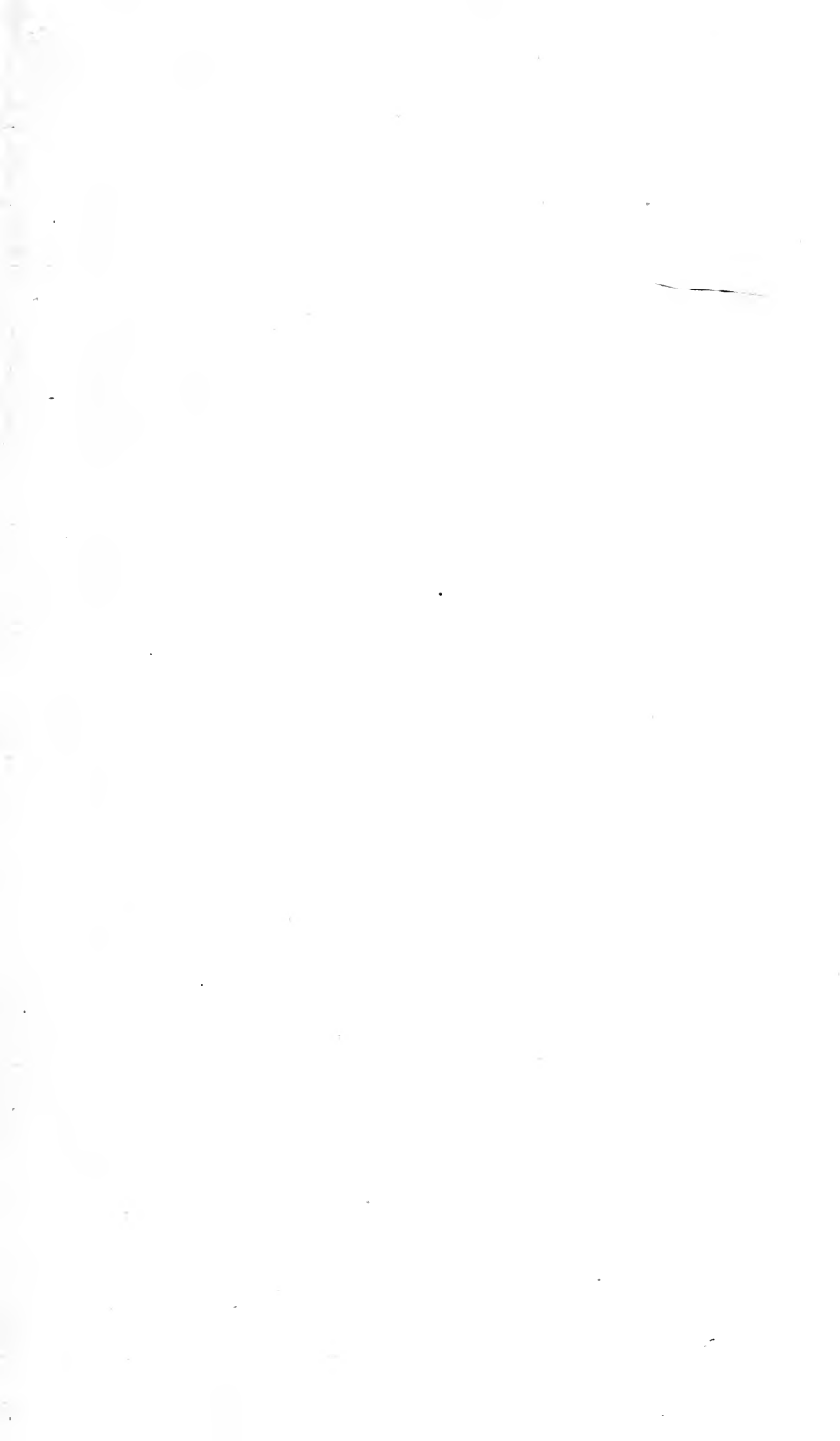


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COLLECTIVE AGREEMENTS.
BOARD OF TRADE (LABOUR DEPARTMENT).

R E P O R T
ON
COLLECTIVE AGREEMENTS
BETWEEN
EMPLOYERS AND WORKPEOPLE
IN THE UNITED KINGDOM.

Presented to both Houses of Parliament by Command of His Majesty.



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COLLECTIVE AGREEMENTS.

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R E P O R T

ON

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BETWEEN

EMPLOYERS AND WORKPEOPLE

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TO VIEW
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*TO THE SECRETARY OF THE BOARD OF
TRADE.*

SIR,

I HAVE the honour to submit to you a Report on Collective Agreements between Employers and Workpeople in the United Kingdom, which has been prepared by the Labour Department with the assistance of Mr. D. F. Schloss.

The Collective Agreements of a general trade or district character known to the Department, of which particulars are given in this volume, number no less than 1,696, viz., 30 Sliding Scales, 563 Piece Price Lists and 1,103 Working Agreements of various kinds. The number of workpeople covered by each Agreement varies enormously. The three most important affect in the aggregate nearly a million workpeople; 34 Agreements affect numbers varying from 10,000 up to 200,000; while the remaining 1,659 each affect less than 10,000 and most of these, as will be seen from Appendix III., affect quite small numbers of workpeople.

The total number of workpeople whose conditions of labour are specifically regulated under the provisions of these Agreements (after allowing for workpeople affected by more than one Agreement) is estimated to be 2,400,000. The distribution according to trades is shown in the following Table:—

	Number of Agreements.	Number of Workpeople.
Mining and Quarrying	56	900,000
Transport Trades	92	500,000
Textile Trades	113	460,000
Metal, Engineering and Ship- building	163	230,000
Building Trades	803	200,000
Clothing Trades	303	50,000
Printing Trades	79	40,000
Other Trades	87	20,000
Total	1,696	2,400,000

It should be understood, however, that in addition to those directly affected, there are a large number of other workpeople whose wages, hours of labour, and other industrial conditions follow, and are in effect governed by, the Collective Agreements in force for the time being in the trades concerned. For this reason the total number of workpeople either directly or indirectly affected by the 1,696 Agreements referred to is very materially in excess of 2,400,000.

While in many important industries the conditions of employment are regulated under Collective Agreements covering very wide areas, in some instances these agreements are of a more

narrow character, embodying the terms agreed upon between a single firm and its employees, or one or more classes of employees. Agreements of this type, such as "pit lists" in the mining industry and "shop" agreements, are, as a rule, excluded from this Report.

The Collective Agreements dealt with in the Report are not only very numerous, but in many instances are of considerable length, and contain provisions often of a very detailed character. These provisions relate, not only to the rates of remuneration to be received by the workpeople and their hours of labour, but also to a great variety of other subjects, including the number of workpeople to be employed in the execution of specified jobs, the distribution of work among workpeople or different classes of workpeople, and the conditions under which youthful labour shall be employed. In a large number of instances, particularly in the more important industries, the Collective Agreements also provide machinery for the purpose of effecting the pacific settlement of differences which may arise either as to the interpretation and application of existing Agreements or as to the terms upon which fresh contracts of the kind shall be concluded.

It has usually been impracticable to set forth in this volume the complete text of the Agreements, but a list of all the Agreements is given in the Appendices, while the method adopted in the body of the Report has been to illustrate the general character of these arrangements by selecting as specimens a certain number of typical Agreements, and printing these, or extracts adequate to convey an accurate idea of their nature, together with such historical introductions and explanations of technical terms as seem likely to facilitate the comprehension of their details.

The wide prevalence of these arrangements in our most important industries must have an important influence on industrial enterprise, for when the level of wages, the length of the working day, and other principal conditions of employment are regulated, for specified periods of greater or less duration, by clearly defined Agreements, the employers concerned must be enabled to calculate with precision that part of the cost of production which will be represented by labour; further, when these Agreements bind the whole or a very large proportion of the firms engaged in a given trade, the danger of undercutting by rivals who find it possible to obtain labour at a lower price is materially reduced.

It will be noticed that although the number of industrial workpeople covered by Collective Agreements is very considerable, it is less than a fourth of the whole number employed in the United Kingdom. Such Agreements imply a highly developed state of industry and the existence of some form of organisation among both employers and workpeople. Where such conditions do not exist, agreements of a general character between all or

nearly all the employers and workpeople in each trade or district are, generally speaking, impossible, because there is no machinery for bringing them about or for enforcing their provisions.

It appears that the system of Collective Agreements in foreign countries is conditioned in the same way by the degree of organisation to be found in the various industries. Thus a Report on Collective Agreements in Germany, issued in 1906 by the German Labour Department, shows that such Agreements are most general in the Building, Metal, Wood-working, and Printing Trades; that is to say, in the trades in which the organisation of employers and workpeople is most advanced in that country.

I am, &c.,

G. R. ASKWITH.

Labour Department,
Board of Trade.
September, 1910.

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REPORT
BY THE
LABOUR DEPARTMENT
ON
COLLECTIVE AGREEMENTS
BETWEEN
EMPLOYERS AND WORKPEOPLE
IN THE UNITED KINGDOM.

SCOPE OF REPORT.

The term "collective agreement" is applied to those arrangements under which the conditions of employment are governed by the terms of a bargain made between employers or associations of employers and a group of workpeople employed by them, or an organisation of which these workpeople are members, and which represents their interests (as opposed to those cases in which these conditions are arranged between an employer and the different workpeople whom he employs, separately).

The collective bargains here referred to include awards made by arbitrators or an umpire. In these cases the bargain, instead of being made directly between the parties, is, in effect, made for the parties by a third person or persons acting with their authority, and arranging terms on their behalf.

In some instances the collective bargain is made between a single firm and its employees, or one or more classes of employees. These are "shop" agreements, and, as a rule, affect in each case a comparatively small number of persons. While securing uniformity in conditions of employment as between the different operatives employed by the firm to which it applies, a shop agreement affords no security against undercutting by other firms. On the other hand, when the agreement regulating industrial conditions is entered into by a number of different firms, and in particular where, as is often the case, the firms bound by a collective agreement comprise the whole or the greater part of the establishments carrying on a given industry within a wide area, the whole of the workpeople employed by the employers concerned are secured equality of treatment, while each of those employers is, so far as regards all his competitors who are parties to the agreement, protected against the

danger of being under-bid by firms obtaining their labour upon easier terms than he himself enjoys.

In this connection it is of interest to note, that in some industries the collective agreements which are in force in relation to particular establishments are themselves subordinate to a specific standard, and form an integral part of a general wage-scale governing the remuneration of the workpeople in the trade concerned throughout a large area. Thus in the cotton-spinning industry at Bolton different mills may have different wage-lists, but the piece-rates specified in all these lists alike are, by virtue of the agreement between employers and employed in this trade, required to be such as will yield certain standard weekly earnings, uniform for the whole district, and are adjusted, as occasion may require, by representatives of the two parties, so as to conform to this basis. The same principle of conformity with a general standard is to be found in the pit lists governing wages in the coal-mining industry in some districts; the method adopted in Northumberland and Durham in framing these lists is explained in detail below (p. 36).

It is also of interest to observe that, while in many industries wages are governed by agreements having reference only to particular establishments or localities, in several important trades there is manifested a tendency to supersede these narrow wage-scales by lists having a wider application, shop lists being absorbed in local lists, and local lists in "uniform" lists, whose operation is coterminous with that of organisations of employers and of employed, and which, indeed, not seldom extend their influence over an area wider than that covered by either of these organisations. By way of illustration of the tendency here referred to mention may be made of the gradual replacement of a large number of local lists for cotton-spinning by the Oldham List, of the analogous introduction in recent years in regard to the processes preliminary to cotton-spinning of the "Universal Lists" for card-room operatives, of the supersession of the numerous district lists for plain cotton goods formerly in existence in the cotton-weaving industry by the "Uniform List" for weavers, of the wide extension of the area covered by the Blackburn List for twisting and drawing, and of the replacement of "shop statements" in the boot and shoe trade by "uniform" statements regulating piece-prices throughout large districts.

Whether in the form of "shop lists" or of agreements with a more extended area the method of collective bargaining may be said to prevail throughout the whole of our manufacturing industries and to obtain to a very considerable extent in regard to the employment of dock and waterside labour, and of labour employed in transport and in sea-fishing.* Nor, when we are considering the great importance of the part which is

* Lists of collective agreements known to the Department are given in the Appendices, Appendix I. (*post* pp. 403-428) dealing with Piece Price Lists, Appendix II. (pp. 429-430) with Sliding Scales, and Appendix III. and IIIA. (pp. 431-492) with other agreements.

played by collective agreements in the regulation of labour conditions in this country, should it escape attention that it is not alone the members of the Trade Unions which are parties to collective agreements whose conditions of employment are determined by these industrial treaties; for in the majority of cases the conditions there laid down will be found to obtain in practice also in relation to large numbers of non-Unionist workpeople engaged in the trades to which these agreements apply.

SUBJECTS DEALT WITH IN AGREEMENTS.

As will be seen from the details given in this Report, the subjects with which collective agreements deal are numerous and varied in character, not alone wages and hours, but, to a greater or less extent in different cases, many other circumstances affecting the conditions of labour being included, frequently in elaborate detail.

WAGES.

Meaning of Piece-wage and Time-wage.

The two leading forms of wage-payment are time-wages and piece-wages, the distinction between these methods being, in the main, of the following nature. When a workman is engaged on time-wages, the contract between him and his employer is virtually an agreement by the employee to sell to the employer, in return for a certain sum of money, all the labour which the workman shall perform in a specified time, without, as a rule, any express condition that he shall, in that time, perform any definite amount of work. On the other hand, when the workman is employed on piece-work, the contract is that the employer shall receive, in return for a stipulated sum of money, the performance of a specified amount of work, no direct reference being, as a rule, made to the number of days or hours which may be spent by the workman in the performance of this work.

It should also be observed that, intermediate between the methods of time-wage and of piece-wage, there exist systems of wage-payment which combine payment by time with payment by results. In the cases here referred to the employer guarantees to the workman a specified rate of time-wage which he is entitled to receive as a minimum remuneration, irrespective of the amount of work turned out, promising him at the same time a further sum of money if his output within a given period shall exceed a specified quantity. In this manner blastfurnacemen in some cases receive fixed rates of day wages, and, in addition, a bonus on output, the amount of which is dependent upon the production of the furnaces. So, again, the subordinate workmen employed by the operatives in charge of sheet mills in Wales receive in the first place a

fixed sum per shift, and also a bonus dependent upon the total earnings of the mill. Operatives in the boot and shoe trade receive in some cases minimum rates of weekly wages, but if they turn out work worth (according to an agreed price-list) more than these weekly wages, they are paid for the excess output *pro ratâ*. Glass bottle makers in the North of England are paid certain weekly rates, irrespective of the number of bottles turned out, and, if they make more than a stipulated number of bottles in the week, they receive, in addition, payment by the piece for all output in excess of that number. In the engineering trade a system of a somewhat similar nature has of recent years been adopted, the employers agreeing that "each workman's day rate" shall "be guaranteed irrespectively of his piece-work earnings." In the fishing industry the crews of fishing boats are in many cases remunerated under a mixed system of time-wage and product-sharing, receiving fixed rates of daily or weekly wages and also a bonus, which consists in a specified share in the net proceeds of the catch.

Although the main distinction between time-wages and piece-wages is of the nature described above, it is of importance to note that, whether the method of remuneration adopted be expressed as payment by results or as payment by time, the amount of work performed and the time taken in performing the work are factors both of which are, to a greater or less extent, taken into account in every agreement for the payment of wages. Thus, on the one hand, the employee who is working on time-wage is expected by his employer to turn out in a given time not less than a more or less specifically agreed upon quantity of work—"to do a fair day's work"—while, on the other hand, a list of piece-wage rates usually has an implied, and in some cases has an explicit, reference to the amount of money which can be earned by a man working under the list in a given time.

By way of illustrating the provisions made when the agreement specifically fixes the quantity of work which workmen are bound to do in return for time-wages, reference may be made to the arrangements in force in relation to the remuneration of clickers (who cut out the uppers of boots and shoes) in some important centres of the bootmaking industry. Thus at Northampton, under the collective agreement which regulates the conditions of employment of these workpeople, the clickers are entitled to receive minimum wages of 30s. a week, and are expected by their employers to do in the week an amount of work worth 30s., the value of their output being determined by a "quantities statement"—a detailed list of prices for every class of operation that they will have to perform, which was drawn up by a Court of Arbitration appointed by the Board of Trade on the application of the Board of Conciliation and Arbitration for the Boot and Shoe Trade of Northampton. At the same time, if any clicker finds it possible to exceed this rate of output,

and shall have demonstrated this fact by actually turning out for several weeks in succession, say, 32*s.* worth of work per week, then it is agreed that this workman shall be entitled to receive in future wages at the rate of 32*s.* per week, which higher rate of pay he will retain, subject to the obligation of keeping up this higher rate of output.

Another example of the specific definition of the amount of work to be performed in return for time-wages is to be found in the agreement between employers and employed in the dyeing industry in Bradford and Halifax, which, after fixing the standard weight of a panful, proceeds to lay down that, in the dyeing of black wool of certain specified kinds, "the time allowed shall be at the rate of eight panfuls per day of 13 hours . . . Ten minutes extra time shall be allowed for every extra turn, and for a block up and two turns 30 minutes extra time shall be allowed."

With respect to the time-basis of piece-wage rates, examples of specific agreements that piece rates shall be of such amounts as will enable a workman of average competence to make certain agreed daily or weekly earnings will be found in many of the collective agreements described in this Report. Thus in the coal trade in Northumberland and Durham the coalowners and the miners have agreed upon certain rates of daily earnings, known as the "county average," which are used as a basis upon which the prices for hewing coal shall be fixed. The nature of the different seams varies greatly, and, as the character of the work done by the hewers necessarily differs in consequence, the piece-price paid per ton for this work naturally varies as between seam and seam. But the agreement in all cases alike is that the different piece-prices shall always be fixed on such a scale as shall enable the miners, on the average, to earn these standard daily earnings. In the same way, in the Durham cokeyards the agreements between employers and employed provide that the rate of remuneration in all the different yards shall never vary by more than 5 per cent. from the county standard daily earnings. As between yard and yard, the appliances for carrying on the work, and generally the conditions under which the work is carried on, vary considerably, and, in consequence, the payment for the work (which takes the form of piece-wage) also varies. But whatever be the circumstances under which the work is carried on, the piece-price per ton of coke (*e.g.*, per ton drawn on to the benches, or per ton drawn and carried in into trucks) must be such as will yield the agreed standard daily wages. So, again, in the cotton spinning industry, the circumstances under which the spinning process is carried on (*e.g.*, the size of the mules, the speed at which the mules are run, &c.) vary greatly between mill and mill; but, under the agreements between employers and employed, the piece-wages paid for the work must in every case be such as will yield to the operatives certain specified weekly earnings. In the card-room (in which

the operations preliminary to the spinning process take place) the agreement as to the wages of those who work the frames is of a similar nature. In bookbinding the piece prices in the London workshops are fixed on the basis "that a man of average skill and ability should be able to earn at least 1s. per hour."

The arrangements in force in the tailoring trade in many places are of a somewhat peculiar nature, the agreements between employers and employed stating, not the price per unit of output, but the amount of time to be paid for in relation to the performance of each of a number of specified operations; nevertheless, the method of remuneration is not, in reality, payment by time, but piece-wage; for if the workman, to whom the "time-log" allows, say, $1\frac{1}{4}$ hours for putting on the collar of a frock coat, finds himself able to complete this job in 1 hour, he will none the less be entitled to receive one-and-a-quarter times the agreed hourly wage.

Group Piece-work.

With respect to payment by results, it should be remarked that in many instances the work paid for is performed by a group of men working together. In the case of some piece-work groups the members of the gang are all employed directly by one and the same employer; but in other cases the chief member of the group is a sub-employer, that is to say, a man who agrees with the principal employer to get the work done for him with the assistance of workmen whom this "sub-contractor" employs for this purpose. Instances of sub-contract work are to be found among coal-hewers in some districts, puddlers, and sheet millmen, among workmen of certain classes employed in the shipbuilding industry, e.g., angle-smiths and platers, among cotton spinners and weavers, timber porters, and a considerable number of other classes of work-people.

Division of Piece-price among Group.

In those cases in which an employer gets work done by a number of workpeople working together as a piece-work group, the methods adopted in relation to the division of the piece-price are very various. In some trades the lump piece-price paid for the labour of the group is divided equally among all the members of the gang; this is the practice among, e.g., corn porters in London. In other trades the total amount received for the work is divided between the workmen in certain fixed proportions, these proportions being in some trades laid down in precise terms by the agreements between employers and employed under which wages are regulated in the industry. Thus in the agreement regulating the conditions of employment in the engineering trade at Birmingham it is provided that out of the piece-price of any "contract" job the workmen

employed shall in the first place receive time-wages (at the rate to which each is entitled) for the time spent in performing the work, and then whatever balance shall remain after the sum of these time-wages has been deducted from the contract piece-price shall be divided among the workmen in proportion to the rated time-wages of each man. The agreement between employers and employed as to piece-wages in the cotton spinning trade at Oldham fixes the amount which the operatives (the minder of a mule and the piecers whom he employs) should be able to earn by a week's work, and at the same time states how much of this amount is to go to the minder and how much is to be received by his piecers. The Bolton spinners' list originally made no provision as to how much of the total weekly earnings of the operatives should go to the piecers, but recently the sum which is to be paid by the Bolton mule-minder out of these earnings to his subordinates has been regulated under a scale adopted by the Trade Union and approved by the Employers' Association. The agreement between the men in charge of sheet-mills in Wales and their employers provides that out of the tonnage rates which these millmen receive they shall pay to the subordinate workmen, whom they employ to assist them, fixed rates of time-wages supplemented by a bonus dependent upon the amount of these tonnage prices.

In some instances the arrangement made in relation to the division of the lump sum paid for the performance of a piece-work job carried out by a group of workmen is, that the subordinate members of the group shall receive out of this sum fixed rates of time-wages, but shall not have any further claim, while the whole of the balance remaining after deducting the time-wages of these assistants goes to the principal member or members of the group. This is the case, for example, in the ship-building industry in relation to angle-smiths and platers. It is of interest to observe that in the instances just referred to, as in other similar cases (in which workmen remunerated by piece-wages are assisted by helpers paid by time-wages), the rate of time-wages paid to these assistants will frequently be found to be higher than the ordinary rate paid for the work concerned to men either working single-handed on time-wages or assisting leading men employed on time-wages. The reason is that in cases of this nature the helpers are expected to work at "piece-work speed;" and since accordingly they do more work per hour, they claim and receive a higher rate of pay per hour than they would be entitled to if working under circumstances not requiring them to put forth special exertion.

Construction and Arrangement of Piece Lists.

A list of the collective agreements containing (among other provisions) statements of piece prices will be found in Appendix I., *post*, pp. 403-428. It should be understood that, while it is believed

that this list includes most, if not all, of the principal agreements of a general character, no attempt has been made to enumerate agreements relating to particular establishments (*e.g.*, pit lists in the mining industry).

In regard to collective agreements fixing piece-work prices, it may be pointed out that, in framing an agreement regulating the wages of workpeople employed on piece-work, difficulty arises in many cases owing to the very large number and the great variety of the articles and operations for which a price has to be fixed. This difficulty, however, is not found to present any insuperable obstacles. In some cases the agreements in force in piece-wage trades are extremely voluminous documents, which contain lists of a great number of separate piece-prices, applicable to a large number of different articles or operations—lists which in fact deal in minute detail with every probable kind of work in the trade concerned. Thus, even in an industry not employing any very large number of operatives, such as the manufacture of tin and ironware, baths, &c., in London, the list of piece-prices agreed upon between employers and employed fills a volume of some 300 pages, and enumerates separately the prices to be paid for more than 1,200 distinct articles.

In many piece-wage agreements, however, instead of any attempt being made to enumerate and state piece-prices for every possible variety of work, the method adopted is to begin by defining a "standard" article or process, and by specifying a stated piece-price fixed in relation to this unit. From this point of departure the whole wage-scale starts, all other articles or processes having their price fixed by means of extras, deductions, and allowances, specified in the list, which correspond to clearly defined variations from the standard, and cover among them every contingency in manufacture at all likely to arise.

As an example of a standard unit, we may take the basis of the book-work scale for compositors in the London printing trade :—

"All works in the English language, common matter, including english and brevier, are to be cast up at 8*d.* per 1,000 [ens]; minion, 8½*d.*; nonpareil, 9*d.*; ruby, 9½*d.*; pearl, 10*d.*; diamond, 12*d.*; head and white lines included."

Here we have the piece-rates for the simplest form of the work; if the language be foreign, if the matter involve special difficulty, or if any other variation or extra be required, the scale will be found to provide for the case, and to specify the amount of extra remuneration due in respect of the particular departures from the standard work which the compositor may be required to make.

So, again, in the uniform statement in the London boot trade the standard woman's boot is thus defined :—

"Button or balmoral: 1½ in. military heel; puff toe; 7 in. at back seam of leg; machine-sewn, channels down; or brass rivets; pumps or welts; finished round strip or black waist."

Boots of this standard shape are further classified in eight standard groups ("A" to "H") according to the materials used in the construction of the upper part of the boot, with a corresponding scale of prices for "lasting" and for "finishing." Then the statement goes on to provide for variations from the standard thus laid down by elaborate scales of extras and allowances, which, between them, provide for almost every possible variety in manufacture; while it is agreed that any items not covered by the statement, unless otherwise arranged between the parties, shall be decided by the Board of Conciliation and Arbitration.

In cotton spinning the Oldham list is based on a standard operation, which consists in the spinning of cotton yarn by a self-actor mule, the carriage of the mule running out over a space of 63 inches and back again three times in every 50 seconds. All variations from this standard, either in the number of inches that the mule carriage has to cover, or in the number of journeys ("draws") per second, are provided for by a scale showing the corresponding variations in piece-price, while a special list of extras, payable if the conditions be other than those contemplated as normal, is included.

Among cotton spinners at Bolton the list defines "the twist standard price" as follows:—

"21·04*d.* per 1,000 hanks of 50's count, with 25·5 revolutions of the spindles per inch of yarn, on mules of 420 spindles each."

The standard for spinning weft is defined in a similar manner. In all cases variations from the standard operations are provided for by specified increases upon or deductions from the standard piece-price which forms the basis of this wage-scale.

In the same way, with regard to the processes which precede the actual spinning of the cotton, the "Universal List for Frames" fixes a standard grade of cotton (counts $3\frac{1}{2}$ to 8 Hank Roving, both inclusive) and a standard length of frame (for the slubber, 84 spindles; for the intermediate, 124; and for the rover, 164). If any deviation from these standards occurs, then a specified deduction from or addition to the standard wages will take place.

Again, the "uniform" list for weaving now in general use in North and North-East Lancashire contains a detailed description of the standard loom, the work of which forms the point of departure in this wage-scale:—

"An ordinarily-made loom, 45 inches in the reed space, measured from the fork grate on one side to the back board on the other, weaving cloth as follows:—*Width*: 39, 40, or 41 inches. *Reed*: 60 reed, 2 ends in one dent, or 60 ends per inch. *Picks*: 15 picks per $\frac{1}{4}$ inch as ascertained by arithmetical calculation with $1\frac{1}{2}$ per cent added for contraction. *Length*: 100 yards of 36 inches measured on the counter. Any length of lap other than 36 inches to be paid in proportion. *Twist*: 28's or any finer numbers. *Weft*: 31's to 100's, both inclusive. *Price*: 30*d.*, or 2*d.* per pick."

All variations from this standard are specially provided for in the list.

The method of framing a list of standard piece-rates by starting from a standard operation with a standard piece-price, and going on to provide for all probable variations from this process by a list of extras, is also adopted in the manufacture of lace at Nottingham. Thus among the lists for work done on the Levers machine we find that for Torchons, Guipures, Maltese, and Clunys providing as the standard forming the basis of this list :—

“*Rack*, 1,920 motions ; *gauge*, 10 points ; *width of machine*, above 18 and below 20 *quarters* ; *quality*, from 10 to 25 inches, inclusive ; *bars*, up to 30 inclusive ; price 5*d.* per rack ; all silk 1*d.* extra. Minimum price for any width or gauge, 4½*d.* per rack.”

The list then proceeds to state the extra price that is to be paid, or the reduction in the standard price that is to be made, in respect of deviations from the standard operation above described, as to the number of bars, the gauge, the quality, and the width of machine, and the extra price to be paid if certain specified processes not included in the standard are required to be performed.

With regard to the method of fixing piece-prices by reference to a standard, with provisions for the extras payable and deductions to be made if any variation is made from this standard, it will be seen that one great advantage possessed by this method is that a list framed on these lines can readily be applied not alone to the fixing of prices in relation to articles and processes existing at the time of the compilation of the list and specifically provided for in its construction, but also to the determination of piece-wages in relation to new articles and processes which may from time to time be introduced.

METHODS OF CHANGING WAGES : SLIDING SCALES.

When, owing to changed conditions of trade, or for other reasons, an alteration in wages appears to be necessary, the usual method of effecting a settlement is by negotiations between the parties or by conciliation and arbitration (see *post*, pp. xxxiii-xxxviii). But in some cases the agreements between employers and employed provide that changes in wages shall be effected by self-acting adjustment under what is known as a sliding scale. This is an arrangement under which wages fluctuate automatically, by virtue of the original agreement creating the scale and without any fresh negotiations, in accordance with the variations that occur in the selling price of a specified product—either of the actual output produced by the labour of the workpeople concerned, or certain selected parts of that output, or of specified articles in the manufacture of which that output is employed. Thus, in certain cases, the wages of iron ore miners, quarrymen

in limestone quarries, and blastfurnacemen follow the fluctuations in the price of pig iron, while those of iron and steel workers follow the variations in the selling price of certain kinds of manufactured iron and steel.

The general nature of the arrangements made in these cases may be illustrated by the agreement under which the wages of the blastfurnacemen employed in the Cleveland district are regulated. These wages are in some cases simple time-wages, in others time-wages supplemented by a bonus proportionate to the output of the furnaces. The agreement provides for the ascertainment once in three months by accountants (one of whom is selected and remunerated by the ironmasters, and another by the blastfurnacemen) of the net average invoice price of No. 3 Cleveland pig iron during the preceding three months from the books of seven specified firms. When this selling price is 34*s.* and not over 34*s.* 2·40*d.* per ton, the wages payable are the standard rates. If the selling price falls below 34*s.* per ton, then for every change in price downwards of 2·40*d.* per ton, the wages of the blastfurnacemen suffer a reduction of 0·25 per cent. on standard wages. If, on the other hand, the selling price exceeds 34*s.* per ton, then for every 2·40*d.* per ton by which the selling price exceeds 34*s.* the wages of the workpeople are increased by 0·25 per cent. on the standard, except when the selling price is 40*s.* and below 42*s.* per ton. If the selling price is 40*s.* up to 41*s.* 10·80*d.* per ton, the arrangement is that for every advance of 1·20*d.* of a penny per ton in the selling price the wages of the blastfurnacemen shall be advanced by 0·25 per cent. on the standard. (After the price of 42*s.* per ton has been reached, the normal correspondence between wages and prices—0·25 per cent. increase in wages for 2·40*d.* increase in price—is resumed.)

Although the sliding scale does not at present prevail to the same extent as was the case some years ago, it will be seen from Appendix II., *post*, pp. 429, 430, in which a list of sliding scales now in operation is given, that this method of settling changes in wages still regulates the remuneration of labour in some important industries, especially in various departments of metal manufacture.

In connection with the subject of the automatic adjustment of wages under collective agreements between employers and workpeople, it may be of interest to note the adoption in a recent instance of a novel method, under which the arrangement is that the question of whether a change in wages is to take place is to be determined by the percentage number of trade unionists out of work in the trade concerned after a certain date. In the agreement here referred to, which was arrived at in April 1910 between the engineering employers and the allied engineering Trade Societies of Bolton, Bury and District, it is provided that there shall be no general reduction in wages for four years, and that no alteration in wages shall be made for one year from the date of this agreement, while "if at the end of

twelve months, or any subsequent period, the Board of Trade returns in the general engineering trades of the country show a percentage of 7 per cent. or less unemployed, the employers agree to advance the members of the allied trades by the sum of one shilling per week on time rates, and of two-and-a-half per cent. on piece-work earnings. These rates then to remain for the unexpired period of the four years as per this agreement."

HOURS OF LABOUR.

With respect to the provisions contained in collective agreements in regard to the hours of labour, these, in addition to regulating the length of the working day, in most cases fix a special rate of remuneration for work done outside the regular working hours, and in some cases limit the amount of such work which shall be performed by the operatives.

Payment for Overtime.

Where the workpeople are remunerated by time-wages, the extra payment for overtime work sometimes takes the form of specified rates of time-wages higher than the ordinary rates, but in a large number of cases is expressed as a specified fraction of the rate of pay received for work done in the normal hours—a fraction which varies greatly in different cases. In some cases the first hour or a small number of hours after the close of the regular working day will be worked at the ordinary rates. More frequently overtime pay begins at once at the end of the normal day, often at the rate of 25 per cent. above the ordinary rates ("time and a quarter"), but in some cases at 50 per cent. in excess of ordinary rates ("time and a half"). After the first few hours of overtime have been worked, the rate usually goes up from "time and a quarter" to "time and a half," and from "time and a half" to "double time." Overtime performed on Saturday afternoon frequently entitles the workpeople to a higher rate of extra pay than that paid for overtime worked on other weekdays. Work done on Sundays or on public holidays is generally remunerated as overtime, in some cases at time and a quarter, but more frequently at time and a half or double time, the last-named rate being specified in a large number of collective agreements.

Where piece wages are paid, the extra remuneration given for overtime work takes a number of different forms. In some cases the piece prices are increased by a specified amount; thus grain porters at Bristol, who receive $3\frac{1}{2}d.$ per hundred bushels per man for grain moved in ordinary working hours, receive $5\frac{1}{2}d.$ per hundred bushels if the work is carried out in overtime. In other cases the additional payment in respect of overtime work is expressed as a fraction of the ordinary piece rates; thus for

all work carried out after the close of the regular working day caulkers and cutters in the Clyde shipbuilding yards are paid at "rate and a half," that is to say, at piece prices higher by 50 per cent. than those paid for work done in the ordinary hours. In other cases the ordinary prices are paid for work done in overtime, but the workpeople receive in addition to these piece-rates a supplementary payment in the form of time-wages. Caulkers in the Mersey shipbuilding yards, for example, receive an addition at the rate of $4\frac{1}{2}d.$ per hour for the first four hours and $5d.$ per hour for every subsequent hour of overtime worked by them. In the bookbinding trade in London, in which piece prices are fixed on the basis that the average workman shall be able to earn at least 1s. per hour, the award which governs the conditions of employment in this trade stipulates that overtime work, whether paid by time or by the piece, "shall be paid at the rate of time and a quarter;" and the arbitrator has explained that, so far as piecework is concerned, the meaning is that the workmen should receive, in addition to the agreed piece prices, $3d.$ per hour on each hour of overtime. The award in force in relation to the London stevedores provides that men working overtime on piecework "shall receive, in addition to the piecework rate, half the rate they would receive if working by the hour."

Payment for Night Shifts.

In addition to regulating the payment to be made in cases in which men, who have performed an ordinary day's work, prolong their labours beyond the regular hours, some collective agreements contain provisions fixing a special rate of remuneration to be received by workpeople employed by night as distinct from those employed by day.

The excess of this special rate over the ordinary rate varies widely in different cases. In the building trades in London the principal classes of workpeople, when employed on a night gang, are paid $1d.$ per hour in addition to the ordinary rate of wages. The agreement between the Birmingham bricklayers and their employers provides that men employed on night shifts shall be paid at the rate of time-and-a-quarter. By the award which regulates the conditions of employment of the London stevedores it is provided that men employed on night gangs are to receive one hour's pay in addition to the ordinary pay for the time worked. The agreement in the engineering trade at Birmingham allows pay at the rate of time-and-a-quarter for every hour worked by night shifts. In the hosiery trade at Leicester operatives employed on night work receive piece-rates higher than those paid for day work (*e.g.*, $\frac{1}{4}d.$ per dozen extra for making hose). In the London book printing trade compositors regularly employed on a night shift for a fortnight at least are, by the agreements between employers and employed, allowed to charge $3\frac{1}{2}d.$ per hour

extra, including mealtimes. The general agreement in force in relation to printing done by the Monotype Machine allows operators employed on night shifts for one week at least to claim an extra remuneration of 15 per cent. on the time-wages paid for hand composition on day work. The agreement between the master printers in London and their printing machine managers (in relation to machines other than rotary machines used for the production of daily newspapers) allows men to be employed on a night shift for one week at 4*d.* an hour in excess of the agreed day-work time-wages, while for regular night shifts special weekly rates are fixed (55*s.* per week of 40 hours, or, in the case of rotary machines, 66*s.* per week of 48 hours, as against 39*s.* per week of 52½ hours for day work). The agreement between the same employers and the correctors of the press provides special rates of pay for readers employed on night shifts, both casual and regular, the rate in the latter case being 1*s.* 2*d.* per hour, including mealtimes, as against the ordinary day rate of 10*d.* an hour.

Restrictions on Overtime Work.

With regard to the limits which in some trades the agreements between employers and employed impose upon the amount of overtime work that may be performed, the following examples will illustrate the nature of these provisions.

In the general agreement in force in relation to the engineering trade, the provision as to overtime is in the following terms :—

“The [Employers’] Federation and the Trade Unions are agreed that systematic overtime is to be deprecated as a method of production, and that when overtime is necessary the following is mutually agreed as a basis, viz. :—

That no Union workman shall be required to work more than 32 hours overtime in any four weeks after full shop hours have been worked, allowance being made for time lost through sickness, absence without leave, or enforced idleness.

In the following cases overtime is not to be restricted :—

Breakdown work, repairs, replacements, or alterations for the employers or their customers ; trial trips and repairs to ships ; urgency and emergency.”

The agreement which regulates the conditions of employment of iron and steel dressers in the West of Scotland foundries stipulates that overtime shall be limited to 12 hours per week per man, except in the case of breakdowns or other urgent circumstances.

The agreement between the Engineers and Shipbuilders Employers’ Association and the United Society of Boilermakers and Iron and Steel Shipbuilders in force at Cardiff, Newport and Swansea, in relation to ship and boiler work executed in graving or floating docks, or in basins, or on vessels lying in rivers, provides as follows :—

“No member of this Society shall work more than one whole night or two half turns as overtime, in addition to the usual working days, between Monday 6 a.m. and Saturday 12 noon, in any one week, whilst competent men are idle in the port, except on finishing jobs which can be completed in not exceeding three hours’ labour.

“If more overtime be required on particular jobs, such overtime must be given to the unemployed members in the town. They shall, however, leave off work at 6 a.m., when the original hands will return to their jobs. Workmen, who are engaged as substitutes on overtime or night work, must not work more than three whole nights or make more than 54 hours in any one week, except on finishing jobs, as provided in the previous clause.

“It is agreed that the rule restricting overtime may be suspended temporarily whenever the demand for men is in excess of the supply.”

The principle which will be seen to underlie the provisions just cited, that when a stress of work occurs the employment of unemployed workmen is to be preferred to overtime, will be found to lie at the root of the restrictions imposed on overtime in many trades.

In addition to this purpose of sharing the available work among all the workpeople available for its performance, another object aimed at in the provisions restricting overtime contained in collective agreements is the avoidance of an excessive strain likely to prove injurious to the health of men called upon to perform continuous labour during a period considered to be of unreasonable duration.

Thus the agreement in force in the Port of London between the Shipbuilders and Engineers Employers' Association and the District Committee of the Boilermakers and Iron Shipbuilders' Society lays down the following “Limit of Hours for Working Continuously” :—

“That no member be allowed to work more than 24 hours continuously unless the same job can be finished in another half day ; and where a day and night shift are engaged, neither shift under any circumstances to work more than 24 hours, including mealtimes. All members having worked 24 hours must cease work for the next 24 hours, it being understood that the District Committee will see that no workmen leave their employment, even though they should have worked 24 hours, when it could be shown that men could not be obtained to take their places.”

So, again, in the London West-end Ladies Tailoring trade, the agreement between employers and employed stipulates that no workman shall be compelled to work overtime in the morning if he has worked overtime until late the previous evening.

Among compositors in London engaged in certain classes of work the agreement with the employers provides that :—

“Compositors working overtime must be absent from the office eight hours before resuming work, and, except in cases of emergency, must not work longer than a day and a night consecutively, or be called upon to repeat the same in one week. Should the work necessitating overtime not be completed by 8 a.m., compositors can remain to finish the work in hand, provided it can be completed by 1 p.m. at the latest, the night rate to be paid throughout until the ‘cut.’”

The London press correctors' agreement contains a provision identical with that just cited ; it is also agreed that, except in special emergencies, no reader shall work more than eight hours overtime in any one week.

With respect to printing machine managers in London, it has been agreed with the employers :—

“That a machine manager shall not ordinarily be employed for a longer period than 24 hours without a break of one day ; but if, in case of necessity, he is kept for an additional three hours, making 27 hours in all, the overtime rate shall be continued during such time.

“In all cases where a machine manager has been on for at least 24 hours, and there is work to justify it, another machine manager shall be employed during his absence.”

The agreement regulating the conditions of employment of the stevedores in London provides :—

“No member to work more than one day and one night continuously, unless the ship can finish by 10 a.m. ; and any vessel leaving the dock after 7 a.m. and requiring men to go to Gravesend, fresh men to be engaged.

“Every member commencing work before 1 p.m. and finishing after midnight, shall not allow himself to be employed before the expiration of at least 24 hours from his time of ceasing work.

“Members commencing work at 6 p.m. shall not work after 6 p.m. on the following day, unless the ship can finish by 9 p.m.

“No member shall work after 10 p.m. for two nights in succession.”

OTHER SUBJECTS DEALT WITH IN COLLECTIVE AGREEMENTS.

In addition to wages and hours of labour the collective agreements between employers and employed deal with a considerable range of subjects, in relation to some of which attention may be directed to certain points of interest.

Number of Men to be employed.

In some cases provisions are included dealing with the number and, in many instances, with the class of workpeople to be employed in carrying out the work.

Provisions regulating the number of men to be employed on a job are frequently found in agreements relating to labour employed in docks and harbours. Reference to the agreement with regard to grain work at Bristol, the text of which is given at pp. 349–352 below, will show that a large part of this document is taken up by provisions specifying in elaborate detail how many men shall be employed to perform different kinds of work. Thus :—

Meters ex ship and hulk.—Three men shall be employed in each gang to measure heavy grain and seeds, and to be paid at the rate of 4½*d.* per hundred bushels, and for light grain and seeds, 4*d.* per hundred bushels each man. Irish oats and open barges, two men in each gang, and to be paid 4½*d.* per hundred bushels each. Truckers and trimmers are to be employed as soon as the meters have reached the between decks on the bottom of the vessel.

Heated cargoes.—When the temperature of grain in cargoes (other than African or Asian) exceeds 102 degrees of heat, an extra man shall be allowed. A thermometer shall be placed in the bulk, as near as possible to each gang (by authorised persons, as provided for in arbitration cases), morning and afternoon, not less than half-an-hour after work is commenced, and kept in the bulk three feet from the surface for five minutes. When the temperature is found to be less than 102 degrees, the extra man, at the expiration of the current half day, shall be withdrawn.

Asian and African cargoes of grain.—Should the men demand an extra busheller, and the employers refuse to concede him, the dispute shall be settled by arbitration, all extra labour to be paid for as above.

So, again, in the Working Rules of the Amalgamated Stevedores' Labour Protection League in London, which were settled in 1908 by arbitration as binding upon the League and upon the London Master Stevedores' Association, there is a rule forbidding members of this Trade Union to work "with less than eight men in a gang (twelve men for bricks and nine men for phosphate rock or copper ore)," while "in the case of steamers discharging timber there shall be not less than three men per gang in each hold; in the case of steamers discharging stone there shall be not less than three men in the hold per gang discharging kerb and prepared blocks, and not less than four men in the hold per gang discharging pitchings."

The principal object aimed at by provisions such as those just cited is, it will be understood, to fix a standard of exertion, which shall not be exceeded, as it might be if the work were to be done "short-handed." On the other hand, from the point of view of the employer, it is not desirable to put two men on to do a job that can, without imposing any undue strain, be done by one man; and so we find in the general agreement between the Shipbuilding Employers' Federation and the United Society of Boilermakers and Iron and Steel Shipbuilders with regard to the working of pneumatic chipping, caulking, and cutting tools an express declaration that "one workman (journeyman or apprentice) is sufficient to satisfactorily operate each tool."

Distribution of Work in Slack Times.

Another point upon which (as has been seen in relation to the restriction of overtime work) stress is laid in framing collective agreements, is that the work shall be shared between the different workpeople in what are considered to be fair proportions. Of agreements of this type, some deal with the equitable distribution of work in slack seasons. In the tailoring trade, which is subject to very considerable seasonal fluctuations, there are several instances of this kind, one of the most interesting examples of which is the general agreement as to the distribution of work in slack seasons. This agreement was entered into in 1892 between committees representing respectively the Master Tailors' Association of Great Britain and Ireland (now termed "the National Federation of Merchant Tailors") and the

Amalgamated Operative Tailors' Association, and affects about 15,000 workpeople. The Tailors' Trade Union had passed a rule that "during slack seasons a fair equitable division of trade should be compulsory in all shops," and it was agreed that this rule was not meant to imply "the distribution of the work in turns, nor are the employers called upon to surrender the discretion they have always exercised in the selection of workmen for the different classes of work." Subject to this reservation, the employers stated that "we fully recognise that the work ought to be fairly shared during the slack seasons in harmony with the above, and we urge upon our members throughout the country to carry these principles into effect."

The agreements in the glass bottle trade provide for the arrangements to be made in times of depressed industry. In Lancashire, if workmen are ordered to cease work owing to a furnace being put out on account of depression of trade, the agreement provides that an additional furnace shall not be started within three months unless half wages are paid to these men for the time which they have lost through the stoppage: while, in Yorkshire, the agreement between employers and employed stipulates that, 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 work, provided, nevertheless, that after a furnace has been out for four months, "the master can discharge the surplus workmen."

Enticing away Workmen.

In some instances collective agreements include provisions intended to prevent employers from engaging workmen in the service of other employers who have not, by due notice, terminated this employment (*e.g.*, the agreement in the Scottish Manufactured Iron Trade, which requires that men transferring their services shall produce "clearance lines" from their former employers, *post*, pp. 84, 85), or from enticing men away from their present employers by the offer of higher than standard wages (*e.g.*, the agreement as to the wages of the "daymen" employed by the men in charge of sheet mills in Wales, which provides that any millman discovered to be paying his assistants more than the agreed rate of day wages shall be discharged from his employment, *post*, p. 76).

Demarcation of Work.

In the various cases just referred to the question at issue is, in effect, by which workmen following one and the same branch of trade shall particular jobs be performed or particular situations be filled. In a large number of cases the question is between two different classes of workpeople each class claiming that a particular piece of work "belongs to" it. For the settlement of claims of this character "demarcation agreements" have

been made in many industries. Some of these agreements are made between the Trade Unions of the workpeople concerned, their employers not being parties to these arrangements. Agreements of this class are not within the scope of this Report. But in many cases not alone the organisations of the employed but also the associations of their employers are parties to these agreements.

As an example of an agreement of this nature may be cited that entered into between the National Federation of Building Trade Employers of Great Britain and Ireland, the National Association of Master Plasterers, and the National Association of Operative Plasterers, which contains the following provision :—

" For the purpose of demarcation of work, Joint Committees shall be established in the different districts, equally representative of the employers and the mechanics, whose representation shall be equally divided amongst the different branches of the trade in question. These committees shall, as far and as soon as is possible, draw up schedules of the work which it is recognised belong to certain branches of the trade. To such committees shall be immediately referred all points of dispute as to demarcation, and the decision of the majority in each case shall be accepted as binding on both sides. Should they fail, however, to decide, then the matter shall be referred for settlement to a similarly constituted Joint Committee, representative of the National Federation of Builders and the other societies affected, whose decision shall be final, provided that the employers' representatives are *bona fide* employers of plasterers direct. Pending such reference to the local committees, no strike or lock-out shall take place, but the decision of the employer shall be provisionally accepted as to who shall do the work, provided that preference shall be given to that branch of the trade which, in practice, has done the work before in that district, and provided that no preference be given on account of the payment of lower wages."

Many of these demarcation agreements have been settled by arbitration, and in some instances (especially frequent in the shipbuilding industry) permanent Boards of Conciliation and Arbitration have been constituted for the settlement of disputes in respect to the allocation of work. Thus at Liverpool and Birkenhead all questions arising between shipwrights and joiners as to the kind of work that each of these two classes of workmen shall be entitled to perform, are settled under an agreement which was arranged by a joint committee of members of the two trades with referees and an umpire, and signed by representatives of the workpeople and of their employers in 1900. This agreement, which forms a volume of over 60 pages, specifies in most minute detail the different operations "belonging to" the shipwrights and the joiners respectively (*see* the extracts given below, pp. 111, 112). In order to provide for the speedy and amicable settlement of any disputes which may arise with respect to the correct interpretation of this list of operations or otherwise as to the demarcation of work as between shipwrights and joiners, a standing committee has been established in each of these ports, consisting of four shipwrights, four joiners, and a representative of the employers who acts as chairman. If the representatives on this committee of the two classes of workpeople find themselves

unable to arrive at a settlement, then the question is decided by the employer-chairman, or by an expert called in as referee. It should be added that, in order to secure the due observance of this agreement, there has recently been formed at Liverpool a committee, composed of six shipwrights and six joiners, before which any member of either trade alleged to be doing work which the terms of this agreement assign to the other trade is summoned to appear. If it is considered that the case is proved, this tribunal has the power to punish the delinquent by the infliction of a fine.

Restrictions on Employment of Youthful Labour.

Another subject of much importance, which in many trades is dealt with in collective agreements between employers and employed, is the employment of youthful labour. In many cases the agreement stipulates that not more than a specified proportion of workpeople under a certain age shall be employed; and in some trades it is usual to agree that learners shall serve as regular apprentices under formal indentures, a provision fixing an age-limit, which a youth must not have passed when he begins his apprenticeship, being sometimes included.

In the boot and shoe trade the award made by Sir Henry James (now Lord James of Hereford) in 1892 decides that (save in the exceptional cases there referred to) youths under 19 years* of age shall only be employed in the proportion of one youth to every three adult men.

The employers in the ribbon and smallware trade at Leek agreed with their employees in 1904 "to suspend the apprentice system until the requirements of the trade demand more weavers."

Provisions with respect to youthful labour are very commonly found in collective agreements in the building trades; the general character of these provisions may be illustrated by the following examples.

The agreement between the Birmingham bricklayers and their employers does not impose any limit on the number of apprentices, but requires that all apprentices shall be legally bound to the trade before they are 17 years of age. The agreement of the stonemasons in Manchester and Salford provides that "boys shall not work at the trade more than three months beyond the age of 16 without being legally bound. No employer to have more than one boy to every five men on an average." Among plasterers this matter is governed by the clause in the national agreement in force in this trade, which reads:—

"No employer shall engage any additional apprentices to the plastering trade whilst the number of his apprentices shall exceed one-fourth of the number of journeymen plasterers then employed by him. All apprentices shall be legally bound, the indentures to be open for inspection of the Operative Society within three months of the employment of the said apprentices."

* The original age limit of 18 years was raised to 19 by an agreement between employers and employed made in 1909.

The agreement between the Liverpool carpenters and joiners and their employers requires "all apprentices after three months' trial to be legally bound for not less than five years," but does not restrict their number; while at Glasgow the joiners' agreement reads as follows:—

"All apprentices to the trade shall serve a legally bound apprenticeship for the term of five years, and be bound within six months of entry, which six months shall form part of their apprenticeship. They shall produce an indenture or other properly signed agreement certifying that this requirement has been complied with. . . . No employer shall take into his employment more than one apprentice to every three journeymen, or part thereof—four apprentices to be allowed for twelve journeymen. Where more than twelve journeymen are kept, one apprentice to be allowed for every four journeymen over that number."

The local agreement in force between the Preston and District Engineers and Ironfounders Employers' Association and the Preston branch of the Friendly Society of Ironfounders limits the number of apprentices to one to every three moulders employed by each firm.

The agreement between the Shipbuilding Employers' Federation and the United Society of Boilermakers and Iron and Steel Shipbuilders provides that apprenticeships shall commence not earlier than 16 nor later than 19 years of age, and that those who begin their apprenticeship when 18 years of age or under shall serve for five years, others until they attain the age of 23. All apprentices are to be under formal indentures, and no apprentice is to belong to a Trade Society (except for purposes of benefit), nor "to be interfered with in any manner by any Trade Society."

The agreement just referred to does not limit the number of apprentices whom an employer may take, but the shipbuilding employers at Cardiff, Penarth, Barry, and Southampton have agreed with the Boilermakers' Society not to take more than one apprentice to five journeymen constantly employed where new work is carried out; in repairing yards the number must not exceed five apprentices. To entitle a firm to employ five apprentices, it must constantly employ not less than 15 journeymen; if fewer journeymen are employed, the matter must be arranged between the organisations of the employers and the employed.

At Liverpool the agreement between the Master Shipbuilders' Association and the shipwrights provides "that the number of apprentices employed shall not exceed the proportion of one to three journeymen, except in cases of cut-waters, hawse pipes, spars, hatch combings, windlasses, rudders and rudder cases, when one apprentice may be sent with one or two men."

At Southampton the agreement between the plumbers and the engineering and shipbuilding employers allows 1 apprentice to 1 or 2 men, 2 to 3 or 4 men, 3 to 5 or 6 men, 4 to 7 or 8 men, 5 to 9 or 10 men, and one additional apprentice to every additional three men employed; no boy exceeding the

age of 16 is to be started as an apprentice. The employers in the same trades at Cardiff, Penarth, and Barry have agreed with the carpenters and joiners employed on ship repairing work "that the number of apprentices employed shall be one for every three journeymen in average employment during the 12 months preceding the employment of a new apprentice; but every employer shall be allowed one should less than an average of three journeymen be employed."

In the lace-making industry at Nottingham the agreements between employers and employed provide that "there shall be one learner to every 7 or portion of 7 men, such learner to serve for four years."

In the printing trade the agreements between the London compositors and their employers provide that no apprentices shall be employed on daily papers; on weekly papers and on book work the agreement as to machine composition provides that "apprentices in the last two years of their time can be employed in due proportion to the number of journeymen operators—*i.e.*, one apprentice to three journeymen operators." The agreements in force as to machine composition in the Provinces provide that duly recognised apprentices, who have served three years of their apprenticeship, shall be allowed to work on the machines, but such apprentices are "to be reckoned in the number allowed by rule to each office," and that apprentices shall not occupy machines beyond the proportion of one machine to each three in the office. With respect to machine managers in London, their agreements provide that, as to the working of rotary machines in the offices of daily newspapers "employers have the right to take apprentices, but they shall not be less than 16 years of age when bound, the term of indenture being 5 years, and it is deemed desirable that the maximum age when bound be 25 years. In (rotary) newspaper offices employing five or less journeymen, one (rotary) apprentice will be allowed, with one additional for each five journeymen after the first five, such apprentice not to take sole charge regularly until the last two years of his time." In regard to the working of other machines the agreement is, that "in an office where only one journeymen is employed there shall be allowed one apprentice, and two apprentices to four journeymen, provided such number of journeymen have been employed in the machine room six months. There must be three additional journeymen, subject to the foregoing regulations, for each additional apprentice."

In the London bookbinding trade the limit to the number of apprentices is one apprentice to every three men; and the employers have agreed "that only a reasonable proportion of apprentices shall be grouped in one department, and that the apprentices shall be trained not merely in a sub-section, but in a branch."

The agreement under which the conditions of employment in the coopering trade at Liverpool are regulated limits the number of apprentices as follows :—if less than 6 adults are employed—3 apprentices are allowed ; if 6 to 15—6 ; if 15 to 30—8 ; if over 30—one additional apprentice for every five journeymen over 30, with a maximum of 12. This agreement also provides that master coopers shall “dispense with the use of boys as labourers,” and that “no journeyman shall in any case be allowed to join the club, or work in any shop in town, unless he can produce his indenture, or a note of his time that he has served his full seven years’ apprenticeship.”

In the cabinet making trade at Liverpool the agreement is that apprentices shall be legally bound for not less than five years, and shall “be limited to one to every three men, the average to be taken for 12 months.” By the agreement between the Yorkshire glass bottle makers and their employers it is provided “that the maximum number of apprentices at any time shall not be more than 4 to 5 holes [*i.e.*, groups of work-people, each working one furnace].” The agreement between the Glasgow bakers and their employers provides, “that two apprentices be allowed where there are five or less men, and one additional for every five journeymen ; that the Operatives’ Committee have power to make inquiry so as to ascertain that the apprentice is not an underpaid journeyman.”

Conciliation and Arbitration.

Among the various provisions contained in collective agreements a special degree of interest attaches to those arrangements (in force in many trades, and in particular in the more important industries) which have for their object the pacific settlement of differences arising between employers and employed.

In the building trades throughout the country it is the general rule for the agreements which regulate the conditions of employment to contain provisions for setting up Joint Committees or Boards of Conciliation, either of a temporary or a permanent character, to which are referred differences arising either as to the proper interpretation and application of the agreement, or as to alterations in its terms, which may be proposed by either party. In some cases the machinery provided for the settlement of disputes consists of a simple conference between a stated number of employers and the same number of workmen, summoned when a dispute arises. In other cases differences (especially disputes in regard to the meaning and application of the agreement) are referred to a standing Joint Committee or Board of Conciliation, which is constituted at once on the signing of the agreement, and is ready at all times to deal with any question that may arise. In some cases provision is made for any question, which a Joint Committee or Board of Conciliation may

fail to settle, to be referred to arbitration, if the parties concur in the adoption of this course ; and in some instances (in regard to questions as to the interpretation and application of the agreement) the agreement requires that every such dispute shall of necessity be submitted to arbitration.

The description just given of the methods of conciliation and arbitration obtaining in the building trades relates to local Joint Committees and Boards. In addition, there exist in these trades Boards of Conciliation of a national character, one of which deals with plumbers throughout the United Kingdom, another with bricklayers, stonemasons, and carpenters and joiners throughout England (except London) and Wales, and a third with plasterers in England and Wales and parts of Scotland.

In the case of the bricklayers, stonemasons, and carpenters and joiners there are constituted, subordinate to the National Board, "Centre" Boards of Conciliation, each of which has jurisdiction over a very large area, and "Local" Boards, subordinate to these, on which the Employers' General Association of the district and the branches of all the Trade Unions which are parties to the scheme are represented. The scheme contemplates that in the event of the Joint Local Trade Committee failing to effect an amicable settlement, the matter shall be referred to the "Local" Board, and if no settlement is arrived at there, to the Centre Board, and in the last resort to the National Board. At any stage in the proceedings the questions at issue can, by the consent of both parties, be referred to arbitration.

In the coal-mining industry, practically the whole of the collective agreements by which the conditions of employment of the miners are regulated contain provisions for the settlement of disputes by permanent Joint Committees and Boards of Conciliation ; and nearly all these agreements provide for the determination of any differences which these bodies are unable to arrange by the decision of a neutral chairman or an arbitrator. The questions dealt with by the machinery thus provided include not alone those which arise in relation to the general level of wages, but also, in many cases, those which relate to the working of individual collieries. In regard to iron ore mining and limestone quarrying in several districts the collective agreements between employers and employed provide for the settlement of wages questions by permanent Boards of Conciliation, and for the reference to arbitration of matters as to which these Boards fail to agree.

In the iron and steel trades provisions for conciliation and arbitration also play an important part in the collective agreements between employers and employed, the machinery for the settlement of disputes taking the form in some cases of temporary Joint Committees (as in the case of the blastfurnacemen in North Lincolnshire), and in other

instances of permanent bodies (*e.g.*, the West Cumberland blastfurnacemen, the Scottish blastfurnacemen, the Nottingham blastfurnacemen, the Midlands iron and steel workers, the North of England iron and steel workers, the South Wales and Monmouthshire blastfurnacemen and iron and steel workers, the Scottish iron workers, the Scottish steel workers, and the operatives employed in the manufacture of tin-plates in South Wales).

In the engineering trade the general agreements between the Engineering Employers' Federation and the principal Trade Unions contain an elaborate scheme of conciliation. With a view to avoid disputes, the employers agree to discuss any questions that may arise with deputations of workmen ; or, as an alternative, any such matter may be discussed between an official of the Trade Union and the local secretary of the Employers' Association ; or, as a third method, either party may bring the matter before a local conference between the local Association of Employers and the local representatives of the Trade Unions. If the local conference fail to settle the question, the matter may, at the wish of either party, be referred to a Central Conference, composed of members of the Executive Board of the Employers' Federation and members of the Central Authority of the Trade Union or Unions concerned. "An employer who refuses to employ trade unionists will not be eligible to sit in conference." It is expressly stipulated that "there shall be no stoppage of work, either of a partial or of a general character, but work shall proceed under the current conditions until the procedure provided for above has been carried through."

These provisions relate to differences in particular establishments ; and the agreement provides that "general alterations in the rates of wages in any district shall be negotiated between the Employers' Local Association and the Local Representatives of the Trade Union or Unions concerned."

The Conciliation Scheme contained in the general agreement between the Shipbuilding Employers' Federation and the Trade Unions of their workpeople is framed on lines closely resembling those of the engineering trade agreements just described. The shipbuilding employers undertake to discuss any question arising in any particular establishment with a workman or with a deputation of workmen, and if this does not result in an agreement, the matter can be further discussed between the employer, either accompanied by an official of the Local Employers' Association or not, and an official representative of the class of workmen concerned, either accompanied by the individual workman or workmen directly concerned or not. If no settlement is arrived at at this meeting, the matter is to be referred to a Joint Committee consisting of three employers and three representatives of the Union or of each of the Unions directly concerned, none of whom shall be connected with the establishment where the

dispute has arisen. In default of a settlement by this committee, the question is to be brought before a Local Conference composed of representatives of the Employers' Local Association and the responsible Local Representatives of the Union or Unions directly concerned. In the next place, upon the failure of the Local Conference to effect a settlement, either party may "refer the question to a Central Conference, to be held between the Executive Board of the Federation and representatives of the Union or Unions directly concerned, such representatives to have executive power." In the event of failure to settle any question in Central Conference, the question may, prior to any stoppage of work, be referred by either party to a Grand Conference, to be held between the Federation and all the Unions parties to this agreement. On any occasion when a settlement has not been reached, the Grand Conference must be adjourned to a date not earlier than 14 days, nor later than one month from the date of such conference.

The procedure just laid down is applicable not alone to disputes in particular yards, but also to district alterations in wages. With regard to general fluctuations in wages (changes in wages due to the general conditions of the shipbuilding industry) it is agreed that fluctuations shall apply to all the trades comprised in this agreement and in every federated firm at the same time and to the same extent, and it is provided that no step towards an alteration in wages can be taken until six calendar months have elapsed since the previous general fluctuation; that before an application for an alteration can be made there shall be a preliminary conference between the Federation and the Unions; and that no alteration shall take effect within six weeks of the date of the application. Within 14 days after any application for an alteration has been received the parties are to meet in conference.

As in the engineering trade agreement, it is here also laid down that "until the whole procedure of this Agreement applying to the question at issue has been carried through, there shall be no stoppage or interruption of work either of a partial or a general character."

In the cotton-spinning trade the settlement of disputes by pacific means is provided for by an agreement which, so far as fluctuations in the general level of wages are concerned, stipulates that no advance or reduction in wages shall be proposed until at least one year* shall have elapsed since the previous change, that one month's notice shall be given of any demand for an alteration in wages, and that any advance or reduction that may take place shall not be more or less than 5 per cent. upon the then current standard wages.* For the arrangement of other

* While these pages were passing through the press an agreement was arrived at by which it was arranged that "two years" should be substituted for "one year" and that no further demand for a change in wages should be made by either side for five years dating from July 15, 1910.

differences this agreement provides complete machinery. The settlement of any such questions is to be effected by negotiations in the first place between the officials of the local Employers' Association and of the local Trade Union; next (if they fail to agree) the matter is referred for adjustment to a Joint Committee of representatives of the local Employers' Association and of the local Trade Union, and in the last instance (if either party so desire) to a Joint Committee of representatives of the Federated Association of Employers and of the Amalgamated Association of Trade Unions, it being agreed that not more than one member of the local Employers' Association and one member of the local Trade Union, in addition to the respective secretaries of those organisations, shall be placed upon any such Joint Committee. Until the various methods of conciliation here provided have been tried and found wanting, it is agreed that neither any local Employers' Association nor the Federated Association of Employers, on the one hand, nor any Trade Union or Federation of Trade Unions, on the other hand, shall countenance, encourage or support any lock-out or strike.

In the cotton-weaving industry the agreements in force between employers and employed also provide machinery for effecting the peaceful settlement of trade disputes. In the event of any such difference arising between any member of any Employers' Association comprised in the North and North-East Lancashire Cotton Spinners and Manufacturers' Association and an Association of Operatives comprised in the Northern Counties Textile Trades Federation, the course prescribed is as follows. The first step is for the dispute to be brought before a local meeting of representatives of employers and operatives in the section of the trade affected; if no settlement is arrived at, the dispute is to be brought before a joint meeting of representatives of the Employers' Association and the Amalgamated Association of the Trade Unions formed in the section concerned; if this body fails to effect a settlement then the matter is to come before a joint meeting of representatives of the Employers' Association and the Northern Counties Federation. Until all these steps have been taken and have failed, no strike or lock-out notices are to be given, while if a strike or a lock-out shall take place, the Employers' Association and the Workpeople's Federation are to hold meetings at short intervals until the dispute shall be settled.

