union is "authorized to state that we see no other hope for our class than to place all factories under municipal control, and by such means to regulate hours and wages, so as to be able to deal permanently with the unemployed, who are all the year round clamouring for work at the factory gates, and by that means keeping our wages low, and acting as our enemies instead of as our friends."

II. ANSWERS FROM EMPLOYERS AND EMPLOYERS' ASSOCIATIONS.

Thirty-one schedules of answers are from employers or employers' associations in Group C. Of these five are connected with the building trades, three with printing and book trades, and fourteen with textile trades, the others belonging to the cabinet, clothing, gas, and miscellaneous trades.

Wages.

Eleven answers state that wages are paid weekly, and three that they are paid fortnightly. The Hargreaves Street Manufacturing Company (Haslingden), states that all the workpeople are paid by piece-work whenever possible, and piece-work is mentioned in several other answers. In Messrs. Crowther Brothers' woollen mills (Gomersal), males are paid by the hour and females by the piece; and in a boot manufactory at Rushden, clickers are paid by the day and riveters and finishers by the piece. The Master Butchers of Hull pay the journeyman and lads by the week, the slaughtermen by the animal. Messrs. L. Demuth and Company, tar distillers and refiners (Birmingham), deduct a ¼d. week from wages for Hospital Saturday,

\* These Schedules have been received from—

i. Amalgamated Society of Carpenters and Joiners of Great Britain and Ireland (Appendix CLVI.);  
ii. National Union of Paper Mill Workers of Great Britain and Ireland (Appendix CLVII.);  
iii. Associated Carpenters and Joiners' Society, Scotland chiefly (Appendix CLVIII.);  
iv. ix. Amalgamated Society of Mill Sawyers and Wood Cutting Machinists, Cardiff (Appendix CLIX.);  
Hull (Appendix CLX.); Leeds and Worksop (Appendix CLXI.); London (Appendix CLXII.); Manchester (Appendix CLXIII.);  
Newcastle-on-Tyne and South Shields River Tyne District (Appendix CLXIV.)  
respectively, and are printed on preceding pages.

† This Schedule has been received from the Kebroyd Mills, Silk Spinners and Manufacturers, near Halifax, Yorks (Appendix CLV.).

‡ Three Schedules (not included in this total) were received but afterwards cancelled.—G. D.

and 1½d. a week for insurance against accidents. Their workmen receive 12s. a week in case of accidents. The Hargreaves Cotton Manufacturing Company (Haslingden), prefers to "dismiss rather than to fine where wilful negligence is repeatedly proved." Mr. J. Jessiman, timber merchant (Dundee), states that in some cases a bonus is given to the workmen, and that in case of accident full pay or half pay is allowed, according to the length of service. The necessary length of notice for ending an engagement is said to be a week in nine answers, and a fortnight in four answers, whilst five state that no notice is required. A Sheffield firm of builders and contractors state that the usual length of notice is two hours, though in some cases it is a week; Messrs. L. Demuth and Company, tar distillers and refiners (Birmingham), state that the length of notice is one week for skilled men, but no notice is required for unskilled labourers; and in one printing and stationery works the notice for skilled men is said to be a fortnight and for unskilled a week.

#### Hours.

In the textile trades the hours usually quoted are 56½ a week. In other trades the hours mentioned vary from 48 a week to 59 a week, but are most often 53 or 54 a week. The Association of Master Builders states that the ordinary hours are 48 a week, but as the workmen lose time by wet or frost they are often obliged to work long hours to make up. Overtime is said in four answers to be paid as ordinary time, whilst in six it is said to be paid at a somewhat higher rate. Night shifts and Sunday labour are very seldom mentioned, but when worked are usually said to be paid at a higher rate than ordinary time.

#### Compensation for Accidents.

Compensation for accidents is seldom mentioned, and several answers state that accidents never, or very rarely, occur. Six employers, however, state that they are insured against paying compensation for accidents.

#### Strikes and Lock-outs.

With regard to the frequency of strikes and lock-outs four answers state that this has been about the same during the ten years from 1881 to 1890 as it was before that period, but one of these states that although not less frequent labour disputes have recently been less important. Two answers state that disputes were less frequent between 1881 and 1890 than before then, and one states that they were more frequent. When the cause of a dispute is given it is in all cases a question of wages. In four instances this is said to have arisen out of a demand for advanced wages on the part of the workman, and the Nottingham Lace Manufacturers' Association mentions a dispute caused by a "demand on the part of the manufacturers for a reduction in wages owing to the Scotch and foreign competition."

#### Means of Settling Disputes.

With regards to methods for settling or preventing labour disputes, the following answer has been received from the Broughton Moor Fire Brick Company:—"We are strongly of opinion that the Government should bring in some measure, either to provide suitable

"Boards of Arbitration for all trades, or to provide that agreements entered into by the employed and employers, and signed by their representatives, become binding under a penalty, such as compensation for loss in breaking through such agreements. Sliding scales are by far the most equitable arrangements, and these could be adjusted from time to time by a Government Board, or between master and man if only they were made binding. As a rule these agreements only work when in favour of the men, and at the first rise in price they break through them, so as to get a higher standard fixed by the undue pressure of striking." Messrs. Brink and Son, (Hilton Fire Clay Works, Alloa) "think that the workmen should have a pecuniary interest in the business," and the Master Builders' Association recommends the prevention of "paid agitators." A boot manufacturer (Rushden) states that "there is an Arbitration Board in connection with the Manufacturers' Association" and the Boot and Shoe Operatives' Union; "the manager of some flax, jute and tow spinning and sail-cloth weaving works (Arbroath) states that "an association of the employers is called together by circular to consider wages questions if memorialised by employes' association, or to consider the necessity of an advance or decrease of wages if the employers deem the state of the trade warrants either;" and the Nottingham Lace Manufacturers' Association mentions a Board of Conciliation in connection with itself and the Amalgamated Society of Operative Lace makers, and considers that, if properly constituted, Boards of Arbitration and Conciliation are the best means of avoiding or arranging labour disputes.

#### III. ANSWERS FROM TRADES COUNCILS, &c.

Schedules of answers have been received from the Sheffield Federated Trades Council, the Sunderland Trades Council, and the Banbury District Chamber of Agriculture.

The Sunderland Trades Council mentions "a Conciliation Board in connection with the blacksmiths, drillers, carpenters and joiners, and shipwrights of the shipbuilding industry," consisting of an equal number of representatives of the men and the masters, and recommends Conciliation Boards of this nature as the best means of avoiding or arranging strikes and lock-outs. This Council suggests "that in the Blue Books at present issued by the Board of Trade as to strikes and lock-outs, the gains, as well as the losses, &c., accruing from such disputes should be given;" it has passed "resolutions in favour of Employers' Liability Act (amendment); in favour of laundries being brought within the scope of the Factories Acts; in favour of the Compulsory Boiler Registration and Inspection Bill; in favour of the Steam Engines and Boilers Bill; in favour of amending the Poor Law Acts, so that a person who accepts test-labour work during times of depression should not be disfranchised; in favour of Government contracts being let to employers who pay their workpeople the recognised rate of wages for the ordinary hours of labour current in the particular trade, and so putting a stop to the existence of the sweeter."

GEORGE DRAGE,  
Secretary.

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