In the boot and shoe making industry, so far as relates to the machine-sewn work—which forms the great bulk of this trade—the conditions of employment are, by virtue of the collective agreements between employers and employed, regulated throughout under the methods of Conciliation and Arbitration. In the first place, the wage lists under which the operatives are paid have, in the most important centres of this industry, been drawn up by Arbitration Committees; in the next place, any differences that may arise between employers and employed in regard to the interpretation and application of these wage agreements are

referred to local Boards of Arbitration. By a general agreement between the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives it has been agreed that no strike or lock-out shall be entered into on the part of any body of workmen, members of the National Union, or any manufacturer represented on any local Board of Arbitration. If any provision of this agreement, or of an award, agreement, or decision, shall be broken by either side, then the organisation of the employers or of the employed, as the case may be, is bound to take such steps as shall induce their members to comply with the agreement, decision, or award, within a short time-limit specified in the agreement. In accordance with the terms of this agreement, a sum of £1,000 has been deposited by each side with trustees, and any failure on the part of either party to fulfil the obligations imposed by the agreement is punishable by forfeiture of an appropriate part of the deposit.

By virtue of the arrangements which have recently been made between the principal Railway Companies throughout the United Kingdom and their employees, the principles of conciliation and arbitration are now applied to the regulation of the conditions of labour in this important industry.

Further examples of collective agreements making provision for the settlement of disputes between employers and employed by Joint Committees or Boards of Conciliation, with or without reference to arbitration in case the Committee or Board fail to agree upon terms, will be found in the pages of this Report, and will be seen to relate to a great number of different industries (nut and bolt making, p. 117 ; the clog trade, p. 257 ; the printing trade, p. 300 and pp. 307, 308 ; bookbinding, p. 310 ; lightermen, p. 343 ; dock labour, pp. 352, 355-357 ; coopering, pp. 368, 372 ; the furniture trades, p. 374 and p. 376 ; glass manufacture, p. 382 and pp. 387, 388).

The extent to which, under the collective agreements between employers and employed in operation in this country, provision is made for the pacific settlement of industrial disputes is certainly a fact which merits attention. Leaving out of consideration the very numerous cases in which the bodies to which, by virtue of collective agreements, disputes are referred are of a temporary character (being constituted *ad hoc*, as occasion may require), and, taking into account exclusively the permanent bodies maintained for the promotion of industrial peace, the total number of Conciliation Boards of this character in existence, so far as known to the Department, is 278, of which 262 deal with particular trades and 16 are District or General Boards.*

* For more complete details with respect to the constitution and procedure of the permanent agencies for conciliation and arbitration the reader is referred to a recent publication of the Board of Trade dealing specially with this subject—*Second Report on Rules of Voluntary Conciliation and Arbitration Boards and Joint Committees* (Cd. 5346 of 1910).

EXAMPLES OF COLLECTIVE AGREEMENTS.

BUILDING TRADES.

The conditions of employment of workpeople engaged in the various branches of the Building Trades are, to a very large extent, regulated under agreements entered into between the employers and the employed, these agreements being in many cases from time to time revised, as occasion may require, by means of negotiations conducted through Conciliation Boards, which are formed of representatives of the two parties, as either constituted *ad hoc*—to deal with particular questions as they arise—or (in numerous instances) maintained as permanent institutions, ready to take in hand the settlement of differences between employers and employed, their rules usually providing for the determination by arbitration of any matters which the Conciliation Board may not itself succeed in deciding.

Conciliation Schemes.

Until recently the Boards and Standing Committees of Conciliation in the building trades, with the exception of the National Board for Plumbers (formed in 1897, and covering the whole of the United Kingdom), were of a purely local character. In most cases also these Boards or Committees have been representative of one section only of these trades, *e.g.*, bricklayers, carpenters and joiners, or painters. A few years ago, however, a movement took place for the establishment of a conciliation scheme of a national character for the building trades. Rules for the establishment of Boards in these trades were agreed to by a Committee of employers and operatives in December, 1904, and were amended at the first meeting of the National Board held in October, 1905, the third meeting held in May, 1907, and the fifth meeting held in May, 1909.* The scheme provides that disputes shall in the first instance be considered by the joint local Trade Committee, or by representatives of the employers and of the operatives of the branch of trade affected. In the event of the local Committee failing to agree, the matter is to be referred to the local Conciliation Board for the district, on which the Employers' General Association of the district, and the branches of all the Trade Unions which are parties to the scheme are to be represented. Failing settlement by the local Board, the matter is to go to the "Centre Board," there being one Centre Board for each centre district of the Employers' Federation. These centre districts cover large areas, *e.g.*, the Northern Centre covers the Northern Counties, Yorkshire, Lancashire, and Cheshire. Finally, should the Centre Board be unable to agree, either side may appeal to the National Board of Conciliation, consisting of representatives of the Employers' Federation

* Full details with respect to this scheme are given in the *Second Report on Rules of Voluntary Conciliation and Arbitration Boards and Joint Committees*, (Cd. 5346 of 1910), pp. 52-57.

and of the Trade Unions that are parties to the scheme. At any stage of the proceedings it is provided that matters may be referred to arbitration by mutual consent of the parties. At present the parties to the scheme are the National Federation of Building Trades Employers and the following Trade Unions :—Operative Bricklayers' Society (London), Manchester Unity of Operative Bricklayers, Operative Stonemasons, Amalgamated Carpenters and Joiners, General Union of Carpenters and Joiners, and Associated Carpenters and Joiners. With respect to the Builders' Labourers, by a resolution passed at the fifth annual meeting of the National Board it was decided that such workmen should be allowed to join Local Conciliation Boards where the employers and skilled operatives are in favour of such a course, provided that the agreement under which they are so admitted shall clearly state that their admission is purely optional and not of right, and that no labourer representatives shall sit on the Centre or National Boards to adjudicate on cases from towns where the Labourers' Union or Unions do not receive recognition, and shall only sit on Local Boards when matters affecting their interests are concerned; also, that where a Labourers' Union is admitted into the Local Conciliation Board of any district and a dispute arises which the Local Board cannot settle, a joint application by the parties concerned for their case to be heard by the Centre and National Boards shall be granted, provided both applicants agree to accept the decision of either of these Boards, and to pay all expenses of the hearing or hearings. The National Board and four Centre Boards have been formed, and sixty-two local Boards and Committees have been established. The scheme covers the whole of England and Wales except London (where there are a number of Boards for the various trades already in existence); in other cases where conciliatory machinery is already in existence within the area of this National Scheme, it can only be set aside by mutual arrangement or after due notice given.

In addition to the trades included in the National Scheme just referred to, arrangements covering England, Wales and parts of Scotland have been entered into by the plasterers and their employers. These arrangements began with an agreement made on the termination of a dispute in 1899; this was amended by an agreement made on April 12, 1904, between the National Federation of Building Trade Employers of Great Britain and Ireland, the National Association of Master Plasterers, and the National Association of Operative Plasterers, and was further revised by an agreement made between the same parties on September 1, 1909. These "Amended General Rules" contain the following provisions :—

1. The National Association of Operative Plasterers will not take any steps to compel men regularly employed as foremen or superintendents of plasterers to become members of the N.A.O.P., and the employers will not take any steps to compel any men to cease their membership of, or prevent them joining the Operatives' Society,

2. No employer shall engage any additional apprentices to the plastering trade whilst the number of his apprentices shall exceed one-fourth of the number of journeymen plasterers then employed by him. All apprentices shall be legally bound, the indentures to be open for inspection of the Operative Society within three months of the employment of the said apprentices.

3. No boycotting or blacklisting shall take place by the N.A.O.P. in future, where the firms adhere to the rules mutually agreed upon, and should any firm be engaged to do any portion of plastering work, and do not pay the recognised rate of wages, it shall not be considered a violation of this Agreement, should the N.A.O.P. enter a protest. The employers agree that such rules shall be strictly enforced in all parts of their contracts.

4. For the purpose of demarcation of work, Joint Committees shall be established in the different districts, equally representative of the employers and the mechanics, whose representation shall be equally divided amongst the different branches of the trade in question. These committees shall, as far, and as soon as is possible, draw up schedules of the work which it is recognised belong to certain branches of the trade. To such committees shall be immediately referred all points of dispute as to demarcation, and the decision of the majority in each case shall be accepted as binding on both sides. Should they fail, however, to decide, then the matter shall be referred for settlement to a similarly constituted Joint Committee, representative of the National Federation of Builders and the other societies affected, whose decision shall be final, provided that the employers' representatives are *bonâ fide* employers of plasterers direct. Pending such reference to the local committees, no strike or lock-out shall take place, but the decision of the employer shall be provisionally accepted as to who shall do the work, provided that preference shall be given to that branch of the trade which, in practice, has done the work before in that district, and provided that no preference be given on account of the payment of lower wages.

5. In the event of any dispute arising, written notice thereof shall be sent by the party aggrieved to the Local Associations of the Master Builders and Master Plasterers or to the district officials of the N.A.O.P., as the case may be, who shall inform the complainant party whether the party complained of is a member of any of the said bodies, if so, the matter shall be considered by a locally constituted Joint Committee of employers of plasterers and members of the Operatives' Union, which shall meet within six clear working days of the date of the said notice, with a view to an amicable settlement; failing a local settlement, or, if no Local Joint Committee operating in the locality, reference shall immediately be made to a Standing Joint Committee of Appeal, consisting of members of the Employers' and Operatives' Central Bodies, which shall meet within 10 days of the receipt of notice of appeal to consider any case referred from the Local Joint Committee.

In the event of the Local Joint Committee failing to consider the dispute within the said six clear working days, the party aggrieved may forthwith refer the case to the Standing Joint Committee of Appeal, which shall then meet and consider the case as aforesaid.

Until the said Standing Joint Committee of Appeal has met and discussed the grievance, no strike or lock-out shall be sanctioned by any of the parties concerned in any dispute.

In the event of any duly given notice or notices by either side, for a revision of local rules expiring without a settlement or withdrawal of notice or notices having taken place, the parties shall in the first instance refer the matter in dispute to the aforesaid Joint Committees, and pending a decision of the said Joint Committees, local or otherwise, no stoppage of work shall be allowed on any pretext whatever.

The several hereinbefore mentioned committees shall meet annually in May to elect Officers and Joint Secretaries for the ensuing year, and to transact such other business as may be necessary. The names of the representatives elected on the said committees for each year commencing May 1st, must be forwarded to the respective Joint Secretaries at least 14 days before that date.

The Standing Joint Committee of Appeal shall have power to make such regulations governing procedure under the Agreement as it may think advisable subject to confirmation by the parties hereto.

6. With regard to the alleged refusal of members of the N.A.O.P. to work with workmen who may not belong to a Trade Union, it is understood the men the operative plasterers object to work with are defaulters, and other men, who have been shown to the employers to have made themselves specially objectionable to the Union men, but no objection shall apply to any defaults which may have occurred prior to the date of the Agreement of 1899.

7. No employer shall be called upon to pay more than the local standard rate of wages to men engaged in a town or district where the work is being executed, and where no established rate exists, that of the nearest town or district shall be adopted.

8. These rules shall be construed together, and in the light of each other.

Note.—The words “local standard rate” and “established rate” in Rule 7* shall mean “the current rate that is being paid by established custom in the locality.”

At the same time a set of “Regulations Governing Procedure under the Amended General Rules” and “Standing Orders Governing Procedure in Debate” were agreed to by the same parties. The regulations provide that “it shall be competent for any of the several Joint Committees, by mutual and unanimous consent of the two parties, to call in an arbitrator or arbitrators, with power to settle the dispute, and where this is done, the decision of such arbitrator or arbitrators shall be final.”

Outside of the National arrangements, to which reference has just been made, there are in England and Scotland 34 permanent Boards and Committees of Conciliation in the building trades.†

With regard to the nature of the collective agreements in the building trades, these are fairly uniform so far as concerns the matters provided for under these arrangements, which usually include provisions regulating the rate of wages (almost without exception time-wages‡), payment for overtime and night work and for the time lost and the travelling and other expenses incurred when the men are sent to a job at a distance, the place where wages are to be paid, and the hours of labour to be worked. Other matters commonly dealt with include the notice to be given for terminating the employment, the provision of places in which the men can have their meals, with assistance in their preparation provided by the employers in some cases, also of places in which they can keep their tools, with facilities for sharpening tools, the conditions to be observed in relation to the employment of workmen “obnoxious” to the men’s organisation, of labourers

* “6” in original, by error.

† A list of the Boards and Committees in the building trades and examples of their rules will be found in the *Second Report on Conciliation and Arbitration Boards* above referred to.

‡ As a rule, piece-work is objected to by the organised workmen in the building trades and in some of the collective agreements in these trades piece-work is either partly or wholly prohibited.

assisting craftsmen, and of apprentices. Finally, provision is in many cases made for the settlement of differences between employers and employed (including in some cases those which may arise as to alterations in the agreement asked for by either party) by means of Boards or Committees of Conciliation, either permanent or constituted, *ad hoc*, as occasion arises.

It will not be necessary to print in this Report any large number of these agreements; the detailed account which will be given of certain typical agreements in force in London and the Provinces will sufficiently indicate the nature of these arrangements.

London.

The following summary of the agreements between the London Master Builders' Association and the bricklayers, carpenters and joiners, stonemasons, plasterers, plumbers, general smiths and fitters, and mill-sawyers and wood-working machinists will serve to show the character of the arrangements in force in the metropolis.* The total number of persons affected by these agreements is about 35,000.

WORKING HOURS.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters, Mill-sawyers, and Wood-working Machinists.

The working hours in summer shall be 50 per week for 39 weeks.

During 13 weeks of winter, commencing on the second Monday in November, the working hours shall be 44 per week.

ON JOBS.

SUMMER.

For 39 weeks.

First 5 days of each week : 6.30 a.m. to 8 a.m. ; 8.30 a.m. to 12 noon ; 1 p.m. to 5 p.m.

Saturdays : 6.30 a.m. to 8 a.m. ; 8.30 a.m. to 12 noon.

Equal to 50 hours per week.

WINTER.

For 10 weeks.

First 5 days of each week : 8 a.m. to 12 noon ; 12.30 p.m. to 4.30 p.m.
Saturdays : 8 a.m. to 12 noon.

For the following 3 weeks.

First 5 days of each week : 8 a.m. to 12 noon ; 1 p.m. to 5 p.m.
Saturdays : 8 a.m. to 12 noon.

Equal to 44 hours per week.

N.B.—Plumbers to have one hour for dinner throughout the year. Their winter hours will, therefore, be 41½ per week during the first ten weeks of winter.

N.B.—General smiths and fitters agree to a variation of the hours in the above schedule on jobs if reasonable circumstances require it, provided that the agreed total number of hours of labour per day be not exceeded.

N.B.—Where stonework is being prepared on jobs, the job time is to be observed.

* The summary given in the text is based upon that published by the London Master Builders' Association in May, 1906, but takes into account also the agreement subsequently (March 14, 1907) made between that Association and the mill sawyers and wood-cutting machinists.

IN SHOPS.

The same as on jobs, with one hour for dinner in winter, and leaving off time 5 p.m.

N.B.—General smiths and fitters to work summer hours throughout the year, should the employer desire it.

WAGES.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plumbers, General Smiths and Fitters.

The present rate of wages to remain unaltered.*

NIGHT GANGS.

For Bricklayers, Carpenters and Joiners, Plasterers, Stonemasons, General Smiths and Fitters.

Workmen engaged on a night gang shall be paid one penny per hour in addition to the ordinary rate of wages, but the hours worked without overtime rates not to exceed nine; meal time hours during the night to be one and a half; from Saturday midnight to Sunday midnight, double time.

For Plumbers.

Workmen engaged on a night gang shall be paid one penny per hour in addition to the ordinary rate of wages, provided that workmen on a night gang shall not have been employed the day previous. The hours worked without overtime rates not to exceed ten. Meal time hours during the night to be one and a half. Saturday midnight to Sunday midnight, double time.

For Mill-sawyers and Wood-cutting Machinists.

Workmen engaged on a night gang shall be paid one penny per hour in addition to the ordinary rate of wages.

In the event of an employer exercising his option to start his mills before 8 a.m. during the thirteen winter weeks, any time thus worked in advance of ordinary hours shall be paid for at the rate of time and a quarter.

OVERTIME.

For Bricklayers, Carpenters and Joiners, Plasterers, Stonemasons, General Smiths and Fitters.

Overtime, when worked at the request of the employer, 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 Saturday the pay for overtime from noon to 4 p.m. shall be time and a half; after 4 p.m. and Sunday, double time. Christmas Day shall be paid for the same as Sunday.

For Plumbers.

Workmen being required to work overtime shall receive, from 6 p.m. to 8 p.m., time and a quarter; from 8 p.m. to 11 p.m., time and a half; after 11 p.m., double time. Saturdays, from 1 p.m. to 5 p.m., time and a half; after 5 p.m. and Sunday, double time. Christmas Day shall be paid for the same as Sunday.

* The standard rate of wages for bricklayers, and carpenters and joiners in the London district is 10½d. per hour; that for stonemasons other than fixers is 10½d., the rate for fixers being 11¼d. per hour; that for plasterers and plumbers is 11d. per hour. The agreement with the mill-sawyers and wood working machinists does not contain any provision as to the ordinary rate of wages of these workpeople.

For Mill-sawyers and Wood-cutting Machinists.

Overtime, when worked at the request of the employer, shall be paid for at the following rates, namely :—one hour from leaving-off time, ordinary rate ; thereafter, to 10 p.m., time and a quarter ; after 10 p.m., double time. On Saturday the pay for overtime from noon to 4 p.m. shall be time and a half ; after 4 p.m., and Sunday, double time. Christmas Day shall be paid for the same as Sunday.

NOTICE ON DETERMINING AN ENGAGEMENT.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

One hour's notice be given or one hour's time be paid by either side on determining an engagement. All wages due shall be paid at the expiration of such notice, or walking time if sent to yard.

For Carpenters and Joiners.

All workmen who are in receipt of full wages and who have been employed for not less than 42 hours, shall, on being discharged, receive one hour's notice to be occupied so far as is practicable in grinding tools, with one hour's pay in addition.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters.

In the event of more than ten per cent. of the workmen of the trade employed at the job giving notice to leave during any one day (except Saturday), they shall not be entitled to receive their money until noon on the following day.

PAYMENTS TO WORKMEN SENT FROM SHOP OR JOB.**For Bricklayers ; Stonemasons.**

Workmen 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 a six mile radius from the shop or job, exclusive of travelling expenses, time occupied in travelling, and lodging money.

For Carpenters and Joiners ; Plasterers.

Workmen who are sent from the shop or job to any point within the London District shall be allowed travelling expenses and time occupied in travelling one journey each way for the job. If the distance sent be over six miles in a direct line, then lodging money to be paid in addition. If sent outside the London District, they shall receive *6d.* per day in addition to lodging money and travelling expenses and time occupied in travelling one journey each way for the job.

For Plumbers.

Workmen who are sent from the shop or job to any point within the London District shall be allowed travelling expenses and time occupied in travelling one journey each way for the job. If the distance sent be over eight miles in a direct line, then lodging money to be paid in addition. If sent outside the London District they shall receive *1s.* per day in addition to lodging money, and travelling expenses and time occupied in travelling one journey each way for the job.

For General Smiths and Fitters.

Workmen who are sent from the shop or job, including those engaged in London and sent to the country, shall be allowed as expenses 1s. per day if less than one week, or 6d. per day for the whole period if over one week, for any distance over a six mile radius from the shop or job, exclusive of travelling expenses, time occupied in travelling one journey each way for the job, and lodging money.

PAYMENT OF WAGES.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

Payment of wages shall commence at noon, or as soon thereafter as practicable, on Saturday 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 twelve noon.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters.

Night gangs to be paid at 6 a.m. Saturday.

PROVISION FOR MEALS.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

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, and shall open the same one hour before starting time in winter with similar attendance.

For Carpenters and Joiners.

Employers shall provide, where practicable and reasonable :—

- (i.) A lock-up where tools can be left at the owner's risk.
- (ii.) A grindstone for the use of workmen.

BACK TIME.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

Wages earned after leaving off time on Friday and Saturday only shall be kept in hand as back time.

LONDON DISTRICT.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers, Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

The term "London District" shall mean a 12-mile radius from Charing Cross.

CONCILIATION RULE..

Preamble.

For Bricklayers, Stonemasons, General Smiths and Fitters.

Should a dispute arise on the ground of the employment of any workman alleged to be "obnoxious," no strike shall be sanctioned, but the question shall be referred to the decision of the Board of Conciliation, provided always that no such reference shall be made in consequence of such workman belonging or not belonging to any trade society.

For Carpenters and Joiners, Plasterers, Plumbers, Mill-sawyers and Wood-working Machinists.

No reference shall be made to a Conciliation Board in consequence of any workman belonging or not belonging to any trade society.

Plasterers.

Foremen.—The Plasterers' Association shall not take any steps to compel managing foremen of plasterers or superintendents of plasterers' work into membership of the National Association of Operative Plasterers.

Apprentices.—No employer shall engage any additional apprentices to the plastering trade whilst the number of his apprentices shall exceed one-fourth of the number of journeymen plasterers then employed by him. All apprentices shall be legally bound.

Boycotting and Blacklisting.—No "Boycotting" or "Blacklisting" shall take place by the National Association of Operative Plasterers in future where firms adhere to the rules mutually agreed upon. The employers agree that such rules shall be strictly enforced.

Rule.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers Plumbers, General Smiths and Fitters, Mill-sawyers and Wood-working Machinists.

(A.) For the adjustment of all disputes and to avoid stoppage of work it is agreed that upon a difference arising between an employer or upon the works of an employer and any of his workmen from any cause whatever, notice shall be given by the Association or Society of the complaining party to the Association or party representing the other side and the subject matter of dispute shall thereupon be referred to the Board of Conciliation which shall be summoned within seven days, and, if practicable, shall give its decision within the next six working days, proceeding in the following manner :—

(B.) For all purposes of the foregoing rules the Board of Conciliation shall consist of three members nominated by the employers and three by the workmen. Each party shall send to the other within one week from the date of signing these rules and within one week from January 1st in each year the names of six persons from whom three shall be selected to act as their representatives on the Board of Conciliation for the current year ending December 31st, and in the event of the death or resignation of any member either party shall appoint another member within one week, notice being given thereof. The number of representatives of the employers and of the workmen on the Board of Conciliation shall always be equal and shall be so maintained during the sitting.

(C.) The Board of Conciliation so constituted if unable to agree shall make application to the Board of Trade under the Conciliation Act, 1896, or apply for the appointment of a person to act as a Conciliator.

The Board of Conciliation shall have power to decide all questions arising between the employers and the workmen, including any questions between one trade and another as regards demarcation of labour or other matters, provided that for the decision of any question involving claims or rights of other sections of the building trades a Joint Conciliation Board shall be constituted of the three representatives nominated by each trade involved and by a similar number of representatives of the employers, so that members on the Joint Conciliation Board may be specially represented on such Board and so that the numbers of representatives of the employers and of the workmen on such Joint Conciliation Board shall be equal and be so maintained during the sitting.

(D.) A Joint Conciliation Board shall have the like powers as a Conciliation Board, and be regulated in the same manner.

(E.) The Conciliation Board, or a Joint Conciliation Board, shall have power to make such rules and regulations for the transaction of business as they may approve.

(F.) In the event of an application being made to the Board of Trade, or a person being appointed as a Conciliator, the decision of such person or the Conciliation Board shall be final and binding on both parties.

EXPIRATION OF WORKING RULES.

For Bricklayers, Carpenters and Joiners, Stonemasons, Plasterers Plumbers, General Smiths and Fitters, and Mill-Sawyers and Wood-working Machinists.

Any or all of the foregoing Rules may be terminated or altered on six months' notice being given by either side, such notice to specify the proposed alterations.*

Plasterers.

Notice under this Rule shall not be given so as to terminate within the thirteen weeks of winter.

PLUMBERS NOT EMPLOYED BY BUILDERS.

While the conditions of employment of plumbers in London working for builders are defined by the agreement between their Trade Union and the London Master Builders' Association, summarised above, in the case of plumbers working for master plumbers and plumbing shops (about 6,000 in number), the terms of employment are defined by a separate agreement made on January 29, 1906, between the United Operative Plumbers' Association and the London Society of Associated Master Plumbers, of which the text is as follows:—

I.—That working hours shall be 47 per week throughout the year.

HOURS OF LABOUR.

†First five days of each week, 7 a.m. to 8 a.m.; 8.30 a.m. to 12 noon; 1 p.m. to 5 p.m.; Saturdays, 7 a.m. to 8 a.m.; 8.30 a.m. to 12 noon.
Equal 47 hours per week.

II.—The present rate of wages [11*d.* per hour] remains unaltered.

III.—That workmen being required to work overtime shall receive from 8 p.m. to 11 p.m. time and a half; from 11 p.m. to 7 a.m. double time. Saturday, from 1 p.m. to 5 p.m., time and a half; from 5 p.m. to 7 a.m. (Monday) double time. Sundays, double time.

IV.—That one hour's notice be given or one hour's time be paid by either side determining an engagement, all wages due shall be paid at the expiration of such notice, or walking time if sent to the yard. In the event of more than 10 per cent. of the workmen of the trade, employed at the job, giving notice to leave during any one day except Saturday, they shall not be entitled to receive their money until noon on the following day.

* In the agreement with the mill-sawyers and wood-working machinists the last seven words of this clause are omitted.

† Except where the men are working on jobs that are being strictly carried out to the agreement arrived at with the London Master Builders' Association, then plumbers to work in accordance with the Rules.

V.—That the term “London District” shall mean 12 miles radius from Charing Cross, and any skilled workman sent to work over four miles from his employer’s workshop shall receive all travelling expenses. If sent over eight miles from his employer’s workshop, he shall be entitled to one shilling per day extra, with the usual allowance for lodgings, and all travelling expenses. Should there be no accommodation for him to reach his work at 7 a.m., he shall be entitled to one shilling per day, unless he travels in the employer’s time, and be paid from 7 a.m.

VI.—That payment of wages shall commence at noon, or as soon thereafter as practicable on Saturday, and be paid on the job, but if otherwise arranged walking time at the rate of three miles an hour shall be allowed to get to the pay table at 12 noon.

VII.—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.

VIII.—That wages earned after leaving-off time on Friday and Saturday only shall be kept in hand as back-time.

IX.—That any workman being called upon to work during a night shall be paid one penny per hour in addition to the ordinary rate of wages, provided he shall not have been employed the day previous. The hours worked without overtime rates not to exceed ten. Meal times during the night to be one and a half hours.

Saturday midnight to Sunday midnight double time.

X.—That in case of any dispute arising under these Rules which cannot be settled by the employer and employee no strike shall take place, but such dispute shall be referred to and decided by the Board of Conciliation, whose decision shall be final, provided that no objection shall be taken to any workman in consequence of his belonging or not belonging to any Trade Society.

XI.—That six months’ notice on either side shall terminate the foregoing Rules.

CONSTITUTION OF CONCILIATION BOARD.

It is hereby mutually agreed that the Conciliation Board mentioned in Rule X. shall consist of three representatives to be appointed by the National Association of Master Plumbers (London Branch), a like number of the United Operative Plumbers’ Association, with power to select an umpire by mutual consent, or failing that, to apply to the London Chamber of Commerce for such appointment. In the event of either side giving notice the Conciliation Board to be called in one week. In the event of any difficulty arising, such matters to be referred to the umpire mentioned above, whose decision shall be final and binding upon both parties.

Birmingham District.—Bricklayers.

The conditions of employment of bricklayers in the Birmingham district are regulated by an agreement entered into between representatives of the employers and the workmen respectively, to come into force on May 1, 1909, which was amended in certain particulars by an agreement entered into between the same parties which came into operation April 1, 1910. About 2,000 workmen are affected by this agreement, which is in the following terms:—

RULE I.

In these Rules “Birmingham and District” shall mean a five-mile radius from Stephenson Place, but excluding any portion of the Borough of West Bromwich.

RULE II.

Hours of Work

The ordinary hours of work shall be from 6.30 a.m. to 5 p.m. on each of the first five working days of the week, with one-and-a-half hours per day allowed for meals; but during the winter months the hours of work shall be as under:—

October 24th to November 20th, inclusive (with one hour for meals)...	... ..	a.m.	p.m.
		7.0	to 5.0
November 21st to January 29th, inclusive (the men to have had breakfast before commencing work and to have half an hour for dinner)	... ..	8.0	to 4.30
January 30th to February 26th, inclusive (with one hour for meals)...	... ..	7.0	to 5.0

On Saturdays work to commence at the same time as other days, and to end at 1 p.m., with half an hour allowed for breakfast, except from November 21st to January 29th inclusive.

From November 21st to January 29th inclusive, the employer shall, if requested, open the job at 7.30 a.m. and provide a man to light a fire to enable the men coming from a distance to have their breakfast on the job.

A suitable mess room shall be provided for all the branches of workmen to have their meals in, and a person shall be appointed to prepare meals.

RULE III.

Rate of Wages.

The rate of wages for skilled operatives shall be $9\frac{1}{2}d.$ per hour.

RULE IV.

Overtime.

All overtime made after 5 p.m. all the year round up to commencement of the ordinary working hours on the first five working days of the week, and after 1 o'clock on Saturday up to 12 midnight, also all Bank Holidays, except Good Friday, shall be paid for at the rate of time and a half, but from 12 midnight on Saturday during Sunday and Christmas Day it shall be paid for as double time. Overtime shall not be paid until a full ordinary day has been worked, except in cases over which the workman has no control or time lost owing to inclement weather.

RULE IV A.

Night Shifts.

In the event of an employer finding it necessary to employ a night shift, the hours of work for the night shift shall be as under for the first five nights of the week (Monday to Friday). The men shall commence work at 6.30 p.m. and shall cease work at 5 a.m. with one and a half hours allowed for meals. The men on the night shift shall be paid at the rate of time and a quarter, and no person employed in the day shift shall be employed in a night shift, and four consecutive nights' work shall constitute a night shift, otherwise it shall be termed overtime; and all time worked by the night shift, either before or after the ordinary hours, shall be paid for as time and a half instead of time and a quarter.

RULE V.

Paytime.

All employers shall commence paying wages, either on the works or at the office, not later than ten minutes past 1 o'clock on Saturdays in every week. If not complied with, time and a half to be paid for all time kept waiting. All wages to be paid up to Friday night in each week.

RULE VI.

Distance.

If the distance of the work be within a radius of two-and-a-half miles from Stephenson Place, the men shall walk in their own time; and if between two-and-a-half miles and four miles from Stephenson Place, walking time shall

be allowed at the rate of three miles per hour for the distance in excess of two-and-a-half miles. If more than four miles from Stephenson Place, proper lodgings shall be allowed and paid for by the employer, and railway fares for all men sent from the town to a country job, subject to special arrangements between employers and workmen. This rule not to apply to men set on at the job.

RULE VII.

Notice.

One hour's notice, to expire at the termination of the ordinary day's work in all cases (as defined by Rule II.), shall be given by the employer or workman of an intention to put an end to the service, and in default thereof, the party so in default shall forfeit and pay to the other one hour's wages. All wages due shall be paid on the termination of the service. The one hour's time after receiving notice shall be occupied either in grinding, cleaning, or sharpening tools, or in continuation of work, until the notice time has expired.

RULE VIII.

Authority of Employers.

Each employer shall have the power to conduct his business in any way he may think advantageous in the matter of letting work, taking apprentices, using machinery and implements, and in all details of management not infringing these rules. All apprentices must be legally bound to the trade before they are seventeen years of age. Where a number of bricklayers are employed, one of their number shall be appointed by the employer to receive instructions from the general foreman, but shall work as an ordinary workman.

RULE IX.

Prevention and Settlement of Disputes.

To prevent trade disputes, and to settle such as are of a private nature and do not affect the general interests of the trade, a Standing Committee shall be formed, consisting of three masters and three workmen, whose names are set at the foot of this rule. Any vacancy occurring in the Standing Committee shall be filled up by the accredited representatives of the employers or workmen, as the case may be. The duty of the Standing Committee shall be to see that the rule as to printing and publishing these rules is strictly complied with, and that all the rules in this branch of the trade are in all cases acted upon by both the employers and workmen. The further duty of the Standing Committee shall be to hear the parties to, and settle by amicable arrangement, any dispute or difference which may arise between any employer and any workman which does not affect the interests of the trade generally; but in case either party to the dispute desires, before any enquiry is entered upon, that the same shall be referred to a formal conciliation, on the grounds that the interests of his branch of the trade are affected thereby, then the matter so in dispute shall be determined by the Board of Conciliation as hereinafter provided with respect to trade disputes.

No stoppage of work shall take place under any circumstances until the matter in dispute has been brought before the Standing Committee or the Conciliation Board, which shall, however, meet to discuss the matter within forty-eight hours of notice being given to the secretary.

Standing Committee.

[Here follow the names of three masters and three workmen.]

RULE X.

Printing, Publishing, and Proving these Rules.

These rules shall be printed and posted in some conspicuous place in each of the master builders' workshops in Birmingham and district within fourteen days after such rules shall have been agreed to, and a printed

copy of the same shall be read as evidence of the contract between any master builder carrying on business in Birmingham and district, and any workman, in any proceeding to enforce any award made under these rules, unless a special contract in writing shall have been entered into between the parties. For the purpose of these rules, any person, or any partnership, or body of persons carrying on the ordinary trade of a builder, or taking contracts to execute the whole or any part of ordinary building work, shall be deemed to be a master builder.

RULE XI.

Alteration of Rules and Board of Conciliation.

No alteration is to be made by either employers or workmen in any of the foregoing rules or in the existing rate of wages, before the first day of April, 1910, and not then without giving to the other notice in writing. Such notice shall be given on or before the first day of November, 1909, or the first day of November in any subsequent year, and state the full particulars of the proposed alterations; and the party receiving such notice shall reply to it, either by giving a counter notice or otherwise, on or before the first day of December ensuing, after which the matters in dispute shall be referred to a Board of Conciliation, to consist of seven employers and seven workmen; or, if a general alteration affecting the whole of the trade, of two members from each branch with an equal number of employers. The Board of Conciliation shall have power to settle all matters in dispute, and their decision shall be final and binding on all parties.

Manchester and Salford District.—Stonemasons.

The "amended working rules for the operative stonemasons of Manchester, Salford and vicinity" (about 400 in number) were signed by representatives of the Manchester, Salford and District Building Trades' Employers' Association (Master Masons' Branch) and the Manchester, Salford and District Operative Masons' Society, to come into force as from August 14, 1909. The first rule was settled by an award made on August 11, 1909, by Mr. A. A. Hudson, who, at the request of the parties, had been appointed arbitrator by the Board of Trade, and, by the terms of that award, is to remain in force for twelve months before notice of any change can be given on either side. The remaining terms of this agreement were settled by the parties among themselves. These rules are as follows:—

RULE 1.—WAGES AND WORKING TIME.

The current rate of wages for workmen to be 9½*d.* per hour (fixers 10*d.*) all the year round. The hours of work to be as follows:—For the months of March, April, May, June, July, August, September and October, 49½ hours per week apportioned as follows:—On Mondays, Tuesdays, Wednesdays, Thursdays and Fridays from 7 a.m. to 5.30 p.m. with half-an-hour for breakfast and one hour for dinner, and on Saturdays from 7 a.m. to 12 noon with half-an-hour for breakfast. For the months of November and February 44 hours per week apportioned as follows:—On Mondays, Tuesdays, Wednesdays, Thursdays and Fridays from 8 o'clock a.m. to 5 p.m., less one hour for dinner, and on Saturdays from 8 o'clock a.m. to 12 noon. For the months of December and January 41½ hours per week apportioned as follows:—On Mondays, Tuesdays, Wednesdays, Thursdays and Fridays from 8 a.m. to 4.30 p.m., less one hour for dinner, and on Saturdays from 8 a.m. to 12 noon.

RULE 2.—STARTING TIMES.

Starting times in the summer months to be 7, 7.30 and 9 o'clock a.m., and 1.30 o'clock p.m.; and during the winter months, 8, 8.30 and 1 o'clock.

RULE 3.—MEAL TIMES.

In the summer months the meal times shall be, breakfast 8.30 to 9 a.m. and dinner 12.30 to 1.30. In the winter months the dinner hour to be 12 to 1 o'clock. On jobs, meal times to be arranged to suit all trades.

RULE 4.—BOUNDARY.

The boundary shall be a circular radius of two miles from the centre of Albert Square. All men working within the boundary shall commence work at the time stated in Rule 1, providing the shop is within that radius; where the shop is situate outside the boundary the limit to be two miles from the shop.

All men working beyond the boundary mentioned, but within a radius of five miles from Albert Square, shall be allowed travelling expenses at the undermentioned rates:—

Two to three miles out	...	...	...	...	3d. per day.
Three to four miles out	...	...	...	...	4d. "
Four to five miles out	...	...	...	...	5d. "

All men when paid travelling expenses to be on the job at starting time.

When travelling facilities are not available the matter to be arranged between the employer and his workmen.

When men are paid on the job to work until 12 noon on Saturdays; if paid at the shop to be there at the usual time for leaving off work as stated in these Rules, the employer to commence paying not later than that time.

RULE 5.—COUNTRY WORK.

All men sent from this district beyond the distances stated in Rule 4 and actually lodging away from home, to receive 3s. 6d. per week lodging money and travelling expenses out and in once a week. Men receiving lodging money to start on the job as per Rule 1, and all men on country jobs, if paid on the job, to work until 12 noon on Saturdays. Where trams, trains or other means of conveyance are convenient the employer shall have the option of paying fares and sending men in and out every day, and in the event of an employer electing to do so, the men to leave by the tram, train or other conveyance nearest the time for commencing work, as per Rule 1.

RULE 6.—OVERTIME.

Overtime to be worked when required and to be paid for as follows:—Time-and-a-half for the first two hours, afterwards double time for all hours worked up to starting time the following morning; and in all cases Sundays, Christmas Day and Good Friday to be paid for as double time.

RULE 7.—PIECEWORK.

No piecework to be introduced, but ornamental carving, turning small columns, balusters and the like, may be done by contract, but the roughing out of the same to be done by day work.

RULE 8.—SHEDS.

In yards and on jobs, suitable sheds and mess houses shall be erected and accommodation provided for warming dinners and supplying hot water, and a proper person appointed to take charge of the meals.

RULE 9.—WORKED STONE.

Worked stone not to come into this town from any district where the standard rate of wages is below the current rate paid in this district.

All contractors may buy from wherever they think fit sawn or machined stone of any size.

All stonework to be fixed by masons, except heads ($4\frac{1}{2}$ on bed), sills ($6\frac{1}{2}$ thick), padstones and steps where these are not set stone to stone.

Hand worked stone from a quarry not to come into the town, except steps, landings, column stones, engine beds and roughly worked masonry for bridges, railways and canals.

Moulded stone from a quarry not to be introduced into this district.

RULE 10.—APPRENTICES.

Boys shall not work at the trade more than three months beyond the age of 16 without being legally bound. No employer to have more than one boy to every five men on an average.

RULE 11.—NOTICE OF DISCHARGE.

Should an employer require to discharge a workman, or a workman desire to leave his employment, one hour's notice shall be given on either side, or one hour's pay in lieu of such notice. All tools to be sharpened by the expiration of notice, where practicable, or the equivalent of two score sharp tools to be allowed on either side.

RULE 12.—DISPUTES.

Should a dispute arise in any employ no stoppage of work shall take place, but six of the workmen shall meet six of the employers who shall endeavour to settle the matter. At such meetings four representatives on either side shall form a quorum.

RULE 13.—DISTRICT WITHIN WHICH THE RULES SHALL APPLY.

Note.—Owing to the overlapping of several of the adjoining districts, this matter has not yet been settled, but as soon as a settlement has been attained the same will be published immediately.

RULE 14.—ALTERATIONS TO RULES.

Six calendar months' notice of alterations to this or any of the foregoing rules shall be given by either employers or employees, such notice to expire on the 1st day of May in any year.

When notice of alteration to rules is received by either side, 14 days shall be allowed after the receipt of such notice in which to submit counter proposals if necessary, which shall be accepted as being in order.

Liverpool and District.—Carpenters and Joiners.

The Working Rules of the carpenters and joiners in the Liverpool district, signed by the president and secretary of the Liverpool Master Builders' Association, and by similar officers on behalf of the Amalgamated, General Union, and Associated Societies of Carpenters and Joiners, came into operation on June 1, 1908, this agreement continuing in force until May 1, 1913, on or after which it may be terminated by notice given by either party, but with a provision for any alterations asked for being settled by arbitration, if both sides are in favour of that course. The text of this agreement, which affects some 2,500 workmen, is as follows:—

1st.—HOURS OF WORK.

The ordinary hours of work shall be 47 hours per week, all the year round (except on "unprotected buildings" as hereinafter provided), apportioned

as follows :—On Monday, Tuesday, Wednesday, Thursday, and Friday, from 8 a.m. to 5.30 p.m., less one hour for dinner ; and Saturday from 8 a.m. to 12.30 p.m. But during the four winter months the hours of work on “unprotected buildings” shall be as follows :—During November and February, 44½ hours per week, apportioned as follows :—On Monday, Tuesday, Wednesday, Thursday, and Friday, from 8 a.m. to 5 p.m., less one hour for dinner ; and on Saturdays from 8 a.m. to 12.30 p.m. During December and January, 42 hours per week, apportioned as follows :—On Monday, Tuesday, Wednesday, Thursday, and Friday, from 8 a.m. to 4.30 p.m., less one hour for dinner ; and on Saturday from 8 a.m. to 12.30 p.m.

Where artificial light is not provided no reduction to be made when men cannot see the full time.

An “unprotected building” in these Rules shall mean a building in any of the following unfinished states, viz. :—

1. A building to which the roof has not been covered in.
2. A building to which the floors have not been laid.
3. A building to which windows have not been glazed, or window spaces covered with wind screens.

2nd.—MEAL HOURS.

Dinner time to be from 12 noon to 1 p.m. all the year round. Breakfast to be taken in the men’s own time, before starting work, all the year round.

3rd.—RATE OF WAGES.

Wages shall be paid by the hour, all the year round, at the rate of 10*d.* per hour. Men actually engaged on insulation work, for, or in a cold storage, or working in a room (connected with a cold storage) where insulation is being used, to be paid 6*d.* per day extra in addition to the standing rate of wages, and nothing less than half-a-day’s allowance to be paid.*

4th.—STARTING TIMES.

Starting times on Monday, Tuesday, Wednesday, Thursday, and Friday, shall be 8 a.m. and 1 p.m., and on Saturday 8 a.m. only, all the year round.

5th.—OVERTIME.

All overtime made by the request of the employers to be paid by the hour at time-and-a-quarter for the first two hours on the first five days of the week ; all overtime after first two hours to be time-and-a-half to starting time next morning. On Saturdays, after leaving-off time to 5.30 p.m., to be time-and-a-half, afterwards to starting time on Monday morning double time. On Bank Holidays, time-and-a-half ; on Good Friday and Christmas Day, double time.

6th.—BOUNDARY.

The boundary in Liverpool and district shall be taken at two miles from each employer’s shop in any direction, beyond which walking time shall be allowed at the rate of three miles an hour ; but men to walk back in their own time. When walking time is allowed the men to be at the boundary at 8 a.m. Men who are obliged, under this Rule, to cross the river, to have their fares paid to and from Birkenhead or Seacombe. This Rule applies only to men sent from the shop, and not to men engaged and paid at the job.

* The meaning of the words “Men actually engaged on insulation work, for, or in a cold storage” has been defined by the Board of Conciliation (*see* Rule 17) to be “That when joists or other foundations for insulated floors are laid or fixed, and ceiling sheeted, the walls battened and sheeted and furred out ready for outer sheeting, then onward to the completion of the rooms, compartments or chambers, the 6*d.* per day extra shall be paid to all men working in the said rooms, compartments, or chambers. Men not to receive the 6*d.* per day extra for fixing benches, shelves, or racks in a completed room, compartment, or chamber unless cold air is in use.”

7th.—COUNTRY JOBS.

All men sent out to country jobs shall have their travelling expenses and time paid going and returning, if discharged or sent back to the shop, and 3s. 6d. per week for lodgings. Any allowance beyond this to be by special arrangement.

8th.—PAYMENT OF WAGES.

Pay to commence at leaving-off time. All men working at jobs above 30 minutes' walk from their employer's place of business, shall leave work in time to reach the pay table not later than half-an-hour after the schedule leaving-off time in Rule 1; if paid at the job to work the same as in the shop. If pay is not commenced at above times, overtime to be charged at the ordinary rate.

9th.—APPRENTICES.

All apprentices after three months' trial to be legally bound for not less than five years.

10th.—HOT WATER AND LOCK-UP PLACES, WORKSHOPS AND MESS-HOUSES.

That the employers provide hot-water for the workmen's meals; also a lock-up place in buildings for workmen's tools, where the magnitude of the work renders it necessary. In yards, or other jobs, the nature and extent of which renders the demand reasonable, sheds and mess houses shall be erected. In the event of any dispute a deputation of two employers and two workmen, not connected with the work in question, to form a committee to decide whether such demand is reasonable.

11th.—NOTICE OF DISMISSAL.

That before discharging $\left\{ \begin{array}{l} \text{inside men, one} \\ \text{outside men, two} \end{array} \right\}$ hours' notice be always given them previous to leaving-off time or the employer to forfeit $\left\{ \begin{array}{l} \text{one} \\ \text{two} \end{array} \right\}$ hours' pay. The time to be devoted to the tools, or worked. If these duties are evaded, the employer or foreman may stop the $\left\{ \begin{array}{l} \text{one} \\ \text{two} \end{array} \right\}$ hours' pay.

12th.—AUTHORITY OF EMPLOYERS.

Each employer shall conduct his business in any way he may think advantageous in all details of management, not infringing on the individual liberty of the workmen or these rules.

13th.

That the term "Liverpool and District" shall mean a radius of 10 miles from the Liverpool Landing Stage, less that portion on the St. Helens side of the following roads and lanes:—striking the Liverpool boundary radius by the Railway Station, proceed along Rainhill Road past Holt Church to the Green Dragon Inn, then proceeding along Green Dragon Lane, Shaws Lane, Stank Lane, Garden Walk, Huyton Road, then straight across the fields to Knowsley Park Wall, following the Park wall (Eccleston side) to Longbarrow Road, then along Rainford Road to the 10 miles boundary line of Liverpool again.*

14th.—ALTERATION OF RULES.

Six months' notice in writing, to expire on the 1st May in any year, shall be given on both sides of any alteration in the foregoing Rules, stating full particulars, but no such notice can be given by either side to expire before

* This clause was, by the terms of the agreement, subject to revision by the Northern Centre Conciliation Board (see *ante*, p. 1); the text represents the clause in its revised form.

the 1st May, 1913, and the party receiving the notice shall reply to it within one month, either by giving a counter notice, or otherwise; and if necessary, a deputation of six working tradesmen shall be appointed to meet six of the trade employers, to endeavour to come to an understanding, failing which both parties shall refer the question back to their respective general meetings, and propose arbitration; and if a majority on both sides are in favour of arbitration, then a court shall be formed as follows:

15th.—PUBLIC COURT OF ARBITRATION.

The court shall consist of six of the trade employers and six working tradesmen, who shall have power to come to terms and whose decision shall be binding on both parties; but if unable to agree, it shall be referred to an umpire who shall have been previously mutually agreed upon, who shall act as sole referee, and whose decision shall be the decision of the court, and shall be equally binding on both parties.

16th.—PRINTING OF RULES.

That these Rules shall be printed and posted in a conspicuous place in each of the master builders' yards, or jobs, in Liverpool and District, within fourteen days after having been agreed upon.

17th.—BOARD OF CONCILIATION.

That a Board of Conciliation be formed, consisting of four employers and four operatives of the trade affected, three of each to form a quorum, to whom any questions may be referred as to the spirit of these Rules, upon their infringement or their interpretation; and that a decision of a majority of such Board shall be binding on all parties concerned.

Glasgow District.—Joiners.

The agreement, which regulates the conditions of employment of Joiners in the Glasgow District (about 3,000 in number), is renewed each year, with such alterations, if any, as are asked for by the employers or the workpeople, and are agreed upon between them, or, if they are unable to arrive at an agreement, are decided on through the Conciliation Board for the Carpenter and Joiner Trade in that district. The Rules of this Board provide that, if the Board are unable to agree upon any question submitted or referred to them, they "shall appoint a person to act as conciliator, and failing mutually to agree upon one, they shall make application to the Board of Trade under the Conciliation Act, 1896, to appoint one. The decision of the conciliator, whether appointed by mutual agreement or by the Board of Trade, shall be final and binding on both parties." The agreement at present in force contains the following provisions:—

I.—The term "Glasgow District" shall mean the area within a five miles radius from the Glasgow Royal Exchange on the north, east and south. The boundary on the west shall be the east side of Crookston Road, from where the five miles radius intersects down to Paisley Road, thence down the east side of Hillington Road between there and Elderslie House, thence along the north bank of the River Clyde to Dalmuir, thence along the Duntocher Burn and Duntocher Road to where it meets Drymen Road, thence in an easterly direction to a point on the five miles radius, all as shown on a plan adjusted between parties.

II.—The working hours shall be as follows:—From 16th February to 31st October, workmen to commence at 6 or 6.30 a.m., and stop work at

5 p.m., making 50 hours per week ; from 1st November to 15th November, the working hours shall be 8½ hours, making 47 hours per week ; from 16th November to 8th December, 8 hours, making 44 hours per week ; from 9th December to 8th January, 7½ hours, making 41 hours per week ; from 9th January to 31st January, 8 hours, making 44 hours per week ; and from 1st February to 15th February, 8½ hours, making 47 hours per week. From 16th November to 31st January, men working in the workshops shall have the option of taking breakfast before starting, with one stoppage for dinner at 12 o'clock, or, should they so decide, they may take two meal hours as during the rest of the year. At all jobs outside of the workshop the option shall be in the hands of the employer, as to whether breakfast shall be taken before starting, with only one stoppage for dinner at 12 o'clock. During the rest of the year breakfast to be taken at 9 a.m. and dinner at 1 p.m. Work to be stopped at 12 o'clock noon on Saturdays all the year round.

III.—All time wrought after 5 p.m. till starting time for the first five days of the week, and after the usual stopping time on Saturdays shall be considered overtime and paid for at the rate of time-and-half, and the following holidays—first three working days in January, one week at the Fair (commencing on the morning of Fair Saturday), the trades holiday, and spring and autumn holidays, to be paid overtime rates. All Sunday work to be paid double time.

IV.—Workmen employed at outside or open buildings shall be paid the same number of hours as the men working in the shop, and shall not be required to go to the shop in the morning or evening to make up time. When found necessary outside men will require to encroach upon the regular allowance for meal hours so as to make up the full complement of time, but in all cases reserving half-an-hour at each stoppage for meals. No material to be carried to or from the shop during meal hours. Artificial light may be used, but the light used must be of a sufficient kind to warrant the safety of the workmen.

V.—Workmen to walk to the extent of two miles from the workshop at which such workmen are taken on, in their own time ; if more than two miles, to be allowed train or car fares for the distance beyond two miles, or be allowed time to travel the whole distance, with power to employers to take on men at jobs without reference to the workshop. When workmen travel night and morning over four miles to receive train or car fares for the whole distance.

VI.—Men sent to country jobs to receive 6s. per week extra, if less than four days to receive 1s. 6d. per day extra. All travelling time and expenses incurred at the employer's instance in going to or returning from such jobs, to be defrayed by the employer. All jobs situated over four miles outside the Glasgow District as defined in Clause I. shall be reckoned country jobs.

VII.—Workmen shall be paid their wages either at the job, at the regular hour of stopping, or be allowed sufficient time to travel to the shop for such. Any employer causing his men to be detained for their wages shall be charged for time at the rate of time-and-half.

VIII.—All apprentices to the trade shall serve a legally bound apprenticeship for the term of five years, and be bound within six months of entry, which six months shall form part of their apprenticeship. They shall produce an indenture or other properly signed agreement certifying that this requirement has been complied with. When any apprentice has contracted with an employer to serve a term of years he shall not leave said employer and contract with another without the consent of said first employer, unless there is a just cause or that such change is made in consequence of death or relinquishment of business of the first employer, and any apprentice so leaving shall not be permitted to work within the Glasgow District, but shall be required to return to his employer to serve out his time. No employer shall take into his employment more than one apprentice to every three journeymen, or part thereof—four apprentices to be allowed for twelve journeymen. Where more than twelve journeymen are kept, one apprentice to be allowed for every four journeymen over that number.

IX.—The standard rate of wages to workmen shall be 9*d.* per hour, to be paid weekly—this includes all joiners employed at alterations or extensions of buildings in public works or warehouses.

X.—Employers to provide means for workmen warming their meals, and someone to attend the same, also for the grinding and safety of tools.

XI.—Each employer shall give at least two hours' notice to each employee (who has been employed not less than two days) before the latter is discharged, so that he may put his tools in order, but the employee will only be entitled to so much of the said time as is required to put his tools in order.

XII.—No piecework to be wrought by workmen and no sub-letting, unless sub-contractor supplies plant and material, and no operative shall undertake jobbing, contract, or piecework of any kind on his own account after working hours. No employer to sublet or piece his work but to regular employers of labour. No employer to import or take for use any foreign or machine-made doors, windows, or other finishing unless a satisfactory guarantee is produced that such material is made under fair conditions.

XIII.—No employer to make deductions from wage due for sick, accident, or any other fund. A subscription for the infirmaries may, however, be arranged by the Conciliation Board.

XIV.—Any changes in these working bye-laws shall take effect on 1st July yearly, and notice of any proposed change shall be given by the party proposing it to the Secretaries of the Conciliation Board, which has been constituted by mutual agreement between the Glasgow Master Wrights' Association and the Operatives' Societies. Such notice must be given not later than 1st February yearly.

XV.—Printed copies of the foregoing Rules and regulations shall be posted up in each workshop.

Bolton District.—House Painters.

The conditions of employment of house painters at Bolton are regulated under Rules which were signed by representatives of the employers and of the workmen, and which came into force on May 1, 1908. The text of this agreement, which affects about 460 workmen (as amended in one particular by a later agreement), is as follows :—

RATE OF WAGES.

1. The standard rate of wages shall be 9*d.* per hour.

HOURS OF WORK.

2. That the working hours be : From the second Tuesday in March to the second Saturday in October, Monday 8 a.m. to 5.30 p.m., Tuesday, Wednesday, Thursday, and Friday, 6.30 a.m. to 5.30 p.m., allowing half-an-hour for breakfast (Mondays excepted), and one hour for dinner. Saturdays 6.30 a.m., with half-an-hour for breakfast and to leave off work in time to be at the shop by 12 o'clock noon, if not previously paid on the job. From the second Saturday in October to the second Monday in March, time to be as may be mutually agreed upon between employer and workman. Such time constitutes the ordinary days of the week subject to Rule 5.

OVERTIME.

3. All time worked after 5.30 p.m. to 10 o'clock p.m. to be paid for at the rate of time-and-a-half ; from 10 o'clock p.m., to 6.30 a.m. the following morning (except Mondays, when it shall be 8 o'clock) to be paid for at the rate of double time. Saturdays from 12 o'clock up to 4 p.m. time-and-a-half.

From 4 p.m. up to Monday at 8 a.m. double time. Meal hours to be deducted. All time worked after 5.30 to 7.30 p.m. on country jobs at a distance of six miles from Bolton Town Hall, to be paid for at the rate of single time.

HOLIDAYS.

4. The following days to be recognised as holidays :—January 1st or the 2nd, when the first falls on a Sunday ; Good Friday and Saturday ; the last Saturday in June till the Monday week following ; the first Monday and Tuesday in September and Christmas Day. (January 1st or 2nd, Good Friday and Saturday, the last Saturday in June and the following Monday and Tuesday, and Christmas Day, to be paid for at the rate of double time.)

WALKING TIME.

5. That if any workmen be working at any distance within three miles from the shop he shall walk to such work in his employer's time, unless he shall be living near the job, when, if requested, he shall walk from home to the job, and commence work immediately and return in the evening in his own time, except on Saturdays, when, if not paid on the job, he shall leave off work in time to be at the shop by 12 o'clock noon. When a workman is requested to convey handcart, steps, planks, ladders, scaffolding, brushes, or cans to the shop at night, he shall be allowed the ordinary walking time, so that he may arrive at the shop at the same time as the other men cease work, or be allowed walking time after work ceases. In every case where walking to and from work is referred to it shall be at the rate of three miles per hour. Where an employer finds it convenient to pay his men on the jobs on pay days he may do so, but if working beyond the following boundaries workmen so paid must be at the boundary by 12 o'clock, the following places to be the respective boundaries :—

[Here follows list of places.

COUNTRY JOBS.

6. That if any workman be working over three miles and not exceeding twenty miles from the shop, he shall be paid his lodgings and railway fare ; and railway fare or walking time allowed every Saturday so as to enable him to be at the boundary or at the shop by 12 o'clock noon as the case may be. If working over twenty miles and not exceeding thirty miles from the shop, to have his lodgings and railway fare paid to and from such work once a fortnight, and from thirty to forty miles once a month. If any employer requires a workman to stay a Sunday from home, he shall allow such workman two shillings for each such Sunday.

EMPLOYMENT OF LABOURERS.

7. That any employer shall not be at liberty to employ more than one labourer (except to do lime-washing, clean out and paint inside of spouts and assist in scaffolding), and that such labourer shall not mix colours, use paint brush, whiten ceilings, wash off ceilings, knott, putty, or point for painting, strip paper, limewash cottages, or do any work of a practical painter.

RESPONSIBILITY FOR TOOLS.

8. That each workman shall be held responsible for all tools entrusted to his care, and shall make good any damage or deficiency (ordinary wear and tear excepted) before his full wages be paid, neither shall any workman be allowed to take home or elsewhere any materials, brushes, or other tools belonging to his employer, without first obtaining the consent of such employer thereto.

WORKING ON OWN ACCOUNT.

9. That no member of the Operative Society of Painters be allowed to do any work in connection with the trade on his own account, or for any other employer, whilst in the employ of any employer in Bolton and district.

SMOKING.

- 10 That no smoking be allowed during working hours.

SOCIETY AND NON-SOCIETY MEN.

11. That no workman shall leave work in consequence of a non-union man being employed by an employer, without four days' written notice being given to the employer by the Secretary of the Operatives' Society.

LEAVING WORK.

12. That any workman leaving his employment of his own accord shall not be able to claim his wages until the following pay day.

APPRENTICES.

13. That the number of apprentices in each shop shall be as follows : viz., each shop employing 5 men and under, 1 apprentice ; each shop employing for the two previous years an average of not less than 8 men, 2 apprentices ; an average of 14 men, 3 apprentices ; 20 men and upwards, 4 apprentices. All apprentices to be legally bound before the expiration of three months at the trade, and to be under sixteen years at the date of indenture. No employer to have more than 4 apprentices.

ARBITRATION.

14. That in case of a dispute between employers and workmen, a Court of Arbitration shall be formed consisting of six employers and six workmen, who shall appoint a gentleman not interested in the trade as umpire, whose decision in the matter shall be final.

PRIMING.

15. That all priming must be done by a practical painter or his apprentice, and that if any such work be done by others outside our trade, we the employers and operatives shall refuse to finish such work.

ALTERATION OF RULES.

16. That no alteration shall be made in these Rules either by employers or workmen without giving six months' notice of the same (subject to the latter clause of this rule) to expire on the first day of May. That seven days be allowed in which to issue a counter notice, if desired, such counter notice to be considered as given on the date of the notice first given, and to be acknowledged as legal, if the expiration be not more than seven days past the 1st May, and that all decisions on the alterations of Rules to be arrived at before the last day of February.

PRINTING AND POSTING RULES.

17. That these Rules be printed and a copy posted up at each shop.

MINING AND QUARRYING.

COAL MINING.

The conditions of employment in the coal mining industry are regulated under collective agreements between employers and employed, some of which deal with the whole of extensive districts, while others relate to particular mines. With respect to agreements of the former class (and to a large extent also to those of the latter type), this industry is remarkable for the very important functions performed by boards or committees of conciliation—joint bodies, on which the employers and the employed are both represented, and which provide machinery always available for the settlement of questions arising between the two parties.

GENERAL WAGES AGREEMENTS.

The rules of the different Conciliation Boards and Joint Committees are printed in the *Second Report on Conciliation and Arbitration Boards*, issued by the Board of Trade (Cd. 5346 of 1910). With respect to the matters dealt with by these bodies, although the chief function of the Conciliation Boards in the coal trade is to regulate the general level of wages, other matters are in some cases dealt with. Thus in Durham and Cumberland other general questions than wages are considered, and in South Wales disputes at individual collieries may be brought before the Board after the parties have failed to effect a settlement, the Board having power to refer any such questions to a committee composed of representatives on the Board of both sides. The Board for the Radstock District also deals with questions relating to individual collieries, as well as controlling the general level of wages in its district. The Boards for the Federated Districts (Lancashire, Cheshire, South and West Yorkshire, Nottinghamshire, Derbyshire, Leicestershire, Warwickshire, Shropshire, part of Staffordshire, and North Wales), Northumberland, and Scotland, however, deal with the general level of wages only, although in the case of the Federated Districts, disputes at individual collieries have on occasion been referred to that Board for settlement.

To meet the case of disputes at individual collieries there are in Durham Joint Committees for miners, for cokemen, for colliery mechanics, for enginemen and for deputy overmen, and in Northumberland for miners and for colliery mechanics. These committees are distinct from the county Conciliation Boards. They deal with a large number of cases each year, but unlike those decided by the Boards, the cases generally affect few persons. In West Yorkshire also there is a Joint Committee, whose work does not include the fixing of the

general level of wages, the district forming part of the Federated Districts. Such committees, however, do not exist for all areas, and thus, for example, there is no conciliatory machinery established for the consideration of local miners' disputes in Lancashire, Notts, Scotland, and other districts.*

In nearly all cases provision is made for the settlement by the decision of a neutral chairman or an arbitrator of any differences which the representatives of employers and employed are not able themselves to arrange on terms acceptable to both parties. In some cases, however (the Boards for the Federated Districts,† the Radstock District of Somerset, and South Wales), the independent chairman of the Conciliation Board has a casting vote only, and must decide in favour of one or other of the proposals submitted to him, and cannot make an award in the nature of a compromise.

General changes of wages in the coal trade are, for the most part, made by means of percentage additions to or deductions from the rates prevailing in some specified year in the different collieries within the area concerned.‡ In Northumberland, Durham, Cumberland, and South Wales, the 1879 rates are the standard, while in the Federated Districts, in South Staffordshire and East Worcestershire, in the Radstock District of Somerset, and in Scotland, the standard rates are those of 1888.

In some cases, however, the standard or "basis" wages are fixed by agreement as uniform rates applicable to all the workpeople of certain classes throughout an entire district. Thus, in the collieries of Coalville and district (Leicestershire) the basis wages of miners doing "odd work," and of boys and young men from 13 to 21 years of age, are fixed by the following clauses, contained in an agreement made on February 12, 1901, between the Leicestershire Colliery Owners' Association and the Coalville and District Miners' Association, which affects the wages of about 1,200 workpeople§ :—

Clause 1st.—That the basis rate for chargemen shifters is 4s. 6d. per day. The basis for stallmen brought out of the stall to do work on the roads, or if ordered to work a stall by day [*i.e.*, on day wages], 4s. 9d. per shift. The basis for young men brought out of a stall to do work on the roads, 3s. 9d. per day.

* * * * *

* As to South Staffordshire and East Worcestershire, see *post*, p. 28.

† See, however, as to the power of the outside chairman with respect to the particular question there mentioned, *post*, p. 28.

‡ With regard to the percentage changes which have taken place in recent years in wages in the coal mining industry in the principal districts, see *Thirteenth Abstract of Labour Statistics of the United Kingdom, 1907-8* (Cd. 5041), pp. 66 and 67.

§ About one-fifth of the 6,000 miners of this district are estimated to be working at "odd work."

Clause 6th.—This list is to regulate the advances to be paid to boys and young men from 13 to 21 years of age, and is based on 30 per cent. above 1888 rate of wages, and the current percentage to be added.

Age.	Scale of Wages.	Age.	Scale of Wages.
13	Thirty per cent.* ... <i>s.</i> 1 <i>d.</i> 4	18	Thirty per cent.* ... 3 0
14	" " ... 1 8	19	" " ... 3 4
15	" " ... 2 0	20	" " ... 3 8
16	" " ... 2 4	21	" " ... 4 0
17	" " ... 2 8		

The above scale applies to corporals and shovelmens shifters. *2d.* per day to be added to these rates each half year.

Clause 7th.—Any person above the age of 21 years shall not receive a less wage than is stated in Scale 6.

* * * * *

Clause 9th.—Any person who may be receiving wages above the scale not to be reduced.

In Durham the Conciliation Board, on August 7, 1903, determined "that the basis wage of pony putters be increased from *2s. 7½d.* to *2s. 10½d.* per day," and on November 4, 1903, "that the basis wage of surface firemen working under 11 hours be *3s. 3d.* (per shift), and of those working 11 hours and upwards, *3s. 6d.*"

It should be understood that, when changes in wages take place in the coal mining industry, the percentage fluctuations are not in all cases identical for hewers and all other classes of workpeople indiscriminately. Thus, by the agreement (of January 18, 1907) governing the wages of the colliery surfacemen and cokenmen of South Yorkshire, the wages of these workpeople (approximately 11,000 in number) "shall rise or fall at the rate of three to five as compared with advances or reductions in the wages of colliers." A resolution adopted by the Durham Conciliation Board on November 5, 1909, provides "That when the wages of underground men are at or below $32\frac{1}{2}$ per cent. above the basis, the same percentage shall apply to the surface men, but whenever the wages of underground men are more than $32\frac{1}{2}$ per cent. above the basis, then the present difference of 3 per cent. shall again apply to the surface labourers." By the agreement made on February 22, 1907, between the South Derbyshire and Leicestershire Colliery Owners' Associations and the Birmingham and Midland Counties Enginemen's and Firemen's Society and the National Amalgamated Union of Enginemen, Firemen, Mechanics, and Electrical Workers, when colliers' wages are (under the arrangements applying to these and the other Federated districts) increased to 60 per cent. above the base rate, those of winding enginemen are to be increased by *2d.* per day (from *6s.*, which is their minimum rate,

* The "basis" in each case is the rate fixed on the basis of the wages of 1888; and the actual wages at any time are these basis rates plus the current percentage (at present 50 per cent.).

to 6s. 2d. per day), those of stokers by 1d. per day (from their minimum of 4s. 6d to 4s. 7d. per day), and the wages of engine-men and shopmen earning 5s. per day or under 5s. respectively are to be increased by an addition of 2d. or 1d. (as the case may be) to their present minimum rates, these increased wages to be maximum rates. When colliers' wages are reduced below 60 per cent., these several increases are to come off. (Some 400 workmen are affected by this agreement.) The agreement entered into on August 7, 1907, between the Coal Owners of Scotland and the United Engine-keepers' Mutual Protective Association of Scotland provides, that the wages of winding enginemen shall "rise and fall with miners' wages 1½d. per shift for each 6¼ per cent. on 1888 basis rate of miners' wages when the latter are 50 per cent. over basis and 1d. per shift for each 6¼ per cent. when miners' wages are under 50 per cent. over basis." This agreement, which applies to the whole of Scotland, affects the wages of 1,800 workmen.

Federated Districts.

The lines, upon which the decisions as to the general level of wages in the Federated Districts were to be made, were laid down by the terms of settlement of February 25, 1904 (under which it was arranged that the Conciliation Board was to continue until December 31, 1906), as follows:—

"The rate of wages shall not be below 35 per cent. above the rate of wages of 1888, nor more than 60 per cent. above the rate of wages of 1888, and that no alteration in the rate of wages exceeding 5 per cent. shall be made at any one time."

Selling Price and Rate of Wages.—The Board shall agree upon a selling price of coal as being proportionate to a certain rate of wages.

Selling Price not to be sole factor.—Alterations in the selling price of coal shall not be the sole factor for the decision of the Board, but one factor only; and either side shall be entitled to bring forward any reasons why, notwithstanding an alteration in the selling price, there should be no alteration made in the rate of wages.

The agreement just stated, that the Board should agree upon a selling price of coal as being proportionate to a certain rate of wages, has not yet been carried into effect.

On December 18, 1906, a new agreement was entered into for three years, maintaining the existing rules but altering the minimum wage to 37½ per cent. above standard of 1888. The agreement also provided that in the event of any compulsory limitation of the hours of underground labour either party should be at liberty to put an end to the Board by a six months' notice.

At the same time the Board advanced wages as from the first making-up day in January, 1907, by 5 per cent. on the standard, this advance being given "in the belief that there is a rising

market, and in consideration of the renewal of the Conciliation Board," and it was agreed "that the advance is not to be taken as interfering with the existing relation between selling prices and the wages rate." Further advances of 5 per cent. each were made in May and September, 1907, and in January, 1908; and reductions of 5 per cent. each were made in September, 1908, and March, 1909. Subsequently the coalowners asked for a further reduction of 5 per cent. in wages, but this demand was withdrawn in pursuance of the terms of settlement arrived at by the Conciliation Board on September 3, 1909, which were as follows:—

In consideration of the present application for a reduction of 5 per cent. not being pressed the Board agree as follow:— (1) No application shall be made for any advance in wages until the selling price exceeds 7s. 10·21d. by such an amount as shall have recouped the owners for the disadvantage they shall have incurred by payment of the present rate of wages during the period the selling price was less than 7s. 10·21d.; (2) that notice to terminate the Conciliation Board shall not be given until the selling price has recovered to and continued at the amount which the Board, or, in case of difference, an outside Chairman, shall decide to be sufficient to recoup the owners as mentioned in Clause 1.

The number of the workpeople whose wages are affected by this agreement is approximately 378,000.

Cumberland.

By the agreement in force in the Cumberland coal trade, which affects the wages of some 6,000 workpeople, wages are to follow the fluctuations taking place under the agreement in operation in the Federated districts, except that the percentage paid on hewers' standards in the Cumberland district is to be less than that paid in the Federated districts by 5 per cent. in the six summer, and by 2½ per cent. in the six winter months, and that the percentage paid on underground day-wage men's standards is to be 10 per cent. less than that paid on hewers' standards as at the date of this agreement (April 13, 1908).

South Staffs and East Worcestershire.

In the districts covered by the South Staffordshire and East Worcestershire Conciliation Board the wages of the coal miners (about 12,000 in number) have since 1902 been governed by the decisions of the Board of Conciliation for the Federated districts. (The first-named Board continues in operation as a means for the settlement of purely local disputes.)

Forest of Dean.

The text of the agreement between employers and employed in operation with respect to the settlement of wages in the Forest of Dean collieries, which is dated May 27, 1907, and came into operation from October 1, 1907, is given below. This

agreement affects 5,800 men and boys. It will be observed that, subject to the limitation as to minimum wages laid down by this agreement, wages are to fluctuate with selling prices, and that it is provided that, when the employers find it necessary to make an alteration in prices involving an advance or reduction in wages, they shall call together the Wages Committee, and shall give their reasons for the alteration; while, if the workmen consider that an advance is desirable, they shall be at liberty to request that a meeting of that Committee be called at which to state their reasons.

It is agreed that until the 30th September, 1910, the Settlement as to wages and prices shall be as follows:—

(a) It is agreed that for the purpose of this Agreement the present average list price at the pit of the following five classes of coal, namely, block, single screened, rubbles, forest, and large nuts, at the Trafalgar, Lightmoor, Foxes' Bridge, Crump Meadow, and Fancy Collieries be ascertained and taken as a basis. That upon this basis the rate of wages paid at certain collieries shall be 35 per cent. above the standard, and at the remaining collieries it shall be 30 per cent., or at such other rate as is at present existing.

(b) It is agreed that from the 1st day of October, 1907, until the 30th day of September, 1910, the rate of wages shall be advanced or reduced $2\frac{1}{2}$ per cent. for each advance or reduction of 6*d.* per ton in the average price of the five large coals at the five collieries above mentioned, which has been ascertained now to be 14*s.* 6 $\frac{1}{2}$ *d.* per ton. It being a condition that the minimum rate of percentage shall at no period covered by this arrangement come below $27\frac{1}{2}$ per cent. at the collieries now paying 35 per cent., and not below $22\frac{1}{2}$ per cent. now paying 30 per cent.

(c) It is agreed that in the event of legislative interference with the hours of labour the Conciliation Board already existing shall forthwith meet and amend the terms of this Agreement in such manner as may be necessary in order to meet the altered relationship of work and wages.

(d) When the employers find it necessary to make an alteration in prices involving either an advance or reduction in wages, they shall call together this Wages Committee, and shall give their reasons for the alteration. If the workmen consider that an advance or reduction in wages is desirable, they shall be at liberty to request that a meeting of the Wages Committee be called at which to state their reasons.

(e) The general rates and conditions of work existing at present are to remain unchanged during the period covered by this Agreement except as provided in Clause (c). When any change is made in the standard rates of yardage or cutting price at any colliery, the matter shall be placed before the Conciliation Board for their consideration, unless such change has been mutually agreed upon between the colliery owners and their workmen affected, and their representatives.

Radstock District.

The rules of the Wages Conciliation Board for the Coal Trade of the Radstock district of Somerset lay down the lines, upon which the decisions of that Board are to be framed, in the following terms:—

The Board shall determine, from time to time, the rate of percentage to be paid in the district upon the existing standard rate of miners' wages within the following limits:—That the percentage rate of wages payable in the district on existing standard rates shall be $7\frac{1}{2}$ per cent. below the rate fixed by the Federated Conciliation Board, and shall afterwards be regulated

by the rates fixed by the Federated Conciliation Board, subject to such modifications as the special circumstances of the Radstock District may from time to time require, but in such manner that the percentage payable shall not be more than 15 per cent. during the six summer months, and not more than $12\frac{1}{2}$ per cent. during the six winter months, below the percentage fixed from time to time by the Federated Conciliation Board; it being understood that in considering the special circumstances of the Radstock District the prices prevailing since the Board was first established in 1901, and days worked, shall be important factors, although not the only factors, and that the wages at the commencement of each winter shall be raised $2\frac{1}{2}$ per cent., and reduced again $2\frac{1}{2}$ per cent. at the commencement of the summer in each year.

The number of the workpeople whose wages are affected by this agreement, is about 4,000.

Bristol.

By the agreement between the colliery owners and the coal miners of the Bristol district, it is agreed as follows:—

That in future the summer rebate shall be $2\frac{1}{2}$ per cent. during the six summer months—April to September inclusive—the $2\frac{1}{2}$ per cent. to be restored during the six winter months—October to March inclusive—and that the percentage to be paid on the wages of the Bristol miners shall locally rise and fall with the Somerset district, but shall follow in all other respects the wages agreement with the Coal Owners' Association of the Miners' Federation of Great Britain, and shall end with it.

The agreement just set forth regulates the wages of about 2,500 underground miners.

Monmouthshire and South Wales.

The agreement, signed on April 8, 1910, under which the Board of Conciliation for the Coal Trade of Monmouthshire and South Wales is constituted, and which is to continue in operation until March 31, 1915, contains the following provisions:—

7.—The mineral to be gotten is clean large coal only as hereinafter described. The cutting prices to be paid to the collier shall be the several standard prices prevailing and paid at the collieries of the owners respectively. Such standard cutting price shall be paid upon the weight of the large coal to be ascertained in manner hereinafter appearing, and includes all services in respect of the small coal necessarily produced in filling the large coal, in conveying it from the working places to the screen at the surface and in the process of screening, that price being equal to the value of all the services involved in getting such large coal and small coal and being more than the value of the services rendered in respect of the large coal only. The respective weights of such large coal and small coal for the purpose of paying the collier shall be ascertained as follows:—

After each tram of coal is brought to the weighing machine it shall be weighed and the tare of the tram shall be deducted from the gross weight. The coal shall then be tipped over the screen in use at the colliery to separate the small coal passing through the screen from the large coal passing over it,

The small coal which shall pass through the screen shall be weighed and that weight shall be deducted from the gross weight of the coal in the tram in order to ascertain the weights of such large screened coal and small coal respectively, and the cutting price paid to the collier upon the weight of the large screened coal as aforesaid shall during the continuance of this agreement be deemed to be the value of the services rendered in respect of both the large screened coal and small coal, the weights of which respectively shall be ascertained as aforesaid.

8.—It is distinctly understood that Clause 7 in this agreement is not intended to change the system of weighing and screening the coal as it at present exists, but the owners shall be at liberty to adopt such improved methods of screening and cleaning as they may consider necessary, provided that any methods so adopted shall not in any way prejudicially affect the wages of the workmen.

9.—Clause 7 shall not apply to or alter or in any way interfere with any agreements now existing or hereafter to be made for payment for through and through coal or where small coal is now separately paid for.

10.—The Board shall at the meetings held under Rule 6 of the said Rules of Procedure determine the general rate of wages to be paid for the three months commencing on the first day of the month following the dates of such meetings ; but should neither party desire to vary the rate of wages, the then prevailing rate of wages shall continue until the same shall be varied in accordance with the said Rules of Procedure.

- (A.) All standard rates and prices shall be the Standards known as the Standards of December, 1879, and 1877 respectively.
- (B.) The wages payable to the workmen shall until the same is advanced or reduced be 50 per cent. above the several rates actually paid at the respective collieries under the Standard of December, 1879.
- (C.) During the continuance of this agreement the rate of wages shall, subject to sub-section (D) hereof, not be less than 35 per cent. above nor more than 60 per cent. above the December, 1879, Standard of wages paid at the respective collieries. The minimum of 35 per cent. above the December, 1879, Standard of wages shall, subject to sub-section (D) hereof, be paid when the average net selling price of large coal is at or below 12s. 5d. per ton f.o.b. When the net selling price of large coal reaches 14s. and does not exceed 14s. 9d. per ton f.o.b., the rate of wages shall, subject to sub-section (D) hereof, be 50 per cent. above the rates paid under the Standard of December, 1879 ; and when the net selling price exceeds 14s. 9d. per ton f.o.b. the workmen shall be entitled to claim advances in the general rate of wages in excess of the 50 per cent. and up to the said maximum of 60 per cent., but in cases of claims to advances above 50 per cent., 50 per cent. shall be taken to be the equivalent of 14s. 9d. per ton f.o.b. ; and in the case of claims to reductions, 50 per cent. shall be taken to be the equivalent of 14s. per ton f.o.b. The average net selling prices shall be taken as for large colliery screened coal delivered f.o.b. at Cardiff, Barry, Newport, Swansea, Port Talbot, and Llanelly.
- (D.) At collieries where the Standard or basis upon which wages are now regulated is the rate of wages paid in the year 1877 the percentage payable thereat shall be 15 per cent. less than at the collieries where the 1879 Standard prevails ; and in cases where workmen have hitherto been paid net rates of wages or fixed or other percentages, whether upon the 1877, 1879 standards or any other existing standards, they shall continue to be paid such net rates, fixed or other percentages only.

It is also provided, with respect to the evidence, upon which decisions as to changes of wages are to be based, that subject to

the provisions of Clause 10 (c) hereof [see *ante*, p. 31] "nothing in the clauses of this agreement or in the Rules of Procedure is to preclude either party bringing any matters before the Board or Independent Chairman, which they consider as factors bearing upon the General Wage Question, but any evidence brought forward as to the selling price of large coal shall be confined to the price of large coal delivered f. o. b. at the shipping ports named in Clause 10 (c) hereof in the three calendar months immediately preceding the first day of the month prior to the month in which the meeting is held to consider any proposal to vary the General Wage Rate."

The number of the workpeople, whose wages are affected by this agreement, is about 190,000.

Scotland.

On the formation in 1900 of the Board of Conciliation for the Regulation of Wages in the Coal Trade of Scotland its rules provided that the Board should "have for its object the regulation of miners' wages from February 1, 1900. From that date to August 1, 1900, the rate of wages shall not be reduced below a point $31\frac{1}{4}$ per cent. over the 1888 basis, nor be advanced above a point 75 per cent. above the 1888 basis."

But at a meeting of the Board held on July 31, 1900, it was agreed "that the Conciliation Board be continued for one year from the 1st August next" and "that miners' and underground workers' wages shall not fall below a point $37\frac{1}{2}$ per cent. over the 1888 basis, nor be advanced above a point 100 per cent. over the 1888 basis for one year from 1st August next." The Board was periodically continued, and the minimum and maximum just stated were recognised by the employers and the employed as governing the settlement of wages in this trade, until the minimum was raised in 1909, as will be explained.

An agreement entered into on May 26, 1902, between the representatives of the Scottish coal owners and the miners provided for the continuation of the Conciliation Board as previously constituted, subject to three months' notice on either side for its termination, and contained the following terms:—

1. That the present minimum and maximum in miners' wages, being $37\frac{1}{2}$ per cent. and 100 per cent. over 1888 basis rates respectively, shall remain binding on both parties on the Board; provided always that this obligation shall be terminable by either party on giving three months' notice.

2. That the net average realised value of coal at the pit bank for the time being, taken in conjunction with the state of trade and the prospects thereof, is to be considered in fixing miners' wages between the minimum and maximum for the time being, and that in current ordinary circumstances a rise or fall of $6\frac{1}{4}$ per cent. in wages on 1888 basis for each $4\frac{1}{2}d.$ per ton of rise or fall in the value of coal is reasonable.

3. That the present wage shall meanwhile be taken as corresponding to a value of one penny per ton above the net average realised value of coal at the pit bank in Scotland for the three months of December, January and February last, and for any average value $2\frac{1}{4}d.$ per ton over the same, and $2\frac{1}{4}d.$ per ton under the same.

By an agreement made on November 8, 1904, the Scottish Coalowners' and the Scottish Miners' Federation agreed that the Conciliation Board should be continued under its then present rules, and further agreed as follows:—

“That the present minimum wage of $37\frac{1}{2}$ per cent. on the 1888 basis and the maximum of 100 per cent. on 1888 basis shall continue under the Board. The present wage shall be taken as corresponding to any value of coal between $6s. 5\cdot45d.$ and $6s. 9\cdot45d.$ per ton.

“Thereafter wages shall rise $6\frac{1}{4}$ per cent. whenever the value of coal rises above $6s. 9\cdot45d.$ to any extent within $4d.$ per ton up to $7s. 1\cdot45d.$ per ton. Upon the value of coal rising above $7s. 1\cdot45d.$ per ton to any extent within $4d.$ per ton up to $7s. 5\cdot45d.$ per ton wages shall advance further by $6\frac{1}{4}$ per cent., and so on, rising $6\frac{1}{4}$ per cent. on basis rates for each $4d.$ per ton on coal values, subject to the maximum above provided for. Likewise in a falling market wages shall fall $6\frac{1}{4}$ per cent. for each $4d.$ per ton in coal values, subject to the minimum above provided for.”

This agreement was terminable at three months' notice, and by virtue of such notice expired on April 11, 1907. Nevertheless, the relation between wages and the selling price of coal, which this agreement established, continued to be recognised by the coal owners and the miners as an essential factor in the regulation of wages in this industry.

At the end of April, 1909, the Scottish coal owners intimated their intention of applying for a reduction in wages, and the matter came before the Board of Conciliation. The effect of the proposed reduction would have been to bring wages down from 50 per cent. above the 1888 basis (the level at which wages then stood) to $37\frac{1}{2}$ per cent. above basis, the minimum recognised under the Conciliation Board. The Scottish miners had previously intimated that no reduction below 50 per cent. above basis would be agreed to, and the Scottish Miners' Federation had received the promise of the support of the Miners' Federation of Great Britain.

The matter was considered by the Conciliation Board, but no agreement resulted; and an offer by the owners to submit the proposed reduction to the decision of a neutral chairman (a course which the rules of the Board provided for, but only if both parties agreed to its adoption) was rejected by the men. On

June 14, 1909, the representatives of the owners gave three months' notice to terminate the Board. On July 22, 1909, on the invitation of the President of the Board of Trade, a conference, at which representatives of the Scottish Coal Owners, the Scottish Miners' Federation, and the Miners' Federation of Great Britain attended, was held at the Board of Trade, under the chairmanship of the President, who was accompanied by Mr. G. R. Askwith, C.B., K.C. It was decided at the conference that a sub-committee, meeting under the chairmanship of Mr. Askwith (at the request of both parties), should be formed to continue the consideration of the question. Ultimately, Mr. Askwith having made certain suggestions, and the President having put forward a proposal for settlement based on these suggestions, an understanding was provisionally arrived at on the lines of this proposal, and on July 30, 1909, the following agreement (by which the wages of approximately 100,000 underground workers are directly affected, while in practice a change bearing a definite proportion to any change in such wages is made in the wages of 30,000 surface workers) was concluded:—

AGREEMENT arrived at at a Conference held at the Board of Trade, July 30th, 1909, between Representatives of the Coal Owners of Scotland and the Scottish Miners' Federation.

1. The Conciliation Board shall be continued, with the provision that there shall be obligatory a neutral Chairman (whose decision in cases of difference shall be final and binding), to be selected by such method as shall be mutually agreed upon by the parties, and, failing agreement, by the Speaker of the House of Commons, and the Board and this agreement shall remain in force until August 1st, 1912; and unless six months before that date notice of termination is given by either party, it shall remain in force thereafter, subject to six months' notice of termination given by either party at any time

2. The principle of the 50 per cent. on 1888 basis as a minimum wage is conceded, and wages shall not be reduced below that point. In respect of the concession of an immediate 50 per cent. minimum, it is agreed:—

(a) That the basis price for the 50 per cent. minimum and the subsequent steps shall be referred to an arbiter. The reference to the arbiter shall be adjusted by parties, and shall be on the footing that the relation between prices and wages in the past is recognised as equitable for the purposes of this arbitration, and that the new basis price shall not be below the recent basis price, namely, 7s. 5·45d. In fixing the new basis price and steps, consideration is to be given to the effect which the granting of an increased minimum wage would have on the relation between prices and wages, and also any other new circumstances bearing on increased or decreased costs since the agreement of 1904 was entered into which the arbiter considers relevant.

(b) That if for any month or months during the period from the date of this agreement to 31st March, 1910, the ascertained prices do not warrant a 50 per cent. wage under this memorandum, then for a like number of months any increased percentage in wages accruing under the memorandum shall be diminished by six and a quarter.

3. The neutral chairman in giving his decision as to alterations in the rate of wages shall take into account the state and prospects of trade.

4. Any difference regarding the interpretation of this memorandum or any difference regarding the terms of reference under Clause 2 hereof, shall be

referred to the decision of a neutral chairman to be mutually appointed by the parties, or, failing agreement, by the Speaker of the House of Commons.

5. The arbiter to act under Clause 2 hereof shall be mutually appointed by the parties, and, failing agreement, by the Speaker of the House of Commons.

This agreement was signed on behalf of the coal owners of Scotland, the Scottish Miners' Federation, and the Miners' Federation of Great Britain, and countersigned on behalf of the Board of Trade, and was formally ratified at a meeting of the coal owners of Scotland held on August 3, 1909, and at a conference of delegates of the Scottish Miners' Federation, held on August 5, 1909.

On May 23, 1910, the Right Hon. Lord Balfour of Burleigh, K.T., who had been appointed arbiter, by agreement between the parties, in pursuance of the second clause of the agreement just set forth, issued his award, the operative part of which is as follows :—

The basis price for the minimum wage of 50 per cent. above the basis of 1888 shall be seven shillings and five decimal forty-five pence (7s. 5'45d.) per ton, and the subsequent steps shall be as follows :—

Whenever the value of coal (as determined in accordance with the agreement arrived at by the Conciliation Board on 26th May, 1902) rises above seven shillings and five decimal forty-five pence (7s. 5'45d.) per ton to any extent up to eight shillings and one decimal forty-five pence (8s. 1'45d.) per ton, wages shall rise six and one quarter per cent. Thereafter :—

upon the value of coal rising above eight shillings and one decimal forty-five pence (8s. 1'45d.) per ton to any extent up to eight shillings and five decimal forty-five pence (8s. 5'45d.) per ton, wages shall advance further by six and one quarter per cent. ; upon the value of coal rising above eight shillings and five decimal forty-five pence (8s. 5'45d.) per ton, to any extent up to eight shillings and nine decimal forty-five pence (8s. 9'45d.) per ton, wages shall advance further by six and one quarter per cent. ; upon the value of coal rising above eight shillings and nine decimal forty-five pence (8s. 9'45d.) per ton to any extent up to nine shillings and one decimal forty-five pence (9s. 1'45d.) per ton, wages shall advance further by six and one-quarter per cent. ; upon the value of coal rising above nine shillings and one decimal forty-five pence (9s. 1'45d.) per ton to any extent up to nine shillings and five decimal forty-five pence (9s. 5'45d.) per ton, wages shall advance further by six and one quarter per cent. ; upon the value of coal rising above nine shillings and five decimal forty-five pence (9s. 5'45d.) per ton to any extent up to nine shillings and nine decimal forty-five pence (9s. 9'45d.) per ton, wages shall advance further by six and one quarter per cent. ; upon the value of coal rising above nine shillings and nine decimal forty-five pence (9s. 9'45d.) per ton to any extent up to ten shillings and one decimal forty-five pence (10s. 1'45d.) per ton, wages shall advance further by six and one quarter per cent. ; upon the value of coal rising above ten shillings and one decimal forty-five pence (10s. 1'45d.) per ton, wages shall advance further by six and one quarter per cent.

Likewise, when coal values fall to ten shillings and one decimal forty-five pence (10s. 1'45d.) per ton, and to any extent down to nine shillings and nine decimal forty-five pence (9s. 9'45d.) per ton, wages shall fall by six and one-quarter per cent., and thereafter wages shall fall by six and one quarter per cent. for each four pence per ton in coal values until the value reach eight shillings and one decimal forty-five pence per ton when wages should remain at 56¼ per cent. above basis until the value reach the afore-said basis for the 50 per cent. minimum, videlicet seven shillings and five decimal forty-five pence (7s. 5'45d.) per ton.

PIECE PRICE LISTS.

Passing now from the agreements, under which the general level of wages is fixed in the coal mining industry, to consider the arrangements in force in relation to the remuneration paid to the workpeople in the different mines, we find that both time-work and piece-work systems prevail among coalminers, the hewers being almost invariably paid by the piece, while the majority of other underground workers, nearly all surface men, and most lads and boys are paid by time, although in some districts, *e.g.*, Northumberland, putters and some other underground workers are paid by the piece.

While, however, it may be estimated that more than one-half of all the workpeople employed in and about coal mines are employed on piece-wages, there are no generally recognised piece-lists applicable to whole districts, but instead the prices vary, not only from colliery to colliery, but often in different parts of the same colliery, owing to the great variety of circumstances under which the coal has to be got. In Northumberland and Durham, however, "county averages" have been agreed to, which are used as a guide in the framing of piece price lists. The averages are standard daily earnings, and the agreement in all cases is, that the different piece prices shall be fixed on such a scale as shall enable the miners, on the average, to earn the standard daily earnings. If on account of "bad coal" (coal more than normally difficult to hew) the miners find that, with the piece price per ton as it stands, they are unable to make the "county average," then, if the deficiency exceeds certain agreed limits, the matter is brought before the Joint Committee for adjustment, and so long as the place in which they are working is "bad," these men will receive the "county average" day-wage.

The method of procedure adopted in regulating piece prices in the manner here referred to will best be explained by setting forth the rules on this subject of the Joint Committee of the Northumberland Coal Owners' and Miners' Associations, which are as follows :—

Prices throughout the Pit.—All applications for advances or reductions in any portion of a pit, shall open out the question of the prices paid to the same class of workmen throughout the whole of the pit.

Average Wage.—That before any change in hewing prices be entertained it must be clearly shown that the average wage on which the claim is made is at least five per cent. above or below the County average.

These rules (*i.e.*, the two immediately preceding) do not apply where application is made for a price to be fixed in consequence of any *bonâ fide* change in the mode of working, or for a new seam in regard to which prices are not already fixed.

Pays' Averages to be taken.—That the rule be that the three pays paid before the written notice be taken, excluding the first and last pays of the quarter, but that no evidence as to any pays be excluded.

Average Wage of two Pits.—Where two pits are cavelled through they are to be considered as one, and the average of the whole taken.

Period of Pays.—Decided that all pays be considered to commence on the Monday, each Sunday's wage to come into the following pay.

County Average Hewers' Standard Wages.—The County average being taken at 4s. 9½d., it was agreed that the increase of hours, where it leads to an increase of work, should be taken at 4½d. as the maximum, but each case to depend on its own merits. It is understood that no owner can claim any reduction unless the pit's average is at least five per cent. above 5s. 2d. In case of any colliery claiming an advance, the County average is to be taken at 4s. 9½d. plus any advantage which may have arisen from the increase of hours.

Hewers' Basis Average Wage.—It is agreed as a permanent settlement of the question that for the purposes of Joint Committee the hewers' basis average wage of soft coal collieries be 4s. 7½d. for short hours and 5s. for long hours; but that in any seam when hewers are required by the manager to nick or shoot the coal in other than winning or narrow places the average wage of steam coal collieries shall obtain.

Advances and Reductions, Commencement of Change.—In future, advances and reductions to commence on the first pay commencing after the decision.

Date of Alterations.—It was agreed that in future reports and awards should state the date at which any contemplated change should take place.

Under the circumstances above explained it will be understood that any attempt to give an exhaustive account of all the piece price lists in operation by agreement between employers and workpeople in the coal mines of the United Kingdom would be impracticable, but the general outlines of these agreements will be illustrated by quoting a few specimens of the price lists in force at particular collieries. It must not, however, be supposed that any general inferences can be drawn as to earnings from the actual rates quoted, since these depend on a great variety of local conditions.

Scales of piece rates in force at selected collieries in the important coal mining districts of Northumberland, Yorkshire, Derbyshire, Nottinghamshire, and South Wales are given on the following pages. In connection with these lists it should be stated that in Yorkshire a "contract" system is sometimes adopted, whereby the hewer pays, out of the piece price, time wages of from 6s. to 7s. per day to his "holer," and 5s. to 6s. per day to the "trammer." Occasionally the hewer and holer share the profits after the trammer has received his day wages. In Derbyshire also the system prevails of the holer and filler or loader being paid by the stallman or hewer. In Northumberland and South Wales the prices paid to hewers are usually net. The "putters" in Northumberland pay out of their earnings a small sum (in some cases from 6d. to 9d. per day) to the "helpers-up." It should be noted that the lists quoted apply to individual collieries only and not to districts.

The following list for a Northumberland colliery, which has been re-printed from the *Report on Standard Piece Rates*, published by the Board of Trade in 1900, is interesting as showing the variations in price in consequence of special conditions above

referred to, as well as extras which must be taken into account in computing the hewers' earnings :—

1. District	2. District.	Height of Seam.	3. District.	4. District.	5. District.
Whole. <i>s. d.</i> 1 9½ per ton. 1 10½ " " 2 0 " "	Whole. <i>s. d.</i> 2 1 per ton. 2 2 " " 2 3 " "	ft. in Over 3 3 At 3 3 " 3 0	Whole. <i>s. d.</i> 2 0 per ton. 2 1 " " 2 2½ " "	Whole. <i>s. d.</i> 2 2 per ton. 2 3 " " 2 4½ " "	Whole. <i>s. d.</i> 1 11 per ton all band cast back. Under 1 in. No Pay. At 1 in. 0 62d. p. ton. " 3 " 1 3 " " " 6 " 1 9 " " " 9 " 2 5 " " " 12 " 3 1 " "
Pillars. <i>s. d.</i> 1 7 per ton. 1 8½ " " 1 9½ " "	Pillars. <i>s. d.</i> 1 10½ per ton. 1 11½ " " 2 1 " "	Over 3 3 At 3 3 " 3 0	Pillars. <i>s. d.</i> 1 9½ per ton. 1 10½ " " 2 0 " "	Pillars. <i>s. d.</i> 1 11½ per ton. 2 0½ " " 2 2 " "	
Yard Seam. Longwall — Drift New Coal.	Yard Seam. Longwall — Drift District.	Height of Seam.	Yard Seam. Longwall — District.	*Ramble. Scale on Round Per Ton.	*Band. Scale on Round Low Main Per Ton
<i>s. d.</i> 2 5½ per ton.	<i>s. d.</i> 2 4 per ton.	ft. in Over 3 0 At 3 0	<i>s. d.</i> 2 8½ per ton. 2 9½ " "	<i>d.</i> At 3 in. 1 3 p. ton " 6 " 1 9 " " " 9 " 2 5 " " " 12 " 3 1 " " " 15 " 3 7 " " " 18 " 4 5 " " " 21 " 5 0 " "	Under ½ in. cast back without payment. <i>d.</i> At ½ in. 0 ½ per ton. " 1 " 1 " " " 2 " 1 ½ " " " 3 " 2 " " " 6 " 2 ½ " " " 9 " 3 " " " 12 " 3 ½ " " " 15 " 4 " " " 18 " 4 ½ " " " 21 " 5 " "
2 6½ " "	2 5 " "	" 2 11	2 11 " "	" 9 " 2 5 " "	" 1 " 1 " "
2 8 " "	2 6½ " "	" 2 10	3 0 " "	" 12 " 3 1 " "	" 2 " 1 ½ " "
2 9 " "	2 7½ " "	" 2 9	3 1½ " "	" 15 " 3 7 " "	" 3 " 2 " "
2 10½ " "	2 9 " "	" 2 8	3 2½ " "	" 18 " 4 5 " "	" 6 " 2 ½ " "
2 11½ " "	2 10 " "	" 2 7	3 4 " "	" 21 " 5 0 " "	" 9 " 3 " "
3 0½ " "	2 11 " "	" 2 6	3 5 " "		" 12 " 3 ½ " "
3 1½ " "	3 0 " "				" 15 " 4 " "
					" 18 " 4 ½ " "
					" 21 " 5 " "

LOW MAIN SEAM—YARD PRICES.

	per yd.
	<i>s. d.</i>
Winning headways, 3 yds., double	1 10
" " " single	1 7
Holing walls " double	1 8
" " " single	1 5½
*Narrow bords " double	1 8
" " " single	1 5½
*Nicking in Jenkins or Stooks	0 9½
*Driving Jenkins	0 5
Siding over in pillars	0 5
Crosscuts, extra	0 2
†Double or lamps in whole, 1 3d. on round.	
‡Wet—Top water, 0 62d. " "	

Broken price paid when two pillars are off, big or little. But when two pillars or walls distant from goaf, irrespective of length or breadth, whole price shall be paid.

YARD SEAM—YARD PRICES.

	per yd.
	<i>s. d.</i>
Winning headways, 3 yds., double	1 8
" " " single	1 5
Holing walls " double	1 7
" " " single	1 5
Siding over in pillars	0 5
Nicking in Jenkins or Stooks*	0 9½
Putting—First rank of 130 yards, 1s. 1d. per score; and 1d. per score for each 30 yards, or portion of 30 yards, from centre of station* or flat.*	
Hewing putters, 4d. per yard extra rank.	
Main coal—Lorraine Bank (—) per ton.	
Laid out tubs,* over 30 lbs. stone, half of tub lost.	
Laid out tubs,* over 56 lbs. stone, whole tub lost.	
Set out tubs, old pattern, under 8½ cwt.	
" " " new pattern, under 7½ cwt.	

* "Band" is a layer of stone in a bed of coal; "ramble" is a layer of stone on the top of the coal which comes down when the coal is taken out. "Bord" is the name of the working place of the miners in what is known as the "whole"; the bords are usually six yards wide, a yardage rate, in addition to the tonnage, being paid for "narrow bords," i.e., bords of less than the recognised width. "Nicking" means cutting vertically. A "Jenkin" is a narrow place driven lengthways into a pillar of coal; the small portion of coal left in it to support the roof is termed a "stook." A "station" or "flat" is a place to which the "putters" bring their tubs from the coal face (taking them back to the face from this place when required); the road from such a place to the shaft is usually high (say 6 ft. more or less), while that from this place to the coal face is low (often from 3 ft. to 4 ft. high, and as low as 30 in.). "Laid out tubs" contain dirt, dross, stone, unsaleable coal, &c.

† The prices fixed are for men working singly in bord and wall workings, but when two men are required to work together in a bord or wall they are paid extra; if safety lamps are required to be used instead of naked lights, the workmen are also paid extra.

‡ When water drips from the roof on to the coal the workmen are paid extra.

Examples of piece price lists in other coal mining districts are given below :—

A Yorkshire Colliery.

	s.	d.
1. Coal getting, End, Andrew, or Bord on by holing (where practicable) in the soft clunch* or bannoeking in the top clod per ton	1	8½
<i>Note.</i> —The above rate includes (up to and including) 12 inches thick of holing dirt.		
2. Allowance for thick dirt. Where the holing dirt averages more than 12 inches thick, ½ <i>d.</i> per ton to be allowed for each inch in thickness from 12 inches up to and including 18 inches.		
3. Gates 33 yards from centre to centre dip side one-third; rise side, two-thirds.		
4. Driving straight work per yard	2	3
5. Rock ripping (including gate packing)—		
Gates 12 feet wide by 3 feet thick	11	0
" 10 " " 3 " " " " " " " "	9	0
" 10 " " 2 " " " " " " " "	6	0
" 10 " " 1½ " " " " " " " "	4	6
6. Bind ripping (including gate packing)—		
Gates 12 feet wide by 3 feet thick	8	6
" 10 " " 3 " " " " " " " "	7	0
" 10 " " 2 " " " " " " " "	4	8
" 10 " " 1½ " " " " " " " "	3	6
7. Ripping by wedging (when ordered) an additional price is paid, canch not to exceed 2 feet thick per yard	1	10
<i>Note.</i> —If ripping falls over the specified thickness to be paid for <i>pro rata</i> with ripping prices.		
8. Taking flamber down in straight work, and first time in stalls and packing it at the side per yard	1	0
9. If trammed away	1	0
10. Throwing new gates in 10 feet wide, places to be made clear for other men to start in each	10	0
Throwing new gates in 8 feet wide, places to be made clear for other men to start in each	7	6
11. Cheeking per yard	1	0
12. Dinting 9 feet wide and 1 foot thick in gate roads	1	3
Tramming and gobbing same	1	3
13. Packing gates without ripping, and building stones found for them where necessary per yard	1	0
14. Packing single wall air roads (5 feet between pack and coal) without ripping, and stones found for them where necessary per yard	1	0
15. Repacking when crushed down by pressure	1	0
16. When banks are fallen in with goaf pressure. If necessary straight work to be driven to win out sufficient bord piece to open out again, but not to exceed 3 yards of bord coal per yard	2	3
17. Colliers working for day wages per day	5	0
18. Filling water by colliers per tub	0	3

* Clunch is a bed of fireclay occurring under a coal seam.

s. d.

19. A tub road to be dinted along the stall face to enable a fair sized tub of coal to be filled.
20. When the seam is reduced to 3 feet 4 inches and under, dinting a tub road along the stall face is to be paid for at the rate of $\frac{1}{2}d.$ per inch per lineal yard.
21. Dinting second time in stall faces 6 inches to 8 inches thick and 3 feet wide when the coal is above 3 feet 4 inches in thickness per yard 0 3
22. Trammings and gobbing back ripping muck from lip, 1 foot thick and 8 feet wide per yard 1 4
23. Filling all dirt per tub 0 4
24. Emptying all dirt (if sufficient height) ,, 0 4

The above rates are subject to district advances and reductions.

A Derbyshire Colliery.

1. The price paid for End Coal shall be 1s. $5\frac{1}{2}d.$ per ton, and for Face Coal, 1s. $4\frac{1}{2}d.$ per ton for No. 3 Pit; and 1s. $6\frac{1}{2}d.$ End Coal, and 1s. $5\frac{1}{2}d.$ for Face Coal in No. 4 Pit during the time that naked lights are in use. All coal to be filled together.

2. That 1d. per ton be paid above the shaft prices for steep work. The definition of steep work is to mean a rise of six inches and over per thirty-six inches.

3. That Shaft Price for end and face coal getting shall be as set forth in the Price List dated September 26th, 1890, and shall be considered the getting price when the coal seam is not less than four feet thick. That an additional 1d. per ton shall be paid for every three inches less coal seam than four feet.

4. *Measurement of Coal Seam.*—There shall be three measurements made in each stall or working place, one at the gate end certain, and the other two measurements shall be fixed upon by the Officials and stall-men each alternate week. Each measurement to be taken commencing from the floor of the seam upwards, and the mean of the sum of the three said measurements shall be the thickness of the seam, which shall determine the getting price.

5. The undermentioned payments shall be made in addition to the present getting price for coal when the holing dirt in any part of a stall is 2 feet and more than 2 feet thick, viz. :—

When the holing dirt is 2 ft. 0 ins., 1d. per ton to be added.

"	"	2 ft. 3 ins.,	2d.	"	"
"	"	2 ft. 6 ins.,	3d.	"	"
"	"	2 ft. 9 ins.,	4d.	"	"
"	"	3 ft. 0 ins.,	5d.	"	"
"	"	3 ft. 3 ins.,	$6\frac{1}{2}d.$	"	"
"	"	3 ft. 6 ins.,	8d.	"	"
"	"	3 ft. 9 ins.,	$9\frac{1}{2}d.$	"	"
"	"	4 ft. 0 ins.,	11d.	"	"

And $1\frac{1}{2}d.$ for every additional 3 inches.

6. Cutting to be allowed for in the following cases, viz. :—When a stall is from 6 to 8 yards long, and has two fast ends, 2s. 6d. per yard shall be paid for each cutting. In stalls from 8 to 14 yards long the price shall be 1s. 3d. per yard for each cutting; and in stalls over 14 yards long with two fast ends, one cutting only, to be paid for at 1s. 3d. per yard.

7. Any extra price for faulty coal, blisters, or wet work, to be arranged for at the time, with the Manager.

8. Stalls coming in accidentally, but not through the men's negligence, shall be paid for when re-covering, viz. :—1s. 6d. per yard on face, and 2s. per yard on end. A stall shall be considered as in when the stall-men cannot work on the front of the seam to perform the necessary work of holing.

9. Heading shall be paid for at the rate of 5s. 6d. per yard for end, and 5s. for face.

10. Cheeking to be paid for at the rate of 1s. 3d. per yard.

11. 1d. per ton shall be paid for tramping in gates after the first 50 yards, and 1d. extra for every additional 50 yards.

12. 1d. per ton shall be paid for men jennying their own gates.

13. An additional 2d. per ton allowance shall be paid extra in No. 4 Pit.

14. When ripping is desired to be done at the ——— Colliery by the owners, less than 3 feet thick, 5s. per yard, 18 inches thick, shall be the standard price, with 2½d. per inch per yard added to any thickness less than 3 feet. In no case shall the price exceed that of the Price List of September 26th, 1890, viz.: 8s. 6d. per yard. In cases when the roof comes down above the thickness of 3 feet, then 1½d. per inch per yard shall be paid as a compensation for removing the dirt. The measurement of the thickness shall be determined by three measurements, one on each side of the gate, and one in the centre, the mean of the sum of these shall be the actual thickness to be paid for. When gates are required to be taken more than 9 feet wide, an additional 9d. per foot shall be paid.

15. When the ripping is not sufficient to build up both gate packs, 3d. per tub shall be allowed for all material fetched out of gate or level to finish same.

16. Packing shall be paid for at the rate of 1s. 6d. per yard up to 6 feet high, 2s. per yard up to 7 feet high, 2s. 6d. per yard up to 8 feet high, 3s. per yard up to 9 feet high, and 6d. for every additional foot in height. No packs to be less than 6 feet wide.

17. Permanent wood packs to be paid for at the rate of 2s. 6d. per pack up to 5 feet 6 inches high, and 3s. 6d. per pack above 5 feet 6 inches high, 4s. 6d. over 6 feet 6 inches high, and so on in proportion. The wood to be supplied by the Company, and delivered as near as possible to where the pack has to be built.

18. Price to be paid for bars set back in gate to be arranged for at the time with the Manager.

19. For moving jenny props and metal flags in steep gates 1s. 6d. shall be paid, and 2s. in very steep gates. When dinting is required, the price to be arranged at the time with the Manager.

20. When holing dirt is filled out of headings and stowed into slits or stalls close by, 3d. per tub shall be paid.

21. No extra price is paid for opening out new stalls, but 3d. per tub is paid for all dirt required to be taken away.

22. Day work done by stallmen and fillers, stallmen, 4s. 6d. per day; and fillers, 4s. per day.

23. The percentage for the time being, to be added to the above prices.

24. It is hereby agreed that on and after September 1st, 1900, all householders, employed by this Company underground, shall be supplied with coal for their home consumption on the following scale, viz:—

Selling Price per Ton.				Price per Ton to Household.		
5s.	5s.
6s. 6d.	6s. 6d.
7s. 6d.	7s. 6d.
8s. 6d.	7s. 3d.
9s. 6d.	7s. 6d.
10s. 6d.	8s.
11s. 8d.	9s. 2d.

And 2s. 6d. per ton below the selling price at any price above 11s. 8d. per ton. Quantity limited to one ton per house per month.

A Nottingham Colliery (for Top Hard Coal).

1.—TONNAGE :—

Good hand-holed coal sent to bank, 1s. 8½*d.* per ton of 20 cwts.

Good coal, machine-holed and sent to bank, 1s. 3*d.* per ton of 20 cwts.

Slack, 10*d.* per ton from headings, and

Slack, 6*d.* per ton from stall work.

The above prices to include making gate road 8 feet wide, and taking 2 feet of ripping ; greater width or height to be paid for extra.

2.—LOADING :—

Screens of 1½ inch mesh to be used in filling the coal. Ten pounds weight of slack to be allowed up to 80 lbs. If 1 cwt. of slack be sent out in one coal tub it is to be deducted, and if 2 cwt., the tub to be paid for as slack. This to apply where the place is dry. If the place is wet, then the following shall apply : If there is 1 cwt. of slack sent out in one coal tub it is to be paid for as slack and the remainder as coal, but if there are 2 cwts. of slack in the tub, then 4 cwt. of slack shall be paid for, and the remainder as coal.

3.—COAL CUTTING :—

Where there are two Fast Ends requiring cutting, one of them shall be paid for—2s. per yard where straight, and 2s. 6*d.* per yard when going off.

4.—Stalls broken down through no fault of the men, side loose heading, 1s. 10*d.* per yard. Where banks are in solid, 3s. 7*d.* per yard. Coal and slack at current prices.

5.—TIMBERING :—

Setting bars in gates 6 inches square, with 2 props or legs, and 6 to 9 feet long, 1s. per set.

6.—In case of bunkies or water, terms to be mutually arranged between the company and the workmen, and failing agreement, such work to be paid for at day wages.

7.—Stallmen brought out of stalls to do special repairs to be paid at the rate of 4s. 6*d.* per day.

8.—Stalls 18 yards and under, with two fast ends, to be paid 3s. 3*d.* per running yard for extra travelling, ripping, and cutting.

9.—WIND ROADS :—

Stallmen packing gob airways, and leaving clean if packed on each side, 3s. per yard.

10.—SAFETY LAMPS :—

When lamps are used in stalls, 1*d.* per ton extra to be paid, and when used in headings, 5*d.* per yard extra to be paid without alteration of tonnage.

HEADINGS.

11.—End heads, 6 feet wide, to be paid for at the rate of 5s. 3*d.* per yard with coal.

12.—Face heads, 6 feet wide, 4s. 3*d.* per yard with coals.

13.—The above are standard prices, and subject to the percentage of the district.

14.—ALLOWANCE COAL :—

Workmen's allowance coal to be delivered into South Normanton as under—

Married men, one load of 16 cwt. per month, at 5s. per load ; married men in lodgings, at 6s. 8*d.* per load.

A South Wales Colliery.

(Piece-prices and time-wages rates settled by award of Arbitrators and agreement supplemental thereto.)

1.—SCALE FOR CUTTING AND FILLING COAL :—

Large Coal.				Thro' Coal.			
ft. in.	s.	d.	...	ft. in.	s.	d.	...
3 6 and up, per ton	1	8 $\frac{1}{4}$	...	3 6 and up, per ton	1	2	...
3 5 " " "	1	8 $\frac{3}{4}$	...	3 5 " " "	1	2 $\frac{1}{2}$	...
3 4 " " "	1	9 $\frac{1}{4}$	...	3 4 " " "	1	3	...
3 3 " " "	1	9 $\frac{3}{4}$	...	3 3 " " "	1	3 $\frac{1}{2}$	...
3 2 " " "	1	10 $\frac{1}{4}$	...	3 2 " " "	1	4	...
3 1 " " "	1	10 $\frac{3}{4}$	...	3 1 " " "	1	4 $\frac{1}{2}$	...
3 0 " " "	1	11 $\frac{1}{4}$	...	3 0 " " "	1	5	...
2 11 " " "	2	0	...	2 11 " " "	1	5 $\frac{3}{4}$	...
2 10 " " "	2	0 $\frac{3}{4}$	...	2 10 " " "	1	6 $\frac{1}{2}$	...
2 9 " " "	2	1 $\frac{1}{2}$	...	2 9 " " "	1	7 $\frac{1}{4}$	...
2 8 " " "	2	2 $\frac{1}{4}$	...	2 8 " " "	1	8	...
2 7 " " "	2	3	...	2 7 " " "	1	8 $\frac{3}{4}$	...
2 6 " " "	2	3 $\frac{3}{4}$	...	2 6 " " "	1	9 $\frac{1}{2}$	...

2.—DIMENSIONS OF SCREEN :—

Screen to be 1 $\frac{1}{4}$ inches between bars, $\frac{5}{8}$ inch on face of bar ;
9 feet long by 6 feet wide, with coal to slide down by gravity.

3.—SCALE OF ALLOWANCE FOR EXTRA PITCH OF SEAM :—

When pitch is over 6 in. and under 7 in. per yard	...	per ton	s.	d.
7	8	0	0	$\frac{1}{2}$
8	9	0	1	
9	10	0	1 $\frac{1}{2}$	
10	11	0	2	
11	12	0	2 $\frac{3}{4}$	
12 to be subject to special contract.		0	3 $\frac{1}{2}$	

4.—CLOD :—

When clod is fully 3 inches thick, allowance per ton ... 0 0 $\frac{3}{4}$
For every additional full inch ... 0 0 $\frac{1}{4}$

Note.—Clod not to be included in rippings.

5.—STICKING COAL :—

For sticking coal either to top or bottom, allowance shall be made from a 1d. to 3d. per ton, according to area sticking.

When a portion of the coal sticks to the roof or bottom after the pick or the blast, it shall be deemed as evidence of sticking coal.

6.—CUTTING TOP :—

For 8 inches up to and including 13 inches per inch per lineal yard... 0 2

And when thickness of top exceeds 13 inches the whole thickness over and under 13 inches shall be paid at the ordinary rate, i.e., per inch per lineal yard ... 0 1 $\frac{5}{8}$

7.—CUTTING BOTTOM—"BWCEN" :—

Not less than 4 feet 6 inches wide at bottom, per inch per lineal yard ... 0 1 $\frac{1}{4}$

8.—AIRWAYS, OR TOP-HOLES THROUGH PILLARS :—

(a.) To the "rise" from corner, per lineal yard... 2 6

When distance to carry coal is from 5 to 10 yards from tram to face, per yard extra ... 1 0

(b.) To the "dip" from corner, per lineal yard... 3 0

When distance to carry coal is from 4 to 7 yards from tram to face, per yard extra ... 1 0

	<i>s.</i>	<i>d.</i>
9.—TUMBLING PLACES :—		
When required on "dip" or "rise" side, each place	2	0
Where to be made, shall be mutually agreed upon between the workman or workmen in the place, and the management.		
10.—WASTE-AIRWAY :—		
When made efficient to carry the air forward, per yard ...	1	0
11.—TURNING SINGLE STALLS :—		
First 3 yards, when narrow, per yard	2	0
And for opening out to full width of 9 yards, a lump sum of...	12	0
12.—TURNING DOUBLE STALLS :—		
First 3 yards, when narrow, per yard	2	0
(a.) For opening out to gain a width of 9 yards to the "rise," a lump sum of	12	0
(b.) For opening out to gain a width of 9 yards to the "dip," a lump sum of	16	6
13.—LEVEL HEADINGS (IN COAL ONLY) :—		
(a.) From 3 to 8 yards wide, from "rib to rib," per yard ...	2	11
(b.) When opening from narrow to wide, the opening shall be cut square, and the top-hole prices shall be paid for it, whether the opening is to the "dip" or to the "rise."		
14.—SLOPE HEADING (IN COAL ONLY) :—		
From 9 to 10 feet wide, per yard	3	6
15.—DIP HEADINGS (IN COAL ONLY) :—		
From 9 to 10 ft. wide, per yard	5	0
16.—SINGLE WIDE SLOPE :—		
Not more than 8 yards from "rib to rib," per yard	3	6
17.—SINGLE WIDE "DIP" HEADINGS :—		
Not more than 8 yards wide from "rib to rib," per yard ...	5	0
18.—DOUBLE LEVEL HEADINGS :—		
(a) Leading Level, per yard	2	6
(b) Hind Level, per yard	1	6
Note.—Roadways can be turned from either Level when necessary.		
19.—DOUBLE SLOPE HEADINGS :—		
Not more than 16 yards from "rib to rib"—		
(a) Leading Slope, per yard	3	1
(b) Hind Slope, per yard	1	7
20.—DOUBLE DIP HEADINGS (WHEN DRY) :—		
Not more than 16 yards from "rib to rib"—		
(a) Leading "dip," per yard	4	10
(b) Hind "dip," per yard	3	4
21.—DOUBLE SHIFTS :—		
(a) In narrow headings, per yard	1	0
(b) In wide headings, per ton	0	2
(c) In stalls (in emergencies), per ton	0	2
22.—SETTING PROPS :—		
(a) When set through "bwcen" into solid rock, per prop ...	0	4½
(b) When set from rock under "blasted" or "ripped" roof, per prop	0	6
23.—DOUBLE ROUND TIMBERS :—		
(a) Round timbers under present roof, per pair	1	4
(b) Under "blasted" or "ripped" roof, per pair	1	7
Note.—No distinction between headings and stalls.		
24.—SETTING FLAT TIMBERS :—		
(a) In headings or stalls, per pair	1	0
(b) In airways or top-holes, per pair	0	11
Note.—Setting flats under "blasted" or "ripped" roof ... considered impracticable.		

	<i>s.</i>	<i>d.</i>
25.—SETTING COGS :—		
If any, and when required, each	1	0
26.—DISCHARGING RUBBISH :—		
Trams not to be raised above, "strick," per tram	0	6
27.—DRAWING OUT PROPS :—		
Per prop	0	1
28.—FILLING WATER :—		
Per iron tank of present capacity	0	7
29.—COLLIERS' DAYWORK :—		
When working day-work, per day	4	7
30.—GENERAL REPAIRS :—		
Competent timbermen, per day	4	9
31.—BLOCKLAYER (UNDERGROUND) :—		
Competent man, per day	4	6
32.—ROPE-RIDER (UNDERGROUND) :—		
Competent man, per day	4	3
33.—HAULIERS (UNDERGROUND) :—		
Competent man, per day	3	9
34.—LABOURERS (UNDERGROUND) :—		
18 years of age and over, per day	3	2
<i>Note.</i> —Considered impracticable to fix rate for boy labourers underground.		
35.—DOOR-BOYS :—		
No time limit, per day	1	4
36.—LABOURERS (ON SURFACE) :—		
18 years of age and over, per day	3	0
17 to 18 years of age, per day	2	9
16 " 17 " "	2	6
15 " 16 " "	2	3
14 " 15 " "	1	9
37.—TRAMMERS (ON SURFACE) : per day	3	2
38.—TIPPERS (ON SURFACE) : per day	3	2
39.—SCREENERS (ON SURFACE) : per day	3	2
40.—TRIMMERS (ON SURFACE) : per day	3	2
41.—OSTLER (ON SURFACE) :—		
As at present employed, per day	3	4
42.—NIGHT-WORK :—		
For one night-shift, $1\frac{1}{2}$ times the day wage.		
For two night-shifts, $2\frac{1}{2}$ times the day wage.		
For three night-shifts, $3\frac{1}{2}$ times the day wage.		
For four night-shifts, $4\frac{1}{2}$ times the day wage.		
For five night-shifts, 6 times the day wage.		
43.—WORKMEN'S COAL :—		
(a) Large Coal, or tram as it comes to bank, per ton	6	0
(b) Under screen, per ton	1	8
<i>Note.</i> —Persons entitled, bread-winners of the household.		

All the foregoing rates and prices are Standard Rates, and are subject to fluctuations and percentages, as determined from time to time by the South Wales Conciliation Board.

Agreement.

It is hereby agreed that Fortnightly Settlements under ordinary circumstances shall be abolished * * * * * but when any variation in the condition of any working place or places occur, the person or persons working in such place or places shall have the right to call in the aid of any two members of the Workmen's Committee

together with two Officers of the Company, in order to agree upon any additional rate or allowance for working such place or places, such additional rate or allowance to remain intact during the continuance of the current fortnight unless both parties agree to the re-examination of such place or places. In the event of the parties to this Agreement failing to agree the management on behalf of the Company must pay all practical workmen at the standard rate per day of 4s. 7d. plus current percentages, pending a month's notice to be given by either party.

HOURS OF LABOUR.

As an example of a collective agreement regulating the hours of labour in the coal mining industry may be cited that which was entered into on October 5, 1908, between the Midland Counties' Colliery Owners' Association and the Derbyshire and Nottinghamshire Enginemen's and Firemen's Union, and which came into operation on January 1, 1909. The text of this agreement, by which some 1,500 men are affected, is as follows:—

Agreed:—

WINDING ENGINEMEN.

That an eight-hour day be granted at a payment of 3d. per day less on the basis wage than the existing rate, and that in all cases the payment for a day's wage for winding enginemen be based on the eight hours; that there be no reduction on winding enginemen working eight hours at present.

This clause to apply only to pits turning an average of 450 tons for five days' wind.

That the ascertained daily output for the five days above mentioned be taken over a period of six months from the 1st January to 30th June, and from the 30th June to the 31st December in any year.

That in cases where it is shown that winding enginemen working 12 hours a day, and receiving wages below the normal standard, their position should receive special consideration.

FIREMEN.

That 10 hours constitute a working shift for firemen. That in cases of firemen now working 12 hours and reduced to 10, that the existing wages be reduced by 2d. per day on the basis price, and that in the event of a 10-hour fireman being required to work 12 hours, his wages be increased *pro rata*.

CONTINUOUS SHIFT ENGINEMEN.

That at week ends enginemen working continuous shifts be relieved for a period of 12 hours, that is to say, that two men forming a continuous shift be relieved of six hours each; the men to receive the same rate of wages as in force at the present time.

That a Committee, consisting of two representatives of each Association, be formed, with the Secretaries, to deal with any case that may arise in connection with the above agreement.

COAL MINES REGULATION ACT, 1908.

The arrangements incidental to carrying out the provisions of the law regulating the hours of labour in coal mines (the Coal Mines Regulation Act, 1908) which came into operation in most coal mining districts on July 1, 1909, have given rise to the making of collective agreements between employers and employed, of which two examples will be given.

North Wales.

On August 9, 1909, an agreement was entered into between the North Wales Coal Owners' Association and representatives of the miners, which affects some 13,000 workpeople, and which was in the following terms :—

It was agreed as follows :—

1. *Snap Time*.*—A quarter of an hour to be allowed and motion stopped except on Saturdays.

2. *Saturdays*.—Seven and a half hours to be worked and no stoppage of machinery for meals, but facilities will be given for "snap" for a quarter of an hour.

3. Sunday Labour shall commence at 11 p.m. and end at 6 a.m., including both windings.

4. *Surface Men*.—The surface men manipulating the coal shall as a class not be asked to do other work than they did before the Act came into operation. When, however, any section within the class finishes its work it shall assist other sections to finish their work, but the time of employment shall not be continued more than thirty minutes after the winding of coal ceases. This shall apply to every shift worked.

5. Six winding days per week to be worked.

6. The above arrangements to apply to all collieries (except Hafod where the existing arrangements are to be continued), and to come into operation on Thursday, 12th August.

Monmouthshire and South Wales.

The agreement in the Monmouthshire and South Wales coal trade referred to above (*ante*, p. 30-32) contains in relation to the hours of labour the following provisions :—

The hours of labour of workmen employed below ground at the said collieries respectively shall be such as are authorised by the Coal Mines Regulation Act, 1908, except that such workmen shall not be under any obligation to work the extended hours mentioned in section 3 (1) of the said Act, and that notwithstanding the limitation of hours to be worked under the said Act no alteration shall be made in the standard rates and prices hitherto paid to such workmen during the continuance of this agreement.

Where payment of six turns for five worked by night has hitherto been paid, the same shall continue. As under the said Act no overtime can be worked other than in cases of emergency as defined in section 1 (sub-section 2), payment for overtime will cease. In cases of dispute as to whether any overtime or extra turns paid previous to the coming into operation of the said Act were in part paid for work done in the workmen's ordinary hours of work, the same shall be referred to a joint committee of the Conciliation Board with power to settle ; and if the decision is in favour of the workman it shall date back to the time the dispute is placed on the agenda. In cases of failure to settle, either side may determine the contracts of the workmen affected by a month's notice to be given on the first day of the following month.

The owners will not press for double shift in the face, but shall be given an effective afternoon shift of such number of workmen as are required by the owners for clearance purposes, repairing double shift in headings and places that require to be pressed on for opening the collieries. Where six shifts for five are now paid at night, the owners shall pay six shifts for five in the afternoon shift ; and where six shifts are paid for six shifts worked at night the owners shall only be required to pay six shifts for six in the afternoon.

* "Snap Time" is an interval allowed for refreshments,

An overlapping shift shall be worked where required by the owners, such shift shall not start earlier than 6 a.m. and not later than 9 a.m. On Saturdays this shift shall start and finish at the same time as the first shift. The two sides of the Board shall unite in procuring an amendment of the Eight Hours Act making this early starting on Saturday legal.

That where Sunday night shifts are worked they shall be 8 hour shifts, only one shift to be paid.

The mealtime for underground daywagemen (day and night) shall be 20 minutes, which shall be so arranged as not to interfere with the haulage and general working of the colliery ; and in the case of all workmen connected with the winding, whether employed upon the surface or below ground, the mealtime shall be 20 minutes and shall be so arranged as to secure the continuous winding of coal without interruption during the shift.

Workmen on the surface engaged in handling the coal shall work half an hour per day beyond the coal winding time, either starting fifteen minutes before coal winding and working fifteen minutes afterwards, or at the option of the owners working the half hour after winding, it being agreed that the hours of working of such workmen shall be 8½ hours per day. The only workmen intended to come under the operation of this clause are those who handle the trams between the cage and the tippers, the screenmen, slag pickers, and wagonmen. Banksmen are excluded.

STOPPAGE OF WORK AFTER ACCIDENTS.

The Monmouthshire and South Wales agreement just referred to contains provisions as to the cessation of labour by miners in consequence of the occurrence of accidents, which are as follows :—

Where serious but non-fatal accidents occur an agreed number of men (but not not more than 20) to be selected by the management may accompany the injured workman out of the pit.

No stoppage for funerals shall take place except by arrangement with the management.

On this subject the following resolution was passed by the Board of Conciliation for the Durham Coal Trade on November 8, 1907 :—

1. A fatal accident is defined as one in which a colliery workman sustains such injuries in the course of his employment either underground, or on or under the pit heap and screens, or while engaged in moving wagons on the branches within 100 yards of the pit mouth or drift, as results in his death before reaching a dwelling, hospital, or infirmary ; or if not taken direct to one of these places, then before the expiration of one hour after reaching the surface.

2. In the case of an accident underground only the pit or drift in which the accident occurred shall be affected, unless it can be shown that at the 1st January, 1906, it was the custom at any particular colliery for all the pits or drifts drawing on to the same heapstead to be laid idle for an accident underground, then such custom shall continue at the colliery. With respect to accidents occurring on the surface as defined in Clause 1, the custom of each colliery as at 1st January, 1906, shall continue.

3. If such a fatal accident occurs more than two hours before the ordinary time at which coal-drawing ceases, the pit shall, without unreasonable delay, be loosed out, and shall not draw coals until the ordinary time of commencing work the next following coal-drawing day.

4. Should a fatal accident happen after (or within two hours before) the ordinary time at which coal-drawing ceases, the pit may be idle the following day only, but if such following day be a non-coal-drawing day, then there shall be no lying idle on account of the accident.

5. Nothing in this arrangement shall affect the right of the owners to require shifters and other persons to go to work at any time should they be required for the safety of the mine or to prepare the pit for work the next working day.

6. There shall be no lying idle in the event of a fatal accident occurring on the surface except as defined in Clause 1.

COKE-MAKING AT COAL MINES.

An important industry carried on in connection with coal mining is the manufacture of coke. The collective agreements, under which the conditions of employment are regulated in the cokeyards of Durham, are of an interesting character. The workpeople (about 4,400 in number) are represented on the Board of Conciliation for the Durham Coal Trade, already referred to, the Cokemen's Association appointing 3 out of the 18 workmen members of that body; and there exists (for the purpose of dealing with questions not of a "county" nature, or affecting the general trade, but arising at any particular cokeyard) a Joint Committee composed of six members of the Durham Coal Owners' Association, and six members of the Workmen's Association, and a chairman chosen by the Owners' Association, and the Durham County Mining Federation Board. In regard both to the Conciliation Board and the Joint Committee provision is made for the settlement by arbitration of questions, in regard to which terms satisfactory to both parties are not arrived at by these bodies themselves.

The task assigned to the Joint Committee for the coke making industry in Durham is, in the main, that of securing that in all the different coke yards the conditions of employment shall correspond with the general agreements between employers and employed, and accordingly the rate of remuneration in any particular works shall never vary by more than 5 per cent. from the county standard average daily wage. The nature of these agreements will now be described.

The earliest in date of the settlements effected in relation to the remuneration of these workpeople are the award made on February 27, 1882, by Mr. Joseph Dodds, M.P., his supplementary award of December 13, 1882, the award of Dr. R. Spence Watson of September 12, 1891, and his supplementary awards of December 7, 1891, and September 21, 1893. The whole effect of these awards was resumed in an agreement dated March 10, 1896, which was followed by supplementary agreements of October 5, 1898, May 29, 1903, November 24, 1904, June 17, 1905, April 10, 1906, and June 21, 1907. As will be seen from the text of these agreements, which is printed, below, the result of these arrangements is to set up a standard to which, while due account is taken of the varying circumstances under which the work is performed in different works, the wages paid in each and every cokeyard in the county are to be made to conform, and which defines with precision the amount of

the pay which the workmen are to receive, and the amount of the labour which they are expected to perform in return for this remuneration.*

Basis Wage and Ascertainment of Yield.

AGREEMENT OF MARCH 10, 1896.

It is hereby agreed between the Durham Coal Owners' Association and the Durham Cokemen's Association, for the guidance of the Joint Committee in regulating wages—

That the following shall be the standard rates and qualities:—

	Standard number of 11 ft. ovens per day.	Standard number of tons of coke per day.	Standard rate per ton of coke.	Standard Daily Wage.
Drawers drawing coke on to benches.	3	11 $\frac{3}{4}$	5 <i>d.</i>	s. <i>d.</i> 4 10 $\frac{1}{2}$
Drawers drawing and carrying-in coke into trucks.	2	7 $\frac{1}{2}$	7 $\frac{1}{4}$ <i>d.</i>	4 6 $\frac{1}{2}$
Drawers loading coals in at the oven door and placing coke on to benches.	1 $\frac{1}{2}$	Standard tons of coal per day. 9 $\frac{1}{2}$	Standard rate per ton of coal. 5 $\frac{3}{4}$ <i>d.</i>	4 6
Coke fillers	—	Standard number of tons of coke per day. 20	Standard rate per ton of coke. 2 $\frac{1}{2}$ <i>d.</i>	4 2
	Standard number of 11 ft. ovens per day.		Standard rate per 11 ft. oven.	
Small runners	14	—	3 $\frac{1}{2}$ <i>d.</i>	4 1
Levellers without daubers...	12	—	3 $\frac{1}{2}$ <i>d.</i>	3 6
Levellers with daubers	16	—	2 $\frac{1}{2}$ <i>d.</i>	3 4
Daubers	16	—	—	1 4
Labourers	—	—	—	2 10

In the case of ovens which are larger or smaller than the standard oven an equivalent shall be allowed.

It being understood that these figures apply only under ordinary circumstances, either party being at liberty to show that the nature of the work or the hours of work are such that the standard should be departed from, and a greater or less amount of work done for the standard wage.

Ascertainment of Yield.—That for the purpose of correctly ascertaining the average weight of coke produced per oven at any yard, either party may require that the coke be weighed. In such case the coke produced from the whole of the ovens in the yard over three fortnights shall be weighed and a record kept showing the number of ovens drawn during that period and the

* In addition to the money wages fixed by these agreements a large number of the workpeople receive fire-coal free of charge.

total quantity of coke produced over the same period. The men to have liberty to send a man to inspect and take a copy of the weighings of coke as recorded in the weighman's book.

This does not prevent but allows the owners and workmen at any cokeyard to make any other arrangement for the ascertainment of the average yield of coke per oven at their particular cokeyard.

* * * * *

This Agreement does not supersede Dr. Watson's Awards of September 12, 1891, December 7, 1891, and September 21, 1893, but, so far as it applies thereto, is a mutually agreed definition of the same for the guidance of the Joint Committee.

Ascertainment of Yield and Pay Note.

AGREEMENT OF OCTOBER 5, 1893.

It is hereby agreed that the agreement of March 10, 1896, be amended by the addition of the following clause under the head of "Ascertainment of Yield":—

The Ascertainment may be required by either party without the intervention of the Joint Committee, but shall not include days on which ovens are specially loaded for holidays, or other occasions on which the normal conditions of the yard are departed from. The ascertainment in all cases to be binding for three months from the date of its conclusion, and no fresh ascertainment shall take place until the expiry of such period.

It is further agreed that the cokemen shall be supplied with a Pay Note showing the following particulars, or so many of them as may be applicable to the particular yard concerned:—

- No. of shifts worked.
- No. of tons (when paid by the ton).
- No. of ovens (when paid by the oven).
- Earnings.
- Per cent. allowances or deductions.
- Overtime and consideration.
- Gross earnings.
- Offtakes.
- Net earnings.

Average Height and Width of Benches, &c.

AGREEMENT OF MAY 29, 1903.

It is hereby agreed that, in so far as the term "ordinary circumstances," referred to in the Agreement of March 10, 1896, and in Dr. Spence Watson's Awards, September 12, 1891, and December 7, 1891, is governed in each yard in the case of fillers by height and width of benches from which they fill, and in the case of small runners by the distances they run and the average gradient of ways on the tops of ovens, that for Joint Committee purposes the following measurements shall be accepted as a definition of ordinary circumstances:—

Average distance run by small runners in the County... .. 124 yards.

But the owners shall not be entitled to a reduction nor the cokemen to an advance, in the rates payable in any particular yard if such reduction or advance is being sought on the ground that the distances they run are less or more than the agreed County average, unless it can be shown that such distances are more than 12 yards less or more than 12 yards over the agreed County distance for small runners.

Average gradient of ways on tops of ovens in the
County 1 in 218 with load.

Average width of benches in the County from oven door to edge of bench (not including gullet ovens)... 18 feet 9 inches.

But the owners shall not be entitled to a reduction nor the cokeman to an advance, in the rates payable in any particular yard if such reduction or advance is being sought on the ground that the width of benches is less or more than the agreed County average, unless it can be shown that such width is more than 1 foot 9 inches less or more than 1 foot 9 inches over the agreed County width of benches.

Average height of benches in the County from rail to edge of bench 4 feet 4 inches.

But the owners shall not be entitled to a reduction, nor the cokemen to an advance, in the rates payable in any particular yard if such reduction or advance is being sought on the ground that the height of benches is less or more than the agreed County average, unless it can be shown that such height is more than 4 inches less or more than 4 inches over the agreed County height of benches.

Provided always that either side shall be at liberty to bring forward any other conditions which, in its opinion, ought to be taken into consideration in determining whether the work at any particular yard is being performed under ordinary circumstances.

Filling Coke into large Trucks.

AGREEMENT OF NOVEMBER 24, 1904.

It is hereby agreed—

1. That for the guidance of Joint Committee in regulating wages, the price to be paid to coke fillers for filling 20-ton trucks without side doors, shall be 3*d.* per ton under ordinary circumstances, as defined in the Agreement of 29th May, 1903, between the two Associations.

2. That the price for filling such trucks from benches other than ordinary shall be regulated in accordance with the provisions of the County Agreement, referred to in paragraph 1.

AGREEMENT OF JUNE 17, 1905.

That the Agreement of 24th November, 1904, shall in future apply to all 20-ton trucks which have been or may be introduced subsequent to the date of that Agreement, and which are of similar dimensions to the 20- or 23-ton trucks belonging to the N.E. Railway Co.

AGREEMENT OF APRIL 10, 1906.

It is hereby agreed—

1. That for the guidance of Joint Committee in regulating wages, the price to be paid to coke fillers for filling 20-ton trucks with side doors, shall be 2 $\frac{3}{4}$ *d.* per ton under ordinary circumstances, as defined in the Agreement of 29th May, 1903, between the two Associations.

2. That the price for filling such trucks from benches other than ordinary shall be regulated in accordance with the provisions of the County Agreement, referred to in paragraph 1.

Gullet Ovens.

AGREEMENT OF JUNE 21, 1907.

1. That a gullet oven shall be an oven at which the truck road or a space between the oven and a raised bench intervenes between the front of the oven and the bench.

2. That there shall be paid to drawers in respect of drawing and laying down, or drawing and carrying in, coke from gullet ovens $\frac{1}{4}$ *d.* per ton in addition to the prices of 5*d.* and 7 $\frac{1}{4}$ *d.* per ton respectively fixed by Dr. Spence Watson . . . for workmen under ordinary circumstances.

Bye-Product Ovens.

The conditions of employment in relation to the ovens employed in connection with the manufacture of the bye-products produced incidentally to the manufacture of coke are regulated under an award made on June 17, 1908, by Mr. H. F. Manisty, K.C., which is in the following terms:—

Whereas by an Agreement made between the Durham Coal Owners' Association and the Durham Cokemen's Association it was agreed between the parties as follows:—

1. That for the guidance of the Joint Committee in regulating wages it is desirable that standard basis rates and day's works shall be fixed for all classes of workmen employed at bye-product ovens, and the two Associations have determined that the standard day's works shall be shown below.

2. That should the owners at any cokeyard desire that the number of hours to be worked per shift at such cokeyard shall exceed eight they shall be at liberty to fix such hours, not exceeding ten, as they deem necessary for the working of the yard, and the payment in respect of any variation from the standard number of hours shall be *pro ratâ* less or more than the standard.

3. That should the owners at any cokeyard require that the number of ovens drawn per shift shall exceed the standard number agreed upon as set out below they shall be at liberty to have drawn such number of ovens as they require, and the payment in respect of the ovens drawn over and above the standard shall be in proportion to the increased number.

4. That should the owners not provide the full standard day's work for a workman of any class such workman shall do any other class of work the owners may require in order to complete his shift and he shall be paid not less than the rate of pay of the class to which he belongs.

5. That it shall be left to the umpire to fix the standard basis rate of pay, having regard to the hours and work agreed upon between the owners' and workmen's Associations.

And whereas I Herbert Francis Manisty, K.C. was selected and appointed umpire by the said Associations to fix the standard basis rate of pay for the classes of workmen hereinbefore and hereinafter mentioned having regard to the hours and work agreed upon between the said Associations aforesaid as shown below in this my award.

And whereas in the course of the proceedings before me at which both sides were represented it was on May 4th, 1908 agreed between the said Associations that as to the basis rate for fillers it was agreed (1) that the rate to be fixed by me should apply under ordinary circumstances, that is to say, to fillers filling coke into barrows wheeling and tipping the same into trucks from benches having the following dimensions:—Width, forty-five feet from the door of the oven to the edge of the bench including the projecting platform; height, nine inches at least above the top of the highest truck in general use at the cokeyard. (2) That the rates for filling as defined in Clause 1 from benches other than ordinary shall be fixed by mutual consent or by the Joint Committee due regard being had in each case to the difference between the standard bench and the bench for which the prices are to be fixed. And whereas I have fixed the basis rate for fillers upon the footing of the last mentioned agreement, and whereas in fixing the basis rate for daubers where levellers are employed I have assumed that the levellers do some daubing, but if in fact the levellers do no daubing then such daubers are to be paid at the basis rate fixed by me where levellers are not employed. Now I the said Herbert Francis Manisty having heard the statements and arguments of both sides and subject to the recitals aforesaid make my award and hereby fix the standard basis rate of pay for the classes of workmen employed at bye-product ovens specified below having regard to and for the

hours and work agreed upon between the owners' and workmen's Associations as aforesaid and which are also shown below as follows:—

Class of Workmen.	Work per Shift.	Hours per Shift.	Basis Rate.	
			Per Ton.	Per Shift.
1. Loaders	32 tons of coal per man	8	<i>d.</i>	<i>s. d.</i>
2. Levellers on ram side of oven.	13 ovens... ..	8	—	3 9
3. Levellers on discharge side	13 ovens... ..	8	—	3 9
4. Coolers or quenchers ...	13 ovens per set of men	8	—	3 9
5. Cranemen	13 ovens per man	8	—	3 6
6. Benchmen	13 ovens per man	8	—	3 1
7. Daubers on ram side where levellers are <i>not</i> employed.	13 ovens... ..	8	—	2 1
8. Daubers on bench side where levellers are <i>not</i> employed.	13 ovens... ..	8	—	2 1
9. Daubers on ram side where levellers are employed.	13 ovens... ..	8	—	1 10
10. Daubers on bench side where levellers are employed.	13 ovens... ..	8	—	1 10
11. Doormen on ram side ...	13 ovens... ..	8	—	3 3
12. Doormen on bench side ...	13 ovens... ..	8	—	3 3
13. Labourers (at bye-product ovens only).	... ..	8*	—	2 10
14. Fillers	20 tons per man	8	2:80	—
15. Door washers on ram side	... ..	8	—	2 0
16. Door washers on bench side	... ..	8	—	2 0
17. Hearthmen	13 ovens per man	8	—	3 2
18. Gas regulators ... ..	... ..	8	—	4 0
19. Valve cleaners ... ..	... ..	8	—	3 8
20. Hydraulic main men ...	... ..	8	—	3 5
21. Stamper men	13 ovens per man	8	—	3 2
22. Ram enginemen	13 ovens per man	8	—	3 8
23. Scrubber men ... ..	... ..	8	—	3 2
24. Sulphate men ... ..	... ..	8	—	3 4
25. Centrifugal men ... ..	... ..	8	—	3 0
26. Coke screeners ... ..	... ..	8	—	2 10
27. Tar distilling works men	... ..	8	—	3 8
28. Benzol men ... ..	... ..	8	—	3 4
29. Pug mill men† ... ..	... ..	8	—	2 3
30. Oil house men ... ..	... ..	8	—	3 5

* It was agreed between the parties on December 8, 1908, that in the case of labourers the eight hours fixed by this award included some short interval for meals, but that the men should take their food at such times as would not cause interruption of work.

† It was agreed between the parties on December 8, 1908, that the wage of 2*s.* 3*d.* awarded by Mr. Manisty should apply only to pugmill "youths," the wages of men to be settled by Joint Committee on the merits of each particular case.

IRON ORE MINING AND LIMESTONE QUARRYING.

Under an agreement made on May 10, 1909, the wages of the workmen engaged in the getting of iron ore or the production of pig iron (including locomotive men) who are employed by six firms in North Lincolnshire are regulated under a sliding

scale rising and falling according to the price obtained for pig iron. The text of this agreement, which is signed by representatives of the firms concerned and of their workmen, and by which the wages of about 2,500 men (including some employed by firms not parties to the agreement) are affected, is as follows :—

North Lincolnshire Iron Mines and Blastfurnaces.

TERMS OF AGREEMENT between the Representatives of the following firms of the one part, viz. :—

- Lord St. Oswald's Ironstone Mines,
- Appleby Iron Co., Ltd.,
- Frodingham Iron and Steel Co., Ltd.,
- North Lincolnshire Iron Co., Ltd.,
- Redbourn Hill Iron and Coal Co., Ltd.,
- Trent Iron Co., Ltd.,

and the classes of workmen employed at their respective works, engaged in the getting of iron ore, or the production of pig iron, including locomotive men.

Whereby it is agreed as follows :—

1. The wages of the workmen shall be regulated by a sliding scale, to come into operation on the seventeenth day of May, 1909, and continue in force until determined by either party giving to the other six calendar months' notice, which notice may be given on or after, but not before, the expiration of four years from the date of the sliding scale coming into operation.

2. The sliding scale shall be based on the average net amount per ton realised at the works of the above-mentioned firms for No. 3 Lincolnshire Pig Iron, the method by which wages rise or fall being set forth in paragraph 5 of this Agreement.

3. For the purpose of this Agreement the present rate of wages (exclusive of bonus) shall be treated as the basis or standard rate of wages, and applicable to 45s., being the average net amount per ton realised at Makers' Works for No. 3 Lincolnshire Pig Iron, and this price shall regulate the wages for the months of May, June, and July, 1909.

4. Thereafter, in the course of the months of July, October, January, and April in each year, during the currency of this Agreement, a public accountant (who shall be nominated by the Board of Trade and shall be pledged to secrecy) shall examine the books of the aforesaid firms, and certify what was the average net amount per ton realised at Makers' Works for No. 3 Lincolnshire Pig Iron, as per paragraph 2, delivered during the previous quarter, which certified figure shall govern the wages to be paid during the three months following that in which it is ascertained and certified. That the accountant's ascertainment shall be made as follows :—

Average net amount per ton realised at Makers' Works for No. 3 Lincolnshire Pig Iron for months of	Ascertained and certified by the Accountant during month of	Shall govern wages to be paid during the months of
April, May and June, 1909	July, 1909.	August, September and October, 1909.
July, August and September, 1909.	October, 1909.	November and December, 1909, and January, 1910.
October, November and December, 1909.	January, 1910.	February, March and April, 1910.
January, February and March, 1910.	April, 1910.	May, June and July, 1910.

and so on during the continuance of the Agreement.

5. The Sliding Scale shall be constructed in the following manner :—

The wages shall be increased or decreased above or below the basis or standard rate of wages according as to whether the average net amount per ton realised at Makers' Works for No. 3 Lincolnshire Pig Iron as certified by the accountant shall be more or less than 45*s.* per ton, such increase or decrease in wages being calculated at the rate of one and a quarter per cent. of such standard or basis for each 1*s.* per ton of such excess or deficit in the said amount above or below 45*s.* per ton.

6. The changes in the wages shall take effect on and from 6 a.m. on the first Sunday in the months of May, August, November, or February, as the case may be, following the month in which it is prescribed that the accountant's ascertainment shall be made.

7. During the currency of this Agreement no alteration shall be made in the terms and conditions of employment on which work is resumed at any of the works of the employers who are parties hereto, unless such alteration is sought by either side on the ground of the working conditions or working appliances having changed since the date of this Agreement, so as to substantially affect the facilities for working. Any questions arising under this clause shall be first discussed between the employers and workmen at the works where the question arises, and if not so settled by mutual agreement shall be settled under Clause 11.

8. In addition to the wages as before defined, the classes of men now receiving bonus will be entitled to receive bonus at the various works according to the following scale :—

The Appleby Iron Co., Ltd., in respect of each furnace, when the total production of such furnace exceeds 450 tons per week.

The Frodingham Iron and Steel Co., Ltd., in respect of Furnaces Nos. 2 and 3, when the average production of the two furnaces exceeds 530 tons per week per furnace, and in respect of No. 4 when the production exceeds 1,010 tons per week.

The North Lincolnshire Iron Co., Ltd., in respect of each furnace, when the total production exceeds 588 tons per week per furnace.

The Redbourn Hill Iron Co., Ltd., in respect of No. 1 Furnace, when the total production exceeds 410 tons per week, and in respect of No. 2 Furnace, 500 tons per week.

The Trent Iron Co., Ltd., in respect of each furnace, when the total production exceeds 340 tons per furnace per week.

The bonus shall be at the rate of $\frac{1}{4}$ *d.* per ton on the excess over these amounts for each man per week, and shall be calculated in the same manner as hitherto at the various works.

9. Neither the men nor the employers will make any difference in treatment, or make any inquiries as to whether men employed are members of any Trades Union or not, but that they will work amicably together, and no interference in any shape or form will be attempted by masters or men on account of any man being a Trades Unionist or not being a Trades Unionist.

10. There shall be no lock-out or strike either by employers or workmen during the continuance of this Agreement in respect of any matters included in this Agreement.

11. In the event of any difference arising in connection with this Agreement, or as to the interpretation of any of the clauses thereof, which shall not be settled under Clause 7, the same shall be submitted to a Committee composed of not more than six employers or managers, one from each works, and not more than six workmen, one employed at each works, who, if they cannot agree, shall appoint an arbitrator, whose decision shall be final and binding on both parties. If the parties cannot agree upon an arbitrator, he shall be appointed by the Board of Trade. In any proceedings before such Committee or arbitrator either side may be assisted by a secretary appointed by the representatives of such side but no such secretary shall have any right of voting.

On February 6, 1910, an advance of $1\frac{1}{4}$ per cent. took place in the wages regulated by this sliding scale and on August 8, 1910, an advance of $2\frac{1}{2}$ per cent.

Lincolnshire and Leicestershire Iron Ore Quarries.

The conditions of employment of the workmen employed in ironstone getting by the Stanton Iron Works Company, Limited, at their quarries at Woolsthorpe, Harston, Wartnaby, and Holwell (about 300 in number) are regulated under a Board of Conciliation formed in October, 1907. The rules of this Board (see *Second Report on Conciliation and Arbitration Boards* Cd. 5346 of 1910, pp. 141-145) state that its object is to determine from time to time the general rise or fall in the rates of wages as from November 1, 1907, at the quarries above-named, and such other quarries as, with the consent of the Board, may desire to come within its jurisdiction. It is provided that wages shall be governed by a sliding scale so as to vary with the price of pig iron, but that any changes in wages made by the Board must be within the following limits, viz., the rate of wages shall not be below 10 per cent. less than the rate of wages obtaining at the date of the formation of the Board, nor more than 10 per cent. above such rate, and no alteration in the rate of wages less than $2\frac{1}{2}$ per cent. shall be made at any one time. Subject to this limitation, the basis, upon which changes in wage rates shall take place, is as follows :—

Selling Price and Rate of Wages.—The Board agrees that $2\frac{1}{2}$ per cent. advance or reduction in wages shall be the equivalent for each 2s. increase or decrease in the ascertained average selling price of pig iron.

Audit.—A chartered accountant shall be mutually chosen by both parties, and he shall have access to the Pig Iron Sales Books of the owners when an audit is required. An audit shall be made at the request of either party, but not more frequently than every three months, and it shall cover the sales for three months previous to the date of the request for the audit.

SCALE.					
When the ascertained Price of Pig Iron is :—				The Rate of Wages paid will be :—	
s. d.		s. d.		Basis.	
46 7 or below.					
Above 46	7	up to 48	7	+	$2\frac{1}{2}$ per cent.
"	48 7	"	50 7	+	5 "
"	50 7	"	52 7	+	$7\frac{1}{2}$ "
"	52 7	"	54 7	+	10 "
"	54 7	"	56 7	+	$12\frac{1}{2}$ "
"	56 7	"	58 7	+	15 "
"	58 7	"	60 7	+	$17\frac{1}{2}$ "
"	60 7			+	20 "

Since the establishment of this sliding scale the following fluctuations in wages have taken place under its operation :— In November, 1907, an increase of $2\frac{1}{2}$ per cent. ; in May, 1908, a reduction of $2\frac{1}{2}$ per cent. ; in August, 1908, a reduction of 5 per cent. ; in November, 1908, a reduction of $2\frac{1}{2}$ per cent. ; in February, 1909, a reduction of $2\frac{1}{2}$ per cent. ; in August, 1910, an increase of $2\frac{1}{2}$ per cent., leaving wages $7\frac{1}{2}$ per cent., less than the rate of wages obtaining at the date of the formation of the Board.

Stainton Limestone Quarries.

On pp. 71, 72, of this Report a short account is given of the principle upon which the sliding scale in operation as between the Barrow Haematite Steel Company, Limited, and their steel workers is based. The same employers have also a sliding scale mutually agreed to between themselves and the workmen engaged in their limestone quarries. The text of the sliding scale agreement made on August 11, 1892, is given in full at pp. 17-19 of the *Report on Standard Piece Rates* of 1900 (Cd. 144 of 1900); that agreement expired on June 20, 1908, and on the same day a new agreement was entered into. This was replaced by a further agreement entered into on June 4, 1910, which regulates the wages of about 60 workpeople, and which is similar in most respects to the agreements of 1892 and 1908, except with respect to the sliding scale, which is now as follows:—

When the Net Average Selling price of pig iron delivered by the B. H. S. Co., Ltd., into trucks at Barrow as shown by the Company's books						There shall be paid the rates given below for getting and loading the limestone into wagons.
Reaches	s.	d.	but does not exceed	s.	d.	d.
	50	0		51	3	9·25 per ton.
"	51	3	"	52	6	9·38
"	52	6	"	53	9	9·51
"	53	9	"	55	0	9·64
"	55	0	"	56	3	9·77
"	56	3	"	57	6	9·90
"	57	6	"	58	9	10·03
"	58	9	"	60	0	10·16
"	60	0	"	61	3	10·29
"	61	3	"	62	6	10·42
"	62	6	"	63	9	10·55
"	63	9	"	65	0	10·68
"	65	0	"	66	3	10·81
"	66	3	"	67	6	10·94
"	67	6	"	68	9	11·07
"	68	9	"	70	0	11·20
"	70	0	"	72	0	11·30
"	72	0	"	74	0	11·40
"	74	0	"	76	0	11·50
"	76	0	"	78	0	11·60
"	78	0	"	80	0	11·70
"	80	0	"	82	0	11·80
"	82	0	"	84	0	11·90
"	84	0	"	86	0	12·00
"	86	0	"	88	0	12·10
"	88	0	"	90	0	12·20

Apart from the automatic adjustment of rates of wages by means of sliding scales, it should be noted that in the Cleveland, Cumberland, and Weardale districts provision is made for the settlement of wages questions affecting workmen engaged in iron ore mining and in limestone quarrying through permanent

Boards of Conciliation, whose rules provide for the reference to arbitration of matters as to which no agreement is reached by the Board.*

The wages received by quarrymen are in some cases time-wages, and in others piece-wages.

As an example of an agreement between employers of limestone quarrymen and their workpeople may be cited the agreement (under which, as will be seen, the men receive time-wages, coupled with an arrangement that an "allotted day's work" shall be done in return for these wages) entered into on April 8, 1907, between the representative of the owners of certain limestone quarries in South Wales and the district secretary of the Gasworkers and General Labourers' Union, on behalf of the men employed at those quarries. In May, 1909, a dispute having arisen between these quarry owners and their workpeople as to the rate of wages to be paid, the parties made joint application to the Board of Trade for the appointment of an arbitrator, and on May 24, Mr. Ralph V. Bankes, the arbitrator appointed by the Board of Trade, issued his award, deciding that no change should be made in the existing rate of wages. This award, which, by consent, was to remain in force until March 31, 1910, still remains in operation unaltered. The terms of this agreement are as follows :—

Limestone Quarrymen in South Wales.

It is agreed that :—

(1.) The working hours shall be as under—

	Monday, Tuesday, Wednesday, Thursday, and Friday,	From 7.0 a.m. to 9.0 a.m.
		„ 9.30 a.m. „ 1.0 p.m.
		„ 2.0 p.m. „ 5.30 p.m.
and Saturday	„	7.0 a.m. „ 9.0 a.m.
		„ 9.30 a.m. „ 2.0 p.m.

(2.) Men can only start work at the times stated in Clause 1, unless otherwise arranged with the foreman.

(3.) There must be no interference with the management during working hours, but any grievances or complaints must be submitted by a committee of the men, or the official representative of the Union, to the firm. All reasonable orders of the foreman must be obeyed, and punctuality strictly observed.

(4.) The wages shall be increased by 1s. 6d. per week, or 3d. per day, to men earning £1 per week and upwards. The maximum for competent quarrymen to be 28s. 6d. per week. The advance will only apply to men quarrying stone, and men employed on the crusher. Boys' wages to be arranged as hitherto.

(5.) A week's notice shall be given on either side, before men leave or numbers are reduced, but any man guilty of misconduct may be dismissed without notice.

(6.) Provided their allotted day's work has been done, men may go home if the day is wet.

(7.) If any alterations in the terms of this agreement are desired by either side, six months' notice in writing must be given, to terminate on 31st March in any year.

* The rules of several of these Boards are printed in the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

SETT-MAKING.

The bulk of the agreements in relation to sett-making are piecework lists arranged periodically between the individual employers and the Settmakers' Union on behalf of the employees of each firm; and as all these agreements are of a similar character, the one given below will serve to illustrate the whole system.

The agreements usually cover a period of 12 months, the one quoted relating to the 12 months from March 1, 1910, to February 28, 1911. It will be noticed that the prices per ton for setts increase as the size of the setts diminishes, the time occupied in making a ton of the smaller sizes being, of necessity, more than that required for the larger sizes.

BILL OF PRICES FOR DALBEATTIE.

We, the undersigned firm of Quarrying Contractors, agree to pay for making the under-mentioned sizes of setts, at the prices quoted below, from the 1st March, 1910, till the 28th February, 1911, and also, to comply to the following clauses and articles:—

CLAUSE 1.—To be paid at the rate of 8*d.* per hour when working day work.

CLAUSE 2.—Two shillings and threepence per ton additional to be paid on the under-mentioned prices when sett-makers are required to cut their own stone.

CLAUSE 3.—Standard weight to be given on all setts weighed.

CLAUSE 4.—If confined to one size of setts for over one day at a time, ninepence per ton additional to the under-mentioned prices to be paid.

CLAUSE 5.—Setts of special length to be paid at the following rates—six to eight inches in length, sixpence per ton additional, and from five to seven inches in length, one shilling per ton additional to the under-mentioned prices.

CLAUSE 6.—Any member of the Branch leaving a job must give at least two days' notice to have his setts weighed up (if he has any), or put them in charge of a responsible person—said person to be satisfactory to employer. Employers, when discharging men, must give same notice. In either case, at the expiry of notice, men must be paid their wages in full. But in the event of a number of men desiring to leave together, a reasonable time to be allowed for weighing out their setts. Men when leaving must take their tools to the smithy and have them checked off.

CLAUSE 7.—That there be a regular pay every fortnight.

CLAUSE 8.—Sett-makers to be kept well supplied with stone and sharp tools. New tools to be supplied through the sett inspector.

CLAUSE 9.—That one-quarter of an inch deviation to be allowed over and under the thickness and depth of the under-mentioned sizes of setts.

CLAUSE 10.—Any sett, on which one-quarter of an inch deviation over and under the thickness and depth is not allowed, shall be considered a special sett, and a price fixed as soon as possible for making said sett or any other sett not herein specified.

Size of Sett.	Price per ton.	Size of Sett.	Price per ton.	Size of Sett.	Price per ton.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
3 by 6 ...	8 9	4 by 4 by 6	8 9	4 by 6 ...	7 0
3 " 5 ...	9 3	(Peg Tops.)		4 " 7 ...	6 6
3½ " 6 ...	7 6	4 by 4 by 6	9 3	5 " 7 ...	7 0
3 " 7 ...	7 9	(Long Fours.)		6 " 6 by 6 ...	6 9
Randoms ...	7 0	4 by 5 ...	7 3	5 " 5 " 5 ...	8 0
4 by 4 by 4 ...	10 0	5 by 5 by 7	7 6		
		(Peg Tops.)			

CLAUSE 11.—Sett-makers to observe regular quarry hours, from 7 a.m. till 5 p.m., with the usual interval for dinner, and from 7 a.m. till 12 a.m. on Saturdays.

Six weeks' notice to be given in writing by either party before the expiry of agreement if a change is contemplated, and the character and extent of all proposed alterations to be distinctly specified in said notice.



METAL, ENGINEERING, AND SHIPBUILDING TRADES.

IRON AND STEEL TRADES.

Cleveland District Blastfurnacemen.

The first sliding scale regulating the wages of blastfurnacemen in Cleveland was adopted in 1879. The agreement of 1891, published in full in the Standard Piece Rate Section of the 1893 Report on Changes in Wages and Hours of Labour, was terminated at the end of September, 1894, a new agreement being entered into on October 8, 1895. That scale was terminated in June, 1897. The last agreement—the eighth—was entered into on December 7, 1897, the scale being the same as those of 1891 and 1895.

The arrangement made under the Cleveland sliding scales is that certain percentage additions or deductions shall be made on the "standard" rates of wages, corresponding to changes in the net average selling price of "No. 3 Cleveland pig iron." These wages are of different types; to quote the statement of the Secretary of the Cleveland Iron Masters' Association, "The blastfurnacemen do not work, as a rule, under piece prices. Some work by day, some by week, and some in part under day wages and in part under what may be called piece prices—namely, under a bonus according to the production of furnaces."

The agreement provides for the ascertainment once in three months by accountants, one of whom is chosen and paid by the ironmasters and another by the blastfurnacemen, of the net average invoice price of No. 3 Cleveland pig iron during the preceding three months from the books of seven specified firms. The ascertainment is to be made as early as practicable in the months of January, April, July, and October respectively, and the consequent change of wages, if any, takes effect at once, and lasts for three months. The "standard" rate of wages is taken to correspond to a selling price of 34*s.* and not exceeding 34*s.* 2·40*d.* a ton. The additions and deductions, except as to certain portions of the scale (*see* portion bracketed), are made at the rate of 0·25 per cent. on standard wages for a change in price of 2·40*d.* per ton; or 1·25 per cent. on standard wages for a change of 1*s.* per ton in price.

The terms of the agreement are as follows:—

Agreement entered into December 7th, 1897, between the Cleveland Iron Masters' Association of the one part, and the representatives of the blastfurnacemen employed at the Associated Works of the other part.

The wages of all classes of men working blastfurnace shifts shall, from the 31st December, 1897, till the agreement be determined by either party giving to the other three calendar months' notice—which, however, may not be given before the 30th September, 1900—be regulated by the following sliding scale:—

SLIDING SCALE regulating WAGES of CLEVELAND BLASTFURNACEMEN.

When the Net average Selling Price, ascertained in the manner herein- after defined, of No. 3 Cleveland Pig Iron has reached—	But has not reached—	There shall be made the following Additions to, or Deductions from, the Standard Rates and Wages.
<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	
29 0	29 2:40	Deductions from Standard 6:25 per cent.
29 2:40	29 4:80	6:00 "
29 4:80	29 7:20	5:75 "
29 7:20	29 9:60	5:50 "
29 9:60	30 0	5:25 "
30 0	30 2:40	5:00 "
30 2:40	30 4:80	4:75 "
30 4:80	30 7:20	4:50 "
30 7:20	30 9:60	4:25 "
30 9:60	31 0	4:00 "
31 0	31 2:40	3:75 "
31 2:40	31 4:80	3:50 "
31 4:80	31 7:20	3:25 "
31 7:20	31 9:60	3:00 "
31 9:60	32 0	2:75 "
32 0	32 2:40	2:50 "
32 2:40	32 4:80	2:25 "
32 4:80	32 7:20	2:00 "
32 7:20	32 9:60	1:75 "
32 9:60	33 0	1:50 "
33 0	33 2:40	1:25 "
33 2:40	33 4:80	1:00 "
33 4:80	33 7:20	0:75 "
33 7:20	33 9:00	0:50 "
33 9:60	34 0	0:25 "
34 0	34 2:40	Standard.
		Additions to Standard.
		0:25 per cent.
34 2:40	34 4:80	0:50 "
34 4:80	34 7:20	0:75 "
34 7:20	34 9:60	0:75 "
34 9:60	35 0	1:00 "
35 0	35 2:40	1:25 "
* 36 0	* 36 2:40	* 2:50 "
* 37 0	* 37 2:40	* 3:75 "
* 38 0	* 38 2:40	* 5:00 "
* 39 0	* 39 2:40	* 6:25 "
39 2:40	39 4:80	6:50 "
39 4:80	39 7:20	6:75 "
39 7:20	39 9:60	7:00 "
39 9:60	40 0	7:25 "
40 0	40 1:20	7:50 "
40 1:20	40 2:40	7:75 "
40 2:40	40 3:60	8:00 "
40 3:60	40 4:80	8:25 "
40 4:80	40 6	8:50 "
40 6	40 7:20	8:75 "
40 7:20	40 8:40	9:00 "
40 8:40	40 9:60	9:25 "
40 9:60	40 10:80	9:50 "
40 10:80	41 0	9:75 "
41 0	41 1:20	10:00 "
41 1:20	41 2:40	10:25 "
41 2:40	41 3:60	10:50 "
41 3:60	41 4:80	10:75 "
41 4:80	41 6	11:00 "
41 6	41 7:20	11:25 "
41 7:20	41 8:40	11:50 "
41 8:40	41 9:60	11:75 "
41 9:60	41 10:80	12:00 "
41 10:80	42 0	12:25 "
42 0	42 2:40	12:50 "
42 2:40	42 4:80	12:75 "
42 4:80	42 7:20	13:00 "

When the Net average Selling Price, ascertained in the manner herein-after defined, of No. 3 Cleveland Pig Iron has reached—	But has not reached—	There shall be made the following Additions to, or Deductions from, the Standard Rates and Wages.
<i>s. d.</i>	<i>s. d.</i>	Additions to Standard.
42 7·20	42 9·60	13·25 per cent.
42 9·60	43 0	13·50 "
43 0	43 2·40	13·75 "
"	"	"
44 0	44 2·40	15·00 "
"	"	"
45 0	45 2·40	16·25 "
"	"	"
46 0	46 2·40	17·50 "
"	"	"
47 0	47 2·40	18·75 "
"	"	"
48 0	48 2·40	20·00 "
"	"	"
49 0	49 2·40	21·25 "
"	"	"
50 0	50 2·40	22·50 "
"	"	"
51 0	51 2·40	23·75 "
"	"	"
52 0	52 2·40	25·00 "
"	"	"
53 0	53 2·40	26·25 "
"	"	"
54 0	54 2·40	27·50 "
"	"	"
55 0	55 2·40	28·75 "
"	"	"
56 0	56 2·40	30·00 "
"	"	"
57 0	57 2·40	31·25 "
"	"	"
58 0	58 2·40	32·50 "
"	"	"
59 0	59 2·40	33·75 "
"	"	"
60 0	60 2·40	35·00 "

And so on in either direction in the same ratio.

The first ascertainment of price shall be for the three months of October, November and December, 1897. Such ascertainment to take place as early as possible in January, 1898, and to regulate wages for January, February and March, 1898. And so on every three months. The changes in the wages shall take effect as soon in the months of January, April, July or October (as the case may be), as the time of ascertaining the price will reasonably admit of, but not later than the 7th of the month.

The net average selling price of No 3 Cleveland pig iron shall be confidentially ascertained by two properly accredited and certificated accountants, one chosen by the ironmasters and the other by the blastfurnacemen and at their respective charges, with whom there shall be associated any accountant who may be appointed by the North-Eastern Railway Company.* Such price shall be ascertained from the books of the following firms :—Messrs. Bolckow, Vaughan & Co., Limited ; Messrs. Bell Brothers, Limited ; Messrs. Cochrane & Co., Limited ; Cargo Fleet Iron Co., Limited ; Messrs. Wilsons, Pease & Co. ; Sir B. Samuelson & Co., Limited ; and Edward Williams. The price shall be the actual net average invoice price at the works for each period of ascertainment.

Should any dispute arise as to the carrying out of any of these arrangements or as to the rates of wages at particular works, the question in difference shall be submitted to the decision of a committee comprising not more than six ironmasters and not more than six blastfurnacemen, who, if they cannot agree, shall appoint an umpire to settle the matter, but no alteration

* The reason why provision is made for the North-Eastern Railway accountants to be associated with those appointed by the parties to this agreement is (as is explained by the Secretary of the Cleveland Ironmasters' Association) "because railway rates on ironmaking materials are regulated by a scale."

shall, during the currency of this agreement, be made in the rates now prevailing at any of the works of the ironmasters parties hereto, unless such alteration is sought on the ground of the working conditions or the working appliances having changed.

If for any reason either party to this Agreement desire to omit any of the firms above-named, or to add thereto, the matter shall, in case of difference, be referred to the said committee.

It is agreed that 3s. per day shall be the minimum rate of wages for any workman employed to take blastfurnace shifts, and it is understood that this clause applies to spare furnacemen only.

Under the scales the following fluctuations have taken place in the wages of Cleveland blastfurnacemen from 1880 onwards:—

Year.	Fluctuations of Wages on Standard of 1879 during			
	Jan.—March.	April—June.	July—Sept.	Oct.—Dec.
	Per cent.	Per cent.	Per cent.	Per cent.
1880	10·00 above (1)	10·00 above	10·00 above	7·50 above.
1881	7·50 " "	7·50 " "	5·00 " "	2·50 " "
1882	12·50 " (1)	12·50 " (2)	12·50 " "	13·75 " "
1883	13·75 " "	13·75 " "	10·00 " "	7·50 " "
1884	7·50 " (3)	3·75 " "	3·75 " "	3·75 " "
1885	2·50 " "	1·25 " "	1·25 " (4)	1·25 below (4).
1886	1·25 below (4)	6·25 below (4)	6·25 below (4)	6·25 " (4).
1887	Standard (5)	Standard (6)	0·25 above (7)	Standard.
1888	1·75 below	2·50 below	2·50 below	2·25 below.
1889	1·00 " "	0·25 " "	1·00 above	6·25 above.
1890	16·00 above	25·00 above	5·00 " (8)	18·25 " (4)
1891	18·25 " (4)	13·75 " "	18·25 " (4)	7·00 " "
1892	6·00 " "	5·00 " "	7·25 " "	6·25 " "
1893	4·25 " "	1·25 " "	6·00 " "	0·25 " "
1894	0·25 " "	1·00 " "	0·25 " "	0·25 " "
1895	1·25 " (4)	1·00 " "	1·75 " "	1·25 " (4).
1896	3·00 " "	1·25 " (4)	1·25 " (4)	5·00 " (9).
1897	3·00 " "	4·00 " "	4·50 " "	4·00 " "
1897	5·00 " "	6·50 " "	6·50 " (4)	7·25 " (4).
1898	9·50 " "	8·75 " "	8·00 " "	8·00 " "
1899	13·00 " "	16·00 " "	19·75 " "	28·75 " "
1900	40·00 " "	43·25 " "	17·00 " "	46·75 " "
1901	44·50 " "	23·50 " "	45·50 " "	17·25 " "
1902	16·00 " "	15·00 " "	18·75 " "	20·00 " "
1903	22·00 " "	19·00 " "	17·00 " "	18·00 " "
1904	15·00 " "	12·75 " "	20·25 " "	13·00 " "
1905	14·00 " "	12·75 " "	13·75 " "	17·50 " "
1906	14·00 " "	16·75 " "	18·75 " "	17·50 " "
1906	19·25 " "	22·75 " "	23·50 " "	23·25 " "
1907	26·50 " "	27·75 " "	23·50 " "	31·50 " "
1908	27·75 " "	28·75 " "	30·50 " "	22·25 " "
1908	27·75 " "	22·75 " "	23·75 " "	22·25 " "
1909	21·50 " "	21·00 " "	19·25 " "	20·25 " "
1910	21·75 " "	23·00 " "	23·75 " "	—

(1) Includes a special advance of 7·50 per cent.

(2) " " 2·50 "

(3) " " 1·25 "

(4) No scale in operation.

(5) Includes a special advance of 4·75 per cent.

(6) " " 2·50 "

(7) " " 1·25 "

(8) A special addition of 4 per cent. was made for last two months of third quarter.

(9) Includes a special advance of 3·75 per cent.

From the commencement of 1896 to the end of 1897 the number of operatives affected by these changes was reported as 5,000, and from the beginning of 1898 as 5,500.

West Cumberland Blastfurnacemen.

Wages of blastfurnacemen in this district have been regulated by sliding scale since August 6, 1889, the principle being

practically the same as that adopted in the Cleveland agreement. The scale, dated September 9, 1898, extracts from which are given in the Report on Standard Piece Rates and Sliding Scales of 1900, was altered in 1902, and that which is now in operation is embodied in an agreement providing for the appointment of a Joint Committee for the regulation of all matters affecting the relations of employers and employed made between the West Cumberland Iron Masters' Association and the Representatives of the blastfurnacemen employed at the Associated Works on April 23, 1903.* This scale differs from that of 1898 in this respect that under the earlier scale wages rose or fell in a uniform ratio with prices by $\frac{1}{4}$ per cent. (for every rise or fall of 2·4*d.*) in all cases; while under the new scale the rise or fall is, when the selling price is between 50*s.* and 52*s.*, and again, when the price is between 60*s.* and 62*s.*, by $\frac{1}{2}$, instead of $\frac{1}{4}$ per cent. The terms of this agreement are as follows:—

The wages of all classes of men working blastfurnace shifts shall, as from the 8th of October, 1902, till the Agreement be determined by either party giving to the other three calendar months' notice—which, however, may not be given before the 30th June, 1903—be regulated by the following sliding scale:—

When the Net Average Selling Price, ascertained in the manner herein-after defined, of No. 1, No. 2 and No. 3 Bessemer Cumberland Hematite Warrants has reached—	But has not reached—	There shall be made the following Additions to, or Deductions from, the Rates of Wages prevailing immediately prior to the date of this Agreement.																																																																								
<table> <tr><td>s.</td><td>d.</td></tr> <tr><td>43</td><td>0</td></tr> <tr><td>43</td><td>2·4</td></tr> <tr><td>43</td><td>4·8</td></tr> <tr><td>43</td><td>7·2</td></tr> <tr><td>43</td><td>9·6</td></tr> <tr><td>43</td><td>9·6</td></tr> <tr><td>44</td><td>0</td></tr> <tr><td>44</td><td>2·4</td></tr> <tr><td>44</td><td>4·8</td></tr> <tr><td>44</td><td>7·2</td></tr> <tr><td>44</td><td>9·6</td></tr> <tr><td>45</td><td>0</td></tr> </table>	s.	d.	43	0	43	2·4	43	4·8	43	7·2	43	9·6	43	9·6	44	0	44	2·4	44	4·8	44	7·2	44	9·6	45	0	<table> <tr><td>s.</td><td>d.</td></tr> <tr><td>43</td><td>2·4</td></tr> <tr><td>43</td><td>4·8</td></tr> <tr><td>43</td><td>7·2</td></tr> <tr><td>43</td><td>9·6</td></tr> <tr><td>44</td><td>0</td></tr> <tr><td colspan="2">Standard</td></tr> <tr><td>44</td><td>4·8</td></tr> <tr><td>44</td><td>7·2</td></tr> <tr><td>44</td><td>9·6</td></tr> <tr><td>45</td><td>0</td></tr> <tr><td>45</td><td>2·4</td></tr> </table>	s.	d.	43	2·4	43	4·8	43	7·2	43	9·6	44	0	Standard		44	4·8	44	7·2	44	9·6	45	0	45	2·4	<p>Deductions from Standard.</p> <table> <tr><td>1</td><td>$\frac{1}{4}$ per cent.</td></tr> <tr><td>1</td><td>"</td></tr> <tr><td>$\frac{3}{4}$</td><td>"</td></tr> <tr><td>$\frac{1}{2}$</td><td>"</td></tr> <tr><td>$\frac{1}{4}$</td><td>"</td></tr> </table> <p>Additions to Standard.</p> <table> <tr><td>$\frac{1}{4}$</td><td>per cent.</td></tr> <tr><td>$\frac{1}{2}$</td><td>"</td></tr> <tr><td>$\frac{3}{4}$</td><td>"</td></tr> <tr><td>1</td><td>"</td></tr> <tr><td>1</td><td>"</td></tr> <tr><td>1</td><td>$\frac{1}{4}$ "</td></tr> </table>	1	$\frac{1}{4}$ per cent.	1	"	$\frac{3}{4}$	"	$\frac{1}{2}$	"	$\frac{1}{4}$	"	$\frac{1}{4}$	per cent.	$\frac{1}{2}$	"	$\frac{3}{4}$	"	1	"	1	"	1	$\frac{1}{4}$ "
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and so on in either direction in same ratio up to the price of 50*s.*; then as under:—

s.	d.	s.	d.	7 $\frac{1}{2}$ per cent.	
50	0	50	2·4	8	"
50	2·4	50	4·8	8 $\frac{1}{2}$	"
50	4·8	50	7·2	9	"
50	7·2	50	9·6	9 $\frac{1}{2}$	"
50	9·6	51	0		

and so on in either direction in same ratio until the price of 52*s.* 2·4*d.* is reached; then as under:—

s.	d.	s.	d.	12 $\frac{1}{2}$ per cent.	
52	0	52	2·4	12 $\frac{3}{4}$	"
52	2·4	52	4·8	13	"
52	4·8	52	7·2	13 $\frac{1}{4}$	"
52	7·2	52	9·6		

* The rules of this Joint Committee are printed in *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910, pp. 146-7.

and so on until the price of 60s. is reached, when the "double jumps" (rise or fall of $\frac{1}{2}$, instead of $\frac{1}{4}$ per cent.) begin, and continue until the price of 62s. 2*d.* is reached, when the rise or fall is again $\frac{1}{4}$ (instead of $\frac{1}{2}$) per cent.

The net average selling price in the case of this scale is fixed by taking the daily average price of business done at cash in the Glasgow Market in Cumberland Hematite Warrants, each quarterly average being then ascertained from the daily averages of the three months preceding the quarterly ascertainment.

The following fluctuations under the scales regulating wages in this trade have taken place from 1889 onwards :—

Year.	Fluctuations of Wages on Standard of 1889 during			
	Jan.—March.	April—June.	July—Sept.	Oct.—Dec.
	Per cent.	Per cent.	Per cent.	Per cent.
1889	1·25 below (1).	1·25 below.	5·00 above (2).	11·25 above.
1890	32·50 above.	30·00 above.	11·25 "	13·75 "
1891	16·25 "	7·50 "	5·00 " (1).	5·00 "
1892	3·75 "	1·25 "	5·00 "	5·00 "
1893	2·50 "	Standard.	2·50 below (3).	1·25 below (3).
1894	1·25 below (3).	"	1·25 "	1·25 "
1895	2·50 "	3·75 below.	2·50 "	1·25 above.
1896	3·75 above.	3·75 above.	2·50 above.	1·25 "
1897	6·00 "	5·75 "	3·50 "	2·50 "
1898	3·75 "	11·00 " (4).	12·75 "	15·50 "
1899	20·75 "	23·75 "	31·50 "	42·75 "
1900	44·50 "	46·50 "	51·75 "	51·75 "
1901	40·50 "	21·25 "	19·25 "	21·75 "
1902	20·00 "	19·25 "	22·25 "	24·00 " (5)
1903	22·25 "	21·75 "	20·25 "	17·50 "
1904	14·25 "	13·75 "	14·75 "	13·00 "
1905	15·00 "	19·25 "	18·25 "	19·25 "
1906	37·25 "	33·25 "	30·25 "	32·00 "
1907	41·00 "	42·50 "	45·75 "	46·50 "
1908	36·75 "	25·00 "	23·50 "	20·25 "
1909	20·50 "	17·75 "	18·00 "	20·75 "
1910	25·00 "	31·25 "	32·75 "	—

(1) Standard 45s.

(2) " 44s.

(3) By special arrangement till 1st Sept., afterwards 1·25 per cent. below.

(4) Standard 44s. This includes a special advance of 5 per cent.

(5) New sliding scale.

The number of blastfurnacemen whose wages are regulated by this scale is returned as 1,400.

Blastfurnacemen at Barrow-in-Furness, &c.

The wages of the blastfurnacemen at Barrow are regulated by a sliding scale, adopted in 1888, which is based on the same ascertainment of prices as the West Cumberland blastfurnacemen's sliding scale. At the beginning of 1895 there were two chief points of difference between the two scales, viz. : (1) the Barrow standard of *prices* was 44s. per ton, as against 45s. which was then the basis price under the West Cumberland scale ; and (2) the amount of the additions or deductions to be made at Barrow to or from the standard *wages* of 1889 was 1 per cent. for each 1s. above or below the standard selling price of pig, as against $1\frac{1}{4}$ per

cent. for each 1s. in the case of the West Cumberland scale, as it was framed at that time. Thus when the selling price of pig was between 42s. and 43s. per ton, and wages in West Cumberland consequently $3\frac{3}{4}$ per cent. below the standard of 1889, wages at Barrow would be 2 per cent. below this standard.

In 1895 two important changes took place at Barrow. After a dispute lasting three days (March 4-6), the matter was referred to an arbitrator, who made a reduction in the *standard rates of wages*.

Further, a new arrangement came into force in 1895 by which additions and deductions were thenceforward made at the rate of $1\frac{1}{4}$ per cent. instead of 1 per cent., so that, in the illustration given above, wages at Barrow would, under this new method of calculation, have been $2\frac{1}{2}$ per cent. below the standard, instead of 2 per cent. below.

In consequence, however, of modifications made in the West Cumberland scale in 1898, the standard of *selling prices* is now the same, viz., 44s.; the percentage amount of the additions or deductions to or from the standard wages under the Barrow scale has since 1897 been such as to give an advance or reduction of $\frac{1}{4}$ per cent. for every rise or fall of 2.4d. in the selling price.

The other pig iron manufacturing districts in Cumberland and North Lancashire work under sliding scale arrangements similar to the above, and altogether in these two centres about 2,200 workpeople have their wages regulated in this way.

The variations in the rates of wages of blastfurnacemen under the Barrow scale have been as follows:—

Year.	Fluctuations of Wages on Standard (1) during			
	Jan.—March.	April—June.	July—Sept.	Oct.—Dec.
1890	Per cent. 26.00 above	Per cent. 24.00 above	Per cent. 9.00 above	Per cent. 11.00 above.
1891	13.00 "	6.00 "	5.00 "	5.00 "
1892	4.00 "	2.00 "	5.00 "	5.00 "
1893	3.00 "	1.00 "	Standard	1.00 "
1894	1.00 "	1.00 "	"	Standard.
1895	1.00 below	2.50 below (2)	1.25 below	2.50 above.
1896	5.00 above	5.00 above	3.75 above	2.50 "
1897	7.25 "	7.00 "	4.75 "	3.75 "
1898	5.00 "	6.00 "	7.75 "	10.50 "
1899	15.75 "	18.75 "	26.50 "	37.75 "
1900	39.50 "	41.50 "	46.75 "	47.00 "
1901	37.00 "	18.75 "	16.75 "	19.00 "
1902	18.00 "	17.25 "	19.75 "	21.00 "
1903	19.50 "	19.50 "	17.50 "	15.25 "
1904	11.25 "	11.25 "	12.50 "	10.50 "
1905	12.50 "	16.75 "	15.75 "	17.00 "
1906	32.00 "	27.75 "	25.25 "	27.25 "
1907	36.75 "	37.50 "	40.75 "	41.50 "
1908	31.50 "	21.25 "	20.75 "	17.75 "
1909	18.00 "	15.25 "	15.50 "	18.00 "
1910	21.25 "	26.25 "	27.75 "	—

(1) Standard of 1889 until April 1, 1895, then new (reduced) Standard.

(2) New scale.

Scottish Blastfurnacemen.

At a Conference held on April 13, 1900, between the owners of blastfurnaces in Scotland and representatives of the workmen a sliding scale was adjusted and embodied in a Schedule annexed to the Rules of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.* This schedule was in the following terms :—

“(1) The present rate of furnacemen’s wages shall be increased by 5 per cent. on the basis rates as from 1st May, 1900, and the wage so fixed shall remain in force until 1st August, 1900.

“(2) Thereafter, and until 1st August, 1901, wages shall be regulated by the average selling price of Scotch pig iron warrants in the Glasgow Market, and shall rise or fall 5 per cent. on the basis rates for every 4s. 6d. of rise or fall in the price of pig iron as above, the wage fixed in Article No. 1 hereof being understood to be the wage applicable to a selling price of Scotch pig iron warrants over 75s. 8d., and not over 80s. 2d. per ton, but in no case shall the wages so to be fixed fall below a point 15 per cent. over the basis rates ruling at 1st January, 1899, nor rise above a point 10 per cent. on basis rates over the wage fixed in Article No. 1 hereof, and the labouring wage shall not fall below 3s. per shift for efficient furnacemen.

“(3) The average selling price of Scotch pig iron warrants shall be ascertained by two Accountants chosen, one by either party, or by one Accountant chosen mutually, and shall be struck every three months, the ascertained price for each three months to regulate the wages for the succeeding three months. The daily average shall be the mean of the highest and the lowest price paid for the day, and the three months’ average shall be the average of the total daily averages for the three months.”

At a special meeting of the Board of Conciliation held on January 23, 1907, the sliding scale was altered in the following particulars. While under the former scale the minimum wage (15 per cent. over basis) corresponded with a selling price of over 48s. 8d. and not over 53s. 2d. per ton, the new scale provides that this minimum wage shall be paid when the selling price is over 48s. 8d. and not over 50s. 11d. The earlier scale provided for steps of 4s. 6d. in the selling price, with corresponding rises or falls in wages of 5 per cent. for each such step. The new scale substitutes steps of 2s. 3d. in selling price, with corresponding fluctuations of 2½ per cent. in wages. In the last place, the method of ascertaining prices has been altered so that the settlement price of Scotch pig iron warrants in the Glasgow Market on each Iron Market day on which there have been no cash transactions in Scotch pig iron warrants shall be taken, in conjunction with the cash prices, as provided for in the previous agreement. The amended scale reads as follows :—

* The rules of this Board are printed at pp. 151–155 of *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

“The Wages Scale shall be as follows, and shall regulate wages as from 1st February, 1907, viz. :—

When the average price of Scotch Pig Iron Warrants in the Glasgow Market is		Wages shall be	
over 48s. 8d. and not over 50s. 11d. ...	15 per cent.	above the basis rates, and is the Minimum Wage, although Pig Iron should fall to a lower price.	
50s. 11d. „	53s. 2d. ...	17½ „	above the basis rates
53s. 2d. „	55s. 5d. ...	20 „	„
55s. 5d. „	57s. 8d. ...	22½ „	„
57s. 8d. „	59s. 11d. ...	25 „	„
59s. 11d. „	62s. 2d. ...	27½ „	„
62s. 2d. „	64s. 5d. ...	30 „	„
64s. 5d. „	66s. 8d. ...	32½ „	„
66s. 8d. „	68s. 11d. ...	35 „	„
68s. 11d. „	71s. 2d. ...	37½ „	„
71s. 2d. „	73s. 5d. ...	40 „	„
73s. 5d. „	75s. 8d. ...	42½ „	„
75s. 8d. „	77s. 11d. ...	45 „	„
77s. 11d. „	80s. 2d. ...	47½ „	„
80s. 2d. „	82s. 5d. ...	50 „	„
82s. 5d. „	84s. 8d. ...	52½ „	„
84s. 8d. „		55 „	„

and is the Maximum Wage,
although Pig Iron should
rise to a higher price.

The following fluctuations under the scales of 1900 and 1907 have taken place :—

Year.	Percentage of Wages above Standard of January 1, 1899, during			
	Feb.—April.	May—July.	Aug.—Oct.	Nov.—Jan.
	Per cent.	Per cent.	Per cent.	Per cent.
1900-1 ...	40·00	45·00	35·00	35·00
1901-2 ...	25·00	20·00	20·00	20·00
1902-3 ...	15·00	15·00	20·00	20·00
1903-4 ...	20·00	20·00	15·00	15·00
1904-5 ...	15·00	15·00	15·00	15·00
1905-6 ...	15·00	20·00	15·00	25·00
1906-7 ...	25·00	25·00	20·00	25·00
1907-8 ...	32·50 (1)	30·00	32·50	30·00
1908-9 ...	25·00	22·50	22·50	22·50
1909-10 ...	20·00	20·00	20·00	22·50
1910-11 ...	22·50	22·50	20·00	—

(1) New Scale.

This sliding scale affects about 3,500 workpeople.

In addition to the sliding scales mentioned above, the wages of blastfurnacemen in other districts (Staffordshire, Shropshire and Nottingham), and those of spelter furnacemen at Swansea are also regulated under similar agreements (*see* List of Sliding Scales in Appendix II., *post*, pp. 429-430). The sliding scale in force in the Nottingham district operates in connection with a Board of Conciliation and Arbitration, the rules of which are printed in *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910, pp. 148-50.

Barrow-in-Furness Steel Workers.

A Sliding Scale for the regulation of the wages of the steel workers employed by the Barrow Hamatite Steel Co., Limited, was agreed to in November, 1895. It was based on the net average invoice price of good steel rails of 40 pounds per yard and upwards delivered from the works of the company, the standard price being £3 10s. per ton, and the standard wages those fixed by the arbitrator, Mr. Jeremiah Head, in the dispute which occurred in March and April, 1895. To these wages $\frac{1}{2}$ per cent. was added for every 1s. advance in prices until rails reached £4 15s. per ton, after which 1 per cent. was added for every 1s. advance in prices. Prices were ascertained every two months.

Under this scale the following fluctuations in wages have taken place :—

Percentage Increase (+) or Decrease (—) on Standard Wages.

Date.	Change.	Date.	Change.	Date.	Change.
1895.	Per cent.	1900.	Per cent.	1904.	Per cent.
December ...	+ 8	February ...	+ 4	April ...	— $\frac{1}{2}$
		April (1) ...	+ 25 (1)	June ...	— $1\frac{1}{2}$
1896.		June ...	— 14	August ...	+ $\frac{1}{2}$
April ...	+ $\frac{1}{2}$	August ...	+ 8	October ...	— 4
June ...	+ 1	October ...	+ 6	December ...	+ $1\frac{1}{2}$
August ...	— $1\frac{1}{2}$	December ..	+ 4		
October ...	+ 2			1905.	
December ...	— $\frac{1}{2}$	1901.		February ...	+ 1
1897.		February ...	— 13	April ...	— $\frac{1}{2}$
April ..	— $\frac{1}{2}$	April ...	— 6	June ...	+ 9
August ...	+ $\frac{1}{2}$	June ...	— 10	August ...	+ 3
October ...	+ $\frac{1}{2}$	August ...	— 10	October ...	— 4
December ...	+ $\frac{1}{2}$	October ...	— 7	December ...	— 4
		December ...	+ 4		
1898.		1902.		1906.	
February ...	— 1	February ...	— 1	February ...	+ 17
April ...	— 1	April ...	— 1	April ...	+ 7
June ...	— $\frac{1}{2}$	June ...	— 2	June ...	— 1
August ...	+ $\frac{1}{2}$	August ...	+ 4	August ...	+ 3
October ...	+ 1	December ...	+ 3	October ...	— 3
December ...	+ $1\frac{1}{2}$			December ...	+ 5
		1903.		1907.	
1899.		February ...	— 2	February ...	— 8
February ...	+ $\frac{1}{2}$	April ...	— 1	April ...	+ 6
June ...	— $\frac{1}{2}$	June ...	— 2	June ...	+ 4
August ...	— $\frac{1}{2}$	August ...	+ 1	August ...	+ 9
October ...	+ $4\frac{1}{2}$	October ...	— 3	December ...	— 4
December ...	+ 12	December ...	— $1\frac{1}{2}$		
				1908.	
				February ...	— 16
				April ...	+ 3

(1) From April, 1900, to December, 1901, the percentage changes refer to Rail millmen only, and after the latter date to Rail, Wire, and Hoop millmen only.

The sliding scale just described continued in operation until the rail mills at these steel works were temporarily closed in April, 1908 ; and it has now been replaced by new sliding scale agreements dealing separately with the wages of the two classes of workpeople whose wages were regulated by it—the wire and hoop millmen and the rail millmen.

So far as concerns the wire and hoop millmen, these operatives worked at wages 34 per cent. above standard until May 25, 1908,

after which their wages were regulated by an agreement which was signed on June 12, 1908. This agreement, which is to remain in operation until terminated by three months' notice given by either side from any date, provides that, when hoops are selling at £6 1s. per ton, wages are to be 8 per cent. above standard, and these are to be the minimum wages; wages are to rise $\frac{1}{2}$ per cent. for every one shilling advance in the selling price of hoops up to £8, this price corresponding with wages at $27\frac{1}{2}$ per cent. above standard, which is to be the maximum. Prices are to be ascertained every three months. The number of workpeople whose wages are regulated under this scale is 290.

When the scale just described came into operation the wages payable under this agreement were 21 per cent. above standard, and since then the following fluctuations have taken place under it:—

Percentage Increase (+) or Decrease (–) on Standard Wages.

Date.	Change.
	Per cent.
July, 1908	+ 4
October, 1908	+ $2\frac{1}{2}$
April, 1909	+ $\frac{1}{2}$
July, 1909	+ $\frac{1}{2}$
October, 1909	+ $\frac{1}{2}$

With regard to the rail mills, these were re-started in May, 1909, under a special arrangement with the workpeople, by which wages were to be 24 per cent. lower than those paid during the short time in April, 1908, when these mills were at work, making wages 10 per cent. above standard on the sliding scale of 1895. These rates of wages continued to be paid until November, 1909, when a new sliding scale, agreed upon between the parties on November 4, 1909, came into operation. Under this scale the rates ruling at the date when this agreement was made are to be taken to be the standard rates, and the basis is a price of £4 per ton for rails, every advance in price of one shilling causing a rise in wages of $\frac{1}{2}$ per cent. The minimum wages are to be 10 per cent. above the standard rates; the scale has no maximum. As under the old scale, the ascertainment of prices are to take place every two months. This arrangement is to remain in force until terminated by three months' notice from either side. The wages paid at the commencement of the operation of this scale (in November and December, 1909) were 11 per cent. above standard; in January and February, 1910, wages were $10\frac{1}{2}$ per cent., in March and April, 1910, $13\frac{1}{2}$ per cent., in May and June $14\frac{1}{2}$ per cent., in July and August 13 per cent., and in September and October 14 per cent. above the standard.

The number of the workpeople whose wages are regulated under this scale is 500.

Midlands Iron and Steel Workers.

The wages of puddlers, mill and forgemen in this trade and district have for many years past been regulated by a sliding scale which is mutually agreed to by employers and employed, and under which the rate per ton to the workmen is made to bear a certain relation to the selling price of iron, which is ascertained at bi-monthly intervals by selected accountants. The wages of a large number of sheet millmen in Wales are also regulated by this scale.

It is only necessary here to explain the practical operation of the system, information as to the working of the Joint Committee and Wages Board being contained in other Reports of the Department.*

The rule fixing the wage rate per ton provides that "puddlers' wages shall be 2s. 3d. in excess of 1s. for each £1 sterling per ton in selling price, and the fractional parts shall be regulated thus :—

	s. d.		s. d.					Wages.		
	s.	d.	s.	d.	...	...	...	s.	d.	
" From over	2	6	to	5	0	...	...	...	0	3
"	5	0	"	7	6	...	...	...	0	3
"	7	6	"	10	0	...	...	...	0	6
"	10	0	"	12	6	...	...	...	0	6
"	12	6	"	15	0	...	...	...	0	9
"	15	0	"	17	6	...	...	...	0	9
"	17	6	"	20	0	...	...	...	1	0"

Millmen's and forgemen's wages are advanced or reduced in the following way :—

" For 1s. puddling	...	10 per cent.	millmen and forgemen.
" 9d.	"	7½	" "
" 6d.	"	5	" "
" 3d.	"	2½	" "

The tonnage rates given usually include payment not only for the puddlers, but also for their assistants or "underhands."

There appears to be a uniform practice throughout the district of paying puddlers' underhands an average wage of from 4s. to 4s. 6d. per "shift," one underhand to each furnace; but in the mills there is no such uniformity of numbers of underhands or wages, such depending upon the character of the mill.

* See Reports on Strikes and Lock-outs, 1891-1908; the rules of this Board are printed at pp. 161-166 of the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

The underhands' wages rise and fall in proportion to the changes in the wages of puddlers under the sliding scale.

The following statement received in 1894 from the Secretary of the Wages Board traces the history of the scale :—

“ A sliding scale has been employed from time to time for the regulation of wages in the Midland iron trade. It has been modified in various ways, such as alteration of the basis or of the premium. It has then been discontinued for a time and again revived, usually at the request of the president. Most of the presidents have urged the adoption of a sliding scale. In October, 1889, a new basis altogether was employed, based upon *all* classes of iron as rolled and delivered from the mills, with the exception of charcoal iron, cold rolled, or that which has been subject to any additional process, and steel sheets, scrap ends, and defective sheets.* This being a new departure, of which we had no experience, a leap in the dark was taken when the premium was fixed at 1s. 9d. per ton. It was soon found to be too high, giving a rate of wages in excess of the North of England. The question of premium was then suspended, although the accountants took out figures as usual, and for a time the guiding principle was to fix a rate for puddling, which should give the Midlands 6d. per ton above the North of England rate. In July, 1893, sufficient evidence of the effect of the new basis had been collected, and the scale was made self-acting, with a premium of 1s. 6d. per ton. The action of this scale runs side by side with that in the North of England with remarkable exactitude, although they are each upon a totally different basis, and it has been suggested that an amalgamation of the two scales should be made, and the basis price for each district should be the average of the two results.”

The sliding scale adopted in 1889 was, on February 4, 1905, terminated in consequence of a notice served on the operatives in September, 1904. After the termination of the 1889 scale, wages were paid according to the ascertainment made in connection with the scale in force in the North of England iron trade (*see post*, pp. 77-78), 6d. per ton more being paid for puddling than was paid in the North, until a new scale for the Midlands was adopted on June 14, 1906. By this new scale the premium rate was raised to 2s.*

On May 31, 1908, the Standing Committee of the Wages Board passed a resolution that the scale established and dated June 14, 1906, should be continued for a further period of two years from the ascertainment to be made for July and August, 1908, with an increased premium of 3d. per ton, making the premium 2s. 3d. per ton.

The selling price is ascertained every two months by a firm of accountants mutually agreed upon, and at these intervals the wage rate per ton is fixed for the following two months. Thus, as an example of how the system operates, the accountants,

* By the scale of 1906 the accountants are to receive instructions “to take out the weights and selling price of all classes of iron, as rolled and delivered from the mills, sold and marketed, but excluding any which has been used up in other departments, and all steel, for every two months, commencing with the months of March and April, 1906, as the first bi-monthly period. This ascertainment shall be considered as regulating iron-workers' wages for the months of June and July, 1906 . . . (by June and July is meant Monday, June 4th, to the first Saturday in August). The regulation of wages each two months shall extend to the first Saturday of the following months.”

at the time appointed, announce that they find that the net average price obtained during the bi-monthly period has been £5 19s. 4^{98d.} per ton. Then the wage rate works out thus:—

1s. per £ on £5 19s. 4d. as per scale, 6s. (since the fractional part 19s. 4d. being between 17s. 6d. and £1 gives 1s. wages under the scale), plus premium 2s. 3d. = 8s. 3d. per ton.

The variations of the rate per ton from the end of 1892 onwards have been as follows:—

Period during which the Wages paid in Col. 2 were paid. (1.)	Puddlers' Wages per ton. (2.)	Period during which the Wages stated in Col. 4 were paid. (3.)	Puddlers Wages per ton. (4.)
	<i>s. d.</i>		<i>s. d.</i>
Dec. 3, 1892, to April 3, 1893 ...	7 9	April 8 to June 1, 1901 ...	9 6
April 3 to Dec. 2, 1893... ..	7 6	June 3 to Oct. 5, 1901... ..	9 0
Dec. 2, 1893, to Feb. 3, 1894 ...	7 9	Oct. 7, 1901, to Oct. 4, 1902 ...	8 6
Feb. 5 to Dec. 1, 1894	7 6	Oct. 6, 1902, to April 2, 1904... ..	8 9
Dec. 1, 1894, to Dec. 5, 1896 ...	7 3	April 4, 1904, to Feb. 4, 1905	8 6*
Dec. 5, 1896, to Aug. 7, 1897 ...	7 6	Feb. 6 to April 1, 1905	8 3
Aug. 7 to Oct. 2, 1897	7 9	April 3, 1905, to Feb. 3, 1906	8 6
Oct. 2, 1897, to Aug. 6, 1898 ...	7 6	Feb. 5 to June 2, 1906	8 9
Aug. 8, 1898, to Feb. 4, 1899 ...	7 9	June 4 to Oct. 6, 1906... ..	9 0†
Feb. 6 to April 1, 1899	8 0	Oct. 8, 1906, to Feb. 2, 1907 ...	8 9
April 1 to Aug. 5, 1899	8 3	Feb. 4 to April 6, 1907	9 0
Aug. 7 to Oct. 7, 1899	8 6	April 8 to Aug. 3, 1907	9 3
Oct. 9 to Dec. 2, 1899	8 9	Aug. 5, 1907, to April 4, 1908	9 6
Dec. 4, 1899, to Feb. 3, 1900 ...	9 0	April 6 to June 6, 1908	9 3
Feb. 5 to April 7, 1900	9 9	June 8 to Aug. 1, 1908	9 0
Apr. 9 to June 2, 1900	10 3	Aug. 3 to Dec. 5‡, 1908	8 9
June 4 to Aug. 5, 1900	10 9	Dec. 7, 1908, onwards... ..	8 6
Aug. 6, 1900, to Feb. 2, 1901 ...	11 3		
Feb. 4 to April 6, 1901	10 6		

* Scale terminated.

† New scale.

‡ Premium raised as from October 5.

In October, 1895, the accountants would have given a reduction of 3d. per ton in puddlers' wages, but owing to the absence on business of leading members of the Board the rate of 7s. 3d. per ton was continued, and in the following quarter the rate was again continued, although the rate showed a reduction of 3d. per ton on the sliding scale. Again in December, 1896, there was a slight deficiency of 11d. per ton on selling price necessary to give an advance in wages, but wages were advanced to 7s. 6d. per ton. Similar concessions have been made occasionally since, a guiding principle established many years ago being that South Staffordshire puddling should always be 6d. per ton above the North of England rate, owing to the difference in the "extras" allowed for puddling in the two districts. The estimated number of iron and steel workers, mainly in the Midlands, but including some 1,600 puddlers, millmen, etc., in Wales, whose wages are now regulated by this scale, is about 21,600, exclusive of some 1,000 blastfurnacemen in South Staffordshire, whose wages, although they are not members of the Midlands Wages Board, are regulated on the same principles as, and advance or recede with, those of the iron and steel workers under the Midlands sliding scale.

"DAYMEN" IN WELSH SHEET MILLS.

It has been mentioned above that the workpeople whose wages are regulated under the Midlands sliding scale include a number of millmen and other workmen in Wales. The arrangements for the remuneration of these operatives cover both the pay of the men in charge of the sheet mills and also the wages of the subordinate workmen who are employed by these principal operatives. The former receive tonnage rates according to a schedule of prices for the different classes of work, agreed to between these operatives and their employers, and adopted by the Midlands Wages Board on July 16, 1891, these basis rates, however, being subject to the fluctuations taking place under the sliding scale. Out of the lump piece prices which they receive, these "tonnage men" remunerate their subordinates under the following "Scale of Wages and Bonuses," which was agreed upon between these operatives and their employers, and came into operation in 1903.

WAGES.

That the Standard Rates for Daymen's Wages connected with the Sheet Mills of the Welsh Committee shall be as follows:—

					<i>s.</i>	<i>d.</i>
Breaker-down	...	...	...	...	6	0 per shift.
Catcher	...	...	...	...	7	0 "
Scaler	...	...	...	...	3	0 "
Bar-drawer	...	...	...	...	6	0 "
Doubler	...	...	...	...	6	0 "
Holder-up (where employed)	...	...	...	...	6	0 "
Marker ( " " )	...	...	...	...	4	6 "
Scrap Lad	...	...	...	...	3	0 "

These datal rates to be paid at all Mills, irrespective of width of rolls.

BONUS.

The above rates shall be the Standard net rates up to and including an average earned amount of £4 per shift per Mill over the full pay. For every shilling above the £4 per shift per Mill (excluding roll turning money) one penny per shilling shall be added as bonus to the Standard day-rate of each dayman, except in the case of the Scaler and Scrap Lad, who shall receive one halfpenny per shilling. Fractions of a shilling shall not count for purposes of bonus. The Employers undertake to state on each pay-note the average amount earned per shift over the full pay, so that the amount of bonus to be paid shall be readily seen.

It is also agreed that should any tonnage man be found paying more than the rates hereby issued by the Committee, it shall be considered a violation of his contract and of the Committee's decision, for which he shall be discharged from his employment upon evidence of the same.

This agreement having been arrived at between the Representatives of the Associated Iron and Steel Workers and the Employers connected with the Welsh Committee, only such daymen as are, or agree to become members of, and subject to the Workmen's Association referred to, and the Welsh Committee of the Midland Iron and Steel Wages Board, shall be entitled to this bonus.

NOTE—A Supplementary Minute passed July 17th, 1903, fixed "Catchers'" Wages at 7*s.* 6*d.* per shift, and the "Bonus" to come into operation over an average of £4 6*s.* All other bonuses to operate from £4.

It will be seen that the remuneration of these "daymen" employed by the tonnage-paid operatives in charge of the sheet mills consists in part of a fixed time-wage and in part of a "bonus on output," the amount of which is fixed in proportion to the earnings of each mill (*i.e.* the lump sum paid for the output of the mill), in so far as such earnings may be in excess of certain specified amounts. What those earnings shall be in each case, necessarily depends in part upon the quantity of the output produced per shift, in part upon the basis piece rates for the particular kinds of sheets of which this output happens to be composed, and in part upon the relation between these piece prices and the current rates in accordance with the fluctuations for the time being of the Midlands sliding scale.

North of England Iron and Steel Workers.

Wages in iron and steel manufacture in the North of England have also, for a very long time past, been regulated on a principle very similar to that of the Midland Iron and Steel Wages Board. There is, however, no signed agreement setting out the scale, any information on the subject being contained in certain resolutions and minutes of the Board of Conciliation and Arbitration for the manufactured iron and steel trade of the North of England.*

The present scale, under which the wages of 3,000 workpeople (including 460 who are employed in works not affiliated to the North of England Board, but whose wages follow the fluctuations of this scale) are now regulated, dates from 1889. It is termed a scale "of 2s. above shillings for pounds." The meaning of this phrase will be clear after the explanations given with regard to the Midland scale. The tonnage rate of piece-wages for puddlers is 2s., together with 1s. for each pound in the average price per ton of the finished iron, as ascertained by the accountants. Thus, if the average price be £5 per ton, the tonnage rate for puddlers is 7s. For each 5s. variation in the average price per ton, puddlers' wages are advanced or reduced by 3d. per ton. The wages of all other forge and mill men are simultaneously advanced or reduced $2\frac{1}{2}$ per cent.

The average selling price of iron is ascertained by an eminent accountant every two months, by an examination of the books of the firms and companies belonging to or associated for this purpose with the Board.

It will be seen that (as in the case of the Midland iron and steel trade) the scale provides the means of calculating not only percentage changes of wages, but also the actual piece-rates payable to puddlers.

* The rules of this Board are printed at pp. 156-161 of *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

The variations in the rate per ton of puddlers' wages in the district covered by the North of England Board from July 1, 1889, have been as follows:—

Period.	Puddlers' Wages per ton.	Period.	Puddlers' Wages per ton.
	<i>s. d.</i>		<i>s. d.</i>
July 1 to Dec. 1, 1889	7 6	July 30 to Nov. 25, 1900 ...	10 0
Dec. 2, 1889, to Jan. 26, 1890...	7 9	Nov. 26, 1900, to March 31, 1901.	10 3
Jan. 27 to March 30, 1890 ...	8 0	April 1 to May 26, 1901 ...	9 6
March 31 to June 1, 1890 ...	8 6	May 27 to Sept. 29, 1901 ...	9 0
June 2 to July 27, 1890 ...	8 9	Sept. 30, 1901, to March 30, 1902.	8 6
July 28 to Sept. 28, 1890 ...	8 6	March 31, 1902, to March 27, 1904.	8 3
Sept. 29, 1890, to May 31, 1891	8 0	March 28, 1904, to Jan. 29, 1905	8 0
June 1 to Sept. 27, 1891 ...	7 9	Jan. 30 to March 26, 1905 ...	7 9
Sept. 28, 1891, to Sept. 25, 1892	7 6	March 27, 1905, to Jan. 28, 1906	8 0
Sept. 26, 1892, to March 26, 1893	7 3	Jan. 29 to May 27, 1906 ...	8 3
March 27 to July 30, 1893 ...	7 0	May 28 to Sept. 30, 1906 ...	8 6
July 31, 1893, to May 27, 1894	6 9	Oct. 1, 1906, to March 31, 1907	8 9
May 28, 1894, to Jan. 27, 1895	7 0	April 1 to July 28, 1907 ...	9 0
Jan. 28, 1895, to Nov. 29, 1896	6 9	July 29, 1907, to March 29, 1908	9 3
Nov. 30, 1896, to Jan. 31, 1898	7 0	March 30 to July 26, 1908 ...	9 0
Feb. 1 to March 27, 1898 ...	7 3	July 27 to Nov. 29, 1908 ...	8 9
March 28 to May 29, 1898 ...	7 0	Nov. 30, 1908, to Jan. 31, 1909	8 6
May 30, 1898, to Jan. 29, 1899	7 3	Feb. 1 to March 28, 1909 ...	8 9
Jan. 30 to March 26, 1899 ...	7 6	March 29 to Aug. 1, 1909 ...	8 6
March 27 to July 30, 1899 ...	7 9	Aug. 2, 1909, to Jan. 30, 1910...	8 3
July 31 to Oct. 1, 1899... ..	8 0	Jan. 31 to March, 27, 1910 ...	8 6
Oct. 2 to Nov. 26, 1899... ..	8 3	March 28 to Sept. 25, 1910 ...	8 3
Nov. 27, 1899, to Jan. 28, 1900	8 6	Sept. 26, 1910, onwards ...	8 6
Jan. 29 to April 1, 1900 ...	9 0		
April 2 to May 27, 1900 ...	9 3		
May 28 to July 29, 1900 ...	9 9		

Eston Steel Workers.

The iron and steel workers of this locality, which is the centre of the Cleveland trade, have for some years had their wages regulated by a sliding scale somewhat resembling in principle the South Wales scale (*see* next page), but presenting certain points of difference. The first scale in operation terminated in February, 1892, after having worked four and a half years. It was re-established, however, on August 1, 1894. Like the South Wales scale, it provides a minimum and a maximum figure, below or above which wages shall not fall or rise; this allows for a fluctuation of 20 per cent. An ascertained net selling price of £3 10s. per ton represents the basis in comparison with the minimum rate of wages. Changes over and above £3 10s. per ton give $\frac{1}{4}$ per cent. advance on wages for each 6*d.* advance in price of rails up to £4 10s. per ton. From £4 10s. to £5 per ton $\frac{1}{2}$ per cent. for each 6*d.* per ton in advance in rails is given. The same rule applies in reduction. In order to ascertain the selling price an accountant is elected by the firm and another by the workmen. These examine the books every two months, and declare the rates to be paid to workmen, but the prices realised are not published, and are known only to the representatives on each side. This scale regulates the wages of over 1,200 workmen in this locality.

The following table shows the percentage of wages above the standard of January, 1887, at the end of each of the under-mentioned years :—

Year.	Percentage above standard.	Year.	Percentage above standard.
1887	4½	1898	8¾
1888	2½	1899	19
1889	12½*	1900	20
1890	23½*	1901	20
1891	8	1902	20
1892	(5¼)†	1903	17
1893	(2¾)	1904	7
1894	Standard †	1905	17
1895	½	1906	20
1896	7¼	1907	20
1897	8	1908	20
		1909	14
		1910 (Sept. 30)...	20

* Including 4½ per cent. special advance.

† Sliding scale discontinued February, 1892, renewed August 1, 1894.

South Wales and Monmouthshire Blastfurnacemen and Iron and Steel Workers.

A new Sliding Scale for the regulation of the wages of blast furnacemen and iron and steel workers employed at the five works affiliated to the South Wales and Monmouthshire Iron and Steel Makers' Association was agreed to on September 1, 1895, and signed by representatives of the associated firms and of the workmen employed by these firms. It was drawn up by a Joint Committee of the signatories, on similar lines to the scale of 1890* (the first in use for workers in this trade in this district), the operations of which extended to one establishment in addition to those comprised in the 1895 agreement. The number of representatives on the Joint Committee, which had previously been limited to 12 (6 from each side), was, in consequence of the reduction in the number of firms taking part in the agreement, reduced to 10 (5 from each side), sanction being given for four additional representatives of the workmen to attend the meetings, though without power to vote.

In connection with both the 1890 and 1895 scales, a minimum and a maximum wage was fixed, below or beyond which wages could not extend. In the first scale wages were never to fall below the standard, *i.e.*, the rates paid in March, 1889, or to exceed 35 per cent. above this standard. The same conditions applied to the scale of 1895, except that the recognised standard wages were to be those paid in March, 1895.

* See Minutes of Evidence taken before Group "A" (Mining, Iron, Engineering, Hardware, Shipbuilding, and cognate trades) of the Royal Commission on Labour. (Vol. II.) C.—6795.—iv.

A comparison of the two agreements shows that one of the principal differences is in the selected classes of steel from which the average net selling price is calculated. Under the old scale the basis was the average net selling price of steel rails 40 lbs. per yard and upwards, and steel tin bars, but under the new one (see Clause 6 below), the price of steel rails 20 lbs. per yard and upwards, and steel tin bars, is taken as the basis. Another important difference is in the system on which the percentage additions to the standard wages are made. An addition of 1 per cent. was made to wages under the 1890 scale for each 1s., or fractional part thereof, by which the ascertained average net selling price was in excess of the standard price, viz., £4 5s., so long as this selling price should not exceed £5 11s. But for prices above £5 11s., the further addition was only $\frac{1}{2}$ per cent. of the standard wages for each 1s., or fractional part thereof, in excess of that amount. As will be seen, this principle is maintained in the new scale, except that it is more elastic, *i.e.*, advances and decreases of wages come into operation for each change of 6d. in selling prices.*

The terms of the agreement in force in this case are as follows:—

MEMORANDUM OF AGREEMENT made this 1st day of September, 1895, between the undersigned:—

[Here follow the names of employers and employed representing five works.]

1. The said parties hereto are herein-after styled the Joint Committee, and the said Committee shall be kept on foot by employers and workmen.
2. The Joint Committee shall have two secretaries, one appointed by the employers, and the other by the workmen.
3. The number of representatives forming the Joint Committee shall not exceed ten representatives, exclusive of the two secretaries, five representatives to act on behalf of the employers, and five on behalf of the workmen; but, in addition to the before-stated five representatives of the workmen, four other representatives may attend the meetings of the Joint Committee on behalf of the workmen, but shall have no voting power. In case of a representative ceasing to be employed at any of the above-named works, he shall no longer be a representative of the Joint Committee, and another representative shall be appointed from the works where such vacancy has occurred.
4. The Joint Committee agree that the following conditions shall regulate the rates of wages to be paid at the various iron and steel works, as and from the 1st day of September, 1895.
5. This agreement shall comprise, and apply to, the whole of the members of the said association.
6. The wages shall be regulated by a sliding scale, based upon the average net selling price of steel rails 20 lbs. per yard and upwards, and steel tin bars of all weights, as ascertained from time to time, and certified by the accountants.
7. That the basis on which wages are to be regulated shall be the combined average net selling price on trucks at the above-named works of steel rails weighing 20 lbs. per yard and upwards, and steel tin bars, invoiced during the three months of the audit.

* By an agreement between the parties made on September 25, 1909, which came into operation on January 1, 1910, still greater elasticity has been given to this scale, see note to Clause 8 on p. 81.

8. That the standard minimum rate of wages be those paid at the Monmouthshire and South Welsh Works in March, 1895; that no reduction of wages be made when the combined average net selling price of steel rails 20 lbs. per yard and upwards, and steel tin bars is £4 5s. per ton net on trucks at the above-mentioned makers' works, or below, and that the maximum rate of wages be paid when the combined average price of steel rails 20 lbs. per yard and upwards and steel tin bars is £6 10s. per ton net on trucks at the above-mentioned makers' works, and above, and that wages be advanced or reduced at the above-mentioned works when the combined average prices of rails and bars are from £4 5s. to £5 10s. per ton at the rate of *one-half of 1 per cent. for every sixpence*[†] advance or reduction in the combined average net selling price in trucks at the above-mentioned works, and when the combined average prices are from £5 10s. to £6 10s. per ton at the rate of one quarter of 1 per cent. for every sixpence advance or reduction, and that all customs in vogue at the above-mentioned works in March, 1895, remain in force.
9. Rates that have been specially altered, advanced, or reduced since March, 1895, are to remain in force during the existence of this Sliding Scale, but subject to variation under clause 13.
10. General advances and reductions of wages are to be based on the standard rate as provided for in these rules.
11. Rejected rails and rejected tin bars are to be excluded from the audit.
12. Where fishplates are included in an overhead price of rails, the actual weight of fishplates is to be deducted, and an allowance of £1 per ton of fishplates above the price of rails to be allowed in arriving at the average.
13. The wages shall be advanced or reduced at the end of each period of three months by additions or reductions in accordance with the following scale:—

When the Average Net Selling Price of Steel Rails 20 lbs. per Yard and upwards and Steel Tin Bars is		Wages to be at the following Percentage on the Standard.	When the Average Net Selling Price of Steel Rails 20 lbs. per Yard and upwards and Steel Tin Bars is		Wages to be at the following Percentage on the Standard.
£ s. d.†	£ s. d.		£ s. d.†	£ s. d.	
4 5 0	4 5 6	Standard	4 16 0	4 16 6	11
4 5 6	4 6 0	$\frac{1}{2}$	4 16 6	4 17 0	11 $\frac{1}{2}$
4 6 0	4 6 6	1	4 17 0	4 17 6	12
4 6 6	4 7 0	1 $\frac{1}{2}$	4 17 6	4 18 0	12 $\frac{1}{2}$
4 7 0	4 7 6	2	4 18 0	4 18 6	13
4 7 6	4 8 0	2 $\frac{1}{2}$	4 18 6	4 19 0	13 $\frac{1}{2}$
4 8 0	4 8 6	3	4 19 0	4 19 6	14
4 8 6	4 9 0	3 $\frac{1}{2}$	4 19 6	5 0 0	14 $\frac{1}{2}$
4 9 0	4 9 6	4	5 0 0	5 0 6	15
4 9 6	4 10 0	4 $\frac{1}{2}$	5 0 6	5 1 0	15 $\frac{1}{2}$
4 10 0	4 10 6	5	5 1 0	5 1 6	16
4 10 6	4 11 0	5 $\frac{1}{2}$	5 1 6	5 2 0	16 $\frac{1}{2}$
4 11 0	4 11 6	6	5 2 0	5 2 6	17
4 11 6	4 12 0	6 $\frac{1}{2}$	5 2 6	5 3 0	17 $\frac{1}{2}$
4 12 0	4 12 6	7	5 3 0	5 3 6	18
4 12 6	4 13 0	7 $\frac{1}{2}$	5 3 6	5 4 0	18 $\frac{1}{2}$
4 13 0	4 13 6	8	5 4 0	5 4 6	19
4 13 6	4 14 0	8 $\frac{1}{2}$	5 4 6	5 5 0	19 $\frac{1}{2}$
4 14 0	4 14 6	9	5 5 0	5 5 6	20
4 14 6	4 15 0	9 $\frac{1}{2}$	5 5 6	5 6 0	20 $\frac{1}{2}$
4 15 0	4 15 6	10	5 6 0	5 6 6	21
4 15 6	4 16 0	10 $\frac{1}{2}$	5 6 6	5 7 0	21 $\frac{1}{2}$

* Under the agreement mentioned above (*ante*, p. 80, note) the words in italics read (in the revised scale which is at present in operation) as follows:—"One-quarter of 1 per cent. for every threepence."

† With respect to the threepenny "jumps" at present in operation when prices are between £4 5s. and £5 10s., see Note * above.

When the Average Net Selling Price of Steel Rails 20 lbs. per Yard and upwards and Steel Tin Bars is			Wages to be at the following Percentage on the Standard.	When the Average Net Selling Price of Steel Rails 20 lbs. per Yard and upwards and Steel Tin Bars is			Wages to be at the following Percentage on the Standard.	
£	s.	d.*	£ s. d.	£	s.	d.	£ s. d.	
5	7	0	5 7 6	22	5	19 0	5 19 6	29 $\frac{1}{2}$
5	7	6	5 8 0	22 $\frac{1}{2}$	5	19 6	6 0 0	29 $\frac{3}{4}$
5	8	0	5 8 6	23	6	0 0	6 0 6	30
5	8	6	5 9 0	23 $\frac{1}{2}$	6	0 6	6 1 0	30 $\frac{1}{4}$
5	9	0	5 9 6	24	6	1 0	6 1 6	30 $\frac{1}{2}$
5	9	6	5 10 0	24 $\frac{1}{2}$	6	1 6	6 2 0	30 $\frac{3}{4}$
5	10	0	5 10 6	25	6	2 0	6 2 6	31
5	10	6	5 11 0	25 $\frac{1}{4}$	6	2 6	6 3 0	31 $\frac{1}{4}$
5	11	0	5 11 6	25 $\frac{1}{2}$	6	3 0	6 3 6	31 $\frac{1}{2}$
5	11	6	5 12 0	25 $\frac{3}{4}$	6	3 6	6 4 0	31 $\frac{3}{4}$
5	12	0	5 12 6	26	6	4 0	6 4 6	32
5	12	6	5 13 0	26 $\frac{1}{4}$	6	4 6	6 5 0	32 $\frac{1}{4}$
5	13	0	5 13 6	26 $\frac{1}{2}$	6	5 0	6 5 6	32 $\frac{1}{2}$
5	13	6	5 14 0	26 $\frac{3}{4}$	6	5 6	6 6 0	32 $\frac{3}{4}$
5	14	0	5 14 6	27	6	6 0	6 6 6	33
5	14	6	5 15 0	27 $\frac{1}{4}$	6	6 6	6 7 0	33 $\frac{1}{4}$
5	15	0	5 15 6	27 $\frac{1}{2}$	6	7 0	6 7 6	33 $\frac{1}{2}$
5	15	6	5 16 0	27 $\frac{3}{4}$	6	7 6	6 8 0	33 $\frac{3}{4}$
5	16	0	5 16 6	28	6	8 0	6 8 6	34
5	16	6	5 17 0	28 $\frac{1}{4}$	6	8 6	6 9 0	34 $\frac{1}{4}$
5	17	0	5 17 6	28 $\frac{1}{2}$	6	9 0	6 9 6	34 $\frac{1}{2}$
5	17	6	5 18 0	28 $\frac{3}{4}$	6	9 6	6 10 0	34 $\frac{3}{4}$
5	18	0	5 18 6	29	6	10 0		35
5	18	6	5 19 0	29 $\frac{1}{4}$				

14. Two accountants shall be appointed, one by the employers and the other by the workmen, to ascertain the net selling price of steel rails 20 lbs. per yard and upwards and steel tin bars in trucks at makers' works.
15. The first audit shall take place in December, 1895, for the months of September, October, and November preceding, and whatever alterations are shown in the combined average net selling price of steel rails 20 lbs. per yard and upwards and steel tin bars shall govern the rates of wages to be paid for the three months from the 1st January to the 31st March next.
- The three months ending the 30th of November shall govern wages from the 1st of January to the 31st of March.
- The three months ending 28th of February shall govern wages from the 1st of April to the 30th of June.
- The three months ending the 31st of May shall govern the wages from the 1st of July to the 30th September.
- The three months ending the 31st of August shall govern the wages from the 1st of October to the 31st December.
- In order to avoid a division of any one week, the accounts shall be made up to the Saturday nearest to the end of every period, that is, if the last day of the period be on Sunday, Monday, or Tuesday, the accounts shall be made up to the previous Saturday, and if the period end on Wednesday, Thursday, or Friday, the accounts shall be made up to the following Saturday.
16. The accountants shall give a certificate of the combined net average selling price for each of the above periods of three months, such certificates to be forwarded to the joint secretaries, under seal, and afterwards opened in the presence of the Joint Committee.

* $\frac{1}{2}$ See Note† on p. 81.

17. The Joint Committee shall decide upon questions arising out of an alleged infringement of this agreement, but no dispute shall be entertained or dealt with by the Joint Committee unless the employers and workmen have in each case endeavoured and failed to settle the same.
18. The undersigned, having this day been employed as workmen at the several works of the South Wales and Monmouthshire Iron and Steel Makers' Association, hereby authorise and require the employers to deduct from time to time, out of the wages earned by us while so employed, all payments or advances which shall from time to time be made by them for us upon our verbal or written request, in respect of medicine, medical attendance, or the contributions to any friendly or benefit society duly established, or for relief in sickness; and also the value of any fuel, tools, or implements supplied to us by them; and also the rent of any tenements occupied by us as tenants, and belonging to them, and other usual stoppages duly authorised.
19. This agreement and scale shall be in force for six months certain from the 1st September, 1895, and either side may give notice to terminate the same in any complete six months after the 1st of March, 1896. Such notice to be given on the 1st of March, 1896, or the 1st of September, 1896, or on the first day of any succeeding March or September.

The total number of the operatives (blastfurnacemen, iron and steel workers, and mechanics) whose wages are now regulated by this scale is about 6,250.

No changes occurred under the scale in 1895 or 1896, but in 1897 an advance of $2\frac{1}{2}$ per cent. took place. In 1898 again no changes took place, but since that year the following fluctuations in wages have taken place:—

Percentage increase (+) or decrease (—)

Date.	Change.	Date.	Change.	Date.	Change.
1899.	Per cent.	1903.	Per cent.	1907.	Per cent.
April ...	+ $2\frac{1}{2}$	January ...	— $\frac{1}{2}$	January ...	+ 4
July ...	+ $2\frac{1}{2}$	April ...	+ $3\frac{1}{2}$	April ...	+ 6
October ...	+ $2\frac{1}{2}$	July ...	— 4	July ...	+ 2
		October ...	— $2\frac{1}{2}$	October ...	+ $1\frac{3}{4}$
1900.		1904.		1908.	
January ...	+ 5	January ...	— 2	January ...	— 1
April ...	+ 10	April ...	— $1\frac{1}{2}$	April ...	— $6\frac{1}{4}$
July ...	+ $6\frac{3}{4}$	July ...	— 4	July ...	— 4
October ...	+ 3	October ...	— $\frac{1}{2}$	October ...	— 1
1901.		1905.		1909.	
April ...	— $4\frac{3}{4}$	January ...	— 2	January ...	— $5\frac{1}{2}$
July ...	— $10\frac{1}{2}$	October ...	+ $2\frac{1}{2}$	April ...	+ 1
October ...	— 7			July ...	— $\frac{1}{2}$
		1906.		October ...	+ $\frac{1}{2}$
1902.		January ...	+ $1\frac{1}{2}$		
July ...	+ $1\frac{1}{2}$	April ...	+ 2	1910.	
October ...	— $\frac{1}{2}$	July ...	+ $7\frac{1}{2}$	January ...	— $7\frac{1}{4}$
		October ...	+ $1\frac{1}{2}$	April ...	+ $3\frac{1}{4}$
				July ...	+ $3\frac{1}{4}$

Other Sliding Scales.

In addition to the sliding scales mentioned above, the wages of a large number of other workmen engaged in iron and steel manufacture in England and Scotland are regulated under similar arrangements; a list of these scales will be found in Appendix II., *post*, p. 429, 430.

Scottish Ironworkers.

In one of the cases just referred to (the Scottish Manufactured Iron Trade), a Conciliation and Arbitration Board is in operation, the rules of which will be found at pp. 169-174 of the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910. This Board regulates, not alone wages, but also other matters in regard to the relations between employers and work-people, and its Standing Committee* framed in April, 1899, a set of bye-laws intended to regulate the engagement by one firm of workmen previously in the service of another firm belonging to the Board, which (as altered in certain particulars by an amendment made in January, 1903) are in the following terms:—

1.—On and after 1st May, 1899, no employer under the Board shall engage any Operative Subscriber to the Board who has been in the employment of any other Member of the Board within the 14 days immediately preceding in the case of a regular Employee, or within 7 days in the case of a Bye-turnman,† unless such Operative shall at the time of such engagement deliver to such Employer a clearance line from his former Employer, or in the case of a Bye-turnman, a clearance line or permit in the terms hereinafter provided.

2.—Any Operative regularly employed in any Works shall be entitled to demand and receive from his Employer a clearance line so soon as his connection with the employment shall have legally terminated, either by expiry of the usual notice on either side, by mutual agreement, or by dismissal. Any Bye-turnman habitually employed at any Works shall be entitled to demand and receive from the employer a clearance line, on giving 7 days' notice in writing previous to any Saturday of his intention to apply for same. It shall, however, be in the option of the Employer to dispense with such notice.

3.—The clearance lines to be granted, as hereinbefore provided, shall be signed by the Employer or someone duly authorised to sign them on his behalf. They shall bear the name of the Works, and each line shall state the name of the Employee to whom it is granted, and the date on which he left the employment, but shall contain no further statement. In particular, it shall not state the character of the Employee, nor the reason of his leaving the employment.

4.—No employer shall withhold a clearance line on any ground whatever, except that the Operative demanding it is still legally in his employment; or in the case of a Bye-turnman habitually employed in his Works, on the ground that 7 days' notice, as hereinbefore provided, has not been given by such Bye-turnman of his intention to apply for it.

5.—In the event of an Operative (including a Bye-turnman who is habitually employed at any Works) applying for employment at the commencement of a shift, and of his services not being required for that particular shift, he shall be entitled to demand and to receive from the Employer a permit stating that the Operative therein named is at liberty to take temporary employment in any other Works. Each permit shall remain in force for the period therein specified, or until the Employer shall again

* This Committee is appointed at the Annual Meeting of the Board, at which "The employers shall nominate 12 of their number (not more than one from each firm) exclusive of the President (not more than six of whom shall be entitled to vote or take part in any discussion at any meeting of the Committee), and the operatives six of their number, exclusive of the Vice-President, six to form a quorum."

† A "Bye-turnman" is a workman who is not in regular employment, but frequents a Works in the expectation of being employed there temporarily, to take the place of any regular workman, who happens not to come to work.

require the services of the Operative, who shall keep his Employer informed where he is temporarily employed. Bye-turnmen habitually employed at any Works shall have a preference over those coming with permits.

6.—In the case of a permit, the Employer to whom the same is delivered shall only employ the Operative therein named for the shift or shifts to which the same is applicable, and such Employer shall have no power to grant a permit to such Operative.

7.—Any clearance lines or permits delivered to an Employer, on the engagement of an Operative, shall be retained by him.

8.—After an Employer has granted a clearance line, he shall not re-engage the Operative to whom the same is granted unless such Operative shall either return the clearance line, or deliver a clearance line from some other Employer.

9.—In the event of a clearance line being lost or accidentally destroyed, the Operative shall be entitled to receive a duplicate thereof from his last Employer who granted the same, but unless such Employer is satisfied that the Operative has not subsequently been in any other employment he shall delay issuing such a duplicate for such period as he may think fit, not exceeding 14 days after application has been made to him in the case of a regular Employee, and 7 days in the case of a Bye-turnman. The Operatives' Representative at the Works shall be entitled at all times to see an Operative's clearance line or permit.

The number of operatives affected by this agreement is about 3,000.

Scottish Steelworkers.

In another of the cases referred to (the Manufactured Steel Trade of the West of Scotland), the relations between the employers and important sections of their workpeople are governed by agreements, under which Boards of Conciliation and Arbitration have been established, one of which deals principally with the milling departments, in which 2,750 workpeople are employed, while the other operates in regard to the Steam, Electrical, and Hydraulic Service of the trade, in which 1,750 enginemen, &c., are employed. The rules of the former Board are set forth at pp. 175-180 of the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910; while those of the latter are, in the main, identical in character.

ENGINEERING.

General Agreement.

The most important among the various Collective Agreements in force in relation to the Engineering Trade is that which was entered into between representatives of the employers and employed on October 1, 1907, and to which the parties are the Engineering Employers' Federation, on the one hand, and the Amalgamated Society of Engineers, the Steam Engine Makers' Society, and the United Machine Workers' Association on the other. The National United Society of Smiths and Hammermen, the Society of Amalgamated Toolmakers, Engineers, and Machinists, the Scientific Instrument Makers' Trade Society,

and the United Kingdom Society of Amalgamated Smiths and Strikers have since become parties to the agreement.

This Agreement constituted a revision of an earlier agreement entered into on January 28, 1898, on the termination of a great dispute in the engineering trade. The terms of the earlier agreement will be found at pp. 151-155 of the *Tenth (1897) Report on Strikes and Lock-outs*; those of the revised agreement at present in force are as follows:—

The Federation on the one hand, and the Trade Unions on the other, being convinced that the interests of each will be best served, and the rights of each best maintained, by a mutual agreement, hereby, with a view to avoid friction and stoppage of work, agree as follows:

1.—GENERAL PRINCIPLES OF EMPLOYMENT.

The Federated Employers shall not interfere with the proper functions of the Trade Unions, and the Trade Unions shall not interfere with the Employers in the management of their business.

2.—EMPLOYMENT OF WORKMEN.

Every Employer may belong to the Federation, and every workman may belong to a Trade Union or not, as either of them may think fit.

Every Employer may employ any man, and every workman may take employment with any Employer, whether the workman or the Employer belong or not to a Trade Union or to the Federation respectively.

The Trade Unions recommend all their Members not to object to work with non-Union workmen, and the Federation recommend all their Members not to object to employ Union workmen on the ground that they are Members of a Trade Union.

No workman shall be required, as a condition of employment, to make a declaration as to whether he belongs to a Trade Union or not.

3.—PIECEWORK.

Employers and their workmen are entitled to work piecework provided:

- (a) The prices to be paid shall be fixed by mutual arrangement between the Employer and the workman or workmen who perform the work.
- (b) Each workman's day rate to be guaranteed irrespectively of his piecework earnings.
- (c) Overtime and nightshift allowances to be paid in addition to piecework prices, on the same conditions as already prevail in each workshop for timework.

All balances and wages to be paid through the Office.

4.—OVERTIME.

The Federation and the Trade Unions are agreed that systematic overtime is to be deprecated as a method of production, and that when overtime is necessary the following is mutually recommended as a basis, viz.:

That no Union workman shall be required to work more than 32 hours overtime in any four weeks after full shop hours have been worked, allowance being made for time lost through sickness, absence with leave, or enforced idleness.

In the following cases overtime is not to be restricted:

Breakdown work, repairs, replacements, or alterations for the Employers or their customers; trial trips and repairs to ships; urgency and emergency.

5.—RATING OF SKILLED WORKMEN

Employers have the right to employ workmen at rates of wages mutually satisfactory to the Employer and the workman, or workmen, concerned.

In fixing the rates of skilled workmen, the Employer shall have regard to the rates prevailing in the district for fully trained and skilled men.

Unions, while disclaiming any right to interfere with the wages of workmen other than their own members, have the right in their collective capacity to arrange the rate of wages at which their Members may accept work.

General alterations in the rates of wages in any district shall be negotiated between the Employers' Local Association and the Local Representatives of the Trade Union or Unions concerned.

6.—APPRENTICES.

There shall be no recognised proportion of apprentices to journeymen, but it shall be open to the Unions to bring forward for discussion the proportion of apprentices generally employed in the whole Federated area.

An apprentice shall be afforded facilities for acquiring a practical knowledge of the branch of trade he adopts, and shall be encouraged to obtain a theoretical knowledge thereof as far as circumstances permit.

7.—SELECTION, TRAINING, AND EMPLOYMENT OF OPERATIVES AND MANNING OF MACHINE TOOLS.

Employers have the right to select, train, and employ those whom they consider best adapted to the various operations carried on in their workshops, and to pay them according to their ability as workmen.

Employers, in view of the necessity of obtaining the most economical production, whether by skilled or unskilled workmen, have full discretion to appoint the men they consider suitable to work all their machine tools, and to determine the conditions under which they shall be worked.

The Federation recommend their members that, when they are carrying out changes in their workshops which will result in displacement of labour, consideration should be given to the case of the workmen who may be displaced, with a view, if possible, of retaining their services on the work affected, or finding other employment for them.

8.—PROVISIONS FOR AVOIDING DISPUTES.

With a view to avoid disputes, deputations of workmen shall be received by their employers, by appointment, for mutual discussion of any question in the settlement of which both parties are directly concerned; or it shall be competent for an official of the Trade Union to approach the Local Secretary of the Employers' Association with regard to any such question; or it shall be competent for either party to bring the question before a Local Conference to be held between the Local Association of Employers and the Local Representatives of the Trade Unions.

In the event of either party desiring to raise any question, a Local Conference for this purpose may be arranged by application to the Secretary of the Employers' Association, or of the Trade Union concerned, as the case may be.

Local Conferences shall be held within twelve working days from the receipt of the application by the Secretary of the Employers' Association, or of the Trade Union or Trade Unions concerned.

Failing settlement at a Local Conference of any question brought before it, it shall be competent for either party to refer the matter to the Executive Board of the Federation and the Central Authority of the Trade Union or Trade Unions concerned.

Central Conferences shall be held at the earliest date which can be conveniently arranged by the Secretaries of the Federation, and of the Trade Union or Trade Unions concerned.

There shall be no stoppage of work, either of a partial or of a general character, but work shall proceed under the current conditions until the procedure provided for above has been carried through.

9.—CONSTITUTION OF CONFERENCES.

An Organising Delegate of the Amalgamated Society of Engineers shall be recognised as a Local Official entitled to take part in any Local Conference, but only in his own division. In case of sickness, his place shall be taken by a substitute appointed by the Executive Council.

Any member of the Executive Council or the General Secretary of the Amalgamated Society of Engineers, may attend Local Conferences, provided that the member of the Executive Council shall attend only such Conferences as are held within the division represented by him.

A member of the Executive Council or the General Secretary of the Steam Engine Makers' Society, and of the United Machine Workers' Association respectively, may attend any Local Conference in which the Societies or either of them are directly concerned.

Central Conferences shall be composed of members of the Executive Board of the Federation, and members of the Central Authority of the Trade Union or Trade Unions concerned.

An Employer who refuses to employ Trade Unionists will not be eligible to sit in Conference.

The total number of the workpeople whose conditions of employment are regulated by the agreement just set forth is approximately, 100,000.* In addition, in a certain number of firms which are not members of the Engineering Employers' Federation, wages and other conditions of employment follow generally the lines laid down in this agreement.

Local Agreements.

Birmingham Engineers.

As an example of a collective agreement between employers and employed in the engineering trade in relation to a particular area may be quoted the "Working Conditions between Birmingham and District Engineering Trades Employers' Association and the Amalgamated Society of Engineers," which came into operation on January 1, 1904, and which directly affect about 5,000 workpeople. The terms of this agreement are as follows:—

WORKING CONDITIONS BETWEEN BIRMINGHAM AND DISTRICT ENGINEERING TRADES EMPLOYERS' ASSOCIATION AND THE AMALGAMATED SOCIETY OF ENGINEERS.

I.—That not more than 53 ordinary hours constitute a full week in the different engineering works or factories of Birmingham and district, and the wages for such ordinary hours worked shall be paid for in accordance with the class of work engaged upon, and any hours other than the said ordinary hours shall be paid for at rates laid down in Rule II.

OVERTIME.

II.—Payment for the first four hours immediately after the usual and recognised time of finishing the day's work be paid at the rate of time and a quarter on the ordinary time rate, but if required to work after the first four hours, such hours at all times be paid at the rate of time and a half on the ordinary time, except as otherwise determined in these rules.

* Under agreements made in September, 1906, between the Engineering Employers' Federation and the Electrical Trades Union, and in July, 1909, between the Federation and the National Society of Amalgamated Brass-workers and Metal Mechanics, arrangements are made for the settlement of disputes of the same nature generally as those contained in the part of the Agreement set forth in the text headed "Provisions for avoiding disputes." The number of the workpeople affected by the agreements with the Unions here referred to is, approximately, 7,000. In addition, there are a number of men employed by firms who are not members of the Federation whose wages and other conditions follow generally the terms of these agreements.

NIGHT SHIFTS.

III.—If weekly night shifts are required to be worked the payment shall be at the rate of time and a quarter for every hour worked, and no night shift to be recognised unless it be continued to make a complete change or shift of hands. When engaged on night shift, a night to mean ten working hours, and any hours worked in excess will be paid as overtime, and if working on Saturdays when engaged on the night turn such times must be considered as overtime.

OUT-WORKERS.

IV.—Members when out-working shall receive not less than 1s. per day extra, or for part of a day worked, if it includes a meal time; but if out-working after 12 o'clock midnight he shall be paid 2s. 6d. extra, but when out-working and unable to return home every evening he shall be paid 2s. 6d. per day (Sundays included).

If travelling on Sundays or after the usual time of leaving work shall receive payment as laid in these rules, and travelling expenses.

PIECE WORK.

V.—That in the event of our members being called upon to work piece work they may do so under the following conditions :—

That the time rate of wages be guaranteed.

That the price of each job shall be mutually arranged between the men and the firm before commencing such job.

That all men on any contract shall, in accordance with their time rate of wages, receive a proportionate share of the balance* after receiving their time rate of wages. All monies to be paid direct through the office. Each job or contract to stand exclusive.

HOLIDAYS.

VI.—At Easter there shall be one day, Whitsun one day, August Bank Holiday one day, and Christmas Holiday one day; but if any member be required to work on Sunday, Christmas Day, or any Bank Holiday double time be paid for all hours worked; but when required to work on the Employer's own plant on Sunday, Christmas Day or any Bank Holiday, such time worked be paid for at the rate of time and a half.

PATTERN MAKERS.

VII.—That in order to enable a pattern maker to immediately commence work on going to another situation, he must, previous to his discharge, receive not less than two hours' notice or pay in lieu thereof to admit of preparing tools.

Engineering Trades : Bury and District.

The following agreement was, in April, 1910, arrived at between the Engineering Employers and the Allied Engineering Trade Societies of Bury and District :—

1. There shall be no general reduction in wages for a period of four years from date of signing the agreement; nor any alteration in wages, nor in general conditions of wages (including piece-work earnings) for one year from date of signing the agreement.

2. If at the end of 12 months, or any subsequent period, the Board of Trade Returns in the general engineering trades of the country show a percentage of 7 per cent. or less unemployed, the employers agree to advance the members of the allied trades by the sum of 1s. per week in time rates, and of 2½ per cent. on piecework earnings.

3. These rates then to remain for the unexpired period of the four years as per this agreement.

* *I.e.*, the difference between the sum of the men's time-wages according to the time spent on the job and the contract (piece) price of the job.

West of Scotland Iron and Steel Dressers.

On the settlement of a dispute, which had taken place between the iron and steel dressers of the West of Scotland and their employers, a settlement was, on June 6, 1900, effected between the Associated Iron, Steel and Brass Dressers of Scotland, and the West of Scotland Iron and Steel Founders' Association, which, in addition to granting certain advances in wages, contained the following provisions with respect to payment for overtime, the working of piecework, and other matters:—

1. That overtime in all districts, including Glasgow, shall (subject to the declaration aftermentioned) be paid for at the rate of time and a quarter, but the overtime to be limited to twelve hours per man per week, except in cases of breakdown or other urgent circumstances; but Founders who are paying, or have agreed to pay, time and a half for overtime may continue to do so if they think proper.

2. That all Employers shall be entitled to employ Society or Non-society Dressers, and that the members of the Dressers' Society agree to work in harmony with Society or Non-society Dressers. The Employer in all cases to be the judge as to whether a man is a Dresser or not.

3. That three months' notice in writing be given on either side before any alteration is made in regard to wages or other conditions of labour.

4. That where piecework does not obtain at present, each individual Employer shall have the right forthwith to introduce piecework by mutual arrangement with his own Dressers.

5. That Dressers shall not interfere in any way whatever with the management of workshops, and that no combined action shall be taken on any shop question until the matter has been before the Executives of the respective Associations. The allocation of the work in each shop between the different classes of workmen shall rest entirely with each individual Employer.

6. That each individual Employer will be allowed to judge for himself whether or not he will pay Dressers overtime, when they have wrought more than the ordinary daily working hours of the shop, although the full week or fortnight, as the case may be, has not been wrought, provided that has arisen through no fault of their own.

The number of the workpeople affected by this agreement is about 1,100.

Ironfounders in Preston District: Number of Apprentices.

A local agreement made on April 21, 1898, between the Preston and District Engineers and Ironfounders Employers' Association and the Friendly Society of Ironfounders (Preston Branch) provides "that in future, the number of Apprentices in the Moulding Department shall be limited to one apprentice to every three moulders employed by each firm."

Card-setting Machine Tenters.

The agreement made on July 24, 1907, between the operatives engaged in setting the wires for use in carding cotton and wool and their employers, and subsequently revised in certain points on February 29, 1908, possesses certain features of interest. It provides, that men on piece-work may draw every week on account of their ultimate earnings a fixed advance ("sub.") of 40s. a week; and also that payment for overtime, which for

time-wage workers is to be at the rate of "time and a quarter" (25 per cent. above ordinary time-wages), shall in the case of piece-workers take the form of a special payment (in addition to their piece-wage earnings) of $2\frac{1}{2}d.$ per hour. Some 150 men at Cleckheaton, Halifax, Huddersfield, and Mirfield have their wages regulated under this agreement.

Carriage Straighteners.

These are a class of mechanics employed in connection with the Nottingham lace trade. The carriages, in which the bobbins are held in lace-making, become bent or twisted during the operation, and it is the duty of these mechanics to straighten them. The rate of payment is, as a rule, by the hundred. In the *Report on Standard Piece Rates* for 1900 (Cd. 144) the text was given of the list of prices arranged by the Trade Union and recognised (though not signed) by the employers which came into operation in January, 1897. This list was in April, 1902, and again in 1907 and 1908, amended in certain particulars,* the list at present in force (which is printed below) coming into operation on May 20, 1908.

LEVERS CARRIAGES.

5 inch and under, 9s. per hundred.

6d. per hundred extra for every $\frac{1}{4}$ inch over 5 inches.

2d. per hundred extra for every Carriage over 30 to 34 to the inch.

3d. per hundred extra for every Carriage over 34 to the inch.

MECHLIN CARRIAGES.

All Mechlin Carriages up to $4\frac{1}{2}$ inches, 30 to the inch, shall be 8s. per hundred; 6d. per $\frac{1}{4}$ inch after, and 2d. per Carriage after 30 to the inch.

CURTAIN CARRIAGES.

$5\frac{3}{4}$ inches and under, 7s. 6d. per hundred.

3d. per hundred extra for every $\frac{1}{4}$ inch over $5\frac{3}{4}$ inches.

21 to the inch and over to be Levers price.

ROLLING LOCKER CARRIAGES.

3 inches and under, 4s. 6d. per hundred.

3d. per hundred extra for every $\frac{1}{4}$ inch over 3 inches.

ROTARY CARRIAGES.

Double Locker, Single Locker, and Fan Tails, 3 inches and under, 4s. per hundred.

3d. per hundred extra for every $\frac{1}{4}$ inch over 3 inches.

13 points and over, 3d. extra, per point.

GROOVED MULE CARRIAGES.

$4\frac{1}{2}$ inches and under, 5s. per hundred.

3d. per hundred extra for every $\frac{1}{4}$ inch over $4\frac{1}{2}$ inches.

PUSHER CARRIAGES.

4s. 6d. per hundred.

All day work connected with Carriage Straightening shall be 1s. per hour.

The list affects 80 workpeople.

* The Amendments are shown in italics. As to Mechlin Carriages, "2d. per Carriage" read "2d. per Gauge" in the previous list.

SHIPBUILDING.

General Agreement.

The most important among the numerous collective agreements, which have been made between the employers and workpeople engaged in the shipbuilding industry, is the general agreement of 1908-9, which was arrived at under the following circumstances :—

On August 23, 1907, a provisional agreement was entered into by the Shipbuilding Employers' Federation and the United Society of Boiler Makers and Iron and Steel Ship Builders which provided *inter alia* that conferences between these two bodies should be held in order to arrive at a permanent agreement for ensuring that no extreme measures should be taken by either side without first having full discussion of the matter at issue.

Views were subsequently exchanged by the parties, but further proceedings were interrupted by the dispute involving shipwrights, joiners, &c., which broke out on the North-East coast on January 22, 1908, and eventually led to a lock-out at other centres early in May. This dispute was settled at the end of May through the mediation of the Board of Trade, and one of the terms of settlement was a provision that these trades also should confer with the employers with a view to setting up permanent machinery to avoid disputes. Accordingly a joint committee of representatives of the Employers' Federation and of the various Trade Unions concerned was appointed to draw up an agreement, and after many conferences their proposals were embodied in a Memorandum of Agreement, which was provisionally signed, on December 16, by the President of the Employers' Federation and by the workmen's representatives on the committee. This agreement was subject to a joint ballot of the members of the Trade Unions concerned, which was concluded by February 25, 1909, and which resulted in its acceptance. The agreement was accordingly signed on March 9, 1909, by representatives on behalf of the Shipbuilding Employers' Federation and of the following 17 Trade Unions:—United Society of Boiler Makers and Iron and Steel Ship Builders; National Amalgamated Society of Operative House and Ship Painters and Decorators; Amalgamated Union of Cabinet-makers; Amalgamated Society of Wood Cutting Machinists; Amalgamated Society of Carpenters and Joiners; Associated Carpenters' and Joiners' Society; General Union of Carpenters and Joiners; Amalgamated Society of Drillers and Hole Cutters; General Union of Braziers and Sheet Metal Workers; Associated Blacksmiths' Society; Combined Smiths of Great Britain and Ireland; Co-operative Smiths' Society; National Amalgamated Furnishing Trades Association; Scottish Amalgamated Society of House and Ship Painters; Scottish Saw Mill

Operatives' and Wood Cutting Machinists' Society ; Sheet Iron Workers', Light Platers' and Ship Range Makers' Society ; and the Shipconstructive and Shipwrights' Association. The agreement was also subsequently (on December 31, 1909) signed by the Hull and District Painters' and Decorators' Society. It will be observed that the labourers' societies are not included in the agreement. It is estimated that about 30,000 workpeople are directly affected by its terms.

The fundamental principle of the agreement is that there shall be no stoppage of work by either party until the machinery for conciliation provided by the agreement has been exhausted. Thus, in regard to questions of general fluctuations in wages, provision is made for holding conferences to discuss any application for an alteration in wages, and no change in wages can be made until at least two conferences have been held.

On questions other than general fluctuations in wages, including district changes in wages, elaborate machinery has been set up to avoid a stoppage of work. In the first instance, disputed matters are to be discussed between the employer and a deputation of the workpeople, with or without the Trade Union official ; failing a settlement, the question is then to be referred to a joint committee of three employers and three representatives of the Trade Union concerned, none of whom shall be directly connected with the yard where the dispute occurs. If this committee is unable to effect a settlement, the matter is to be brought before a conference of the local Employers' Association and the local representatives of the Trade Unions concerned, and if the matter is still unsettled, either party may refer it to a central conference between the executive board of the Employers' Federation and the representatives of the Trade Union concerned, both sides having plenary powers of settlement. Finally, in the event of failure to settle at a central conference, either party may refer the dispute to a grand conference to be held between the Employers' Federation and all the Trade Unions parties to the Agreement.

Local arrangements for piecework may continue or be established, and are to be subject to the arrangements referred to above, and the existing arrangements for the settlement of demarcation questions are also allowed to continue.

An important feature of the agreement is the provision that all changes in wages due to the general condition of the industry shall apply to all the trades comprised in the agreement, and to every federated firm at the same time and to the same extent. No step towards an alteration in wages can be taken until after the lapse of six months from the last general fluctuation. The amount of each general change in wages is fixed at 5 per cent. for pieceworkers, and 1s. per week, or $\frac{1}{4}d.$ per hour, for time-workers, according to method of payment.

The agreement is to continue in force for three years, and to be subject thereafter to six months' notice from either side.

The following is the text of the Agreement :—

The Federation and the Unions recognising that it is in the best interests of both Employers and Workmen that arrangements should be made whereby questions arising may be fully discussed and settled without stoppages of work hereby agree as follows :—

I.—GENERAL FLUCTUATIONS IN WAGES.

(1.) Changes in wages due to the general conditions of the Shipbuilding Industry shall be termed general fluctuations. Such general fluctuations in wages shall apply to all the trades comprised in this Agreement and in every Federated firm at the same time and to the same extent.

Differences in rates of wages in any trade in different districts can be dealt with as heretofore under clause II., section 3.

(2.) In the case of all such general fluctuations the following provisions and procedure shall apply, viz. :—

(a.) No step towards an alteration in wages can be taken until after the lapse of six calendar months from the date of the previous general fluctuation.

(b.) Before an application for an alteration can be made, there shall be a preliminary conference between the Federation and the Unions, in order to discuss the position generally. Such conference shall be held within 14 days of the request for same.

(c.) No application for an alteration shall be competent until the foregoing preliminary conference has been held, and no alteration shall take effect within six weeks of the date of the application.

(d.) The application for a proposed alteration shall be made as follows :—
The Federation to the Unions parties to this Agreement ; or
The said Unions to the Federation.

(e.) Within 14 days after the receipt of an application the parties shall meet in Conference.

(f.) The Conference may be adjourned by mutual agreement, such adjourned Conference to be held within 14 days thereafter.

(g.) Any general fluctuation in tradesmen's rates shall be of the following fixed amount, viz. :—

Piecework Rates ... 5 per cent. ; and

Time Rates... .. 1s. per week, or $\frac{1}{4}$ d. per hour where payment is made by the hour.

II. QUESTIONS OTHER THAN GENERAL FLUCTUATIONS IN WAGES.

(1.) When any question is raised by or on behalf of either an employer or employers, or of a workman or workmen, the following procedure shall be observed, viz. :—

(a.) A workman or deputation of workmen shall be received by their employers in the yard or at the place where a question has arisen, by appointment, for the mutual discussion of any question in the settlement of which both parties are directly concerned ; and failing arrangement, a further endeavour may, if desired, be then made to negotiate a settlement by a meeting between the Employer, with or without an Official of the Local Association, on the one hand, and the Official Delegate, or other Official of the workmen concerned, with or without the workman or workmen directly concerned, as deemed necessary.

(b.) Failing settlement the question shall be referred to a joint Committee consisting of three employers and three representatives of the Union or of each of the Unions directly concerned, none of whom shall be connected with the yard or dock where the dispute has arisen.

(c.) Failing settlement under Sub-section (b.), the question shall be brought before the Employers' Local Association and the responsible Local Representatives of the Union or Unions directly concerned in Local Conference.

(d.) Failing settlement at Local Conference, it shall be competent for either party to refer the question to a Central Conference to be held between the Executive Board of the Federation and representatives of the Union or Unions directly concerned, such representatives to have executive power.

(2.) If the question is in its nature a general one affecting more than one yard or dock, it shall be competent to raise it direct in Local Conference, or if it is general and affecting the Federated Firms or Workmen in more than one district, it shall be competent to raise it direct in Central Conference without in either case going through the prior procedure above provided for.

(3.) The questions hereby covered shall extend to all questions relating to Wages, including District alterations in wages and other matters in the Shipbuilding and Shiprepairing trade, which may give rise to disputes.

III.—GRAND CONFERENCE.

In the event of failure to settle any question in Central Conference under Clause II., Section 1, Sub-section (d.), either party desirous to have such question further considered, shall, prior to any stoppage of work, refer same for final settlement to a Grand Conference to be held between the Federation and all the Unions parties to this Agreement.

A Conference may by mutual agreement be adjourned.

On any occasion when a settlement has not been reached, the Conference must be adjourned to a date not earlier than 14 days nor later than one month from the date of such Conference.

IV.—PIECEWORK QUESTIONS.—SETTLEMENT OF.

Local arrangements for dealing with questions arising out of Piece Price Lists, or in connection with Piece Prices or Piecework, may continue, or be established, with the following further provisions, viz. :—

Failing settlement of any such question under the arrangements already existing, or to be established, same shall be referred to a Joint Committee in accordance with Clause II., Section 1, Sub-section (b.), and, if need be, the further procedure under same Clause, Section 1, Sub-sections (c.) and (d.), and Clause III.

NOTE.—In districts where there is a Standing Committee, the question instead of being referred to sub-section (b.) will be dealt with under sub-section (c.), and, if need be, the further procedure named.

The settlement shall be retrospective.

Any claim for alteration of price must be made before the commencement of the job.

The price to be paid during the time the question is under discussion shall, failing agreement between the employer and workman or workmen concerned, be fixed in the following manner, viz. :—

Two or three employers not connected with the Yard where the question has arisen shall give a temporary decision as to the price to be paid, but said decision shall be without prejudice to either party, and shall not be adduced in evidence in the ultimate settlement of the question.

V.—DEMARCATON QUESTIONS.

The existing local arrangements for the settlement of questions with respect to the demarcation of work shall continue meantime.

VI.—GENERAL PROVISIONS.

At all Meetings and Conferences the representatives of both sides shall have full powers to settle, but it shall be in their discretion whether or not they conclude a settlement.

In the event of any stoppage of work occurring in any Federated Yard or Federated District either in contravention of the foregoing or after the procedure laid down has been exhausted, entire freedom of action is hereby reserved to the Federation, and any Federated Association, and to the Unions concerned, notwithstanding the provisions of this Agreement. The suspension of the Agreement shall be limited to such particular stoppage, and the Agreement in all other respects shall continue in force.

Pending settlement of any question other than questions of Wages, Hours and Piece Prices (the last-named of which is provided for above), two or three Employers not connected with the Yard where the question has arisen shall give a temporary decision, but such decision shall be without prejudice to either party, and shall not be adduced in evidence in the ultimate settlement of the question.

The expression "Employer" throughout this Agreement shall include an Employer's accredited representative.

Until the whole procedure of this Agreement applying to the question at issue has been carried through there shall be no stoppage or interruption of work either of a partial or of a general character.

VII.—DURATION OF AGREEMENT.

This Agreement shall continue in force for three years, and shall thereafter be subject to six months' notice in writing on either side, said notice not to competent until the three years have elapsed.

The area covered by this agreement includes the Clyde, Tyne, Wear, Tees and Hartlepool, Barrow, Birkenhead, Aberdeen, Dundee, the East of Scotland, and Hull Districts.

PIECEWORK.

It will be observed that this agreement provides, that questions arising out of piece price lists, or in connection with piece prices or piecework, may, in the first instance (*i.e.*, until it shall have been found impossible to effect a settlement of such questions in this manner) be dealt with under local arrangements. Of such local arrangements there exist in the shipbuilding industry a great number; for, while in this industry a very considerable proportion of the work is paid for under one form or another of piece wages, nothing in the nature of a general list of piece prices applicable to the country as a whole exists.

With respect to the different forms of piecework to which the lists in operation in the shipbuilding industry relate, it should be observed that work paid for as piece-work may be done "single-handed" (each job being done by one workman working by himself, and receiving the piece-price of the job), or as group piecework (the work being carried out by a number of men working together). The remuneration of workmen engaged on group piece-work takes a variety of forms. In some cases all the workmen engaged on a job share between them in specified proportions the "lump" piece-price paid for the job. In other cases the remuneration of the leading member or members, but not of the subordinate members of the group, takes the form of a piece-rate; in these cases the subordinate workers are paid time-wages, and the amount payable to the leading man or men is whatever sum remains after deducting from the lump piece-price of the job the sum of the time-wages due to the helpers. In such cases it is common to find the rate of time wages received by these helpers higher than that paid to men of a similar class either working single-handed or assisting leading men employed on time-wages. The reason is, that men assisting a piece-worker are expected to work under greater pressure than exists in the case of ordinary time-wage work. It should also

be remarked that, while in some cases the leading man of a group is an independent sub-contractor, engaging and paying his own subordinates, in other cases (the number of which tends to increase) both the leading man and his helpers are paid directly through the office of the firm for whom the work is done.

Notwithstanding, however, the general prevalence of the piece-work system (in one or other of its forms) in the ship-building industry, such lists of prices as exist are purely local, and no attempt that has ever been made to establish uniform standard lists has met with success. Indeed, the nature of the conditions under which shipbuilding is carried on is such that such a list could not easily be arranged. Some sections of the work may be done in much the same way in whatever locality it may be carried on, but as regards other sections the facilities of production vary to so great an extent in different yards and localities that no common list of prices can be framed. Therefore many of the lists in existence for regulating payment in these trades are local in character, or may even apply only to single establishments. There is, nevertheless (notwithstanding differences of technical nomenclature), a strong general resemblance in the price lists for the various sections in all districts. In fact, some of the lists apply either to more than one district or to a very large district, as, for example, the Clyde Rivetters' List, which applies also to the Leith and Edinburgh District, and the Tyne and Wear Rivetters' List, which applies to shipbuilding on both these rivers. Rivetting is an operation which is just the same in one place as in another; hence the possibility of a common list; but in respect to the construction and plating of vessels local conditions are dissimilar, and there are no such common price lists for platers.

Shipyard Rivetters.

In order to illustrate the principle on which lists of prices for rivetting applicable to a whole district under mutual agreement between associations of employers and workmen are framed, extracts from the list in operation for the Clyde district, which, as above mentioned, applies also to the Leith and Edinburgh District, and which is typical of those in operation in other localities, will now be given. On the face of the list it would appear as though the only two elements upon which it is based are number and diameter of rivets. It is, however, apparent that in some form or other the length of the rivets and the difficulty of placing and working them must also be factors in fixing the price per 100. Hence lists are necessary, which specify not only the diameter of the rivets but also the parts of the ship in which the rivetting is to be done, the nature of the work in some cases being illustrated by diagram. The list provides the price per 100 for rivets from $\frac{5}{8}$ in. diameter rising

by eighths to $1\frac{1}{8}$ ins., but the sizes most commonly in use are $\frac{3}{4}$, $\frac{7}{8}$, and 1 in., other sizes being paid at proportionate rates. Rivetters work in squads consisting of two rivetters (or if the hydraulic machine is used one rivetter on light work and two on heavy work), one holder-up, and one rivet heater. The total sum, which represents the aggregate earnings of the squad, is divided in fixed proportions, based on the standard time rates of wages at which each of the members of this group is rated, although in most cases the rivet-heater is paid a fixed weekly wage. In the case of the Clyde list this proportion is fixed for the men only at 1s. to the rivetters and 9d. to the holder up, while the rivet heater receives a weekly wage. This list was drawn up and agreed to in 1898 between representatives of the Employers' Association and of the Boilermakers' and Iron Shipbuilders' Society. The great bulk of the rates were mutually arranged, but some, about which the Joint Committee were unable to agree, were fixed by arbitration. It was agreed that the new list should come into force on August 26, but the men refused to accept it, and, to the number of 1,500, came out on strike. The Society, however, refused to endorse the action of the men, who returned to work under the list in a fortnight. Subsequently, however, the list was revised, and the amended list came into operation as from December 1, 1898. On April 12, 1901, an agreement was come to between the Employers' Association and the Trade Union, by which the 1898 list was amended in certain particulars; and on August 27, 1906, certain further amendments were similarly agreed to.

In connection with the working of these wages arrangements it is to be remarked that questions of the correct interpretation of the Clyde list, and also applications for amendments or variation in regard to matters of detail, which from time to time arise, are dealt with by the Joint Committee. The nature of the decisions, which have been arrived at in relation to these matters, is shown by the notes (on the items here printed) given at the foot of the pages which follow.

The following are selections from important sections of the list, and show the rates per 100 rivets for:—

No.	Description of Work.	$\frac{3}{8}$ -in.	$\frac{1}{2}$ -in.	$\frac{7}{8}$ -in.	1-in.	$1\frac{1}{8}$ -in.
1	Beams on Ground	s. d. 5 3	s. d. 6 3	s. d. 7 4	s. d.	s. d.
2	Bulb Angle and Angle Beam Knees, Welded Ends on every Frame.	12 0	14 0	15 6	17 6	
2a	Plate Knees rivetted to Beam and every Frame, 6d. per hundred less than list, Item 2.					
3	Bulb Angle and Angle Beam Knees, Welded Ends on every alternate Frame.	14 9	17 6	19 0	21 0	
3a	Plate knees rivetted to Beam and every alternate Frame, 6d. per hundred less than list, Item 3.					
4	Beam Splices and Lugbits		18 6	18 6		
5	Beam Splices and Lugbits, Vessels Afloat, done alone.		25 0	25 0		

No.	Description of Work.	$\frac{5}{8}$ -in.	$\frac{3}{4}$ -in.	$\frac{7}{8}$ -in.	1-in.	$1\frac{1}{8}$ -in.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
6	Beam Knee Rivets, Beam Splices, and Lugbits, if set up, 2s. per hundred extra.					
7	Beam Knees and Brackets in Deckhouses and Casings.	10 0	10 0			
8	Beams, Box or H (staging hung by Builders) ..	11 6	12 6	14 0		
9	Beams, Carlin Ends, and Lugbits, done alone ..	18 6	18 6	18 6		
10	Boats' Beams, composed of two angles, flush both sides.		16 8			
	Do., composed of Tee bars		20 0			
11	Bracket Knees for Hold Stringers	11 0	13 0	14 3		
12	Bulkhead Body Amidship, Snap or Countersunk. This item applies to longitudinal as well as transverse bulkheads in Bulk Oil carrying steamers, plus 10 per cent. for oil tight work.	7 0	8 6	10 0		
13	Bulkhead Body, hammered	7 10	9 6	11 0		
14	Angle or T Stiffeners, when on Seams, 3-Ply, 2s. per hundred extra.					
	Bulkhead Closing Plate	16 8	16 8	16 8	16 8	
15 & 16	Bulkhead Plate Collar round Shaft, After Peak, and/or Thrust Recess End.	25 0	25 0	25 0	25 0	
17	Bulkhead Passage, E. and B. Room	7 0	8 6	10 0		
18	Bulkhead Frame Ring	9 6	11 0	13 0		
19	Countersunk Heads rolled up, 2s. 6d. per hundred extra.					
	Bulkhead Beam Bar, Double	9 6	11 0	13 0		
20	Bulkhead Beam Bar and Frame Ring, when Single, 6d. per hundred less.					
	Items 18, 19, and 20. If heads rolled up, 2s. 6d. per 100 extra to be paid.					
21	Bulkhead Deck Foundation Angles through Deck (when done with Deck):—					
	2-Ply	6 0	7 0	8 0		
	3-Ply	7 1	8 2	9 1		
	4-Ply	8 3	9 3	10 2		
22	Bulkhead Deck Foundation Angles through Deck (when done alone), 2, 3, and 4-Ply.	13 0	14 0	16 8		
23	Bulkhead Deck Foundation Angles, Vertical Flange, 3-Ply (Countersunk Heads not rolled up).	13 0	14 0	16 8		
	NOTE.—Deck Angles, Vertical Flange, 2-Ply, to be ruled by price paid for Bulkhead Body, Casings, or Deckhouse, as the case may be.					
23a	Do., if Heads rolled up, 2s. 6d. per hundred extra					
24	Bulkhead Bracket Knees, Rivets through Stiffeners, clear of Tank.	16 8	16 8	16 8		
25	Bulb Plates Rivetted to Bulkhead Stiffeners, if done alone.	13 3	14 3	16 4		
	This item also applies to Transverse Stiffeners on Bulkhead composed of Plate and Bulb Angle (if done alone).					
26	Bulb Plates Rivetted to Bulkhead Stiffeners, if done with Bulkhead, Bulkhead price.					
27	Bulkhead Bracket Knees, Rivets through Ballast Tank Top (Heads rolled up).	25 0	25 0	25 0	25 0	
28	Bulkhead Poop, Bridge and Forecastle Fronts	6 10	7 10	8 10		
29	Bulkhead Fore and After Peak Tanks (all over) (1).	12 6	14 0	16 0		
	If hammered up both sides, 2s. 6d. per hundred extra.					
	NOTE.—(a) Rates not to include so-called Packing Stopper Rivets.					
	If packed 1s. 6d. extra on all sizes.					
	Where Bars have to be moved to get these Rivets in owing to bad work on Platers' part, Riveters to be paid extra for this.					
	(b) After Peak extends to bulkhead, which runs up to main deck.					

(1) Decided that "After Peak" extends to Bulkhead, which runs up to main deck; list altered accordingly.

No.	Description of Work.	$\frac{5}{8}$ -in.	$\frac{3}{4}$ -in.	$\frac{7}{8}$ -in.	1-in.	$1\frac{1}{2}$ -in.
30	Bulkhead in Water-Ballast Hold Tank (to height of Tank).	<i>s. d.</i> 9 6	<i>s. d.</i> 10 6	<i>s. d.</i> 12 0	<i>s. d.</i> If hammered up both sides 2s. 6d. per hundred extra.	<i>s. d.</i>
31	Bulkhead Longitudinal in Hold Tank to Tank Top.	9 6	10 6	12 0		
32	Bulkhead Longitudinal from Tank Top to Main Deck (if wide pitched).	10 0	11 0	12 6		
33	Bulkhead Longitudinal from Tank Top to Main Deck (if at ordinary Bulkhead pitch).	9 0	10 0	11 6		
34	Bulkhead Angle Iron Collars (Heads set up) .. NOTE.—Rivets to be hammered by Rivetters on both sides, bevelled hammers to be used.	33 4	33 4	33 4		
35	Bulkhead Angle Collars at end of Ballast Tank (Heads set up) (2). NOTE.—Rivets to be hammered by Rivetters on both sides, bevelled hammers to be used.	33 4	33 4	33 4		
36	Bulkhead Plate Iron Collars and Angle Iron Collars on Stringer Plates (Heads set up). NOTE.—Rivets to be hammered by Rivetters on both sides, bevelled hammers to be used.	25 0	25 0	25 0		
37	Bulkhead Watertight Hinged Doors, flush (done in shed).	10 6	11 6	13 0		
38	Bulkhead Watertight Door Hinges, done alone, 25s. per hundred.					
39	Bulkhead Watertight Door Frames, done alone (Heads rolled up).	13 4	14 5	16 1		
51	Ballast Tank, Wells (double bar), if done in place, Heads rolled up.	16 4	17 2	18 3		
52	Ballast Tank, Wells (single bar), if done in place, Heads rolled up.	13 10	14 7	15 9		
53	Ballast Tank, Margin Plate Bar and Lugs (when frame legs are down), Heads rolled up, or Common Heads. (Heads pared and set up, 2s. 6d. per 100 extra) (3). NOTE.—Where double lugs form three ply through tank side, 2s. 6d. per 100 extra on List rate should be paid for each size.	11 0	12 0	13 0		
53a	Ballast Tank Margin Plate Bars and Lugs—when Margin Plate is flanged on both sides—for Butts and Odd Lugs.		16 8			
54	Ballast Tank, Margin Plate Lugs (when frame legs are up, or when knocked down between Floors) Heads rolled up. NOTE.—This item includes rivetting of margin plate angle bar, after frame legs are up, or Common Heads.	15 6	18 6	20 10		
55	Ballast Tank, Margin Plate Bar and Lugs (when shell is plated), Heads rolled up.	20 10	20 10	20 10		

(2) Decided that a Bulkhead Angle Collar at end of Ballast Tank, a small bar rivetted to Tank Margin Plate and through Bulkhead at the termination of the Ballast Tank was to be paid for at the rate here specified.

(3) Decided that as to Margin Plate Bar the rates here specified should apply to angle bar after frame legs are up; and that where Double Lugs form 3-Ply through Tank side, 2s. 6d. per 100 extra on List rate should be paid for each size.

NOTES.

- Slips put in by Builders, on time or piece at Builders' option, and are to be put in before men start on berth.
- Rivetters' Time Wages, 7d. per hour.
- Holder-up do., 5½d. do.
- Rivetters at Old Work, 8d. do.
- Holder-up do. 6d. do.
- Repairs at Old Work on Slip or Dock 30 per cent. over piecework rates—this to apply to rivetting old material or new material to old (*e.g.*, all repair work of damage by action of sea, collision, stranding, &c.).

Where new material only is being rivetted extra is to be 10 per cent. (this applies to all lengthening jobs or extensions, such as joining poop to bridge, or bridge to fore-castle, including new decks, &c., but does not apply to odd plates).

- For work not mentioned in foregoing list, if the men push on in a fair and reasonable manner, 8s. per day will be allowed to Rivetters; Holders-up, 6s. per day. 6s. allowed per squad shifting from new work to Slip or Dock on piecework.
7. For all Oil Tight Work in way of Oil Compartments in Oil Carrying Steamers, 10 per cent. over foregoing list. All other parts of these vessels to be done at the List rates.
 8. Steel Rivets 5 per cent. extra on all sizes.
 - 8A. Galvanized Plates—hot rivets only, 10 per cent. extra. This extra does not apply to Galvanized Stanchion Soles, Eye Plates, Stay Plates, and other galvanized work.
 9. Holders-up inside Cellular Tanks, 1s. per day allowed when Shell is on and the tank is closed.
 10. Overtime to be paid at 50 per cent. on time rates. Each day to stand for itself.
 11. Any obstruction or job not priced, to be mutually arranged between the employer and the men who are doing or to do the work.
 12. Rivets of intermediate diameters to be paid for at proportionate rates. A claim to be paid $1\frac{1}{8}$ in. price when $1\frac{1}{8}$ -in. rivets have to fill holes $1\frac{1}{8}$ in. in diameter was disallowed.
 13. Channel Frames in connection with Shell, 3s. 6d. per hundred extra, through Channel only, of 12 in. and under, in width of Channel. In Flanged Floors of 12 in. and under, when the disposition of the flanges makes the floor virtually a Channel, the extra is due. Where Double Reverse Bars fitted on alternate frames from keel to gunwale, the extra is due.
 14. Channel Beams in connection with Decks, 1s. per hundred, through Channel only, and of 12 in. and under, in width of Channel.
 15. Allowances or extras not to be subject to advances or reductions of wages, but are to be paid net.

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- N.B.*—1. Each strake in each berth is to be paid for according to thickness of plate and size of Rivets as provided for in List. The thickness of the plate on which the rivet is knocked down to regulate the price.
- „ —2. There are cases where the heads must of necessity be rolled up, and the prices in the List cover this; but when men are asked to “roll heads up,” where not usual, or specified, 2s. 6d. per hundred extra to be paid.

No alteration in or variation from this list to be made by either side without one month's notice, and no other prices shall be paid or received for the work detailed in the List without the sanction of the Rates Committees on both sides.

REDUCTIONS AND ADVANCES SHOWING PERCENTAGES OFF AND ON THE PRICES IN RIVETTERS' LIST.

ADVANCES.

1 July, 1898.—

$2\frac{1}{2}$ per cent. on piece rates.
 $\frac{1}{4}$ d. per hour, or 1s. per week, on time rates.

26 August, 1898.—

$2\frac{1}{2}$ per cent. on piece rates = 5 per cent. on List.
 $\frac{1}{4}$ d. per hour, or 1s. per week, on time rates = $\frac{1}{2}$ d. per hour on rates specified above.

The alterations in the prices in the List, extracts from which have been given above, subsequent to 1898, have been as follows :—

16 February, 1903.—Decrease of 5 per cent. off piece rates.

26 February, 1904.—Decrease of 5 per cent. off piece rates.

22 January, 1908.—Decrease of 5 per cent. off piece rates.

This List regulates the wages of about 3,000 workpeople (including Edinburgh and Leith).

It should be remarked that the List set forth above relates to ordinary hand rivetting ; where the work is done with pneumatic tools, lower rates prevail, the prices being fixed separately in each yard ; the prices for work done with the machine are so fixed as to enable the workmen to earn on the average the same amount per day as they would if employed on hand-work.

Caulking and Cutting.

For the purposes of illustrating the manner in which payment for this kind of work is arranged between employers and employed, a list of caulking and cutting prices agreed to in August, 1897, between a shipbuilding firm in the Belfast district and the Iron Shipbuilders' and Boilermakers' Society, will be used. In caulking, which is an operation necessary to close tightly the joints of plates and other parts of a ship, and in cutting edges, "straightaway work," such as shell or deck joints or seams and some parts of tanks, the list fixes payment by the yard, whereas in respect to work of irregular shape, or not easily measured, payment is fixed for the specified piece of work, or by special agreement. The list fixes the rate for iron only, and steel is paid for at a certain percentage higher (generally 5 per cent.).

The following extracts are from the list referred to :—

- Bulkhead Passage Holes, Punchmarks cleaned off, cleaning scale.
- „ and Bunkers, Plates and Bars caulked, $2\frac{1}{2}d.$ per yard.
- „ Foundation Bars on Cellular Bottom, Tank Top Flange Caulked, $3\frac{1}{4}d.$ per yard.
- „ Foundation Bars on Cellular Bottom, Bulkhead Top Flange Caulked, $3\frac{3}{4}d.$ per yard.
- „ Foundation Bars on Cellular Bottom, Butts Caulked, $3d.$ each.
- „ Frame, Hold, and 'Tween Decks, Bulkhead Flange, Caulked, $2\frac{1}{2}d.$ per yard.
- „ Frame, Hold, and 'Tween Decks, Shell Flange, Caulked, $5\frac{1}{2}d.$ per yard.
- „ Frame, Hold, and 'Tween Decks, Butts, Shell Flange, Caulked, $3\frac{1}{2}d.$ each.
- „ Frame, Hold, and 'Tween Decks, Butts, Bulkhead Flange, Caulked, $2\frac{1}{2}d.$ each.

Bulkheads forming Peak and Deep Tanks (pressed 8 ft. head and over) Plates and Bars Caulked, $3d.$ per yard.

Bulkhead Shell Liner Plates, Butts way of Deep Tanks, Wedged, Caulked, and Finished, $2\frac{1}{2}d.$ per butt.

Cutting Table, Straight Solid Cutting—

Thickness of Material ...	$\frac{1}{16} \frac{3}{16}$	$\frac{1}{8} \frac{5}{16}$	$\frac{1}{4} \frac{7}{16}$	$\frac{3}{8} \frac{9}{16}$	$\frac{1}{2} \frac{11}{16}$	$\frac{5}{8} \frac{13}{16}$	$\frac{3}{4} \frac{15}{16}$
Price per Foot ...	3½d.	4½d.	5d.	5¾d.	7d.	8½d.	9½d.
Thickness of Material ...	$\frac{1}{8} \frac{1}{8}$	$\frac{1}{4} \frac{1}{4}$	$\frac{3}{8} \frac{1}{2}$	$\frac{1}{2} \frac{1}{2}$	$\frac{3}{4} \frac{1}{2}$	$\frac{1}{2} \frac{1}{2}$	$\frac{1}{2} \frac{1}{2}$
Price per Foot ...	10½d.	11½d.	1s. 1d.	1s. 2d.	1s. 3d.	1s. 4½d.	1s. 6d.

Over 1 inch to rise in proportion.

Decks and Deck Bars caulked, 2½d per yard.

Decks, edge and edge, caulked, 5d. per yard.

Decks, Butts chipped, cleaning scale.

Decks, Scarphs cut, 1d. per inch.

Unusual obstructions and new items of work not mentioned in list are to be settled by agreement with foreman, and, failing this, the work is to be one on time.

Caulking plates sheared from wrong side, 1d. per yard extra.

Work done on swinging stages afloat (lights excepted) to be paid 6d. each time stage is shifted.

One month's notice to be given on either side before any alteration can be made in the foregoing rates.

If any dispute arises work is to proceed pending settlement.

It should be observed that, by reason of subsequent fluctuations in wages, the prices ruling under this agreement at the present time are lower by 2½ per cent. than those shown above, and that the List prices refer to work done by hand; when machine tools are used, the agreement next referred to comes into operation.

Working of Pneumatic Chipping, Caulking, and Cutting Tools.

In caulking, cutting, and chipping, the work is in many cases done with the assistance of pneumatic tools. In such cases the conditions are regulated by an agreement made on November 14, 1905, between the Shipbuilding Employers' Federation and the United Society of Boilermakers and Iron and Steel Shipbuilders. The terms of this agreement, which applies to the Clyde, Tyne, Wear, Tees and Hartlepool, Barrow, Birkenhead, Aberdeen, Dundee, East of Scotland, and Hull Districts, are as follows:—

It is mutually agreed—

1. The rates for working pneumatic chipping, caulking, and cutting tools shall be the piecework hand rates current for the time, less the following deductions:—

40 per cent. off shell.

35 per cent. off inside work.

These deductions shall be subject to revision on either side giving six months' notice.

2. One workman (journeyman or apprentice) is sufficient to satisfactorily operate each tool.

3. Any complaint with respect to insufficiency of pressure, character of tools, inefficiency of plant or obstructed or odd jobs shall be brought before the Local Employers' Association, in accordance with local arrangements, to be dealt with, the settlement when arrived at to be retrospective.

Pending the question being dealt with, there shall be no stoppage of work either of a partial or general character.

DRILLERS IN BOILER SHOPS AND SHIPYARDS.

Hand Drillers.

In shipbuilding and boilermaking a considerable number of men are employed in drilling and tapping (or screwing) holes in the shells of boilers or ships. This is a kind of work which readily lends itself to classification and arrangement for piece price list purposes. In such a list the size of the hole and the thickness of the plate drilled are the chief elements to be taken into account, and, for plain, straightaway work, the price per dozen holes is fixed on that basis. In illustration of the principle adopted in such a list it will be convenient to print in full a list mutually agreed to in January, 1904, between the Southampton Engineering and Shipbuilding Employers' Association and the representatives of the Associated Shipwrights' Society (Drillers' Department), together with the addition made to this list by a supplemental agreement dated August 20, 1909.

Ordinary Drilling $\frac{1}{4}$ and $\frac{3}{8}$ inches	... ..	10d. per doz.
" " $\frac{1}{2}$ " "	... ..	8d. " "
" " $\frac{5}{8}$ " "	... ..	10d. " "
" " $\frac{3}{4}$ " "	... ..	1s. " "
" " $\frac{7}{8}$ " "	... ..	1s. 2d. " "
" " 1 " "	... ..	1s. 6d. " "
" " $1\frac{1}{8}$ " "	... ..	} 1s. 9d. " "
" " $1\frac{1}{4}$ " "	... ..
Broaching and Countersinking (or Cutting Holes) of above sizes,		
	Half-price of Drilling.	
Tapping Holes, same price as Drilling.		
Beam Stanchions	... ..	1s. 3d. per doz.
Bulwark Stanchions	... ..	1s. 2d. " "
Beam Knees	... ..	1s. 4d. " "
Chain Plates to $\frac{7}{8}$ inch	... ..	1s. 6d. " "
Scuppers to $1\frac{1}{4}$ inches	... ..	3s. " "
Half Round Flanges, or lips for ditto	... ..	1s. 4d. " "
Plumbers' Holes	... ..	1s. 3d. " "
Carpenters' Holes for Decks, $\frac{1}{2}$ inch and $\frac{5}{8}$ inch	... ..	10d. " "
Wood Holes $\frac{3}{8}$ inch to $\frac{5}{8}$ inch	... ..	2s. " "
" 1 inch to $1\frac{1}{4}$ inch	... ..	2s. 6d. " "
Hawse Pipes	... ..	2s. " "
Fore and Afters, Half Beam Ends, Bulkhead		
Collars and Tank Shoes	... ..	1s. 4d. " "
		for $\frac{5}{8}$ and $\frac{3}{4}$ inch.
Solid Drilling up to 1 inch	... ..	2½d. per inch.
" " $1\frac{1}{4}$ inch	... ..	3d. " "
Boss Holes, 1 inch and over in bosses	... ..	3½d. " "
Countersinking Boss Holes	... ..	4d. each.
Odd Holes (less than six in number)	... ..	1s. 6d. per doz.
Tapping, same price as Drilling.		
Cutting out $\frac{5}{8}$ inch rivets	... ..	5s. per 100.
Joiners' Holes	... ..	10d. per doz.
Uphand Drilling, to be paid 25 per cent. extra.		

The above List is for New Work. 25 per cent. additional to be paid for Old Work. and

Time Rates for the Port, 27s. per week of 54 hours for New Work.

Time Rates for the Port, 30s. per week of 54 hours for Repair Work.

Three months' notice to be given on either side before any alteration of these prices is made.

Any obstructed work, jobs, not covered by the foregoing List, to be arranged between the men and the foremen, or, failing a settlement, between Employers and Drillers' Representatives.

Knifing Holes for Engineers' and Plumbers' Work (addition of 1909).

Holes from $1\frac{1}{2}$ inches to $5\frac{1}{2}$ inches to be paid at *2d.* per inch diameter of hole, and any fraction of an inch *pro ratâ* in price.

Drilling $1\frac{1}{4}$ inch holes to remain as per list.

In addition to rates of remuneration, whether time-wages or piece-wages, many other matters relating to the conditions of employment are regulated under collective agreements made between the workpeople engaged in the shipbuilding industry and their employers. The times for commencing and leaving off work, and the periods to be allowed as meal-times are in many cases fixed in this manner; both the remuneration for overtime work and the amount of overtime to be worked are also in many cases fixed under such agreements; another important matter thus determined is the number of apprentices to be employed.

OVERTIME.

CARDIFF.

As an example of an agreement determining the hours for work and meal-times, the rate of pay for overtime, and the amount of overtime to be worked in force in the shipbuilding industry, may be cited the bye-laws on this subject, which, under an agreement between the Engineers and Shipbuilders Employers' Association and the United Society of Boilermakers and Iron and Steel Shipbuilders, dated September 19, 1902, are in force at Cardiff, Newport, and Swansea, in relation to ship and boiler work executed in graving or floating docks, or in basins, or on vessels lying in rivers:—

1. That all overtime on the five days of the week shall be paid at the following rate, viz.:—Time and a half [*i.e.*, 50 per cent. above ordinary time-wages] for the first four hours worked after 5 p.m., and double time for all hours worked afterwards until starting time next morning. When men are requested to work any time exceeding one half-day, and less than one whole night, they shall receive double time for all hours worked.*

2. Men who are required to work more than half a day overtime shall be allowed one hour for tea, and if engaged for the whole of the night two hours more shall be allowed for meals, thus:—Tea, 5 p.m. to 6 p.m.; supper, 10 p.m. to 11 p.m.; lunch, 2 a.m. to 3 a.m.

* It will be seen, that these overtime rates apply to time-wage work, but no reference is made to piece-work jobs. As an example of a collective agreement fixing overtime rates in relation to piece-work jobs may be mentioned that made on August 30, 1889, between the General Association of Clyde Shipbuilders and Engineers and the Boilermakers' and Iron Shipbuilders' Society, under which, when men of the class referred to in this agreement (caulkers and cutters) are working overtime on piece, they are to be paid "rate and a half" (*i.e.*, 50 per cent. above the piece prices specified in this wage-list); the corresponding rate of wages under this agreement for men when not on piece is time and a half. Another method of paying extra remuneration for work done on piece-work in overtime is that provided in an agreement between a firm on the Tyne and the Trade Union last mentioned, under which its caulkers and cutters doing repair work receive an allowance when working overtime at the rate of 1s. per man for the time between 5 p.m. and 9 p.m.; 2s. from 5 p.m. to midnight; after midnight, part, or all night, 4s. On the Mersey under an agreement made on December 3, 1895, between the employers and the same Union, it is provided that "caulkers working overtime on piece will be allowed 9d. per quarter for the first four hours, and 5d. per hour for the remainder of the night—payment only for the hours worked." (The words "9d. per quarter" mean 9d. per quarter day. Two hours overtime are worked for a quarter day, so that the payment indicated is at the rate of $4\frac{1}{2}$ d. per hour.) It will be understood that these overtime allowances are paid in addition to the piece-work earnings.

3. Men who being engaged the whole of the night and having to continue at their work the following day shall be allowed from 7 a.m. to 9 a.m. for cleansing, rest, and breakfast. There shall be no deduction of time or pay from the usual number of working hours of such day consequent upon the extra time allowed for breakfast.

4. No member of this Society shall work more than one whole night or two half turns as overtime, in addition to the usual working days between Monday 6 a.m. and Saturday 12 noon in any one week, whilst competent men are idle in the port, except on finishing jobs which can be completed in not exceeding three hours' labour.

5. If more overtime be required on particular jobs, such overtime must be given to the unemployed members in the town. They shall, however, leave off work next morning at 6 a.m., when the original hands will return to their jobs. Workmen who are engaged as substitutes on overtime or night work must not work more than three whole nights or make more than 54 hours in any one week, except on finishing jobs, as provided in the previous clause. It is agreed that the rule restricting overtime may be suspended temporarily whenever the demand for men is in excess of the supply.

6. No overtime will be worked after 12 noon on Saturdays, except under the following conditions :—

FIRST.—ON FINISHING JOBS.

The members of this Society will be allowed to work until 4 o'clock on Saturday afternoon on any job that can be completed by that time.

NOTE.—A finishing job in this sense means, completing the whole of the repairs on a vessel, and not a portion of them.

CUTTING OFF TUNNEL PLATES.

When it is found necessary to cut off Tunnel Plates on Saturday afternoon, to allow men belonging to other branches of trade to proceed with their work, the Shipbuilders may work until 4 p.m., providing the plates can be removed by that time.

SECOND.—FLOATING VESSELS IN DRY DOCK.

They will also be allowed to work until 4 p.m. on Saturday for the purpose of doing certain work indispensable to the floating of vessels which are in Dry Dock that must be got out between noon Saturday and 6 a.m. Monday.

It is distinctly understood, and laid down by both parties to this agreement, that in either of the cases named, unless the job can be finished, or the vessel made ready for floating, no work will be done by the members of the Society after 12 o'clock on Saturday.

THIRD.—SUNDAY NIGHT-WORK.

In lieu of the above concession, it is agreed to abolish Sunday night-work altogether, or, in other words, that with the exception of jobs coming under Clauses 1 and 2 of this Agreement, there will be no work done between the hours of 12 noon Saturday and 6 a.m. on Monday.

There shall be no work done on Christmas Day, Good Friday, or any National Holiday, except in the most unavoidable cases, when double ordinary rates will be charged. Easter Monday, Whit-Monday, and First Monday in August will also be observed as holidays whenever possible, but in any special case where workmen are required to work on those days they shall receive one and a half the ordinary rates. Sunday work is strictly prohibited, and no member of this Society will be allowed to follow his trade from midnight on Saturday until 6 o'clock on Monday morning, unless it be a clear case of absolute emergency, and the sanction of the District Delegate, or some duly authorised person acting for him is first obtained.

Repairs to shop plant or pleasure steamers will not come within the scope of this clause.

7. Men working overtime, who being stopped after 12 o'clock midnight, or sent home by order of any of the Company's officials, shall receive a full night's pay.

8. WORKING HOURS AND MEAL HOURS TABULATED.

WORK IN SHOP, ALSO NEW WORK.

First 5 days of the week	} 6.0 a.m. to 8.30 a.m. 9.0 a.m. ,, 1.0 p.m. 2.0 p.m. ,, 5.0 p.m.	Breakfast 8.30 a.m. to 9.0 a.m.
		Dinner 1.0 p.m. ,, 2.0 p.m.
		Saturdays—6 a.m. to 12 noon, with half an hour for breakfast.

IN DRY DOCK AND AFLOAT.

From February 1st to November 30th.

First 5 days of the week	} 7.0 a.m. to 8.30 a.m. 9.0 a.m. ,, 1.0 p.m. 2.0 p.m. ,, 5.0 p.m.	Breakfast 8.30 a.m. to 9.0 a.m.
		Dinner 1.0 p.m. ,, 2.0 p.m.
		Saturdays—7 a.m. to 12 noon, with half an hour for breakfast.

From December 1st to January 31st.

First 5 days of the week	} 7.30 a.m. to 8.30 a.m. 9.0 a.m. ,, 1.0 p.m. 2.0 p.m. ,, 5.0 p.m.	Breakfast 8.30 a.m. to 9.0 a.m.
		Dinner 1.0 p.m. ,, 2.0 p.m.
		Saturdays—7.30 a.m. to 12 noon, with half an hour for breakfast.

ALL NIGHT WORK, WITH EXTRA HOURS INCLUDED.

Tea	5 p.m. to 6 p.m.	Work time 6 p.m. to 10 p.m. = 6 hours.
Supper	10 p.m. ,, 11 p.m.	,, ,, 11 p.m. ,, 2 a.m. = 6 ,,
Lunch	2 a.m. ,, 3 a.m.	,, ,, 3 a.m. ,, 6 a.m. = 6 ,,

Meal Hours ... 3 Hours 18

NOTE.—Men who have to continue working on the following day must work up to 7 a.m.

9. Men engaged on outside work and who are required to draw time boards, or other checks, must present themselves at the company's office at the recognised hour of starting and then be allowed a reasonable time for travelling to the job. In the same way where boards or checks have to be returned to the office at 5 p.m., the men may leave their jobs at such an hour as will admit of their reaching the office at the time named.

10. Should any firm prefer issuing boards or checks, or of registering in any other way the workmen's arrival and departure, and carry the system out in the immediate vicinity of where the job is being done, then such workmen must be at their post at the starting time already referred to.

LONDON.

It may also be of interest to quote the agreement on the subject of overtime and similar matters in force in the ship-building and boilermaking trade in the port of London. This agreement was made on January 23, 1892, between the Ship-builders and Engineers' Association of London and the District Committee of the Boilermakers' and Iron Ship-builders' Society, and was subsequently (on May 5, 1899, and on January 21, 1903) amended by similar agreements. As so revised, this agreement, by which some 2,600 workmen are affected, reads as follows:—

Holidays and Night Work.

RULE 1.—That any member working Sunday, all night, Bank and National Holidays to receive double time for the same, Bank Holidays to apply to

Easter Monday, Whit Monday, first Monday in August, and Boxing Day. National Holidays: Good Friday and Christmas Day, with the proviso that in the event of the men working at night on any of the holidays, national or otherwise, only double time will be paid in the ordinary way. This to apply both on new and repair work.

Time of Starting.

RULE 2.—That all members working on repair work at or within a radius of two and a half miles from the shop, yard, or factory, to commence work at 7 a.m.

In cases where the Thames intervenes, and the job is within the two and a half miles radius, work is to be commenced at 7 a.m. and an allowance of one hour each day is to be paid by the employer in addition to the actual waterage or railway fare expended in going to and returning from the work.

Working during Meal Hours.

RULE 3.—Any member requested to work during the hours set apart for meals, between 7 a.m. and 5 p.m., to receive time and a half. This to apply on both new and repair work.

Overtime and Night Work.

RULE 4.—All members working between the hours of 5 p.m. and 8 p.m. to receive time and a half; from 8 p.m. to 10 p.m. double time, half-an-hour's allowance for meals to be paid for by the employers. Should a man be required to work later than 10 p.m., he is to receive double time from 5 p.m.; Saturdays from 2 p.m. to 5 p.m. time and a half, from 5 p.m. to 7 p.m. double time, with half-an-hour's allowance for tea to be paid for by the employer, and should he be required to work later than 7 p.m. double time to be paid from 2 p.m. Should a man not start till 9 a.m., he is to lose two and a half hours' pay.

Limit of Hours for Working Continuously.

RULE 5.—That no member be allowed to work more than 24 hours continuously, unless the same job can be finished in another half day; and where a day and night shift are engaged, neither shift under any circumstances to work more than 24 hours, including meal times. All members having worked 24 hours must cease work for the next 24 hours, it being understood that the District Committee will see that no workmen leave their employment even though they should have worked 24 hours, when it could be shown that men could not be obtained to take their places.

Meal Hours for Night Work.

RULE 6.—Double time to be paid for all meal hours worked from 5 p.m. to 7 a.m., viz., two hours for one, from 8 to 10 four hours, from 1 to 2 two hours, and from 5 to 6 two hours, it being understood that the hours set apart for meals in this rule are allowed to be altered to suit any particular job.

Men starting on new work at 6 a.m. to receive nine and a half hours' pay for the day.

Men starting on repair work at 6 a.m. to receive ten and a half hours' pay for the day, it being understood that this applies only to properly constituted boiler shops where new boilers are being constructed and old boilers are being repaired, and not to apply to any other repairs whatsoever.

APPRENTICES.

As an example of arrangements between employers and employed in the shipbuilding industry in relation to the question of apprentices may be cited the agreement made on December 18, 1901, between the Shipbuilding Employers' Federation and the

United Society of Boilermakers and Iron and Steel Ship-builders, which was as follows :—

1. Boys about 14 years of age taken on as “Platers’ Markers,” “Rivet Boys,” and for similar work, may be considered as Probationers. These boys are not to be bound in any way, but may be selected for Apprenticeship from the most capable and best conducted of them.

2. Apprenticeship to commence not earlier than 16 nor later than 19 years of age.

Apprentices starting up to 18 years of age to serve five years.

Apprentices starting after 18 years of age to serve till they are 23 years of age.

3. Every Apprentice is to come under an Indenture or Written Agreement as may be adopted by the firm of Employers where the Apprenticeship is served. The Indenture or Agreement to be subject to revocation in the event of misconduct on the part of the Apprentice.

During the term of Apprenticeship, the Apprentice is to work as required in or out of his Employer’s Works, at new or old work, on time or piece, and with either Journeymen or other Apprentices, at the discretion of his Employer. He is not to belong to any Trade Society (except for the purposes of benefit), nor is he to be interfered with in any way by any Trade Society.

A certificate of having served his Apprenticeship is to be given by the Employer to the Apprentice at the expiration of his Agreement.

4. Apprentices are not to leave their Employers except with their permission in writing.

5. All time lost during the year, unless accounted for by certificates of sickness, or by absence on leave through stress of weather, want of material, or usual holidays, must be made up at the end of each year. The minimum rates of pay for Apprentices shall be as follows :—

		Apprentice Angle-Iron Smiths, Platers and Caulkers.			Apprentice Rivettters.	
	6s. per week.	...	...	7s. per week.
1st year	7s. ”	...	...	8s. ”
2nd ”	8s. ”	...	...	10s. ”
3rd ”	10s. ”	...	...	12s. ”
4th ”	12s. ”	...	...	14s. ”
5th ”	

Piece work rates to be arranged locally—*i.e.*, by Districts.

6. The Employers recognise that the sons of men working in the different departments of the Shipbuilding Trade have a claim to be taken on as Probationers, and whilst not binding themselves to do so, they will endeavour to give these lads the preference.

The Employers are opposed to any limitation in the number of Apprentices to be employed; but it is not their intention to overstock yards with Apprentices, and if the Boilermakers’ Society finds it necessary to prefer a complaint respecting the number of Apprentices, this must be done through the Secretaries of the Shipbuilding Employers’ Federation.

When requested, the Secretaries of the Shipbuilding Employers’ Federation will furnish a list of recognised Apprentices, stating their names and ages, and also the time of their commencing their Apprenticeship, but not oftener than once a year.

7. The above Rules are not to apply to Premium Apprentices.

8. This Agreement to be in force for six years, and then subject to six months’ notice on either side.

It will be seen that under this agreement, while the age for the commencement of apprenticeship is fixed, no precise limit is fixed to the number of apprentices which any firm may take, nor

is any specific proportion of apprentices to journeymen laid down. In other cases, however, these matters are regulated by specific agreements between employers and employed in the shipbuilding industry. Thus, at Cardiff, Penarth, and Barry, and at Southampton, the employers (who were not parties to the general agreement just mentioned) have made agreements (dated respectively May 1, 1894, and March 16, 1897) with the Boilermakers' Society, under which "in any shop or yard where new shipbuilding or boilermaking is carried on as a steady industry, the number of apprentices must not exceed one to every five journeymen employed by the firm throughout the year," while "in purely repairing yards and docks the maximum number must not in any case exceed five. To entitle a firm to this number a regular staff of not less than 15 journeymen must be constantly employed. In smaller shops the number of apprentices must be mutually agreed upon between the officials and the Society's representative, according to the number of journeymen and the regularity of their employment." At Liverpool, by an agreement between the Master Shipbuilders' Association and the Shipwrights of that port, which came into operation on August 29, 1904, it is laid down "that the number of apprentices employed shall not exceed the proportion of one to three journeymen, except in cases of cut-waters, hawse pipes, spars, hatch combings, windlasses, rudder and rudder cases, when one apprentice may be sent with one or two men." At Southampton, the plumbers have an agreement with the Southampton Engineering and Shipbuilding Employers' Association, which came into operation on May 1, 1907, and is as follows:—

The number of Apprentices allowed to each employer to be as follows, viz. :—

1 apprentice	...	...	to 1 or 2 men.
2 apprentices	...	...	to 3 or 4 men.
3 "	...	...	to 5 or 6 men.
4 "	...	...	to 7 or 8 men.
5 "	...	...	to 9 or 10 men.

And one additional apprentice to every additional three men employed. The inlet of apprentices to be based upon the number of men employed on a two years average.

No boy exceeding the age of 16 to be started as an apprentice.

Employers to have the option of taking on an extra apprentice when the senior apprentice is in the last year of his time.

Present apprentices not to be interfered with in any shop, yard, or firm; but where the number at present exceeds the above limits, no apprentice to be employed until the number is reduced to the above limits.

At Cardiff it is provided in the Code of Working Rules agreed to on February 8, 1900, by the Engineers and Shipbuilders Employers' Association and the Cardiff United Trade Committee of Associated Carpenters and Joiners on ship repairing work at the ports of Cardiff, Penarth, and Barry (regulating the conditions of employment also at Swansea, Newport, and Port Talbot), that "the number of apprentices employed shall be one for every three journeymen in average employment during the

12 months preceding the employment of a new apprentice ; but every employer shall be allowed one, should less than an average of three journeymen be employed.”

DEMARCATIION OF WORK.

It will have been noted that the General Agreement in the Shipbuilding Trade (*ante*, pp. 92-96) provides, that “ the existing local arrangements for the settlement of questions with respect to the demarcation of work shall continue meantime.” The questions here referred to, in which the matter to be decided is, whether certain kinds of work which might be done by either of two different classes of workmen shall be done by the one class or the other, are of specially frequent occurrence in the shipbuilding industry, and collective agreements for the settlement of these questions are numerous. Very many of these agreements have been settled by arbitration, and in some instances permanent Boards of Conciliation and Arbitration have been constituted for the settlement of disputes of the nature here referred to as they may arise.*

By way of illustrating the nature of these arrangements a brief reference may be made to the agreement for the demarcation of shipwrights' and joiners' work in the Liverpool and Birkenhead districts, which was arranged by a joint committee of members of the two trades, with referees, and signed on behalf of the operatives and by the umpire and referees and the representatives of the Liverpool and Birkenhead employers on April 19, 1900. This agreement occupies more than 60 pages of print, and it will only be possible to give brief extracts, which, however, will suffice to show the nature of these arrangements.

The agreement deals with each variety of work, and specifies exactly which kind “ belongs to ” the shipwrights, and which to the joiners. Thus the shipwrights are to :—

- “ make all chain lockers ;
- clean all tunnels ;
- fit sparring in fore and after peaks under main deck ;
- case all pipes leading through tunnel ;
- case in all pumps, discharge, and other pipes, when in cargo spaces, or in passages not interfering with joiners' work ; make pump scales, pump well, and casing ;
- case all keelsons, also sounding and discharge pipes ;

* Boards of this nature are in operation on the Tyne (a general board for all trades and a special board for shipwrights and joiners) ; on the Tees and at Hartlepool for various trades ; and in the associated yards of the Hartlepool, Stockton and Middlesbrough, for shipwrights and joiners ; on the Mersey, for boilermakers and shipwrights ; at Liverpool, at Birkenhead, on the Clyde, and at Belfast for joiners and shipwrights, and at Dundee for engineers and plumbers. The rules of these boards (except that at Belfast) are printed in the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

fit and fasten all brackets, and case all steam and hydraulic pipes, and all steering rods and chains, requiring to be covered on deck ;
 case in all steam pipes to winch, steering and windlass on deck ;
 fit and fasten all coamings round fore and after bridges, also on boats' deck (except specified in joiners' list) ;
 make, fit, and fasten hatch coamings, and fit and fasten mast partners and coamings, and wedge masts and bowsprit ;
 fit and fasten ventilator coamings on all weather decks, and on all other decks ;
 fit and fasten all cants bolted through decks ;
 fit and fasten coamings for cooking range, fit all coamings for drip pans ;
 fit and fasten all ceiling, sparring and lining in cargo spaces, whether fastened to wood grounds or bolted to frames, and case all stanchions ;
 fit up all trunks, if of wood, for cargo or coal hatches ;
 put up all trunks to chain locker, pump, well or tanks ;
 case all pump, discharge, and other pipes (not interfering with joiners' work) ;
 fit and fasten all coamings (except otherwise specified) ;
 make and fit all solid covers for cofferdams (except in officers' quarters)."

On the other hand, the following "casings" and "coamings" are declared to be the proper work of the joiners :—

"fit and fasten all beam casing in cabins and all rudder casing in cabins, store rooms and passenger and crew accommodation ;
 case in and cover all stanchions in connection with joiners' work ;
 case all ports to passenger and crew accommodation ;
 case all steering rods or chains in cabins and deck houses, and light casings under deck or on bulkhead in wheelhouse ;
 case in all pipes in cabins, deck houses and any other rooms in connection with joiners' work ;
 case all valve rods in cabins, state rooms and deck houses ;
 prepare all coamings, prepare and fix all coamings when screwed. Make all hatch and scuttle coamings, and hatch covers when made in shop and screwed (if bolted through deck to be fastened by shipwrights) ;
 make, fit and fasten water tank coamings when tanks are under 40 gallons capacity ;
 prepare, fit and fasten all false coamings covering iron coamings when screwed ;
 fit and fasten all coamings round fore and aft bridges and boat decks if screwed."

For the settlement of any disputes, which may arise as to the correct interpretation of this list of operations or otherwise as to the demarcation of work as between shipwrights and joiners, standing committees have been constituted at Liverpool and at Birkenhead, consisting in each case of four joiners, four shipwrights, and a representative of the employers, who acts as Chairman, provision being made for the settlement of any matter as to which the committee cannot agree, by the Chairman or by an expert referee. In addition, a committee, composed of six shipwrights and six joiners, has recently been formed at Liverpool, before which any member of either trade alleged to be doing work assigned by the agreement to the other trade is summoned to appear, and which, if the case is proved, has power to punish the delinquent by the infliction of a fine.

BOILER-MAKING.

Rivetting, &c.

In boiler-making there is a greater variety of operations to be performed by the rivetters than is the case in shipyard work; the rivets commonly used are larger, and as boilers have now to work under extremely heavy steam-pressure, greater exactness is required. The weekly time-wage is, therefore, somewhat higher than on ship work. For the most part, the men employed in boiler-making are paid time-wages; but in other cases they are paid under a piece-work system similar to that adopted in shipyards, working in "squads," and dividing the aggregate earnings in the manner above described (*ante*, p. 98). There is no general list in use for this class of work, but there are some firms which have printed lists for regulating piece-work prices of rivetting and caulking, &c., in their boiler-shops.

MISCELLANEOUS METAL TRADES.

The Wrought Nail Trade.

In the wrought nail trade the system of payment is by weight. A known quantity of iron is given out to the operatives, and from this a given quantity of nails must be produced. There is, necessarily, in making the nails from the iron rods given out, a considerable amount of waste. Thus in any list for the regulation of prices there must be set forth the weight in finished nails, which must be produced from a given weight of iron. The iron is generally put up in bundles of 60 lbs., and, as a rule, payment is at so much per bundle. The list, of which an account is given below, is that of June 23, 1892, and was mutually agreed to between employers and employed.

Prior to the adoption of this list two others, viz., the 1878 and the 1889 lists, were in operation. The prices for the different varieties of nails made vary considerably in the three lists, but generally the 1892 prices may be said to be about $22\frac{1}{2}$ per cent. above those of 1889, and $12\frac{1}{2}$ per cent. above the 1878 list prices. The 1892 list, less a reduction of 10 per cent., was partially operative at the end of 1893, principally in the Halesowen District, but it was not until the end of October, 1894, that it was adopted generally throughout South Staffordshire, subject to a reduction of 10 per cent., as the recognised standard of prices. In February, 1895, a further reduction of 10 per cent. was made on the 1892 list of prices, which was followed in December, 1896, by an advance of $12\frac{1}{2}$ per cent. Since July, 1897, the full 1892 list prices have been paid.*

* Except in the case of Hobnails (other than Best). For the last 11 years this class of nail has been paid for at rates according to the list of 1889 or below that list—at the present time, at 10 per cent. below.

In 1894 from 5,000 to 6,000 workpeople were paid according to the list, but owing to the decline in output of wrought nails, due to the introduction of cut, pressed-wire, and other machine-made nails, the number employed has decreased, and at the present time only about 1,250 workpeople are employed.

The amount of waste on a bundle of 60 lbs. varies considerably according to the character and size of the nails to be made, and a scale is inserted in the price list giving the "yield" or weight of nails of various sizes to be produced from a bundle. The various sizes of nails are graduated according to the weight of 1,200 nails. Thus such an expression as "1 $\frac{3}{4}$ lb." in the first column of the following table means a class of nails of which 1,200 weigh 1 $\frac{3}{4}$ lb. With regard to this method of calculation a large employer states:—"All nails are made on the basis of 1,200 to the M. or thousand, according to a very old custom of the trade, but if a workman gives 1,150 nails in the proper weight of a thousand, that is considered satisfactory, as the workman is allowed 50 nails within which to work."

The following table shows the yields of nails (classed according to the weight of 1,200) from 60-lb. bundles of iron rods:—

Yields.		Yields.	
Weight of 1,200 Nails.	Weight of nails to be produced from a 60-lb. bundle of iron rods.	Weight of 1,200 Nails.	Weight of nails to be produced from a 60-lb. bundle of iron rods.
	lbs.		lbs.
2 $\frac{1}{2}$ to 4 oz. ...	30	15 lb.	52 $\frac{1}{2}$
5 oz.	32 $\frac{1}{2}$	16 to 19 lb.... ..	53
6 oz.	33	20 lb.	53 $\frac{1}{2}$
7 oz.	35	22 lb. and larger ...	54
8 to 9 oz.	36		
10 oz.	36 $\frac{1}{2}$	<i>Cooler, Fine Essex Hurdle and</i>	
11 oz.	37	<i>Woolding.</i>	
12 to 13 oz.	39	2 in.... ..	50
14 oz.	40	2 $\frac{1}{4}$ in.	50
15 oz.	41	2 $\frac{1}{2}$ in.	51
1 lb. to 1 $\frac{1}{2}$ lb. ...	42		
1 $\frac{3}{4}$ lb.	43	<i>Fine Hurdle.</i>	
2 to 2 $\frac{1}{4}$ lb.... ..	44	9 to 11 lb.	50
2 $\frac{1}{2}$ to 2 $\frac{3}{4}$ lb. ...	45	12 to 17 lb.	51
3 to 4 $\frac{1}{2}$ lb.... ..	46	18 lb. and larger ...	52
5 to 6 lb.	48		
7 lb.	49	<i>Fine Tray.</i>	
8 lb.	50	2 and 2 $\frac{1}{4}$ in.	51
9 to 11 lb	51	2 $\frac{1}{2}$ and 3 in.	52
12 to 14 lb.... ..	52	3 $\frac{1}{2}$ in. and larger ...	53

As an illustration of its application we may take the following extract from one of the tables :—

CLOUT AND SLATE.

Weight of 1,200 nails.	Price per M. or 1,200 nails.	Price per "Yield" from 60-lb. bundle of iron rods.
lbs.	s. d.	s. d.
1 $\frac{3}{4}$	0 8	16 5
2	0 8 $\frac{1}{4}$	15 2
2 $\frac{1}{4}$	0 8 $\frac{3}{4}$	14 3
2 $\frac{1}{2}$	0 9	13 6

The first column classifies the nails according to their weight per 1,200, as in the table of yields. The second column (which is not given in all the tables) gives the price paid per 1,200 (M. = 1,200). The last column gives the price per bundle of 60 lbs. of iron rods, the yield from which must be calculated according to the special table already given.

The above prices are susceptible of a simple verification.

Thus taking the top line, the yield corresponding to 1 $\frac{3}{4}$ lbs. is given as 43 lbs. The price for 1,200 nails or 1 $\frac{3}{4}$ lbs. is 8*d.*, or at

the rate of $\frac{8 \times 4}{7}$ *d.* per lb. The price for a bundle yielding

43 lbs. will therefore be $\frac{8 \times 4 \times 43}{7}$ *d.* = 197*d.* = 16*s.* 5*d.*, which

agrees with the figure given in the scale. This list was published in full in the Standard Piece Rates volume of 1894; and as it is unnecessary to give again the prices fixed by the list for the different varieties of the same kind of nail, only a few examples selected from the better known types of nails are now quoted. Generally speaking, wages are regulated by percentage advances or reductions on this list, but sometimes these movements are confined to one section of the trade only, so that it is extremely difficult to say at any time what the relation of the actual wage rate to the list may be.

Rose Nails.		Rose Nails.		Rose Nails.	
Weight of 1,200 Nails.	Price per Bundle.	Weight of 1,200 Nails.	Price per Bundle.	Weight of 1,200 Nails.	Price per Bundle.
lbs.	£ s. d.	lbs.	£ s. d.	lbs.	£ s. d.
1 $\frac{1}{2}$	1 0 0	6 $\frac{1}{2}$	0 6 5	19	0 4 9
1 $\frac{3}{4}$	0 17 3	7	0 6 4	20	0 4 9
2	0 13 11	7 $\frac{1}{2}$	0 6 2	22	0 4 7
2 $\frac{1}{4}$	0 12 5	8	0 6 2	24	0 4 5
3	0 11 0	9	0 6 0	26	0 4 3
3 $\frac{1}{4}$	0 10 2	10	0 5 10	28	0 4 1
3 $\frac{1}{2}$	0 9 10	11	0 5 9	30	0 4 0
3 $\frac{3}{4}$	0 9 2	12	0 5 8	32	0 3 10
4	0 8 11	13	0 5 6	34	0 3 9
4 $\frac{1}{4}$	0 8 4	14	0 5 3	36	0 3 7
4 $\frac{1}{2}$	0 8 0	15	0 5 2	38	0 3 6
5	0 8 0	16	0 5 1	40	0 3 4
5 $\frac{1}{4}$	0 7 5	17	0 5 0	45	0 3 3
6	0 6 11	18	0 4 11	50	0 3 1

Bill Brads *l.d.* per M, less.

Nut and Bolt Making.

South Staffordshire is the chief centre of this trade as carried on exclusively, but a considerable number of engineers, ship-builders, and railway companies, who are large consumers of these articles, produce for themselves. In South Staffordshire wages in the hand-made nut and bolt trade are regulated by a Wages Board, constituted of representatives of employers and employed.* In 1881 a price list was agreed to between the parties which fixed the rates per gross to be paid for the different kinds of hand-made nuts and bolts in most common use. (For machine-made nuts and bolts there is no price list.) This price list, with occasional revisions, is still operative in Darlaston, Smethwick, and Birmingham, and under it the wages of 500 workmen are regulated. In addition to fixing the prices for a large number of varieties and sizes of nuts and bolts, the list provides rules for fixing the price of intermediate sizes and kinds of articles different from those specified in the list. The prices, as per list, are for iron bolts and nuts, but a special rule provides that :—“Bolts and nuts made from Bessemer or Siemens Steel to be paid for at list prices and one-half up to $\frac{1}{2}$ inch, above that double price.” A resolution passed by the Wages Board in January, 1900, provides, “that dressed steel nuts be paid for at the rate of price-and-a-half.” The rules also provide that each hand shall pay 4*d.* per week for having the “breezes” (small coke) wheeled to his hearth ready for use, and for having his hearth cleaned. Also that all work rejected by the employer or manager as useless be put on the scrap heap in presence of the maker, and the value of the spoiled iron and breeze be then and there assessed and agreed upon, and the same deducted from the maker at the first pay day. The waste to be the property of the workman after he has paid for it. Again, where the work is made wrong, and it is possible to bring it in for other orders, the maker is to be paid the list price. The list† is easily understood, and the following specimen tables are selected from it :—

* The rules of this Board are printed at pp. 212, 213 of *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910. The Board has a guarantee fund which it may apply as it thinks fit for the purpose of carrying out its arrangements, “and in any case where any member or members refuse to carry out the arrangements of the Board, the fund shall be applied in supporting the masters or workmen, as the case may be.”

† It will be seen that the prices in the list are per gross. With respect to smaller quantities, it is provided by a resolution of the Wages Board passed on July 16, 1906, “that in each Works all orders consisting of odd lots shall be paid for at the rate that has hitherto been paid for day work in such Works, or an allowance equal to that rate, according to the time spent on the order, such price to be arranged before the work is commenced, and such price to be entered on the order.”

HEXAGON AND SQUARE HEAD BOLTS, SQUARE HEAD DECK SCREWS, AND HEXAGON AND SQUARE HEAD COACH SCREWS AND T HEAD BOLTS.

Diameter.	Sizes.		Prices.		Additions and Deductions for Deviations from Standard Sizes.							Limit of allowances for Reductions from Standard Sizes.				
	Width.	Thick-ness.	Square or oval necks, single or double nibs.	Round necks and bolts, headed from square iron.	Width up to $\frac{1}{16}$ inclusive.	Width above*			Thick-ness up to $\frac{1}{16}$ inclusive.	Thick-ness above $\frac{1}{16}$ and up to $\frac{1}{8}$ inclusive.	Width.	Thick-ness.				
						$\frac{1}{16}$ and up to $\frac{1}{8}$ inclusive.	$\frac{1}{8}$ and up to $\frac{3}{16}$ inclusive.	$\frac{3}{16}$ and up to $\frac{1}{2}$ inclusive.								
Sec Note A.			Per gross.	Per gross.	s.	d.	s.	d.	†	‡	s.	d.	s.	d.	s.	d.
$\frac{1}{4}$	{ swaged	$\frac{1}{8}$	0 10	0 9	0	0 $\frac{1}{2}$	0	1	0	2 $\frac{1}{2}$	0	5 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{3}{16}$	1 2	0 10												
	{ bunted	$\frac{1}{8}$	1 0	0 11	0	0 $\frac{1}{2}$	0	1 $\frac{1}{2}$	0	2 $\frac{1}{2}$	0	5 $\frac{1}{2}$	0	1	0	2
$\frac{5}{16}$	{ swaged	$\frac{1}{8}$	1 2	0 11	0	0 $\frac{1}{2}$	0	1 $\frac{1}{2}$	0	2 $\frac{1}{2}$	0	5 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{3}{16}$	1 3	1 1												
	{ bunted	$\frac{1}{8}$	1 5	1 2	0	0 $\frac{1}{2}$	0	1 $\frac{1}{2}$	0	3 $\frac{1}{2}$	0	6 $\frac{1}{2}$	0	1	0	2
$\frac{3}{8}$	{ swaged	$\frac{1}{8}$	1 8	1 4	0	1	0	2 $\frac{1}{2}$	0	4 $\frac{1}{2}$	0	7 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{3}{16}$	1 8	1 4	0	1	0	2 $\frac{1}{2}$	0	4 $\frac{1}{2}$	0	7 $\frac{1}{2}$	0	1	0	2
$\frac{7}{16}$	{ bunted	$\frac{1}{8}$	2 0	1 6	0	1	0	2 $\frac{1}{2}$	0	4 $\frac{1}{2}$	0	7 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{3}{16}$	2 0	1 6												
$\frac{1}{2}$	{ swaged	bare	2 0	1 6	0	1	0	2 $\frac{1}{2}$	0	4 $\frac{1}{2}$	0	7 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{7}{16}$	2 0	1 6												
$\frac{9}{16}$	{ bunted	$\frac{1}{8}$	2 2	1 9	0	1	0	2 $\frac{1}{2}$	0	4 $\frac{1}{2}$	0	7 $\frac{1}{2}$	0	1	0	2
	{ and	$\frac{3}{16}$	2 3	1 9												
$\frac{5}{8}$	{ bare	$\frac{1}{8}$	2 8	2 0	0	1	0	3	0	5 $\frac{1}{2}$	0	9	0	1	0	2
	{ and	$\frac{3}{16}$	2 8	2 0												
$\frac{11}{16}$	{ bare	$\frac{1}{8}$	3 2	2 3	0	1	0	2 $\frac{1}{2}$	0	6 $\frac{1}{2}$	0	11	0	1 $\frac{1}{2}$	0	3
	{ and	$\frac{3}{16}$	3 2	2 3												
$\frac{3}{4}$	{ bare	$\frac{1}{8}$	3 6	2 7	0	1 $\frac{1}{2}$	0	4	0	8	1	2	0	2 $\frac{1}{2}$	0	5
	{ and	$\frac{3}{16}$	3 6	2 7												
$\frac{13}{16}$	{ bare	$\frac{1}{8}$	4 3	3 0	0	2	0	4	0	9	1	3 $\frac{1}{2}$	0	3	0	6
	{ and	$\frac{3}{16}$	4 3	3 0												
$\frac{7}{8}$	{ bare	$\frac{1}{8}$	4 9	4 0	0	2	0	5	0	10	1	4 $\frac{1}{2}$	0	3	0	6
	{ and	$\frac{3}{16}$	4 9	4 0												
1	{ bare	$\frac{1}{8}$	7 3	4 9	0	2 $\frac{1}{2}$	0	6	0	11 $\frac{1}{2}$	1	6	0	4	0	8
	{ and	$\frac{3}{16}$	7 3	4 9												
$1\frac{1}{4}$	{ bare	$\frac{1}{8}$	10 0	6 6	0	3	0	7	1	2	1	9	0	4	0	8
	{ and	$\frac{3}{16}$	10 0	6 6												
$1\frac{1}{2}$	{ bare	$\frac{1}{8}$	13 6	8 6	0	3	0	8	1	5	2	0	0	4	0	8
	{ and	$\frac{3}{16}$	13 6	8 6												
$1\frac{3}{4}$	{ bare	$\frac{1}{8}$	15 0	10 6	0	3	0	9	1	6	2	3	0	4	0	8
	{ and	$\frac{3}{16}$	15 0	10 6												
$1\frac{1}{2}$	{ bare	$\frac{1}{8}$	19 0	12 9	0	3	0	10	1	8	2	3	0	4	0	8
	{ and	$\frac{3}{16}$	19 0	12 9												

* For greater deviations in width than $\frac{1}{4}$ inch, add the difference between the two columns marked with a † and ‡ to the column marked ‡ once for $\frac{1}{16}$ extra, twice for $\frac{1}{8}$ extra, three times for $\frac{3}{16}$ extra, and so on.

Best hexagon and square head bolts to be paid for at list prices and one-half.

Best best hexagon and square head bolts to be paid for at double the list prices.

Deviations from standard sizes to be added or deducted after the above additions for best and best best quality have been made to the list prices.

NOTE A.—“Swaging” is the process of thinning down, and “bunting” that of thickening part of a bolt.

HEXAGON NUTS.

Diameter.	Sizes.		Prices.	Additions and Deductions for Deviations from Standard Sizes.*				Limit of Allowances for Reductions from Standard Sizes.	
	Width.	Thick-ness.		Width up to $\frac{1}{16}$ in-clusive.	Width above $\frac{1}{16}$ and up to $\frac{1}{8}$ in-clusive.	Thick-ness up to $\frac{1}{16}$ in-clusive.	Thick-ness above $\frac{1}{16}$ and up to $\frac{1}{4}$ in-clusive.	Width.	Thick-ness.
			Per gross.	s.	d.	s.	d.	s.	d.
$\frac{1}{4}$	$\frac{1}{8}$ and $\frac{1}{16}$	$\frac{1}{16}$	0 11	0	1	0	2	—	—
$\frac{5}{16}$	and $\frac{3}{16}$	$\frac{3}{16}$	1 0	0	1	0	2	—	—
$\frac{3}{8}$	and $\frac{1}{2}$	$\frac{1}{2}$	1 1	0	1	0	2	—	—
$\frac{7}{16}$	$\frac{1}{2}$	$\frac{1}{2}$	1 3	0	1	0	2	—	—
$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	1 6	0	1	0	2	—	—
$\frac{5}{8}$	$\frac{1}{2}$	$\frac{1}{2}$	1 9	0	1	0	2	—	—
$\frac{3}{4}$	$\frac{1}{2}$	$\frac{1}{2}$	1 11	0	1	0	2	—	—
$\frac{7}{8}$	$\frac{1}{2}$	$\frac{1}{2}$	2 3	0	1	0	3	$\frac{1}{16}$	$\frac{1}{16}$
1	$\frac{1}{2}$ bare	$\frac{1}{2}$	2 8	0	2	0	5	$\frac{1}{16}$	$\frac{1}{16}$
$1\frac{1}{8}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	3 0	0	3	0	6	$\frac{1}{16}$	$\frac{1}{16}$
$1\frac{1}{4}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	3 6	0	3	0	6	$\frac{1}{16}$	$\frac{1}{16}$
$1\frac{3}{8}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	5 0	0	4	0	8	$\frac{1}{16}$	$\frac{1}{16}$
$1\frac{1}{2}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	7 0	0	4	0	8	$\frac{1}{16}$	$\frac{1}{16}$
$1\frac{3}{4}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	9 0	0	4	0	8	$\frac{1}{16}$	$\frac{1}{16}$
$2\frac{1}{8}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	12 6	0	4	0	8	$\frac{1}{16}$	$\frac{1}{16}$
$2\frac{1}{4}$	$\frac{1}{2}$ bare	$\frac{1}{2}$	14 6	0	4	0	8	$\frac{1}{16}$	$\frac{1}{16}$

* For greater deviations add at the same rate.

Best hexagon nuts to be paid list prices and one half.

Best best hexagon nuts to be paid double the list prices.

Deviations from standard sizes to be added or deducted after the above additions for best and best best quality have been made to the list prices.

Chain Making.

The United Chain Makers' and Chain Strikers' Association prepared lists of prices for making Admiralty and Trinity House chains, which were accepted by the employers as commencing from January, 1898, and continuing in two cases until December, 1900, and in one case until December, 1902. In the *Report on Standard Piece Wages* of 1900 (Cd. 144) the Admiralty list was quoted as illustrating the principle on which payment is arranged for high-class chains. In 1900, however, revised lists of prices both for Admiralty and Trinity House chains were drawn up, and came into force on March 1, 1901, the wages of about 120 chain makers in various parts of the country being increased by about 2s. a week. It was agreed between employers and employed that these lists should remain in force until the end of 1903; in that year the Admiralty list was altered in certain respects, and its place is now taken by two new lists (one for end-welded, the other for side-welded work), which came into operation on March 5, 1908, and are to remain in force until the end of December, 1912. The 1900 list for Trinity House chains remains in operation. The wages of about 150 work-people are regulated under the three lists just referred to.

The agreement in force in relation to the piece prices to be paid to the workmen in respect of end-welded work (which also specifies the charges to be made to them in respect of defects occurring in the work) is as follows :—

	End-welded Admiralty Stud Chains.	End Links for Cables.	Scale of Charges to Workmen for Defective Welds being replaced.
Size.	Price per Cwt. s. d.	Price per Link. s. d.	Charge per Link. s. d.
$\frac{3}{8}$	30 0	0 4	0 3
$\frac{7}{16}$	22 6	0 5	0 3
$\frac{1}{2}$	18 6	0 6	0 3
$\frac{3}{4}$	15 6	0 6	0 5
$\frac{5}{8}$	13 0	0 7	0 5
$\frac{11}{16}$	11 0	0 8	0 6
$\frac{3}{4}$	9 6	0 9	0 6
$\frac{13}{16}$	8 4	0 9	0 7
$\frac{7}{8}$	7 6	0 10	0 7
$\frac{15}{16}$	7 0	1 0	0 8
1 in.	6 4	1 2	0 9
$1\frac{1}{16}$	6 0	1 2	0 10
$1\frac{1}{8}$	5 8	1 4	1 0
$1\frac{3}{16}$	5 7	1 4	1 2
$1\frac{1}{4}$	5 6	1 6	1 2
$1\frac{5}{16}$	5 4	1 8	1 2
$1\frac{3}{8}$	5 3	1 9	1 3

N.B.—Workmen not to be held responsible, or any deduction to be made from the prices mentioned on the list for making Admiralty chains, on account of defective iron or studs.

All chains rejected by the Admiralty Inspector through defective welds, workmen to allow 15 per cent. to be deducted from the prices paid for making.

Any Admiralty links or chains required to be made, other than those specified on the list, prices and conditions should be arranged before commencing or completing chains.

All Day-work rates to be increased equivalent to the increase of Piece-work rates under this Contract, such increase to be above the amount paid under the Contract which terminated at the end of the year 1902.

Anchorsmiths.

A dispute in 1897 led to the introduction of price lists in this trade by the Trade Union. The lists were agreed to (although not formally signed) by the employers, with a few unimportant exceptions, and are stated to be generally operative. The locality covered by the Union is the district round Cradley Heath, and the lists apply to about 140 workers. Anchorsmiths at Gateshead, Chester, and Pontypridd also use these lists. There are two lists in operation, one for oval anchors, the other for anchors and grapnel. The lists are said to be on a 3s. basis, because ordinary anchors from 2 cwt. to 20 cwt. inclusive are priced at 3s. per cwt., which is taken as the standard, and all

ordinary anchors, as per appended list, below 2 cwt. and above 20 cwt. take the usual advances or reductions upon that price as per appended list. All other descriptions of anchors are also ruled by the price of ordinary anchors, and when changes take place, they are made uniformly at so much per cwt. for all kinds of anchors indiscriminately.

A considerably larger amount of work is done under the anchor and grapnel list than under the oval list, and therefore the first named list only is here taken as an illustration.

ANCHOR AND GRAPNEL PRICE LIST.

Size of Anchors.	Ordinary.	Rodgers and all Solid Palms.	Grapnel Weight.	—	Trotman and Porters. Weight.	—	Spare crosses.	Spare shanks.
lbs.	s. d.	s. d.	lbs.	s. d.	cwt.	s. d.	s. d.	s. d.
From 7 to 14	14 0	14 6	From 7 to 14	14 0	From 1 to 3	9 0	12 6	5 6
Above 14 „ 28	9 0	9 6	Above 14 „ 28	9 0	Above 3 „ 5	7 0	9 6	4 6
„ 28 „ 56	6 6	7 0	„ 28 „ 56	6 6	„ 5 „ 20	5 3	7 6	3 6
„ 56 „ 112	4 6	5 0	„ lbs. cwt.		„ 20 „ 40	5 6		
Forged.			„ 56 to 2	4 6	„ 40 „ 45	5 9		And to advance
„ 1 to 2	3 3	3 9	„ cwt.		„ 45 „ 50	6 0		3d. per cwt.
„ 2 „ 20	3 0	3 6	„ 2 to 5	5 0	„ 50 „ 55	6 3		every 2½ cwt.
„ 20 „ 30	3 3	3 9	„ 5 „ 8	5 3	„ 55 „ 60	6 6		upwards.
„ 30 „ 40	3 6	4 0	„ 8 „ 10	5 6				
„ 40 „ 45	3 9	4 3	„ 10 „ 20	5 9				
„ 45 „ 50	4 0	4 6	„ 20 „ 30	6 0				
„ 50 „ 55	4 3	4 9	„ 30 „ 40	6 3				
„ 55 „ 60	4 6	5 0						
			And to advance 3d.					
			every 5 cwt.					

Nicholl's Anchors.
 All under 56 lbs., 14s. each.
 56 lbs. to 112 lbs., 20s. 3d. per cwt.
 Above 1 cwt. to 2 cwt., 18s. per cwt.
 „ 2 „ 3 „ 15s. „
 „ 3 „ and up 11s. 3d. „

Provision is also made in the list for the following extras :—

Ordinary Anchors.

To advance 3d. per cwt. every 5 cwt. up. Dressing common palms, 1d. per cwt. extra. Common Boss Stock Anchors, 1s. per cwt. extra. Fishery Anchors, 1s. per cwt. extra. All Plate Anchors, 3d. per cwt. extra. Spare Stocks, 3s. 3d. per cwt. Anchors above 1 cwt. to 2 cwt., when the smith makes his own forgings, 4s. 6d. per cwt. Iron stock anchors, made without stocks, 2d. per cwt. extra. When the smith draws the stock, 6d. per cwt. extra on the weight of stock.

Rodger's and all Solid Palms.

To advance 3d. every 5 cwt. upwards. Rodger's Boss stock anchors 1s. cwt. extra. Solid palmed, above 1 cwt. to 2 cwt., when the smith makes his own forgings, 5s. cwt.

Correction—Rodger's and all Solid Palms from 7 lbs. to 112 lbs., when made from Round Iron, 1s. per cwt. extra to Ordinary Anchors.

Trotman and Porters.

To advance 3d. per cwt. every 5 cwt. upward. Stocks to be weighed with the anchor under 20 cwt. at above list. 20 cwt. and upwards : com. stocks, 3s. 3d. cwt. Spare Boss stocks, 6s. 6d. per cwt. Waterproof Trotman and Porters, 3s. per cwt. extra. Palms welded on by the smith, 1s. per palm. Boss

stock anchors, 1s. per cwt. extra to list, and the stock weighed with the anchor at the same price; but when the anchor itself weighs over 40 cwt., the stock shall remain at 6s. 6d. per cwt. In defining the weight of Trotmans, the weight to be taken without the shackles and fittings.

All descriptions of anchors extra finished, 6d. per cwt. extra.

File Forging and Cutting.

Lists of prices for file forgers and file cutters in the Sheffield district were agreed to at a conference of manufacturers and workmen in July, 1873, and these lists are (except as to double hand forging* which is now done by machinery) operative at the present time.

The following list shows the manner in which the prices paid for single hand forging are stated:—

Ins.	Flat and Square.	Hand and Pillar.	Half round from		Round from Square Steel.	Cabinets from		Shoe Rasps.	Shoe Rasps.		Taper Saw Files from	
			Half round Steel.	Flat Steel.		Cabinet Steel.	Flat Steel.		Single Improved.	Double Improved.	Three-square Steel.	Square Steel.
	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.	Per Gross.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
3	3 8	3 8	—	3 9	3 6	—	—	—	—	—	—	3 9
3½	3 10	3 10	—	3 10	3 7	—	—	—	—	—	—	3 11
4	4 0	4 1	3 9	4 0	3 8	4 6	4 8	—	—	—	—	3 7
4½	4 3	4 4	4 1	4 5	4 2	5 0	5 2	—	—	—	—	3 11
5	4 6	4 9	4 6	4 10	4 8	5 6	5 8	3 3	3 5	3 7	—	4 4
5½	5 0	5 5	5 0	5 4	5 2	6 0	6 2	3 5	3 7	3 9	—	4 10
6	5 6	6 1	5 6	5 10	5 8	6 6	6 8	3 7	3 9	4 0	—	5 4
6½	6 0	6 6	6 0	6 4	6 2	7 0	7 3	3 9	4 0	4 3	—	6 2
7	6 6	7 0	6 6	7 0	6 8	7 6	7 9	4 0	4 3	4 6	—	7 0
7½	7 0	7 6	7 0	7 6	7 3	8 0	8 10	4 3	4 6	4 10	—	7 9
8	7 6	8 0	7 6	8 0	7 9	8 6	10 0	4 6	4 10	5 3	—	8 6
8½	8 0	8 6	8 0	9 0	8 7	9 3	11 3	4 10	5 3	5 9	—	9 6
9	8 6	10 3	8 6	10 0	9 6	10 0	12 6	5 3	5 9	6 3	—	10 6
9½	9 6	11 0	9 6	11 0	10 6	11 0	13 9	5 9	6 3	7 1	—	11 6
10	10 9	12 0	11 3	—	—	12 6	15 0	6 3	7 2	8 0	—	15 6

Hand cutting is a much finer process; and the list, which is highly technical, provides scales of payment for a vast variety of work. The rate of payment increases by half inches in the length of the file up to 13½ inches, and afterwards by inches only. The list for hand cut rasps fixes prices to advance by inches.

Certain general conditions governing the list are dealt with in the following statement:—

All half-inches not mentioned in this list to take the medium of prices above and below. Example—files 8½ inch long to divide the difference of price between 8 and 9 inches.

All quarter inches to reckon quarter inches forward.

All small files, being under the lowest size mentioned in this list, to take the prices of the nearest sizes above.

Nothing to be allowed from this list for stripping or marking.

* On the heavier sizes of files, beginning from 10 inches, the forger required a striker to assist him; this was "double-hand" forging.

No medium between the cuts mentioned in this list.

In cutting files not mentioned in this list, the prices to be similar to work of the nearest kind.

Thirteen new files to be cut to the dozen, and 12 old files to be re-cut to the dozen.

Since 1873 the variations from list prices for single hand forgers and cutters have been as follows :—

Year.	Percentage above or below full list prices.
1873-1877	At List.
1878-1881*	10 per cent. below.
1882	At List.
1883-1888	10 per cent. below.
1889-1892	At List.
1893-1895	10 per cent. below.
1896-1910	At List.

* In 1880 some firms paid full list prices.

File Grinding.

Grinding is a process intermediate between forging and cutting, and for this work also a list has been in existence since 1873. The same system of increased payment by inch or half inch of length is observable in this list as in those above referred to, as may be seen from the following section, which may serve as a specimen of the whole in so far as new files are concerned :—

NEW FILES.

Common Flat, Entering, Plain Shoe and Horse Rasps, and Four Square above Five Inches.

From 1 to 5. $5\frac{1}{2}$ to 6. $6\frac{1}{2}$ to 7. $7\frac{1}{2}$ to 8. $8\frac{1}{2}$ to 9. $9\frac{1}{2}$ to 10. $10\frac{1}{2}$ to 11.

$2\frac{1}{2}d.$ $2\frac{3}{4}d.$ $3\frac{1}{4}d.$ $3\frac{3}{4}d.$ $4\frac{1}{4}d.$ $5\frac{1}{4}d.$ $6\frac{1}{2}d.$

From $11\frac{1}{2}$ to 12. $12\frac{1}{2}$ to 13. $13\frac{1}{2}$ to 14. $14\frac{1}{2}$ to 15. $15\frac{1}{2}$ to 16. $16\frac{1}{2}$ to 17.

$7\frac{1}{2}d.$ $9d.$ $10\frac{1}{2}d.$ $1s. 0\frac{1}{2}d.$ $1s. 3d.$ $1s. 6d.$

From $17\frac{1}{2}$ to 18. $18\frac{1}{2}$ to 19. $19\frac{1}{2}$ to 20.

$1s. 10d.$ $2s. 2d.$ $2s. 6d.$

All above, 6d. per inch per dozen.

Files to allow 1 in. on Flat price :—Hand, Pillar, Parallel (not Broader than Flat), and thin Flat.

Files to allow 2 in. on Flat price :—Needle, Equalling, Two Tanged Flat and Millsaw, Square Edges, Lock Files, Pin Files, Tip Files, Parallel Files (Broader than Flat), Registered Files, Heel Files, Shoe Files, Coffin Files, Waterloo Files, Round Edge Cotter, or Slotting and Double Blunt Parallel.

Files to allow 3 in. extra on Flat price :—Rail Files and Tanged Rasps.

For old files the following is the scale of prices for grinding, for which the rates are higher as the old cuts have to be ground down:—

OLD FILES.

To 6½.	7.	7½ to 8.	8½ to 9.	9½ to 10.	10½ to 11.	11½ to 12.	12½ to 13.
<i>6d.</i>	<i>8d.</i>	<i>9d.</i>	<i>10d.</i>	<i>1s.</i>	<i>1s. 2d.</i>	<i>1s. 4d.</i>	<i>1s. 8d.</i>
From 13½ to 14.	14½ to 15.	15½ to 16.	16½ to 17.	17½ to 18.	18½ to 19.		
<i>1s. 10d.</i>	<i>2s. 4d.</i>	<i>2s. 9d.</i>	<i>3s. 4d.</i>	<i>3s. 9d.</i>	<i>4s. 4d.</i>		
From 19½ to 20.							
<i>4s. 10d.</i>							

All above, 1s. per inch per dozen.

Old Saw Files Topping, and Gullets, double the price of New. Old Rubbers and Weight Files, 1s. 6d. per stone. Old Silversmiths' Files and Rasps, 1s. 6d. each.

Old Hand and all Blunt Points, 1 inch extra. All Old Files, 12 to the dozen. Old Rail Files, seven teeth or less to the inch, Double the price of Bastard Cut Old Files. Old Cross Files and all Double Tanged Old Files, 2 inch extra.

All stones hanging up to 14 hands, 4s.; from 14 to 16 hands, 5s.; from 16 to 18 hands, 6s.; all above, 7s. per stone.

All back stones hanging, 2s. clear per stone.

The wages paid under the list, from which the above extracts are taken, have fluctuated in the same manner and at the same times as those of the file forgers and cutters mentioned above, and are now at full list prices.

Vermin, &c., Trap Making.

A piece list prepared by the employers and accepted by the workmen for regulating the prices paid for steel trap making is of interest as illustrating the method of fixing prices in the trade. It is a purely local list applying mainly to Wednesfield (in the Wolverhampton district). Only about 200 men are said to be affected by it, and it is reported to be fairly well adhered to by both parties.

The list is dated May 20, 1890, and list prices were paid until October, 1897, since when an advance of 10 per cent. on both piece work and time rates has been paid (the hours of labour being at the same date reduced from 57½ to 55½ per week). The prices are calculated both by weight and by the dozen traps. The first class of traps given on the list may be taken as an illustration.

SINGLE SPRING VERMIN TRAPS.

		6 in.	7 in.	8 in.	9 in.	10 in. Jaws.
Weight, per dozen...	lbs.	36	51	66	84	96
Wages 1½d. lb.	... per doz.	4s. 6d.	6s. 4d.	8s. 3d.	10s.	12s.

Here the traps are classified according to the size of the jaws, and to each size corresponds a certain weight, which is stated in

the next line per dozen traps. The price paid is stated both by weight ($1\frac{1}{2}d.$ per lb.) and by the dozen.

In the case above taken, the price per lb. is uniform, but in some cases it varies with the size of the trap, as is seen in the following example :—

RABBIT TRAPS.—No. 1.

Jaws.	Stock.	Steel.	Bridges.	Weight per doz.	Wages.
in. 4	in. $\frac{3}{4}$ by 5	in. 1 by 13	in. $\frac{3}{4}$ by 11	lbs. 16	1 <i>d.</i> per lb., or 1 <i>s.</i> 4 <i>d.</i> per doz.
4½	$\frac{3}{4}$ „ 4	1½ „ 12	$\frac{7}{8}$ „ 11	18	1½ <i>d.</i> „ 2 <i>s.</i> „
5	$\frac{3}{4}$ „ 3	1¼ „ 12	$\frac{7}{8}$ „ 11	22	1½ <i>d.</i> „ 2 <i>s.</i> 9 <i>d.</i> „

Here the first four columns give the sizes of the various parts of the trap in inches, the fifth column states the corresponding weight per dozen, and the last column gives the wages per lb. and per dozen respectively. It will be seen that the wages per lb. increase with the size of the trap. In the list for rat traps, payment is by dozens and not by weight, but weights per dozen were inserted in the table as a safeguard against unfair competition in the trade.

The list also contains prices for trap springs per dozen or gross, varying according to the size and the kind of spring ; and a statement of time wages for men (per day) and for youths and assistants (per week) and the recognised weekly hours of labour.

It should be observed that there are a few slight variations between the prices calculated from the piece rates per lb. and those shown in the list, a “give and take” principle having been adopted in the compilation.

The following example shows the general character of the list :—

Double Spring, Plain Bridge Vermin Traps.

—	6 in.	7 in.	8 in.	9 in.	10 in.	12 in Jaws.
Weight, per dozen... lbs.	60	84	108	125	145	220
Wages, 1½ <i>d.</i> per lb. for 6 in. jaw traps ; 1¼ <i>d.</i> per lb. for remainder ... doz.	7 <i>s.</i> 6 <i>d.</i>	8 <i>s.</i> 9 <i>d.</i>	11 <i>s.</i> 3 <i>d.</i>	13 <i>s.</i>	15 <i>s.</i> 2 <i>d.</i>	22 <i>s.</i>

The above with axle bridge, wrapped tongues, 2*d.* lb.
 „ „ Dorset „ 2½*d.* lb.

Day Men's Wages.

Spring Forger, 5s. 6d. per day.	2nd Spring Forger, 5s. per day.
Fire and Vice Man, 4s. 6d. per day.	Vice Man, 4s. per day.
Presser, 3s. 6d. per day.	Presser and Tool Repairer, 4s. per day.

Youths' and Assistants' Wages.

17 to 18 years, 7s. 6d. per week.	19 to 20 years, 12s. 6d. per week.
18 to 19 years, 10s. per week.	20 to 21 years, 15s. per week.

All Traps to be kept under List Weight except Nos. 1 and 2 Classes.*

Tin Plate and Sheet Manufacture.

Since 1874 a price list for the various operations included in the manufacture of tin plate has been in existence in South Wales and adjacent districts in which this trade is carried on. The list was agreed to in 1874 as between the representatives of the manufacturers and of the workmen. On neither side, however, was the organisation of the trade sufficiently strong to obtain for the list that uniformity of recognition which obtains in the finished iron trade. Nor did it contain any provision for a sliding scale, so that each demand for advance or reduction of prices became a matter for discussion, and often of dispute. The list might be infringed upon in individual cases either directly in the matter of price, or, less directly, by an increase in the number of sheets per box to be produced. Nevertheless, the list of 1874, in a somewhat modified form, is still regarded in some sense as a standard to which appeal can be made. The original list is printed in the *Report on Standard Piece Rates* of 1900 [Cd. 144], at p. 83. As time went on, improved processes and changes in the methods of production caused modifications in the 1874 list. No new list was mutually agreed to between the parties, but in practice it was found that certain changes had been accepted. A revised list, showing what those changes were, was published by the South Wales, Monmouthshire and Gloucestershire Tinplate Makers' Association in 1891. The list, even as it then stood, was not observed in every case, but it was generally quoted as the standard rate, and changes in wages were stated in percentages upon the 1874 list. Advances granted to about 15,000 workpeople in August and October, 1899, brought wages up to full list prices, and these rates were still being paid at the beginning of 1900. The variations from the original list are not numerous, and affect only a small proportion of the operations of tin plate making. The following is a copy of the 1874 list as revised in 1891 :—

SOUTH WALES, MONMOUTHSHIRE, AND GLOUCESTERSHIRE TIN PLATE
MAKERS' ASSOCIATION.

Rolling ...	List sizes ...	3s. 5d.	per dozen	} Of 116 sheets C 14 × 20. Bars to be cut and delivered to the mills. Furnacemen to open stickers.
Doubling ...	do. ...	2s. 9d.	"	
Furnacing ...	do. ...	2s. 7d.	"	
Behinding ...	do. ...	1s. 3d.	"	
Shearing ...	... ...	1s. 1d.	"

* *I.e.* single spring vermin traps and double spring, plain bridge vermin traps.

Annealing ...	...	...	...	...	...	...	10s. 6d. per 100 boxes.
Black Pickling ...	...	...	...	...	...	} Payment according to circumstances.*	
White do. ...	...	...	...	...	...
Tinning ...	List sizes,	3d.	per box.				
Washing ...	do.	3d.	"			} Of 114 sheets C 14 × 20. W.W. to be paid for.	
Washing by Apprentices }	do.	2d.	"	for the first 5,000 boxes			
Dipping in Patent Pots }	do.	2½d.	"	for the second 5,000 boxes			
Greasing ...	do.	1½d.	per box				
Sorting ...	...	...	...	...	...		1d. per box.
Boxing ...	...	...	...	...	...		4s. per 100 boxes.

Plates and all above to be paid for at the rate of 140 lbs. per box in mills and tin-houses.

Subsequently, further changes in methods of working slightly altered this list. "Washing by apprentices" was discontinued; "opening stickers" was no longer done by furnacemen, but by other men; at first certain deductions were made on this account from the furnacemen; but these deductions were subsequently discontinued. The rate most generally paid at the beginning of 1900 for "assorting" was that of the 1874 original list, viz., 6s. 3d. per day.

In March, 1900, it was agreed at a meeting of the South Wales Tinplate Conciliation Board that certain classes of plates of exceptional size should be paid for under the tinplate scale of payment (and not as sheets); this applied to all plates rolled in the mills not exceeding 28-in. wide, or 1,512 superficial inches; sizes over 26-in. up to 28-in. wide up to and including 46-in. long, 28-29 W.G.,† were to be paid 15 per cent. above tinplate scale.

With respect to the Sheet Mills, a uniform list for sheets and blackplates came into operation in April, 1900, regulating the wages of about 800 workpeople.‡

In May, 1900, a list of prices (to date from April 2, 1900) was agreed to, which gave the annealers 11s. 6d. (instead of 10s. 6d.) per 100 boxes, and fixed rates for other operations.‡

Among the other alterations of 1900 may be mentioned an advance of 2d. per dozen boxes (1s. 3d. to 1s. 5d.) for behinding; while in the finishing department certain rates were fixed for pickling (including day work pickling, for which no uniform rates had previously existed); the assorters were now put on piece-wages [8s. 4d. per 100 boxes (white plate) and 6s. per 100 (black plate)]; for risers the rates agreed to provided for an advance in the second and third years of employment.

* *i.e.*, according to the kind of labour-saving machinery used in the pickling process.

† *i.e.*, Wire Gauge. ("B.G." = Birmingham Gauge.)

‡ See *Report on Changes in Rates of Wages in 1900* (Cd. 688), pp. 190, 234.

The definition of a box of tinplates ("116 sheets C. 14 by 20") was altered to read: "a box of plates means a basis of 14-in. by 10-in., 225 sheets weighing 110 lbs., in Mills area 31,500 inches." It was also agreed that the allowance for waste should be 2 per cent.; that X X plates and all above should be paid for at the rate of 140 lbs. per box in Mills and Tinhouse; that 19 $\frac{1}{4}$ -in. by 14-in., and 18 $\frac{3}{4}$ -in. by 14-in. should be 120 sheets and 112 lbs., and 124 sheets and 112 lbs., respectively, with 2 per cent. for waste; and that Doubles and small Doubles should be paid for on area.

With the above, and certain other alterations, the previous wages agreement was continued until the middle of 1901, when it was again prolonged for a further 12 months.

In March, 1902, an arrangement was made as to the rates to be paid for changing Mill rolls, and also as to the removal of coal and ashes from Tin-houses. In May, 1902, the prices for boxing were revised, separate prices being now specified for iron hooping, crating, making Canada cases, and corner clipping.

In July, 1902, the wages agreement was again renewed for another year, with some material modifications, the most important of which was the adoption of the principle of payment on area (instead of on weight), as shown in the following resolutions of the South Wales and Monmouthshire Tinplate Conciliation Board:—

"That payment be made on area with the exception of Canadas and doubles."

"That payment on area apply to doubles up to and including 40 boxes per rollerman per annum. Above that limit payment to be made on the basis of 112 lbs. per box on common doubles. Cross doubles and upwards 50 sheets with extra above 140 lbs."

"That Canadas (24 x 18) up to and including 29 G^c be paid on 112 lbs., and over 29 G^c on the area of 31,500 square inches."

This change was reported to have resulted in an average increase in wages of about 2 per cent.†

In January, 1903, an arrangement as to the wages to be paid for changing castings, &c. (at works of four mills and under, and where millmen are employed to do the work) came into operation.

In June, 1903, negotiations for the revision of the scale were set on foot, one principal matter of discussion being the proposal of the employers that Canadas and Doubles should in future be paid for by area. As the operatives would not agree to this demand, a stoppage of work was caused, lasting from August 29 to September 7, when an agreement was arrived at that the previous Wages List (whose operation ended on June 30, 1903) should be prolonged to June 30, 1904, the question of Canadas

° *i.e.*, gauge.

† See *Report on Changes in Rates of Wages in 1902*, p. xxx.

and Doubles, and certain other matters in dispute, being reserved. All these matters were to be referred to a Joint Committee for investigation and settlement, but failing settlement were to be referred to arbitration, the arbitrator to be named by the Board of Trade, if the Committee should be unable to agree upon his appointment. Accordingly the Board of Trade (on the joint application of the employers and employed) appointed as arbitrator Sir Kenelm E. Digby, K.C.B., K.C. His award was given on January 27, 1904; and subsequently, differences having arisen in connection with certain points in the award, the arbitrator gave a decision upon these matters. The effect of the award was to decide that Doubles and Canadas should be paid on area, *i.e.*, as ordinary tinplates, *viz.*, on the basis of 14 x 10, 225 sheets, area 31,500 inches per box, and to settle certain questions with regard to the prices to be paid for annealing, for making tin cases, for "lapping" (the placing of the tin case inside the wooden box and beating down the edges of the tin), for marking sheets, for hooping boxes, and for crating.*

The wages list, as thus revised, remained in force until the end of June, 1904, and in July of that year was renewed for another twelve months, as was also the case in 1905, 1906, 1907, and 1908. The 1908 agreement expired in June, 1909, and was renewed on September 23, 1909. The only alteration made in the list was with respect to the allowance for waste in tin-plate mills. This allowance was at the rate of 2 per cent; and it was agreed that as from July 1, 1910, this allowance should be at the rate of 1 per cent., and as from July 1, 1911, at the rate of $\frac{1}{2}$ per cent., and as from July 1, 1912, should entirely cease. The wages agreement, revised in certain particulars, was re-signed by the parties on May 24, 1910, to remain in force until June 30, 1911. The list, under which the wages of from 20,000 to 21,000 workpeople are regulated, is printed below in full:—

TINPLATE MILLS.

		A box of Plates means a basis of 14 in. x 10 in. 225 sheets weighing 110 lbs. in Mills. Area, 31,500 inches.
		Allowance for waste to be—
		1% for year ending 30th June, 1911
		$\frac{1}{2}$ % " " " " " 1912
		No deduction for year ending 30th June, 1913.
		Gains to be paid on all Plates above 140 lbs. per box in Mills and Tinhouse.
		Mill Furnaces to be re-lighted by employers after stoppages for Repairs or Holidays.
		The Employers to pay for looking after Mill Furnaces on Sundays, but the Men are re- sponsible for same and cannot make it an excuse to leave the Works if Furnaces are not ready in time.
		The Doubler to bosh hot pieces, the Roller man to see that this is done.
		Tinplate sizes are up to and including 54 in. x 28 in.
Rollers ...	... 3s. 5d.	
Doublers	... 2s. 9d.	
Furnacers	... 2s. 7d.	
Behinders	... 1s. 5d.	
Shearers	... 1s. 1d.	

* See *Fifth Report by the Board of Trade of Proceedings under the Conciliation (Trade Disputes) Act, 1896*, pp. 45-47.

For shearing Small Squares—

9-in. and under	10-in.	10 per cent. extra.		
8-in.	"	9-in.	15	" "
7-in.	"	8-in.	20	" "
Under	"	7-in.	25	" "

A Bundler to be provided for each shearer in Tinplate Mills.

Openers ... 6s. 3d. per 100 boxes, with 9d. extra, if outside sheets are thrown out.

Payment to be made on area of 31,500 inches on all Tinplate sizes. In the event of Plates being drawn light due to faulty workmanship, workmen may be penalised by the addition of sheets to make up weight.

That 2 per cent. margin be allowed. Gains to be made up weekly. Anything over half-a-box to be paid for as a box. Fractions of gains on all sizes to be added together weekly.

The following to be the minimum weights of Bars supplied to the Mills:—

	Tinhouse Weights.	Weight per foot.	
Viz.:—C 20 × 14	108 lbs.	16 lbs. 0 ozs.	3 widths.
"	105 "	15 " 8 "	"
"	100 "	14 " 12 "	"
"	95 "	14 " 0 "	"
"	90 "	17 " 6 "	4 widths.
"	85 "	16 " 8 "	"
"	80 "	15 " 8 "	"
C 19½ × 14	110 "	15 " 12 "	3 widths.
C 18¾ × 14	110 "	15 " 12 "	"

Workmen to follow Machinery consistent with efficiency of the same, and careful regulation of orders being determined for individual works: and that the men be instructed to utilise the full period of time of each turn and the Machinery in use. In case of dispute at any works, a Committee of Three Masters and Three Men shall visit such works, and report to the Conciliation Board for settlement.

That in the event of break-down from any cause in the Mill, the men employed shall not be expected to remain more than a reasonable time.

Changing Rolls.—When broken or damaged during work:

Up to and including 30 in.,	8s. per pair, or 4s. per roll.
" " 32 in.,	8s. 6d. per pair, or 4s. 3d. per roll.
" " 34 in.,	9s. " " 4s. 6d. per roll.

If changed on Saturdays, which means after completion of week's work

Up to and including 30 in.,	9s. per pair or 4s. 6d. per roll.
" " 32 in.,	9s. 6d. per pair or 4s. 9d. per roll.
" " 34 in.,	10s. " 5s. "

Changing Standards.—Rollers, Doublers, and Furnacemen, 6d. per hour; Behinders, 4½d. per hour.

Changing Leading Boxes.—Where there is no intermediate spindle between leading spindle and rolls, 3s.

Changing Screw Pins, 1s.; changing Screw Pin and Box, 2s. 6d.

Changing Carriages or Riders, 1s.; Top Brass, 1s.; Bottom Brass, 2s. each.

Changing Coupling Boxes and Spindles, 1s.

The above rates for changing Rolls, Castings, &c., to apply at works of 4 mills and under and where Millmen are employed to do the work, and to come into operation on January 1st, 1903.

SHEET MILLS.

The following rates to be paid for Sheets, Blackplate and Tinplates in sizes exceeding 54 × 28, and wider than 28 in. :—

No. 1 Table.

Over 54 × 28 up to and including 60 × 30.

Gauge ...	30		29		28		27-25		24-20		19-14		below.
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s. d.
Per Ton ...	21	6	20	6	19	3	18	0	16	0	13	0	12 0
Roller ...	6	6	6	0	5	10	5	5	4	9	3	10	—
Doubler ...	5	3	5	0	4	8	4	4	3	10	3	1	—
Heater ...	5	0	4	10	4	5	4	2	3	8	2	11	—
Behinder ...	2	8	2	7	2	5	2	4	2	1	1	8	—
Shearer ...	2	1	2	1	1	11	1	9	1	8	1	6	—

No. 2 Table.

Over 60 × 30 up to and including 96 × 30.

Gauge ...	30		29		28		27-25		24-20		19-14		below.
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s. d.
Per Ton ...	23	0	22	0	21	0	18	0	16	0	13	0	12 0
Roller ...	7	0	6	7	6	4	5	5	4	9	3	10	—
Doubler ...	5	7	5	5	5	2	4	4	3	10	3	1	—
Heater ...	5	4	5	2	4	10	4	1	3	8	2	11	—
Behinder ...	2	9	2	9	2	7	2	4	2	1	1	8	—
Shearer ...	2	4	2	1	2	1	1	10	1	8	1	6	—

No. 3 Table.

From 40 × 31 and wider, up to 36 inches wide.

Gauge ...	30		29		28		27-25		24-20		19-14		below.
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s. d.
Per Ton ...	23	8	22	7	21	6	18	0	16	0	13	0	12 0
Roller ...	7	2	6	10	6	6	5	5	4	9	3	10	—
Doubler ...	5	10	5	6	5	3	4	4	3	10	3	1	—
Heater ...	5	5	5	3	5	0	4	1	3	8	2	11	—
Behinder ...	3	0	2	10	2	8	2	4	2	1	1	8	—
Shearer ...	2	3	2	2	2	1	1	10	1	8	1	6	—

No. 4 Table.

Above 36 inches wide.

Gauge ...	30		29		28		27-25		24-20		19-14		below.
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s. d.
Per Ton ...	24	2	23	0	22	0	18	0	16	0	13	0	12 0
Roller ...	7	4	7	0	6	7	5	5	4	9	3	10	—
Doubler ...	5	10	5	7	5	5	4	4	3	10	3	1	—
Heater ...	5	5	5	4	5	2	4	1	3	8	2	11	—
Behinder ...	3	3	2	9	2	9	2	4	2	1	1	8	—
Shearer ...	2	4	2	4	2	1	1	10	1	8	1	6	—

Gauge 31.

Gauge 32.

Gauge 33.

Table	Gauge 31.			Gauge 32.			Gauge 33.		
	1.	2.	3.	1.	2.	3.	1.	2.	3.
	s.	d.	s. d.	s.	d.	s. d.	s.	d.	s. d.
Per Ton	23 0	24 6	25 2	24 3	25 9	26 5	25 6	27 0	27 8
Roller	7 0	7 6	7 8	7 4	7 10	8 0	7 8	8 2	8 4
Doubler	5 7	5 11	6 2	5 11	6 3	6 6	6 3	6 7	6 10
Heater	5 4	5 8	5 9	5 7	5 11	6 1	5 11	6 3	6 4
Behinder	2 10	2 11	3 2	3 0	3 1	3 3	3 2	3 3	3 6
Shearer	2 3	2 6	2 5	2 5	2 8	2 7	2 6	2 9	2 8

The following sizes, being over 1,512 sup. inches, are to be paid the rates of No. 1 Table (whether cut down to smaller sizes or not), and irrespective of what Mills they are worked in :—

54 $\frac{1}{8}$ × 27 $\frac{3}{4}$	58 $\frac{1}{8}$ × 25	63 $\frac{3}{8}$ × 23 $\frac{3}{4}$	69 $\frac{1}{2}$ × 21 $\frac{3}{4}$
55 $\frac{3}{8}$ × 27 $\frac{1}{2}$	59 $\frac{5}{8}$ × 25	64 $\frac{3}{8}$ × 23 $\frac{1}{2}$	70 $\frac{3}{8}$ × 21 $\frac{1}{2}$
55 $\frac{7}{8}$ × 27 $\frac{1}{4}$	59 $\frac{7}{8}$ × 25 $\frac{1}{4}$	65 $\frac{1}{2}$ × 23 $\frac{1}{4}$	71 $\frac{5}{8}$ × 21 $\frac{1}{4}$
56 × 27	60 $\frac{1}{2}$ × 25	65 $\frac{3}{4}$ × 23	72 × 21
56 $\frac{9}{16}$ × 26 $\frac{3}{4}$	61 $\frac{1}{8}$ × 24 $\frac{3}{4}$	66 $\frac{1}{2}$ × 22 $\frac{3}{4}$	73 × 20 $\frac{3}{4}$
57 $\frac{1}{8}$ × 26 $\frac{1}{2}$	61 $\frac{3}{4}$ × 24 $\frac{1}{2}$	67 $\frac{1}{4}$ × 22 $\frac{1}{2}$	74 × 20 $\frac{1}{2}$
57 $\frac{3}{8}$ × 26 $\frac{1}{4}$	62 $\frac{1}{2}$ × 24 $\frac{1}{2}$	68 × 22 $\frac{1}{4}$	74 $\frac{3}{4}$ × 20 $\frac{1}{4}$
58 $\frac{3}{16}$ × 26	63 × 24	68 $\frac{3}{4}$ × 22	75 $\frac{3}{8}$ × 20

Sheets or Plates between 29 B.G. and 118 lb. basis are to be paid at 29 B.G. rate, otherwise all other intermediate gauges are to be paid at the lighter gauge rates.

1s. 6d. per ton extra to be paid for 31 G.

2s. 9d. " " " 32 G.

4s. 0d. " " " 33 G.

12 $\frac{1}{2}$ per cent. extra to be paid Openers on sheets of 60 × 30 and upwards.

Helpers to be provided in 42 in. Rolls at 5s. per day of 8 hours, and also in 36 in. Mills on plates above 70 in. × 30 in.

Helpers to be provided in 36 in. Mills working orders above 60 by 30.

Defectives 50 per cent. less on Plates as rolled.

Allowance for waste in Mills as on p. 129.

Extras over 8 feet lengths 10 per cent. on all gauges.

Extras over 9 feet lengths 15 per cent. on all gauges.

Sizes over 25 in. up to 28 in. wide, up to and including 46 in. long, 28–29 W.G. be paid 15 per cent. above Tinplate scale.

These exceptions are made owing to the difficulty of working specifications within above limit.

The above rates include Roller, Doubler, Furnaceman, Behinder and Shearer.

Rates for Changing Rolls is left to individual works, as the conditions vary so much.

That in the event of a break-down from any cause in the Mill, the men employed shall not be expected to remain more than a reasonable time.

Pickling.—Black and White, 5s. 9d. per 100 boxes for 4 mills.

5s. 6d. " " 5 to 8 mills.

5s. 3d. " " 9 to 12 "

or Employer's option, day work, at following minimum rates :—

7s. 6d. Head Pickler.

6s. 6d. 2nd "

5s. 10d. 3rd "

In case of any change from piece to day work, or *vice versa*, 28 days notice to be given.

Annealing.—Annealing (Black and White)

Coal, 11s. 6d. per 100 boxes. Gas, 10s. 6d. per 100 boxes.

Once Annealing, 7s. 8d. " " " 7s. " " kept " hand.

Payment to be on Mill make, and half-a-week's work to be carried out as hitherto.

Wheeling coal and ashes to be done by Employers.

Opening small pots, viz., those used for plates, up to and including 30 × 21 ... 9d. per pot.

Opening small pots, larger sizes ... 1s. "

A payment of 5s. per furnace to be paid for relighting after repairs.

The taking in and taking out of Annealing pots to be done as hitherto except in cases of extraordinary labour.

Annealers' work to begin and end as in the past, except in special cases where the Annealing furnaces are inconveniently placed, in which extra labour shall be arranged for by the Conciliation Board.

2s. 6d. per furnace to be paid Annealers for coaling and taking charge of Annealing furnaces during stop-days and holidays, when required to do this work.

In cases where Annealing is done by day work, the rate to be equal to the above.

<i>Cold Rolling.</i> —Roughers	...	...	2s. 2d. per day.
Finishers	...	...	2s. 0d. „
Assorters	...	...	1s. 9d. „
Attenders	...	...	1s. 9d. „
Greasers	...	...	1s. 6d. „

As in some districts great difficulties are experienced in getting cold roll labour, such works are allowed to make the best terms they can.

Holidays.—It is mutually agreed that in future the annual week's holiday shall take place the week which includes the August Bank Holiday.

FINISHING DEPARTMENT.

Tinning.—3d. per box.

Washing.—3d. per box.

Risers.—1st year, 1d. per box.

2nd „ 1½d. „

3rd „ 1½d. „

Assorting.—Tinplates, 1d. per box.

Blackplates, 6s. per 100 boxes.

Payment on Area Crosses and sizes as in Mills.

Removing Coal and Ashes to and from Tinhouse.

This work to be done by Employers when Water Boys do not assist the Tinmen. In cases where such boys are engaged, this work to be done by them.

“Make” Boards to be put up in Tinhouse, and gains to be made up weekly.

5d. per hour to be paid the Tinman when a break-down occurs, if he is required to assist.

3d. per hour to be paid the Riser when a break-down occurs, if he is required to assist.

6s. per day of 12 hours to be paid the Tinman when working an experimental Pot, in the event of his being unable to turn out an ordinary make.

In all Pots where there are no Risers, assistance must be given according to circumstances.

Tinning shall not be commenced on Monday mornings where three shifts are in operation earlier than 6 a.m., and where there are two shifts in operation earlier than 6.30 a.m.

Tinmen shall not be required to Tin after 12 noon on Saturdays.

Cleaning and Gauging.—1s. to be paid for Pots with a single set of rolls.

1s. 6d. to be paid for Pots with two sets of rolls.

Where Risers are employed an additional 6d. per Pot to be paid.

The work as far as practicable to be completed on Saturdays.

Boxing.—4s. per 100 boxes, to include all labour except discharging.

Numbering boxes consecutively, 6d. per 100 boxes.

Making Tin Cases.

Tinlining.—(Old Style) Twopence per box.

From Plates rolled to size and no soldering being required by the Employer, except on cover, Three Farthings per box and gains.

Where soldering is required otherwise than on cover, One Penny per box and gains.

Where Plates of the size 20 in. \times 10 in. are packed 225 sheets per box, on the basis of One Penny (1*d.*) per box, and where plates are packed 112 per box, on the basis of Three Farthings ($\frac{3}{4}$ *d.*) per box with gains. Employment to be found as far as possible when men are not employed in making Tin Cases.

Lapping.—To be paid at the rate of One Farthing per box of 112 plates, with gains, as in the last preceding paragraph mentioned.

Marking Top Sheets.—Rubber Stamp, 3*d.* per 100 boxes.

Iron Stamp, 9*d.* per 100 boxes.

Such payment shall not include the making or providing the stamp.

Weekly Stock-taking, 6*d.* per hour if required to be done.

General Stock-taking, left to individual works as practice varies so much.

Re-opening Damaged Plates and Re-boxing, 1*d.* per box.

Iron Hooping.—Empty boxes with hoops of 28 G., $\frac{1}{2}$ *d.* per box.

28 \times 20 \times 112 sheets " " " $\frac{1}{2}$ *d.* "

Oil sizes with hoops of 28 G., $\frac{1}{2}$ *d.* per box.

Gains to be paid on odd sizes 20 \times 10 and 20 $\frac{1}{2}$ \times 10 $\frac{1}{4}$.

Full boxes, 1*d.* per box instead of $\frac{1}{2}$ *d.* per box; other conditions as above.

Up to and including 30 \times 30 sizes, 1*d.* per box.

From 30 \times 30 up to 36 \times 30 " 1 $\frac{1}{4}$ *d.* "

" 36 \times 30 " 42 \times 28 " 1 $\frac{3}{4}$ *d.* "

" 42 \times 28 " 56 \times 28 " 2*d.* "

In all cases the men to cut the iron to lengths.

Crating.—To be paid for at the rate of 1*d.* per box, including boxing.

Making Canada Cases.—1 $\frac{1}{2}$ *d.* per single case, and 3*d.* per double case.

Corner Clipping.— $\frac{1}{2}$ *d.* per box up to and including 28 in. \times 20 in., 112 sheets.
 $\frac{1}{2}$ *d.* per box for 20 \times 10, with gains.

Corner Clipping, 36 \times 30 sizes, 1*d.* per box.

Payments on area applies to Doubles and Canadas in all departments.

It is recommended that pays should be made fortnightly, with a "sub." alternate weeks.

If any dispute arises in cases of Employees not included in the wage agreement, a Committee of three Masters and three Men shall discuss the matter, and, failing to agree, the matter shall be reported to the Conciliation Board for settlement. All disputes shall be settled within a reasonable time.

That any settlement as to wages and conditions arranged for the ensuing year will only be operative from the date upon which an arrangement is completed with the other sections of the trade.

In case of dispute at any works, a Committee of three Masters and three Men shall visit such works and report to the Conciliation Board for settlement.

That the rates paid, and the conditions, must not be more favourable than the foregoing to works outside the Employers' Association.

Tin and Iron Plate Working.

Although with relation to work done for the Government or for municipal and other public authorities the wages received by tin and iron plate workers are to a considerable extent regulated by lists of piece prices acquiesced in by the employers, on the other hand, for private work in the chief centres of this trade, while there are some lists in existence, these are mostly obsolete, and the trade is subject to so many changes and variations that existing piece rates are merely entered in written books.

In the case, however, of the Metropolis, a list of piece-prices for making Tin and Iron Ware, Baths, &c., has been mutually arranged between employers and employed, and is signed by representatives of both parties. The list now in force (the revision of October, 1900), under which the wages of about 400 work-people are regulated, is a volume containing some 300 pages, in which are enumerated the prices to be paid for more than 1,200 different articles. By way of illustration a few extracts from this volume will be given.

REVISED LIST OF PIECE-WORK PRICES FOR MAKING TIN AND IRON WARE, BATHS, &c.

All articles are priced at per dozen unless otherwise specified, and in any case where a smaller quantity is given out than what is specified, extra is to be charged. A wheel, treadle guillotine, and a large angle bender to be found.

All articles to be marked as herein specified.

All ordinary studs are to be found, and 4d. per gross to be allowed for them unless otherwise specified.

All materials for making work to be supplied to workmen.

A.

Alc Tasters.

					Material.	Wire.	£	s.	d.
1	No. 1	...	...	...	1 × S.		0	2	6
	„ 2	...	...	...	1 × S.		0	3	0
*	*	*	*	*	*	*	*	*	*

C.

Cake Pans.

					Material.	Wire.	£	s.	d.	
346	4-inch	...	...	...	2 × S.	13	0	0	9
	5-inch	...	...	...	1 × D.	13	0	0	10
	6-inch	...	...	...	3 × S.	12	0	1	0
	7-inch	...	...	...	1 × D.	11	0	1	3
	8-inch	...	...	...	„	11	0	1	6
	9-inch	...	...	...	4 × S.	10	0	1	9
	10-inch	...	...	...	„	9	0	2	0
	11-inch	...	...	...	„	8	0	2	3
	12-inch	...	...	...	„	8	0	2	6
	13-inch	...	...	...	„	8	0	2	9
347	Ditto with loose bottoms, half price extra.									
348	Light—									
	4-inch	...	...	...	{ C. or 1 × S.	13	0	0	6
	5-inch	...	...	...	„	13	0	0	7½
	6-inch	...	...	...	„	12	0	0	9
	7-inch	...	...	...	„	11	0	0	10½
	8 inch	...	...	...	„	11	0	1	0
	9-inch	...	...	...	„	10	0	1	1½
	10-inch	...	...	...	2 × S.	9	0	1	3
	11-inch	...	...	...	„	8	0	1	4½
	12-inch	...	...	...	„	8	0	1	6
349	Ditto with loose bottoms, half price extra.									
349A	If either of above made deeper than 3½ ins., per dozen extra							0	0	2

TEXTILE TRADES.

COTTON SPINNING.

Brooklands Agreement.

Among the numerous collective agreements between employers and employed in the Cotton Spinning industry the most important is the general treaty known as "The Brooklands Agreement," which was arrived at upon the conclusion of the great dispute in the spinning trade of 1892-3. The terms of this agreement have subsequently been in certain respects modified, and, as at present in force,* read as follows:—

[The Amendments are printed in italics.]

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 [March 27, 1893].

3. That when the employers and employed next agree upon an increase in the standard 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 a 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 to.]†

* On July 15, 1910, an agreement was arrived at by which in Clause 4 "two years" is substituted for "one year," and that no demand for a change in present wages is to be made for 5 years from that date. This agreement was signed on August 8.

† The words in brackets in Clause 4 were deleted by agreement made between the employers and workpeople on April 26, 1900.

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 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 was referred to them, provided always that the Secretaries or the Committee hereinbefore mentioned, as the case may be, shall have power to extend or enlarge the said periods of seven days whenever they may deem it expedient or desirable to do so. *Should either the local Employers' Association or the local Operatives' Association fail to call such a meeting within seven days (unless by consent of the other side), then the party which has asked for the meeting shall have the right to at once carry the question before the Joint Committee of the Employers' Federation and the Operatives' Amalgamation without further reference to the local Association, and should either the Employers' Federation or the Operatives' Amalgamation fail to deal with the matter in dispute within a further seven days, then either side shall be at liberty to take such action as they may think fit.*

When bad spinning is alleged by the Operatives, and failing to obtain satisfaction from the Employer, it is hereby agreed that the same shall be examined within three days of written notice from the Operatives' Association; but in case such three days' notice terminates on a Saturday, then the following Monday shall be reckoned one of the three days. Failing an agreement being arrived at by the officials of both Associations, a joint meeting of the Local Committee shall be held within seven days from the date of original notice to the Local Employers' Secretary. In case of failure, the course of procedure shall be according to No. 6 Clause of the Brooklands Agreement, so far as regards the Operatives' Amalgamation and the Employers' Federation.²

7. *Should any firm make any change which when completed involves an alteration in the work or rate of wages of the Operatives which is considered not satisfactory by them, then the firm shall at once place the matter in the hands of their Association, who shall immediately take action as per Clause 6, failing which the Operatives involved shall have the right to tender notices to cease work without further notice to the Employers' Association. When a settlement is arrived at, it shall date from the time the change was made.*

8. Every local Employers' Association or the Federated Association of Employers on the one hand, and every local Trades Union or the Federation

* This clause was adopted October 18, 1900. For further amendment adopted in March, 1906, see *post*, p. 138.

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.

9. *There shall not be placed upon any Joint Committee of the Federated Association and the Amalgamated Association more than one member of the local Employers' Association and one member of the local Trades Union, in addition to the respective Secretaries of those bodies. The rest of the said Joint Committee shall consist of persons who have not locally adjudicated upon the matter in question. It is understood that in case of unavoidable absence of Secretary a substitute may be present to act in same capacity as Secretary.*

10. 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.

11. The above Committee shall meet whenever the Secretary of either Federation shall be of opinion that questions affecting the general interest of the cotton trades should be discussed.

12. 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.

The agreement is signed on behalf of the Federation of Master Cotton Spinners' Associations, the Amalgamated Association of Operative Cotton Spinners, the Amalgamated Association of Card and Blowing Room Operatives, and the Amalgamated Northern Counties Association of Warpors, Reelers and Winders (now the Amalgamated Weavers', Winders', Warpors', Reelers' and Winders' Association).

By an agreement made on March 30, 1906, between the Federation of Master Cotton Spinners' Associations, on the one hand, and the Amalgamated Association of Operative Cotton Spinners, on the other hand, the following amendment was made in the Brooklands Agreement, so far as it relates to dealing with complaints of bad spinning :—

“When a settlement has been arrived at by the Federation and Amalgamation Committees in a bad spinning complaint, and there be any further cause for such a complaint within a period of three months from the date of the aforesaid settlement, then the Federation and the Spinners' Amalgamation shall appoint from the Joint Committee which has previously dealt with the case, one or more persons to inspect the spinning within a period of three days. Where practicable, the same persons shall be appointed who have previously made an inspection. In the event of these persons failing to bring about a settlement, then a joint meeting of the Federation and Amalgamation Sub-Committees shall be called within three days of either party requesting same. Should such a Joint Meeting not be able to arrive at a settlement, then the Operatives shall have the right to tender notices to cease work on any making-up day within 21 days from the date of such Joint Committee meeting. Should notices not be tendered within the 21 days, then any further complaint up to the expiration of the three months shall be dealt with as herein-before provided.

“After three months from the first settlement, any complaint shall be considered to be a new case, to be dealt with in accordance with Clause 6 of the Brooklands Agreement relating to bad spinning.”

The Brooklands Agreement affects in all some 150,000 operatives employed in Lancashire and the adjoining counties (at Ashton, Bolton, Bury, Chorley, Darwen, Farnworth, Glossop, Heywood, Manchester, Oldham, Rawtenstall, Rochdale, and Stockport).

Piece Price Lists.

Passing now to the agreements in force in relation to particular sections of the cotton spinning industry, we find that these consist mainly of piece price lists.

The price lists for the regulation of wages in the cotton trade of Lancashire and Cheshire are very complicated and technical in their character, but they are now very complete, being the result of long experience and special knowledge. For many years there have been spinning price lists in operation in different centres of the trade, the two principal lists, which regulate the wages of the great majority of the spinners in the trade, being those of Bolton and Oldham.

The Oldham list is gradually superseding the local lists of many other districts. It prevails entirely in Oldham and the immediately surrounding district, as also in Rochdale and Heywood (for coarse and medium counts), and in Littleborough, Salford, and Warrington; at Huddersfield the wage list is identical with the Oldham list, which also operates partially in Preston, Burnley, Blackburn, Hyde, Stockport, Bury, Darwen, Pendlebury, Bolton, Ripponden, Manchester, Mossley, and Stalybridge.

From information supplied by the Secretary of the Amalgamated Association of Operative Cotton Spinners, Self-Actor Minders and Twiners of Lancashire and adjoining counties in December, 1909, it appears, that, out of the total number of spinners and twiners, who were members of this Trade Union, 10,180 had their wages regulated by the Oldham list, 5,584 by the Bolton list, and the remaining 7,157 by other lists.

Some preliminary explanation of the terms used is necessary for the comprehension of the lists.

The “mule” (the machine mainly employed in cotton spinning) is provided with a carriage—a horizontal framework, on which are placed from say 700 up to 1,300 spindles, each of which is fed by two roving bobbins (on which has been wound the cotton partially prepared from the raw material by certain preliminary operations, which will be referred to again later on). The spinning is effected by the mule-carriage being made to run out about 5 feet from the rollers through which the rovings are fed

and back again (this distance being known as the "stretch," and the double journey being termed the "draw"). On the outward journey the partially prepared cotton on the roving bobbins is drawn out and twisted, while on the return journey this yarn is wound on the spindle in a tapering cylindrical coil (a "cop").

These "self-acting" machines are run in pairs, each pair of mules being operated, as a rule, by a "minder" or spinner, assisted by two boys, or in some cases girls, who are called "piecers" (generally of different ages). These subordinate operatives are paid by the spinner and not by his employer. In some districts, however, the two mules are taken charge of by two "joiners" (without any piecers to assist them).

The principal duty of the spinner and the assistants is to attend to the machine during the spinning operation, and to take up and piece all broken threads. In addition, the spinner has to supervise generally the working of the machine, and to level up the mules as they wear down. There are many other things to be attended to, such as "stripping," or "creeling," *i.e.*, replacing an empty bobbin by a full one; "doffing," or taking off the "cops" of spun cotton; "tubing," or placing a small tube on the spindle on to which the thread is wound as the spinning process goes on; "turning strings," or altering the spindle bands in such a way as to reverse the direction of their revolution. Such matters are in some cases treated as extras, and are paid for by the employers as additions to the rate fixed by the standard scale.

The standard scale provides piece-wages for the minders, out of which these operatives pay to their assistants time-wages, which in some cases are also fixed by the scale. Speaking generally, it may be said, that the piece-wages of cotton spinners are payments in proportion to output, the amount of these payments, however, being fixed with reference to a specific time basis; that is to say, the piece price per unit of output is made such an amount as shall enable the operative, working under specified (standard) conditions to earn in a stated period of time certain specified (standard) sums of money. At the same time, it should be understood, that on the one hand these standard earnings vary according to the size of the mules, and on the other hand, the actual earnings in any given case will vary according to the circumstances (such as the speed, at which the mules are run, the number and kind of extras that have to be paid for, &c.). But the nature of these arrangements will best be made clear by reference to the details of the Oldham and Bolton lists.

The Oldham and District List.

The Oldham and District list of wages for operative cotton spinners was agreed to by the Employers' and Operatives' Associations in January, 1876. Revisions of the list then agreed to have been made from time to time, but, practically, the principle of the original list remains undisturbed. The

list is based on payment for the actual length of yarn produced, each machine being fitted with an automatic indicator or counter which shows the number of hanks (each of 840 yards) spun. If this measuring of yarn were the only matter to be decided, the problem of payment by results would be very simple, but as the yarn produced varies almost indefinitely in character, and as the machinery of production varies also, the matter becomes much more difficult.

What the list does, is to establish a simple standard for work carried on under the most ordinary conditions, and from which all variations may be easily regulated.

The first element taken into account is the number of spindles on the mule. All other conditions being equal, the mule with the largest number of spindles will, within any given number of hours, spin the greatest number of hanks. The operatives employed at the larger machine, having thus more responsibility and more arduous work than those at a smaller machine, are considered to be entitled to higher remuneration. This rate of pay is, however, not augmented in exact proportion to the increase in the size of the machine; for the rate paid per length of yarn spun in the case of the large machine is less than for the smaller, the advantage of the increased output (due to the extra number of spindles) being thus divided in agreed proportions between the employer and the operative. The rates of the list, therefore, vary in the first place according to the number of spindles attended to by the operatives.

The next element is the length of the machine's travel (or "draw"), which may be said to represent the length of cotton that may most safely and conveniently be twisted, drawn out, and wound into "cops" or reels upon the spindles at one operation. Summing this up we have to take into account—

1. The number of spindles.
2. The time in which the "draws" are made.

Upon these elements the standard list is based, thus—

Any given number of spindles making three "draws" of 63 inches each (*i.e.*, three return journeys over a "stretch" of 63 inches) in 50 seconds should represent a certain rate of weekly earnings to be divided between the spinner and his assistants in a certain proportion.

The following is a copy of the operatives' schedule, embodying the list, from which it differs only in stating definite rates of earnings (in a week of 56½ hours*) for the spinner and for his piecers, while in the original the figures stated are the total

* This was the length of the "factory week" until on January 1, 1902, the maximum number of working hours allowed under Act of Parliament for women and young persons employed in textile factories was reduced from 56½ to 55½ per week.

earnings of spinner and piecers together, and the *percentage* of these earnings to be taken by the mule-minder and his piecers* respectively. Only the number of spindles on each mule and amount of earnings, which, at the prices fixed in accordance with the list, ought to be made in relation to that machine, are shown, the length of draw and number of draws per 50 seconds being assumed to be according to the standard as above stated:—

No. of doz. Spindles.	Total Earnings should draw from Office.		Spinner's Wages.		Piecers' Wages.		No. of doz. Spindles.	Total Earnings should draw from Office.		Spinner's Wages.		Piecers' Wages.			
	£	s.	d.	s.	d.	s.		d.	£	s.	d.	s.	d.	s.	d.
36	1	17	0	25	6	11	6	77	2	19	4	32	4	27	0
37	1	17	2	25	8	11	6	78	2	19	6	32	6	27	0
38	1	17	4	25	10	11	6	79	2	19	8	32	8	27	0
39	1	17	6	26	0	11	6	80	2	19	10	32	10	27	0
40	1	17	8	26	2	11	6	81	3	0	0	33	0	27	0
41	1	17	10	26	4	11	6	82	3	0	2	33	2	27	0
42	1	18	0	26	6	11	6	83	3	0	4	33	4	27	0
43	1	18	2	26	8	11	6	84	3	0	6	33	6	27	0
44	1	18	4	26	10	11	6	85	3	1	8	33	8	28	0
45	2	0	6	27	0	13	6	86	3	1	10	33	10	28	0
46	2	0	8	27	2	13	6	87	3	2	0	34	0	28	0
47	2	0	10	27	4	13	6	88	3	2	2	34	2	28	0
48	2	1	0	27	6	13	6	89	3	3	4	34	4	29	0
49	2	2	2	27	8	14	6	90	3	3	6	34	6	29	0
50	2	2	4	27	10	14	6	91	3	3	8	34	8	29	0
51	2	2	6	28	0	14	6	92	3	3	10	34	10	29	0
52	2	2	8	28	2	14	6	93	3	5	0	35	0	30	0
53	2	4	4	28	4	16	0	94	3	5	2	35	2	30	0
54	2	4	6	28	6	16	0	95	3	5	4	35	4	30	0
55	2	4	8	28	8	16	0	96	3	5	6	35	6	30	0
56	2	4	10	28	10	16	0	97	3	8	8	35	8	33	0
57	2	9	0	29	0	20	0	98	3	8	10	35	10	33	0
58	2	9	2	29	2	20	0	99	3	9	0	36	0	33	0
59	2	9	4	29	4	20	0	100	3	9	2	36	2	33	0
60	2	9	6	29	6	20	0	101	3	12	4	36	4	36	0
61	2	11	8	29	8	22	0	102	3	12	6	36	6	36	0
62	2	11	10	29	10	22	0	103	3	12	8	36	8	36	0
63	2	12	0	30	0	22	0	104	3	12	10	36	10	36	0
64	2	12	2	30	2	22	0	105	3	13	0	37	0	36	0
65	2	15	4	30	4	25	0	106	3	13	2	37	2	36	0
66	2	15	6	30	6	25	0	107	3	13	4	37	4	36	0
67	2	15	8	30	8	25	0	108	3	13	6	37	6	36	0
68	2	15	10	30	10	25	0	109	3	14	2	37	8	36	6
69	2	17	0	31	0	26	0	110	3	14	4	37	10	36	6
70	2	17	2	31	2	26	0	111	3	14	6	38	0	36	6
71	2	17	4	31	4	26	0	112	3	14	8	38	2	36	6
72	2	17	6	31	6	26	0	113	3	14	10	38	4	36	6
73	2	17	8	31	8	26	0	114	3	15	0	38	6	36	6
74	2	17	10	31	10	26	0	115	3	15	2	38	8	36	6
75	2	18	0	32	0	26	0	116	3	15	4	38	10	36	6
76	2	18	2	32	2	26	0								

Spinners spinning pin cops to earn 1s. per week more.

The list of earnings just set forth applies, as has been stated, to the case in which the mules are running at an agreed normal speed, the carriage running out over a space of 63 inches and back again three times in every 50 seconds. With respect to those cases, in which this standard speed is exceeded, this agreement makes the following provisions:—

In cases where spinning mules are running quicker than three draws in 50 seconds, with 63 in. draw for any counts of yarn, twist, or

*It will be seen that these percentages are not uniform throughout the list; thus, the proportion to be taken by the piecers varies from 31·08 per cent. at the commencement to 48·45 per cent. at the end of the table.

weft,* one half the advantage of the difference arising from quicker speeds shall be added to total earnings as in following list :—

Number of Dozen Spindles.	Amount to be added for each second quicker than 3 in 50.	Number of Dozen Spindles.	Amount to be added for each second quicker than 3 in 50.	Number of Dozen Spindles.	Amount to be added for each second quicker than 3 in 50.
36	d. 4 $\frac{1}{4}$	64	d. 6 $\frac{1}{4}$	92	d. 7 $\frac{1}{2}$
40	4 $\frac{1}{2}$	68	6 $\frac{1}{2}$	96	7 $\frac{3}{4}$
44	4 $\frac{3}{4}$	72	6 $\frac{3}{4}$	100	8 $\frac{1}{4}$
48	5	76	7	104	8 $\frac{1}{2}$
52	5 $\frac{1}{4}$	80	7 $\frac{1}{4}$	108	8 $\frac{3}{4}$
56	5 $\frac{1}{2}$	84	7 $\frac{1}{2}$	112	9
60	6	88	7 $\frac{3}{4}$	116	9

Other lengths of draw in proportion.

Thus, of the increased production consequent upon augmented speed, one half the advantage goes to the operative and the other half goes to the employer.

When the Oldham list was originally drawn up, no provision was made for the case, in which mules run, not with greater, but with less than the standard speed. At that time (in 1876) such cases were practically unknown in the districts to which the list applied. But in course of time a finer class of yarn (yarn of higher "counts," *i.e.*, of which a greater number of hanks was required to make up one pound in weight) began to be spun in these districts; and since such yarns can not be spun except by mules run at comparatively slow speeds, involving a proportionately reduced output within any given number of hours and a consequent diminution in weekly piece-wage earnings, objection was taken by the operatives in 1907 to the continuance of the prices fixed under the Oldham list in relation to this class of work. This dispute [an account of which is given at pp. 55-58 of the *Report on Strikes and Lock-outs of 1907* (Cd. 4254)] was ended on December 5, 1907, by an agreement between the employers and the workpeople concerned, which was in the following terms :—

That the quick-speed clause of the Oldham list be modified so that the mules running slower than three draws in 44 seconds for a 63 in. stretch have added to their gross earnings payment for 1-12th of the number of seconds they run quicker than three draws in 120 seconds for a 63 in. stretch at the rate per second provided for in the quick-speed clause.

Those mules now running quicker than three draws in 44 seconds for a 63 in. stretch to continue to receive what the present clause gives them.

It was also agreed, that—

On and after January 1st, 1908, the method of putting this amendment into operation shall be left to the respective local secretaries, provided always that any firm, which has already made concessions above the Oldham list, may cease the said concessions in substitution for the new quick-speed clause and shall at the option of either side have a retiming.

* *Counts* are determined by the number of hanks necessary to weigh one lb., thus a 32's count means 32 hanks to the lb. *Twist* is the yarn used for the warp or longitudinal threads of a piece of cloth. *Weft* is the yarn used for the cross threads.

Going back now to the Table of Earnings set forth above, it should be explained that the use of this ready reckoner is to set forth the basis, upon which, under the circumstances therein supposed to exist, the spinners' piece prices are to be reckoned. These prices, that is to say, are in all cases to be such as to enable the average operative to earn, within a given number of hours, the sums therein set forth (the piece rates payable under other circumstances being fixed on the basis of these standard rates). As already mentioned, the number of hours referred to is $56\frac{1}{2}$, that being the duration of the week's work in spinning mills at the time when the Oldham list was compiled. But in fixing upon this basis the piece prices to be paid to the spinners it is not assumed that the mules will be producing yarn during the whole of these $56\frac{1}{2}$ hours; it is, on the contrary, stipulated that specified allowances shall be made for time unavoidably lost (the mules being temporarily stopped for one reason or another). The provisions of the Oldham wages agreement in regard to this and certain other incidental matters are as follows:—

Clause No. 1.—The mode of calculating length of yarn spun by spinning mules to be as follows:—

From $56\frac{1}{2}$ hours shall be deducted—

1. An allowance of $1\frac{1}{2}$ hours per week for cleaning and accidental stoppages.

2. An allowance for doffing time, as follows:—

For each pair of mules, of 60 doz. spindles and under, five minutes.

For each pair of mules, over 60 doz. spindles and less than 90 doz., six minutes.

For each pair of mules, of 90 doz. spindles and upwards, seven minutes.

Number of doffings reckoned off one mule only.

3. An allowance of $2\frac{1}{2}$ per cent. for breakage.

Clause No. 2.—Mule indicators to be so constructed as to allow $2\frac{1}{2}$ per cent. for breakage.

Clause No. 3.—The above list of total earnings does not apply to firms using a low quality of cotton and waste requiring more piecers; or to firms using a superior quality of cotton, requiring fewer piecers; in such cases, if any dispute arise, arrangements must be made with the consent of the two committees.

Clause No. 4.—In case of a dispute arising on account of quick speed, or from bad work,* the question shall be referred to the two secretaries, and in the event of them not being able to settle the same, the dispute shall be referred to the two committees for a decision.

Clause No. 5.—If spinning 24's and under, 1s. to be added to the list of total earnings; but in cases of mules running three draws in 50 seconds, or slower, 1s. to be added for counts from 24's to 21's inclusive, and 2s. for 20's and all counts below.

Clause No. 6.—The above list of total earnings does not apply to double-decked mules, odd mules, three mules, or hand mules. In all cases of dispute, arrangements are to be made by the two committees.

* See *ante*, p. 137, p. 138, *post*, p. 147.

Under Clause No. 1 it will be seen that the hours of actual spinning vary slightly according to the size of the mules. But in every case for the normal wage stated a given length of yarn must be spun. If a workman is careless or inattentive he will fall short of the normal rate; but, on the other hand, some operatives may earn a little over.

In order to illustrate the manner in which, in a simple case—no “extra work” (as to which *see* below) being involved—the piece-wage rate per 1,000 hanks is calculated on the basis just explained, the following hypothetical case may be taken :—

A pair of mules spinning 32's T, 3 draws in 48 seconds, 63 in. stretch, 2,000 spindles,

	56½ hours,	
	Less 1½ „	for accidents, &c.
	<hr style="width: 50px; margin: 0 auto;"/>	
	55 „	or 3,300 minutes.
Doffing 9 times off each mule, at		
6 minutes	54 „	
	<hr style="width: 50px; margin: 0 auto;"/>	
	3,246 „	
Breakage 2½ per cent.	81 „	
	<hr style="width: 50px; margin: 0 auto;"/>	
		3,165 × 60 = 189,900 seconds.
189,900	(Stretch) × 63	(Draws) × 3
		(Spindles) × 2,000
		(Hanks.)
		<hr style="width: 50px; margin: 0 auto;"/>
		= 49,453
	840 × 36 × 48	
	(Yards.) (Inches.) (Seconds.)	
	£ s. d.	
Then the list price is	3 0 5	
Extra speed, 2 seconds	0 1 2½	
	<hr style="width: 50px; margin: 0 auto;"/>	
	3 1 7½	Pence.
		or 739·500 Pence.
		<hr style="width: 50px; margin: 0 auto;"/>
		= 14·95 per 1,000.
		<hr style="width: 50px; margin: 0 auto;"/>
		49,453

In certain cases the work required to be done comprises items additional to the normal operations, and in regard to such “extra work,” the following arrangements have been made. The list provides as follows :—

CONDITIONS for EXTRA WORK.

1. If no bobbin carrier is employed, 1½*d.* per 100 lbs. of yarn weighed in to be added to the list, but if a hoist is in use and no bobbin carrier, 1*d.* per 100 lbs. to be allowed.

2. If minder is employed on double-decked mules, 1*s.* 6*d.* per week to be added to total earnings.

3. If minder is spinning from double rovings, 1*s.* per week to be added to the list. This to apply where the mules are adapted with tin guiders for double rovings, though not always working double rovings.

4. Breaking-out rovings, or turning strings.

For mules up to 36 doz. inclusive, 1*s.* per pair of mules to be allowed.

„ upwards of 36 doz., ½*d.* per doz. per pair to be added.

For breaking-out double rovings, double the above rates to be paid.

5. Tubing to be left for individual arrangement, and any dispute respecting payment for same to be decided by the two committees, the allowance made to be fair payment to the minder for loss of time entailed by the operation.

NOTE.—The allowances for breaking-out and turning strings are considered fair payment to the minder for loss of time entailed by those operations.

6. For re-setting or levelling up mules, minder to be paid at the following rate, if he is required and in attendance :—

For mules up to 56 doz. inclusive, 5*d.* per hour.

„ from 57 to 76 „ 5½*d.* „

All larger mules, 6*d.* per hour.

Piecers, if required and in attendance, to be paid their usual wages by the employer, as an equivalent for the yarn spun on one mule while the other is being re-set.

7. A month's notice of any desired alteration in the above list and conditions shall be given on either side, and all cases in dispute shall be attended to within seven days of the receipt of notice, and if on investigation the employer be found to have caused the dispute, he shall be held responsible for the same, and *vice versa* the minder.

Subsequently it was arranged between the parties to this agreement as follows :—

EXTRA PIECING for COARSE COUNTS.

If spinning 21's weft counts and under, that an extra full-time piecer be allowed and paid by the employer, the wages to be in accordance with the size of mules and what is actually required in each case.

PAYMENT for ROLLER MOTIONS.

Where roller motions are employed, the spinner is to be paid for yarn produced by the same, whether the mules run quicker or slower than 3 draws in 50 seconds, according to the scale printed in this list at so much per second.

Thus :—Given, a pair of mules 64 inch stretch, allowing 4 inches roller motion, and running 3 draws in 55 seconds, add the roller motion to nominal stretch, making in this case 68 inches. Then if 68 inches gives 3 in 55 seconds, 64 inches gives 3 in 52 seconds (nearly). Deduct one from the other, and allow the proper amount for the 3 seconds as per scale.

In addition, the following conditions* are accepted in practice :—

CHANGING of RIMS.

When rims are changed, there shall be no alteration made in the piece-work price for less rims than a 17-inch for two grooved rims, and 15-inch for three grooved rims ; but for all larger rims the price to be altered as per agreement between the secretaries of the two associations. This arrangement only to apply for all changes made after this date, September 15th, 1894.

* In addition to the conditions set forth in the text, the following is the accepted arrangement with regard to the days to be taken as holidays :—“ Christmas Day, and when the latter falls on a Sunday, the following Monday to be the holiday ; Easter Monday, and either Good Friday or Easter Tuesday (at the option of the employer) ; Whit Friday and Saturday, and following Monday ; the last Saturday in August, and the whole of the following week ; making a total of 13 days, including three Saturdays.”

WORKING up PIECES.

Any spinner who is required to work up pieces of rovings broken out by other spinners is entitled to compensation for such extra work, and in case of disagreement between the employer and operatives, the allowance shall be fixed by the secretaries of the two associations, in accordance with the circumstances of each particular case.

DOFFING COPS on the FLOOR.

Any spinner who is required to doff his cops, and put them on the floor, on account of being short of doffing skips, and then having to pick them up again, and put them into skips, shall be entitled to compensation for such extra labour, and such compensation shall be agreed upon by the secretaries of the two associations, as the circumstances of each case may require.

With regard to these payments for "extra work," it should be observed that these form an important part of the remuneration of the mule-minders (the piecers not sharing in these sums). Writing in 1899, the Secretary of the Oldham Master Cotton Spinners' Association stated, that "these extra payments amount in many cases to as much as 15s. per week, and taken on the average in Oldham, constitute a very substantial increase in the spinners' earnings."

It will readily be comprehended that the arrangements under the Oldham list are so technical in their nature that many of the operatives themselves do not understand them, and it is possible that some employers may not be highly skilled in their working. The officials of the Trade Union are, therefore, being continually called upon by employers or by operatives to apply the principles of the list to a given mill or to a given machine, in order to decide what the rate of wages should be under the existing conditions.

Since the remuneration of the operatives is dependent upon the amount of yarn spun, and since, if the cotton given out to be spun is of inferior quality and consequently is specially liable to be broken in the process of spinning, at any rate unless that process is carried out at a lower than normal speed, the question of compensation for the loss incurred on account of defective material is one of moment for the workpeople. This matter is referred to in Clause No. 4 of the Oldham list (see *ante*, p. 144); and a further agreement in relation to this subject was come to on May 5, 1892, between the Federation of Master Cotton Spinners and the Amalgamated Operative Spinners' Association, which was in the following terms:—

Where bad work is proved, the employers agree that, it shall be an admitted principle that the men shall be entitled to compensation for loss in wages until the grievance is removed.

Should there be no loss in wages, but the work is proved to be bad, then the firm involved shall make such alterations in the speed or material as may in the opinion of the investigators be required to meet the case.

Any loss in wages resulting from such temporary reduction in speed shall be covered to such an extent as the two Associations shall decide. This clause shall not apply to any district in which the minimum or maximum speed clause is in operation.

Since the Oldham list was first agreed upon, the following fluctuations have taken place :—

Year.	Date.	Increase.	Decrease.
		Per cent.	Per cent.
1877	October 22	—	5
1878	May 27	—	5
1878	November 25	—	5
1879	October 20	—	5
1880	February 9	5	—
1881	January*	5	—
1885	October 19	—	5
1888	May 20	5	—
1891	January 1	5	—
1893	March 27	—	2·91 (7d. in the £)
1899	March 27	2·91 (7d. in the £)	—
1900	April 30	5	—
1906	May†	5	—
1907	June‡	5	—
1909	March§	—	5

* To date from last making-up day in January.

† To date from 3rd and 4th pay in May.

‡ To date from 3rd pay in June.

§ To date from 1st pay in March.

Making wages 5 per cent. above the list prices of 1876.*

The Bolton and District List.

The "Bolton and district net list of prices for spinning twist, reeled yarn, or bastard twist and weft on self-actor mules," would appear to be one of the earliest of the lists adopted in the cotton spinning trade for the regulation of wages. It was first prepared in 1858, but since that time has been frequently enlarged and revised by agreement between the Joint Committees of the Bolton Master Spinners' Association and the Operative Cotton Spinners' Provincial Association of Bolton and District. The latest edition of the list is the one dated May 1, 1906.

Speaking broadly, it may be said, that, although the details of the Bolton list differ in very numerous points from those of

* It should be understood, with regard to all the piece price lists in the cotton spinning industry, that the actual movement in the earnings of the workpeople has not corresponded exactly with the fluctuations in these lists. For, as is stated in the *Report of an Inquiry by the Board of Trade into the Earnings and Hours of Labour of Workpeople in the Textile Trades of the United Kingdom*, Cd. 4545 of 1909, p. xxxvii., [cotton] "spinners have, on the whole, gained considerably more than the list changes, partly in some districts by an increasing proportion being employed on the finer counts, but mainly through the improvement and greater capacity of the mules." It is there stated, that the increase in the average full-time earnings in all districts (as between 1886 and 1906) has been 33 per cent.

the Oldham list, any divergence between the two wages agreements involves matters of form, rather than of substance. Thus the unit of piece price payment at Bolton is (so far as the general list is concerned) 100 lbs. *weight* of yarn, but under the Oldham list is 1,000 hanks (each hank being 840 yards in *length*). But, as will have been seen, a certain length of yarn of any given "count" always weighs a certain fixed number of pounds. So that the distinction between the two lists is of no practical importance, and indeed the standard prices of the Bolton general list, upon which the piece wage rates per 100 lbs. of yarn are based, are (as will be seen) prices per 1,000 hanks. Then, again, in many mills in the Bolton district (as will be explained later) under special lists, based on the general agreement, but drawn up to apply to the particular circumstances of each factory, the unit of piece payment is 100 "draws." But since each draw corresponds exactly with a given length of yarn spun, payment per 100 draws is only one particular form of payment by length.

Another feature, which distinguishes the Bolton from the Oldham list, is that the former contains, but the latter does not contain a special rule in relation to the amount of twist put in yarn of different counts (the standard turns per inch being found by multiplying the square root of the count concerned by 3·606 for twist, 3·394 for reeled yarn, and 3·183 for weft). But, since the greater or less number of the turns per inch put in any yarn that is being spun directly affects the speed, at which the mule is run; and since, so far as the speed of the machines is concerned, the Oldham list makes express provisions, the difference between the two wage agreements is not one of a material character.

Clause I.—TWIST STANDARD.

Sec. 1.—The twist standard price is 21·04*d.* per 1,000 hanks of 50's count, with 25·5 revolutions of the spindles per inch of yarn, on mules of 420 spindles each. The prices have been brought out net, by deducting $\frac{1}{2}$ per cent. for every additional 12 spindles beyond 420, up to and including 806 spindles, when spinning twist, bastard twist, doubling, or pin cop weft counts on twist mules. Where, however, the number of spindles does not exceed 804 each mule, an extra 5 per cent. is allowed, and has been added for short mules.

Sec. 2.—Mules of $1\frac{1}{4}$ in. gauge or over, to be considered *twist* mules, and to discount only for number of spindles up to 806 each mule. Larger mules of *twist* gauge to be paid the same price per 100 lbs.

Sec. 3.—All counts below 32's twist to be paid the same price per 1,000 hanks; but in working out the price per 100 lbs., hank by the actual count (even) spun.

Sec. 4.—Counts, whether twist, bastard twist, doubling, or pin cop weft, spun on mules of $1\frac{1}{4}$ in. gauge or over, to be discounted for length of mules up to 806 spindles only.

Sec. 5.—An additional 5 per cent. to be allowed when spinning pin cops on mules over $1\frac{1}{4}$ in. gauge.

Clause II.—REELED YARNS OR BASTARD TWIST STANDARD.

Sec. 1.—The bastard twist standard price is 19·8*d.* per 1,000 hanks of 50's count, with 24 revolutions of the spindles per inch of yarn, on mules of 420 spindles each ; a half per cent. is deducted for every additional 12 spindles beyond 420 up to and including 806 spindles. Where, however, the number of spindles does not exceed 804 each mule, an extra 5 per cent. is allowed and has been added for short mules.

Sec. 2.—Twist, bastard twist, doubling, or pin cop weft counts spun upon mules of $1\frac{1}{4}$ in. gauge or over, will be discounted for size of mule up to 806 spindles.

Sec. 3.—All counts below 34's bastard twist to be paid the same price per 1,000 hanks ; but in ascertaining the price per 100 lbs., hank by the actual count (even) spun.

Clause III.—WEFT STANDARD.

Sec. 1.—The standard price for weft is 18·56*d.* per 1,000 hanks of 50's count, with 22·5 revolutions of the spindles per inch of yarn, on mules of 420 spindles each. A half per cent. is deducted for every additional 12 spindles beyond 420 up to and including 900 spindles, when the gauge of the spindles is $1\frac{1}{8}$ in. or below. Where, however, the number of spindles does not exceed 804, an extra 5 per cent. is allowed, and has been added for short mules.

Sec. 2.—Mules of $1\frac{1}{8}$ in. gauge of spindles, and below, to be considered *weft* mules ; twist, bastard twist, doubling or pin cop weft counts spun on *weft* mules shall be discounted for length of mule up to 900 spindles each mule.

Sec. 3.—All counts below 36's weft to be paid the same price per 1,000 hanks ; but in calculating the price per 100 lbs., hank by the actual count (even) spun.

Clause IV.—COARSE COUNTS.

Sec. 1.—Five per cent. to be added upon all sizes of mules when spinning 40's twist, bastard twist, doubling, or pin cop weft, or any count below.

Sec. 2. When spinning 30's count, or below, the employer to engage and pay an extra full-time creeler, unless spinning so slow as not to require one, or spinning from a single roving, or as may be otherwise arranged between the secretaries of the two Associations, and unless a few sets only are required, in which case the spinner shall have an extra allowance of 8*d.* per diem in lieu thereof.

Clause V.—HARD OR SOFT SPUN YARNS.

Sec. 1.—When spinning any count with *more* than standard turns per inch in, the price per 100 lbs. to be increased by $\frac{2}{3}$ ths the proportionate difference between the price of the count set to spin, and the count for which the turns per inch put in is the standard.

Sec. 2.—When spinning soft weft yarns with more than two-and-a-half turns per inch *less* than is allowed by the standard, the price per 100 lbs. shall be reduced by one-fifth the proportionate difference between the price per 100 lbs. for each turn per inch beyond, and reckoning from the two and-a-half turns per inch referred to.

N.B.—In spinning soft weft or hosiery yarns, to which this section may not always apply, the price for spinning such yarns shall be subject to arrangement in accordance with Cl. XIX.

Clause VI.—STANDARD SPEED.

Sec. 1.—The standard speed shall be taken in each mill as the speed usually run at such mill. In case of alteration to a speed below such standard, the price per 100 lbs. to be increased equal to two-thirds of the proportionate difference in reduction in size of the rim.

Sec. 2.—Five per cent. extra to be allowed when spinning with single and double speeds.

Clause VII.—PRICES TO BE PAID EXTRA WHEN TUBING.

Tubing per Set, Large Cops.

Sec. 1.

Counts.	Spindles in each Mule.							
	600 and under.	602 to 648.	650 to 698.	700 to 748.	750 to 798.	800 to 848.	850 to 898.	900 to 948.
30's and under ...	d. 3	d. 3	d. 3½	d. 4	d. 4½	d. 5	d. 5½	d. 6
32's to 60's ...	4	4	4½	5	5½	6	6½	7
62's ,, 80's ...	4½	4½	5	5½	6	6½	7	7½
82's ,, 100's ...	5	5	5½	6	6½	7	7½	8
102's ,, 120's ...	5½	5½	6	6½	7	7½	8	8½
122's ,, 140's ...	6	6	6½	7	7½	8	8½	9
142's ,, 160's ...	6½	6½	7	7½	8	8½	9	9½

Counts.	Spindles in each Mule.							
	950 to 998.	1000 to 1048.	1050 to 1098.	1100 to 1148.	1150 to 1198.	1200 to 1248.	1250 to 1298.	
30's and under... ..	d. 6½	d. 7	d. 7½	d. 8	s. d. 0 8½	s. d. 0 9	s. d. 0 9½	
32's to 60's	7½	8	8½	9	0 9½	0 10	0 10½	
62's ,, 80's	8	8½	9	9½	0 10	0 10½	0 11	
82's ,, 100's	8½	9	9½	10	0 10½	0 11	0 11½	
102's ,, 120's	9	9½	10	10½	0 11	0 11½	1 0	
122's ,, 140's	9½	10	10½	11	0 11½	1 0	1 0½	
142's ,, 160's	10	10½	11	11½	1 0	1 0½	1 1	

½d. per set to be added for every 20 hanks finer above 160's count.

Mules of 1,300 spindles each to be paid proportionate advance.

Tubing per Set, Pin Cops.

Sec. 2.—The price per set for tubing pin cops shall be equivalent to ¼th of a penny per lb. weight of such set, when spinning 60's to 100's count ; with a penny per set added, for every 10 hanks, or fractional part of 10 hanks finer than 100's count ; and a reduction of a half-penny per set, for every 10 hanks or fractional part of 10 hanks coarser than 60's count down to 20's count.

Sec. 3.—Cops spun full length of spindles on mules of 1¼ in. gauge and over, to be paid for tubing in accordance with scale for large cops. When spinning full length cops on mules of 1½ in. gauge of spindles or below, the price per set shall be the mean between the price per set allowed for large, and the price per set allowed for pin cops, same length of mule.

Sec. 4.—Full-length tubes large cops, to be paid double the rates given by Section 1. Full-length tubes, pin cops, on 42's count or above, to be paid double the rates shown in Section 2 ; 40's count and below to be paid ⅓th of a penny per lb. weight of the set.

Sec. 5.—Tubes put on with the apparatus to be paid two-thirds the above rates per set when spinning 100's count or over, and three-fifths the rates per set when spinning 98's count or under.

Sec. 6.—All tubes, whether part or full length, to be weighed in as yarn, providing the weight of such tubes does not exceed 12 oz. per 1,000. Any excess beyond this weight to be deducted.

Clause VIII.—RE-BANDING SPINDLES.

$3\frac{3}{4}d.$ per 100 spindles. (See table.)

Clause IX.—TURNING SPINDLE BANDS.

$2\frac{1}{4}d.$ per 100 spindles. (See table.)

Clause X.—STRIPPING CREELS.—TURNING BANDS.—RE-BANDING.

Spindles per Mule	600 and under.	602 to 648.	650 to 698.	700 to 748.	750 to 798.	800 to 848.	850 to 898.	900 to 948.
Stripping creels, } double-roving	s. d. 3 3	s. d. 3 6	s. d. 3 9	s. d. 4 0	s. d. 4 3	s. d. 4 6	s. d. 4 9	s. d. 5 0
Stripping creels, } single-roving	2 2	2 4	2 6	2 8	2 10	3 0	3 2	3 4
Turning bands ...	2 0 $\frac{3}{4}$	2 3	2 5 $\frac{1}{4}$	2 7 $\frac{1}{2}$	2 9 $\frac{3}{4}$	3 0	3 2 $\frac{1}{4}$	3 4 $\frac{1}{2}$
Re-banding spindles...	3 1 $\frac{1}{4}$	3 4 $\frac{1}{2}$	3 7 $\frac{3}{4}$	3 11	4 2 $\frac{3}{4}$	4 6	4 9 $\frac{1}{4}$	5 0 $\frac{1}{2}$

Spindles per Mule	950 to 998	1,000 to 1,048.	1,050 to 1,098.	1,100 to 1,148.	1,150 to 1,198.	1,200 to 1,248.	1,250 to 1,298.
Stripping creels, } double-roving	s. d. 5 3	s. d. 5 6	s. d. 5 9	s. d. 6 0	s. d. 6 3	s. d. 6 6	s. d. 6 9
Stripping creels, } single-roving	3 6	3 8	3 10	4 0	4 2	4 4	4 6
Turning bands ...	3 6 $\frac{3}{4}$	3 9	3 11 $\frac{1}{4}$	4 1 $\frac{1}{2}$	4 3 $\frac{3}{4}$	4 6	4 8 $\frac{1}{4}$
Re-banding spindles...	5 4 $\frac{3}{4}$	5 7 $\frac{1}{2}$	5 10 $\frac{3}{4}$	6 2 $\frac{1}{2}$	6 5 $\frac{3}{4}$	6 9	7 0 $\frac{1}{2}$

Clause XI.—REPAIRING, RE-SETTING, OR STARTING NEW MULES.

If both mules are stopped, the spinner to receive at the rate of 21s. per week, and piecers paid by the employer if required in attendance. If one mule be worked, the spinner to receive at the rate of 30s. per week, together with piecers' wages, but no allowance for any yarn spun. Payment to reckon from the commencement of stoppage.

N.B.—This Clause shall not come into operation unless there be $4\frac{1}{2}$ hours' stoppage on one mule, or $2\frac{1}{2}$ hours' stoppage on both mules.

Clause XII.—BOBBIN CARRYING.

Where no bobbin-carrier is employed, each spinner shall be entitled to compensation, the amount to be decided by the committees of the two Associations.

Clause XIII.—DOUBLE DECKED MULES.

To be paid 5 per cent. extra, but to discount for length of mules, as if total spindles in two mules were contained in a single mule.

Clause XIV.

No deduction to be made from the price per 100 lbs. unless provided for in this schedule.

Clause XV.

All counts to be paid to what they are set. When spinning "odd" counts, *i.e.*, 21's, 41's, 61's, &c., &c., the spinner to be paid for the next "even" count higher, *viz.*, 22's, 42's, 62's, &c., &c.

Clause XVI.—LIST OF REVOLUTIONS per Spindle per Inch of Yarn.

TWIST. 10's to 120's.		REELED YARN. 10's to 120's.		WEFT. 10's to 120's.	
Counts.	Twist, per inch.	Counts.	Twist, per inch.	Counts.	Twist, per inch.
10	11.44	10	10.77	10	10.10
12	12.47	12	11.74	12	11.01
14	13.46	14	12.68	14	11.89
16	14.40	16	13.46	16	12.72
18	15.27	18	14.38	18	13.48
20	16.09	20	15.15	20	14.21
22	16.88	22	15.89	22	14.91
24	17.63	24	16.50	24	15.57
26	18.35	26	17.28	26	16.21
28	19.04	28	17.93	28	16.83
30	19.75	30	18.58	30	17.42
32	20.4	32	19.2	32	18.0
34	21.02	34	19.78	34	18.55
36	21.64	36	20.36	36	19.09
38	22.23	38	20.92	38	19.61
40	22.81	40	21.47	40	20.13
42	23.37	42	22.0	42	20.62
44	23.92	44	22.51	44	21.1
46	24.45	46	23.01	46	21.58
48	24.98	48	23.51	48	22.04
50	25.5	50	24.0	50	22.5
52	26.0	52	24.47	52	22.94
54	26.5	54	24.94	54	23.38
56	26.98	56	25.39	56	23.81
58	27.46	58	25.84	58	24.23
60	27.93	60	26.28	60	24.54
62	28.39	62	26.72	62	25.05
64	28.85	64	27.15	64	25.45
66	29.29	66	27.58	66	25.87
68	29.73	68	27.98	68	26.23
70	30.17	70	28.39	70	26.62
72	30.6	72	28.8	72	27.0
74	31.02	74	29.19	74	27.37
76	31.44	76	29.59	76	27.74
78	31.85	78	29.97	78	28.1
80	32.25	80	30.36	80	28.47
82	32.65	82	30.73	82	28.81
84	33.05	84	31.1	84	29.16
86	33.44	86	31.47	86	29.5
88	33.83	88	31.83	88	29.84
90	34.21	90	32.19	90	30.18
92	34.59	92	32.55	92	30.52
94	34.96	94	32.9	94	30.85
96	35.33	96	33.25	96	31.17
98	35.7	98	33.6	98	31.5
100	36.06	100	33.94	100	31.83
102	36.41	102	34.27	102	32.14
104	36.77	104	34.61	104	32.46
106	37.12	106	34.94	106	32.76
108	37.47	108	35.27	108	33.07
110	37.81	110	35.59	110	33.32
112	38.16	112	35.91	112	33.68
114	38.50	114	36.23	114	33.98
116	38.83	116	36.55	116	34.28
118	39.17	118	36.86	118	34.57
120	39.50	120	37.17	120	34.86

The above turns per inch are found by multiplying the square root of the counts by 3.606 for twist, 3.394 for reeled yarn, and 3.183 for weft.

Clause XVII.

Table showing the amount per cent. to be added or taken from the gross price per 1,000 hanks (as per Clauses I., II., III.), in ascertaining the net price per 1,000 hanks or 100 lbs.

Spindles in each Mule.	—	Spindles in each Mule.	—
432	4½ per cent. to be added.	672	5½ per cent. to be deducted.
444	4 " " "	684	6 " " "
456	3½ " " "	696	6½ " " "
468	3 " " "	708	7 " " "
480	2½ " " "	720	7½ " " "
492	2 " " "	732	8 " " "
504	1½ " " "	744	8½ " " "
516	1 " " "	756	9 " " "
528	½ " " "	768	9½ " " "
540	Net.	780	10 " " "
552	½ per cent. to be deducted.	792	10½ " " "
564	1 " " "		
576	1½ " " "	804*	11 " " "
588	2 " " "	806	16 " " "
600	2½ " " "	816	16½ " " "
612	3 " " "	828	17 " " "
624	3½ " " "	840	17½ " " "
636	4 " " "	852	18 " " "
648	4½ " " "	864	18½ " " "
660	5 " " "	876	19 " " "
		888	19½ " " "
		900	20 " " "

} These discounts refer only to mules of 804 spindles per mule or below.

} These discounts refer to mules only having 806 spindles each or over.

* All mules of twist gauge having over 804 spindles each mule, to be discounted 16 per cent.; mules of weft gauge having over 804 spindles each, to be discounted ½ per cent. for each 12 spindles up to 900 spindles, as per above scale.

Clause XVIII.—HOLIDAYS.*

* * * * *

Clause XIX.

Should any circumstance arise for which the list makes no provision, the same shall be submitted to the adjudication of the joint committees of the two Associations.

Clause XX.

Three months' notice to be given by the one party to the other party to this agreement of any intention to increase or reduce the rates of prices, &c., provided for in this schedule of conditions.

Clause XXI.

One month's notice to be given by the one party to the other party of an intention to advance or reduce the prices per 1,000 hanks or per 100 lbs.

Clause XXII.

In the event of a dispute arising between employers and employed regarding these notes, prices, or general conditions of work or wages, the matter shall be referred to the secretaries of the two Associations for adjustment, who shall take action within seven days from receipt of notice of complaint. Should, however, they fail to arrive at a settlement of the point at issue, the same shall be referred to the joint committees for their decision.

* The dates are different for different districts; those for the Bolton, Farnworth, and Westhoughton Districts are:—"January 1st and 2nd, or 1st and 3rd, or 2nd and 3rd, when 1st or 2nd is a Sunday, Good Friday, and following day, Whit-Friday, Whit-Saturday, and following Monday, the third Saturday in August and following Monday and Tuesday, and Christmas Day, or the following day when Christmas Day is a Sunday."

There are appended to the Agreement the Standard Prices printed below, and Tabular Lists (occupying 49 pages) giving the net prices to be paid for spinning 100 lbs. of yarn on the various sizes of mules, ascertained from the prices to be paid per 1,000 hanks, as shown in these Standard Prices, either when the Standard Rates are paid, when prices are 5 per cent. above the Standard, or when the rates are 5 per cent. and 10 per cent. respectively below the Standard.

The Standard Prices are as follows:—

STANDARD PRICES per 1,000 Hanks for Spinning Twist, Reeled Yarn or Bastard Twist, and Weft, upon Mules containing 420 Spindles each; and from which the price to be paid for Spinning 100 lbs. of any Count of Yarn, from Nos. 10 to 120 upon the various sizes of Mules is to be ascertained.

No. of Count.	Twist Counts, per 1,000 Hanks.	Reeled Yarn or Bastard Twist Counts, per 1,000 Hanks.	Weft Counts, per 1,000 Hanks.	No. of Count.	Twist Counts, per 1,000 Hanks.	Reeled Yarn or Bastard Twist Counts, per 1,000 Hanks.	Weft Counts, per 1,000 Hanks.
	<i>d.</i>	<i>d.</i>	<i>d.</i>		<i>d.</i>	<i>d.</i>	<i>d.</i>
32's	16·82	—	—	78's	26·28	24·73	23·18
34's	17·34	16·32	—	80's	26·61	25·05	23·49
36's	17·85	16·80	15·75	82's	26·94	25·35	23·77
38's	18·33	17·25	16·18	84's	27·27	25·66	24·06
40's	18·82	17·71	16·60	86's	27·59	25·96	24·34
42's	19·28	18·14	17·01	88's	27·90	26·26	24·62
44's	19·73	18·56	17·40	90's	28·23	26·56	24·90
46's	20·17	18·98	17·80	92's	28·54	26·86	25·18
48's	20·71	19·44	18·18	94's	28·85	27·15	25·45
50's	21·04	19·80	18·56	96's	29·15	27·43	25·72
52's	21·43	20·17	18·92	98's	29·45	27·71	25·98
54's	21·86	20·56	19·26	100's	29·74	28·00	26·26
56's	22·26	20·95	19·64	102's	30·05	28·27	26·50
58's	22·66	21·33	20·00	104's	30·33	28·54	26·76
60's	23·05	21·69	20·33	106's	30·63	28·81	27·00
62's	23·42	22·02	20·66	108's	30·91	29·09	27·27
64's	23·88	22·40	21·00	110's	31·20	29·35	27·50
66's	24·17	22·75	21·34	112's	31·48	29·61	27·75
68's	24·53	23·08	21·64	114's	31·77	29·89	28·02
70's	24·89	23·42	21·96	116's	32·04	30·15	28·26
72's	25·24	23·75	22·27	118's	32·35	30·42	28·50
74's	25·59	24·08	22·58	120's	32·59	30·66	28·74
76's	25·93	24·40	22·88				

N.B.—All counts below 32's twist, 34's reeled yarn, and 36's weft are to be paid the same price per 1,000 hanks.

The principle, upon which the Tabular Lists are based will be sufficiently explained by the figures which follow, and in which have been taken as examples, as to each class of yarn, one mule of the minimum, and one mule of the maximum number of spindles shown in the Lists. The Lists themselves give a series of intermediate figures at intervals (for the most part) of one

dozen spindles. The price falls in proportion to number of spindles, and rises in proportion to the fineness of the yarns.

STANDARD RATES.
(Net prices per 100 lbs.)

Counts.	Twist Counts.		Reeled Yarn.		Weft Counts.	
	Mules of 744 Spindles each.	Mules of 806 Spindles each.	Mules of 744 Spindles each.	Mules of 806 Spindles each.	Mules of 756 Spindles each.	Mules of 900 Spindles each.
	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
32's	51·77	47·48	—	—	—	—
34's	56·64	51·98	53·31	48·92	—	—
36's	61·74	56·70	58·14	53·35	54·18	47·62
38's	66·91	61·44	63·00	57·83	58·74	51·64
40's	72·36	66·40	68·04	62·48	63·48	55·80
42's	74·13	68·04	69·72	64·00	65·01	57·16
44's	79·46	72·95	74·75	68·64	69·69	61·24
46's	84·91	77·97	79·90	73·37	74·52	65·50
48's	90·96	83·52	85·39	78·38	79·44	69·84
50's	96·30	88·40	90·60	83·20	84·45	74·25
52's	101·97	93·65	95·99	88·14	89·54	78·72
54's	108·05	99·19	101·62	93·31	94·66	83·21
56's	114·07	104·72	107·35	98·56	100·12	88·03
58's	120·29	110·43	113·21	103·93	105·56	92·80
60's	126·60	116·22	119·10	109·32	111·06	97·62
62's	132·86	122·01	124·93	114·70	116·62	102·48
64's	139·90	128·38	131·20	120·44	122·30	107·52
66's	145·92	134·04	137·41	126·12	128·17	112·72
68's	152·66	140·14	143·61	131·85	133·96	117·77
70's	159·46	146·37	150·10	137·76	139·93	122·99
72's	166·32	152·71	156·52	143·64	145·94	128·30
74's	173·30	159·10	163·09	149·70	152·07	133·71
76's	180·34	165·60	169·70	155·80	158·30	139·15
78's	187·59	172·22	176·62	162·08	164·58	144·69
80's	194·80	178·88	183·44	168·40	171·04	150·40
82's	202·21	185·56	190·24	174·66	177·44	155·96
84's	209·66	192·44	197·23	181·10	183·96	161·70
86's	217·15	199·34	204·33	187·56	190·49	167·52
88's	224·66	206·27	211·46	194·12	197·20	173·36
90's	232·65	213·48	218·79	200·88	203·94	179·28
92's	240·40	220·61	226·36	207·64	210·86	185·38
94's	248·16	227·85	233·59	214·41	217·70	191·38
96's	256·12	235·10	240·96	221·28	224·73	197·56
98's	264·41	242·45	248·52	228·14	231·77	203·74
100's	272·20	249·90	256·20	235·20	239·00	210·10
102's	280·50	257·55	263·87	242·25	246·02	216·24
104's	288·70	264·99	271·64	249·39	253·34	222·66
106's	297·11	272·73	279·52	256·62	260·44	228·96
108's	305·53	280·47	287·49	263·95	268·05	235·65
110's	314·05	288·31	295·46	271·26	275·33	242·00
112's	322·57	296·24	303·52	278·65	282·91	248·64
114's	331·39	304·26	311·79	286·25	290·70	255·58
116's	340·11	312·27	320·04	293·82	298·35	262·27
118's	349·29	320·72	328·51	301·60	306·09	269·04
120's	357·84	328·56	336·72	309·12	313·92	276·00

The fluctuations in the prices paid under the Bolton list since its introduction in 1858 are given below. The last change (a reduction of 5 per cent.) took place in March, 1909, making prices 5 per cent. above standard.*

Year.	Date.	Alteration.		Year.	Date.	Alteration.	
		Rise.	Fall.			Rise.	Fall.
		Per cent.	Per cent.			Per cent.	Per cent.
1860	March 3 ...	5	—	1877	October 25 ...	—	5
1861	March 16 ...	—	5	1879	March 3 ...	—	10
1866	March 2 ...	5	—	1880	January 23 ...	5	—
1867	October 19 ...	—	5	1885	September 15 ...	—	5
1869	October 30 ...	—	5	1888	June 26 ...	5	—
1871	March 4 ...	5	—	1890	December 19 ...	5	—
1872	March 30 ...	5	—	1900	February 19... ..	5	—
1874	October 20 ...	—	5	1907	June† ...	5	—
1875	May 14 ...	5	—	1909	March‡ ...	—	5

In regard to the time to be allowed for cleaning machinery in the spinning rooms and to stoppages of engines, the agreements printed below (made between the associations of the employers and of the employees in 1893 and 1903 respectively) regulate these matters :—

CLEANING AND OILING TIME.

In accordance with the agreement entered into between the Master and Operative Cotton Spinners' Associations, in the year 1893, the time to be allowed for cleaning machinery in the spinning rooms is as follows :—

	Hours per week.
On mules of 950 spindles and under, with two piecers ...	1½
" 952 " to 1,070 spindles " 	1¾
" 1,072 " or over " 	2¼
" 1,072 " " three piecers " 	1¾

The above allowances include the half-hour from 11.30 to 12 noon on Saturdays.

The cleaning thus provided for is the ordinary cleaning only. "Cleaning through," "cleaning inside carriage," and "varnishing rollers," being extra cleaning is to have such extra time allowed in addition to the above scale, as is found to be necessary, such extra allowance to be arranged between the men and their employer at each mill.

It is agreed that all portions of headstocks and gearing that cannot be oiled safely with the "straps" running, will be oiled by the operative spinner before the engine starts in the morning and during meal hours.

It is further agreed that where a mule is broken down on the day on which the usual weekly cleaning is performed, the spinner shall, if so required,

* As to the movement in *earnings*, which has accompanied the movement in *prices*, see note at p. 148, *ante*.

† To date from 3rd pay in June.

‡ To date from 1st pay in March.

proceed to do the cleaning during such breakdown, but the time occupied by such cleaning shall not be deducted from any claim he may have for compensation under Clause XI. of the Standard List of Prices.

NOTE.—Mules that are driven direct from the line shaft must not have the back of the headstock cleaned whilst the strap is in motion.

STOPPAGES OF ENGINES AGREEMENT.

5th December, 1903.

Clause I.

That in the event of a stoppage of engines, the spinners shall remain in the mill for one hour ; if at the expiration of that time they are still detained to await the convenience of the firm, payment shall be made at the rate provided for in Clause XI. of Bolton Standard Weight List for all time stopped in any one day, including the first hour.

Clause II.

For the purposes of this agreement only, stoppages of shorter duration than one hour, on one and the same day, if occasioned by a breakdown of engines, or other defect in the main driving, shall be counted together.

Clause III.

It shall devolve upon the employer or his agent to instruct the men to leave when their attendance is no longer required, without the men being called upon to obtain permission by deputation or otherwise ; and the absence of such instructions on the part of the employer or his agent at the expiration of one hour shall be considered an intimation that payment, in accordance with Clause I. of this Agreement will be made.

Clause IV.

Should a breakdown occur, involving a stoppage extending over the days on which the usual weekly cleaning is performed, the spinners shall, if required, proceed to do such weekly cleaning, but the time occupied in so doing shall not count for payment.

Clause V.

It is agreed that in the event of a stoppage occurring on the day preceding that on which the weekly cleaning or any portion thereof is usually performed, the spinners, in order to save time, shall, if required, do so much of the cleaning as may be possible, on the terms stated in the preceding clause.

Clause VI.

It is further agreed that when a stoppage takes place which, in the judgment of the employer or his agent, may reasonably be expected to last beyond the next meal-time, he or they shall instruct the men to leave immediately, save and except as provided for in Clause IV.

NOTE.—Within the meaning of this agreement a day shall be taken as the period extending from 6 a.m. to 5.30 p.m. on Mondays to Fridays ; and 6 a.m. to 11.30 a.m. on Saturdays. In all cases exclusive of the time allowed for meals.

As in the case of Oldham, frequent differences of opinion arise between employers and operatives as to the exact results worked out by the machinery, and much of the time of the permanent officials of the Operatives' Association is occupied with testing

results for their members. The operative, if dissatisfied, takes to the office of the association a "cop" of the yarn which he wishes tested. The official measures off accurately on a machine a given length of the yarn. The yarn thus measured is then weighed upon a nicely adjusted balance, and the man is at once told what his price ought to be.

Self-acting indicators are in many cases attached to the spinning machines and register the quantities produced, and, where all the technical details of the spinning process are clearly determined, no dispute is possible. There is often some difficulty, however, in arranging a basis for payment by indicator, and the details in such cases are generally left to be decided between the secretaries of the two associations.

In the Bolton district, in 1894, about 23 mills, representing about 1,000,000 spindles, had adopted indicators. In March, 1899, 53 mills, representing 2,500,000 spindles, had adopted the indicator principle, an improved method of calculation having been introduced. In October, 1909, 41 mills, representing 4,024,871 spindles, had adopted payment by indicator. This system extends the principle of the indicator, and regulates the relatively higher price for counts with more twist in. By this method a price per 100 draws is fixed for each class of twist wheel that may be used. The necessity of timing the mules when a change of counts or twist wheel is made is thus obviated. The list thus arrived at is based on standard speeds, and provides for varying sizes of mules, but as an illustration of the system in brief, the list for a mule of 762 spindles may be quoted:—

STATEMENT OF PRICES PER TOOTH OF TWIST WHEEL.

September 28th, 1898.

762 Spindles.

Twist Wheel.	Price per 100 Draws.	Twist Wheel.	Price per 100 Draws.
	<i>d.</i>		<i>d.</i>
30	4·5423	43	3·45
31	4·42	44	3·39
32	4·31	45	3·34
33	4·21	46	3·30
34	4·11	47	3·24
35	4·01	48	3·20
36	3·94	49	3·14
37	3·86	50	3·10
38	3·78	51	3·06
39	3·70	52	3·02
40	3·65	53	2·99
41	3·57	54	2·95
42	3·51	55	2·9127

The price for any other twist wheel will be found by adding or deducting ·0194 per revolution of rim shaft to or from the above scale.

The following quotations from the diary of the General Secretary of the Operatives' Association for 1893 afford an example of the method by which these matters are settled:—

"June 20th.—Our members at _____ Mill, complain of their wages being lower than the average of the District."

"July 20th.—Mr. _____ (Secretary of Employers' Association) and myself had an interview this morning with Mr. _____ of _____ Mill respecting complaint of low wages. We are to submit a basis of payment by indicator."

"August 4th.—The following is the list and conditions for _____ Mill:—

"LIST OF WAGES AND CONDITIONS.

"Clause 1.—Gross minimum wages to be as under:—

Size of Mules.	Gross Minimum Wages.	Per Set to be added for Time lost in Doffing.
Mules of 892 spindles each	£ s. d. 2 18 0	d. 2½
" 950 "	3 2 0	3
" 1,008 "	3 4 9	3½

"2.—With 1s. added in each case for pin cops. 5 per cent. to be added to the gross wages earned (exclusive of tubes) when spinning 30's count to 20's count, and 7½ per cent. added when spinning 18's count and under; in both cases irrespective of the extra creeler, if such has to be provided, as per clause 4, section 2, of the standard (weight) list.

"3.—A factory week to equal 56½ hours,* less 1½ hours for cleaning, and 1 hour 20 minutes for breakages, leaving a net week of 53 hours 40 minutes = 193,200 seconds.

"4.—Present speeds of the mules are and shall be taken as the standard speeds. If a quicker speed than standard be required, then a fresh basis and consequent fresh calculation of prices shall be made and agreed upon between the two associations.

"5.—Tubing, stripping creels, and other conditions to be paid extra, as per clauses 7, 8, 9, 10, 11, 12, 18, 19, 20, 21, and 22, of the weight list, dated July 1st, 1887.

"6.—All 'timings' to be taken in the middle of the cop, and to be an average of all the mules working under same conditions. When spinning a fraction beyond a ¼ second, the spinner to be paid for the next ¼ second slower or higher.

"N.B.—This basis is subject to revision in the event of the present machinery being replaced.

"Signed on behalf of the Employers,

" _____ Secretary.

"Signed on behalf of the Operative Spinners,

" _____ Secretary."

Attached to this agreement are tables showing details of its results, and laying down the technical principles upon which it is based, all having direct application to the conditions of the

* See note at p. 141, ante.

particular mill for which it is drawn. In the first place all particulars as to standard speeds and sizes of gear are provided for, as in the following table :—

PARTICULARS OF STANDARD SPEEDS, &c.

Spindles in each Mule.	Count.	Twist Wheel.	Size of Rim in Inches.	Standard Rim in Inches.	Length of Stretch in Inches.	Seconds to run one Draw.
892	30's	59	16	16½	68	16
892	62's	61	16	16½	68	21¼
892	54's	62	16½	16½	68	20¾
892	32's	63	19½	19½	68	18
892	40's	78	18	19½	68	21
948	24's	50	17	19	68	16¾
948	40's	58	19	19	68	18¾
948	60's	71	19	19	68	21¼
948	60's	69	19	19	68	21¼
948	62's	73	19	19	68	21¾
948	62's	74	18	19	68	21¼
1012	36's	81	16½	16½	68	18¾
1012	36's	96	14	16½	68	20¼
1012	46's	90	14	16½	68	19¾
1012	48's	72	16½	16½	68	17¼
1012	48's	64	19	19	71	18
1012	34's	66	19	19	71	18½
1012	58's	71	19	19	71	18¾

Further tables fix definitely the price per draw for each class of mule in the mill, but of these it is only necessary to quote the first :—

PRESENT NET PRICES per 100 DRAWS on MULES of 892 SPINDLES each.

2½*d.* per set to be added to the gross wages given by the following prices for time lost in doffing.

1*s.* to be added to the gross wages when spinning pin cops.

Seconds to run One Draw.	Price per 100 Draws.	Seconds to run One Draw.	Price per 100 Draws.	Seconds to run One Draw.	Price per 100 Draws.
	<i>d.</i>		<i>d.</i>		<i>d.</i>
15	2·70	18½	3·33	22	3·96
15¼	2·74	18¾	3·37	22¼	4·00
15½	2·79	19	3·42	22½	4·05
15¾	2·83	19¼	3·46	22¾	4·09
16	2·88	19½	3·51	23	4·14
16¼	2·92	19¾	3·55	23¼	4·18
16½	2·97	20	3·60	23½	4·23
16¾	3·01	20¼	3·64	23¾	4·27
17	3·06	20½	3·69	24	4·32
17¼	3·10	20¾	3·73	24¼	4·36
17½	3·15	21	3·78	24½	4·41
17¾	3·19	21¼	3·82	24¾	4·45
18	3·24	21½	3·87	25	4·50
18¼	3·28	21¾	3·91		

The price for any other speed will be found by adding or deducting ·04503*d.* per ¼ second to or from the above scale.

The diary of the General Secretary of the Operative's Association furnishes numerous cases of this kind, from which it is seen that there is in operation not only an elaborate system of regulating wages in a most complicated trade, but a procedure which affords a means of conciliating and arranging trade differences between employer and employed.

Up to April, 1908, the agreement in force in the Bolton districts made no specific provision with regard to the wages of the spinners' assistants, and the remuneration of these "piecers" (who, as at Oldham, are paid by the spinners) varied as between one mill and another. But, as from April 10, 1908, the wages of piecers have been regulated under a scale adopted in that month by the Operative Cotton Spinners' Association, and approved by the Committee of the Master Cotton Spinners' Association, which secured for the piecers an advance varying in amount from 6*d.* to 2*s.* 6*d.* a week, and which is as follows:—

WITH TWO PIECERS.

No. of Spindles.	Minimum.	Maximum.
	£ s. d.	£ s. d.
700 to 800	0 15 0	0 16 6
802 " 824	0 15 3	0 16 9
826 " 850	0 15 6	0 17 0
852 " 874	0 15 9	0 17 3
876 " 900	0 16 0	0 17 6
902 " 924	0 16 3	0 17 9
926 " 950	0 16 6	0 18 0
952 " 974	0 16 9	0 18 3
976 " 1,000	0 17 0	0 18 6
1,002 " 1,024	0 17 3	0 18 9
1,026 " 1,050	0 17 6	0 19 0
1,052 " 1,074	0 17 9	0 19 3
1,076 " 1,100	0 18 0	0 19 6
1,102 " 1,124	0 19 3	1 1 0
1,126 " 1,150	0 19 6	1 1 0
1,152 " 1,174	0 19 9	1 1 3
1,176 " 1,200	1 0 0	1 1 6
THREE PIECERS.		
1,202 " 1,252*	0 19 0	1 0 0
1,252 " 1,300	0 19 6	1 0 6
1,302 " 1,450	1 0 0	1 1 0

* *Sic* in original ; query 1,250 ?

Over 1,100 spindles, twist mules with 3 piecers, and decked mules with 3 piecers, to be paid 1*s.* more than the rate paid prior to April 11th, 1908.

Blackburn List for Slubbing, Intermediate, and Roving.

In the Blackburn district an agreement was made on January 6, 1873, between the associations of the employers and of the employed, regulating the piece-wage remuneration paid for certain intermediate processes which come between the carding

and drawing and the spinning of the cotton, to which they are preparatory, and, to some extent, similar operations. This list, which is known as the "Blackburn Standard List of Prices for Slubbing, Intermediate, and Roving," is gradually being superseded by the "universal" list mentioned below, but is still in operation in some of the older mills, and regulates the wages of about 600 operatives.

The basis of the list in each of these cases may be quoted:—

BLACKBURN STANDARD LIST OF PRICES FOR SLUBBING.

To find the standard turns for any hank slubbing, extract the square root of the hank. Turns above or under this standard to be paid for or deducted at the rate of 60 per cent. of the proportionate difference. The standard price is taken at 3·125*d.* for 0·7 hank slubbing up to 1 hank on frames of 70 spindles, and for fine slubbing the standard is taken at 3·29*d.* for 1 hank up to 1·25 hank slubbing on frames of 70 spindles.

For every 1·20th hank below 0·7 hank, 2 per cent. to be added for extra doffing, and for every 1·20th hank above 0·7 hank, 2 per cent. to be deducted for less doffing up to 1 hank, and for every 1·20th hank above 1 hank, 1½ per cent. to be deducted for less doffing up to 1·25 hank.

For every 5 spindles above 70, four per cent. to be added, and for every 5 spindles below 70, two per cent. to be deducted. Two spindles over or under each 5 not to be reckoned, but 3 or 4 spindles to be taken as 5.

BLACKBURN STANDARD LIST OF PRICES FOR INTERMEDIATE.

To find the standard turns for any hank intermediate, extract the square root of the hank and add 10 per cent. Turns above or under this standard to be paid for or deducted at the rate of 70 per cent. of the proportionate difference. The standard price is taken at 1·9*d.* for 1·6 hank up to 2 hank intermediate on frames of 90 spindles, and for fine intermediate the standard is taken at 1·957*d.* for 2 hank up to 2·5 hank on frames of 90 spindles.

For every 1·10th hank below 1·6 hank intermediate, two per cent. to be added for extra doffing, and for every 1·10th hank above 1·6 hank up to 2 hank, two per cent. to be deducted for less doffing, and for every 1·10th hank above 2 hank up to 2·5 hank, 1½ per cent. to be deducted for less doffing.

For every 5 spindles above 90, three per cent. to be added, and for every 5 spindles below 90, 1½ per cent. to be deducted. Two spindles either over or under each 5 not to be reckoned, but 3 or 4 spindles to be taken as 5.

BLACKBURN STANDARD LIST OF PRICES FOR ROVING.

To find the standard turns for any hank roving, extract the square root of the hank and add 25 per cent. Turns above or under this standard to be paid for or deducted at the rate of 70 per cent. of the proportionate difference.

The standard price is taken at 2·25*d.* for 4·5 hank roving up to 6 hank on frames of 125 spindles, and for fine roving the standard is taken at 2·503*d.* for 6 hank roving up to 7·5 hank on frames of 125 spindles.

For every 1·10th hank below 4·5 hank roving, ¼ per cent. to be added for extra doffing, and for every 1·10th hank above 4·5 hank roving, ¼ per cent. to be deducted for less doffing up to 6 hank, and for every 1·10th hank above 6 hank roving, ¼ per cent. to be deducted for less doffing up to 7·5 hank.

For every 5 spindles above 125, two per cent. to be added, and for every 5 spindles below 125, one per cent. to be deducted. Two spindles either over or under each 5 not to be reckoned, but 3 or 4 spindles to be taken as 5.

The fluctuations under this list have been as follows: in 1878 the prices stated in the lists were paid less 10 per cent.; on August 20, 1888, an advance was granted of 5 per cent., followed by a further similar advance made on the first pay day in April,

1891; a reduction of 7*d.* in the £ took place on March 31, 1893, followed by an advance of similar amount on April 1, 1899; on May 6, 1900, an advance took place of 5 per cent. followed by two similar advances on the fourth pay day in May, 1906, and in June, 1907; a reduction of 5 per cent. was made on the fourth pay day in March, 1909.

Universal Lists for Cardroom Operatives.

I. FLAT CARDS.

After negotiations, lasting for four years, an agreement was in 1903 made between employers and employed in relation to the remuneration of card-room operatives throughout the districts covered by the Federation of Master Cotton Spinners' Associations except Bolton, so far as concerns those engaged on flat cards. The area, within which this agreement operates, is the greater part of Lancashire, Cheshire and Derbyshire, and the number of operatives, whose conditions of employment are regulated under these arrangements, is about 4,000.

Under this "universal list" the price paid is fixed at so much per card, varying according to the weight carded, but within certain limits fixed by this agreement, the terms of which are as follows:—

UNIVERSAL LIST

Relating to Single Revolving Flat Cards agreed to by representatives of the Federation and Cardroom Amalgamation at a Joint Meeting, March 13th, 1903.

(1.) 550 lbs. to 750 lbs. per Card... .. 2*s.* per Card.

Below 550 lbs., $\frac{1}{2}$ *d.* per Card for every 50 lbs. to be deducted down to 300 lbs., beyond which no further deduction shall be made.

Above 750 lbs., $\frac{1}{2}$ *d.* per Card for every 50 lbs. to be added up to 1,000 lbs., beyond which no further addition shall be made.

Minimum price 1*s.* 9 $\frac{1}{2}$ *d.* per Card.

Maximum price 2*s.* 2 $\frac{1}{2}$ *d.* per Card.

In arriving at the weights and prices no alteration in price shall be made unless the difference in weight is above half the difference between one scale and the other.

(2.) Weight carded to be based on hanks produced by Slubbers. Four weeks to be taken in case a test is required, full weeks preferred. When Cards have worked full weeks, if the material is put through the Slubbers, such to be taken as full weeks, irrespective of time worked by Slubbers.

(3.) Where the Employers and Operatives jointly agree to have Lap Carriers at a lesser wage, it shall be permissible, but in such cases the saving obtained shall be divided amongst the remaining Strippers and Grinders employed.

(4.) Four Strippings per day, or 22 Strippings per week on a working week of 55 $\frac{1}{2}$ hours. Any variation from four Strippings per day, 10*d.* per man per week per Stripping on or off. Where slow Stripping motion is used, two Strippings per day to be the basis. Any variation from two Strippings per day, 10*d.* per man per week per half Stripping on or off.

(5.) Grinding through up to one and a half times per fortnight.

(6.) Mills having no Lap Bogeys, 1*d.* per Card extra to be paid. If Bogeys are put in the 1*d.* to come off. Where Laps are required to be carried up or

down less than four steps no further payment to be made. Four to twelve steps another *1d.* per Card extra to be paid. If over twelve steps, to be dealt with if required as per clause 10.

(7.) Where no Under-Carder is employed, and the Grinders assist to do Under-Carder's work, *2d.* per card to be added to the prices paid. This to apply to firms having not more than five preparations, beyond which Grinders shall not be called upon to do Under-Carder's work.

(8.) Grinders to brush down Cards twice per day in fine Mills, and once per day in other Mills. Grind and strip as above. Oil and clean Cards as usual. Sweep up, gather fly, strip doffers, carry laps. Piece bands and straps on Cards. Sweep down each week their proportion of drums and shafting that drive Cards and frames up to and including roving preparations. Clear all waste from all preparations up to and including roving preparations. Scouring through drawing frames twice per year. Other frames once per year. Extra scouring to be paid for at the rate of *6d.* per hour per man.

Where the price per Card is below *2s.* such to be considered as fine Mills.

(9.) When a Grinder absents himself from work and the other Grinders are called upon to do his work, 90 per cent. of the absent person's wage shall be paid to those performing his work.

(10.) In formulating this list of prices and duties, it is agreed that, should any case arise with which the foregoing clauses do not deal the same shall be a case for adjudication as per the Brooklands Agreement.

On December 17, 1903, an agreement supplementary to that, the text of which has been printed above, was made between the same parties, which was in the following terms:—

1. *Employers making own arrangements with men.*—If a case has not been before the Local Joint Committee, then an employer has the right to make arrangements with his own men, such arrangements, however, not to have any binding effect upon others who disagree.

2. *What does the term "Lap Tram" cover?*—Where there is a lap tram or trams sufficient for the number of cards in a given mill, so placed as not to require the workman to pass on the side of not more than one card, no extra payment to be made. Where required to pass on the side of two cards from the bogey, one halfpenny per card to be paid for the last row.

Example (in accordance with plan), where no payment is to be made:—In a mill of three rows of cards all set one way, with a lap tram between the first and second rows, all the cards shall be deemed to be served, and no extra payment to be required.

[Attached to this clause is a plan, signed by both parties, showing the arrangement agreed upon.]

3. *Grinding above $\frac{3}{4}$ through per week.*—Where an employer requires more than three-fourths of his cards grinding through per week, threepence per card (not per man) shall be paid for such extra grinding.

4. *Minimum Wage of 28s. How does it apply?*—There is no minimum wage of *28s.* What has been agreed upon is, that not less than *28s.* shall be the wage of the grinder where there are such a quantity of cards and conditions of work in accordance with the list as will allow of the same. Where there are a lesser number than 14 per man, on medium weight, with lap tram, and no extra work to be performed, the wages of the grinder will be lessened in proportion. All other cases must depend on the number of cards in the mill, and should be adjusted in a reasonable manner by consultation with both parties.

5. *Cards over 50 yards from Blowing Room.*—Where lap trams are employed, in cases in which the first card is 50 to 80 yards from the door nearest to the cards in the room where the laps are stored, one halfpenny per card extra to be paid. Where there are no lap trams, the halfpenny per card is to be added to the penny per card, as per clause 6 of the list, making the payment three-halfpence per card.

6. *Clean Cards "as usual."*—Clean cards as usual shall be understood to mean the custom of the district, on fine cards, medium cards, and coarse cards, each section to be treated separately.

7. *Under Carders and their Duties.*—Where grinders are called upon to assist in performing under carders' duties, such duties shall be deemed to consist of :

- Loosening spindles.
- Putting spindles in gear.
- Filling large oil can.
- Piecing all straps on frames.
- Assisting carder in a two-handed job on frames.
- Assisting in putting in and lifting out calender rollers in Blowing Room where required, and generally in small matters in Card Room usually performed by an under carder.

In May, 1906, an advance of 5 per cent. on the wages shown in this list was obtained by the operatives, and a further advance of similar amount in June, 1907, while in March, 1909, they sustained a reduction of 5 per cent., so that at present wages are 5 per cent. above list prices.

II. FRAMES.

A Universal List, regulating the conditions of employment of operatives engaged on frames, drawn up by the same Joint Committee of representatives of the Federation and of the Amalgamated Association of Card-room Operatives as had compiled the list for cards, was adopted four years later (on April 17, 1907). This list applies to the same area as the other ; the number of the operatives affected by it is about 25,000.

It will be seen that the work is divided into "coarse," "medium," and "fine." The medium counts class is taken as the basis, the wages on the fine counts class being at 5 per cent. less, and those on the two sub-divisions of the coarse class being respectively 5 and 10 per cent. higher. The wages were fixed at figures based upon a series of averages ascertained by the secretaries of both parties to the agreement for all mills in the area concerned.

UNIVERSAL LIST FOR FRAMES.

Standard lengths—

Slubber ...	...	...	...	...	...	...	...	84 Spindles.
Intermediate ...	...	...	...	...	...	...	...	124 "
Rover ...	...	...	...	...	...	...	...	164 "

Counts—

Coarse—Below $3\frac{1}{2}$ Hank Roving.

Medium— $3\frac{1}{2}$ to 8 Hank Roving, both inclusive.

Fine—Above 8 Hank Roving.

Below $3\frac{1}{2}$ to 3 Hank Roving, 5 per cent. to be added to Medium Counts Wages.

Below 3 Hank Roving, 10 per cent. to be added to Medium Counts Wages.

Above 8 Hank Roving, 5 per cent. to be deducted from Medium Counts Wages.

These additions and reduction apply to both Big and Little Tenters.

BIG TENTERS' WAGES FOR STANDARD LENGTHS.

	Medium.	Coarse.	Coarse.	Fine.
	3½ to 8 hank.	Below 3½ to 3 hank with the 5 per cent. added.	Below 3 hank with the 10 per cent. added.	Above 8 hank with the 5 per cent. deducted.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Drawing Frames—				
15 deliveries	0 19 9	1 0 9	1 1 9	0 18 9
18 to 21 deliveries	1 1 3	1 2 4	1 3 5	1 0 2
24 deliveries	1 2 9	1 3 11	1 5 0	1 1 7
On Fine Work only, above 24 deliveries up to and including 32 deliveries 4d. per delivery to be paid on the price for 24 deliveries.*				
Slubber, single	1 0 0	1 1 0	1 2 0	0 19 0
Slubbers, pairs	1 1 6	1 2 7	1 3 8	1 0 5
Slubber and Inter.	1 1 3	1 2 4	1 3 5	1 0 2
Inter., single	0 18 0	0 18 11	0 19 10	0 17 1
Inters., pairs	1 1 0	1 2 1	1 3 1	0 19 11
Inter. and Rover	1 0 0	1 1 0	1 2 0	0 19 0
Rover, single	0 14 6	0 15 3	0 15 11	0 13 9
Rovers, pairs	0 19 0	0 19 11	1 0 11	0 18 1

* Above 24 deliveries on Coarse and Medium, and above 32 deliveries on Fine, to be specially dealt with.

The Wage of Drawing Frame Tenter to have the same spindleage added or deducted as the Slubbing Frame which it supplies.

Can Tenters—

Medium, Coarse, and Fine, 6½d. per Card. The 5 per cent. or 10 per cent. for Coarse Work is not to be added to it, and the 5 per cent. for Fine Work is not to be deducted from it.

BACK TENTERS' WEEKLY WAGES FOR STANDARD LENGTHS.

	Medium.	Coarse.	Coarse.	Fine.
	3½ to 8 hank.	Below 3½ to 3 hank with the 5 per cent. added.	Below 3 hank with the 10 per cent. added.	Above 8 hank with the 5 per cent. deducted.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Slubbers, pairs	0 10 0	0 10 6	0 11 0	0 9 6
Slubber and Inter.	0 10 0	0 10 6	0 11 0	0 9 6
Inters., pairs	0 9 10	0 10 4	0 10 10	0 9 4
Rovers, on Coarse and Medium, 4 frames.	0 9 6	0 10 0	0 10 5	—
Rovers, on Fine, 5 frames ...	—	—	—	0 9 0

To all the before-mentioned wages, which are for a week of 55½ hours, must be added the 5 per cent. advance granted on the third pay day in May, 1906.

INCREASED AND REDUCED SPINDLEAGE.

Below Standard Lengths, 25 per cent. of reduced spindleage to be deducted.

Above Standard Lengths the following percentages apply :—

Fine—

Slubber, single	... 84 to 120 Spindles	... 25 per cent.	} Of increased spindleage to be paid for.
Slubber, single	... over 120 "	... 50 "	
Slubbers, pairs	... 84 to 120 "	... 25 "	
Slubbers, pairs	... over 120 "	... 100 "	
Inter., single	... 124 to 154 "	... 25 "	
Inter., single	... over 154 "	... 50 "	
Inters., pairs	... 124 to 154 "	... 25 "	
Inters., pairs	... over 154 "	... 100 "	
Rover, single	... 164 to 232 "	... 25 "	
Rover, single	... over 232 "	... 50 "	
Rovers, pairs	... 164 to 232 "	... 25 "	
Rovers, pairs	... over 232 "	... 100 "	

Medium Counts—

Slubber, single	... 84 to 100 Spindles	... 25 per cent.	} Of increased spindleage to be paid for.
Slubber, single	... over 100 "	... 50 "	
Slubbers, pairs	... 84 to 100 "	... 25 "	
Slubbers, pairs	... over 100 "	... 100 "	
Inter., single	... 124 to 154 "	... 25 "	
Inter., single	... over 154 "	... 50 "	
Inters., pairs	... 124 to 154 "	... 25 "	
Inters., pairs	... over 154 "	... 100 "	
Rover, single	... 164 to 200 "	... 25 "	
Rover, single	... over 200 "	... 50 "	
Rovers, pairs	... 164 to 200 "	... 25 "	
Rovers, pairs	... over 200 "	... 100 "	

Coarse—

Slubber, single	... 84 to 100 Spindles	... 50 "	} Of increased spindleage to be paid for.
Slubbers, pairs	... 84 to 100 "	... 50 "	

Slubbers over 100 Spindles to be worked singly with payment for 50 per cent. of increased spindleage over 84 spindles.

Inter., single	... 124 to 140 Spindles	... 25 per cent.	} Of increased spindleage to be paid for.
Inter., single	... over 140 "	... 50 "	
Inters., pairs	... 124 to 140 "	... 25 "	
Inters., pairs	... over 140 "	... 100 "	
Rover, single	... 164 to 188 "	... 25 "	
Rover, single	... over 188 "	... 50 "	
Rovers, pairs	... 164 to 188 "	... 25 "	
Rovers, pairs	... over 188 "	... 100 "	

The increase or reduction in wages for increased or reduced spindles applies to both big and little tenters.

Example, showing method of payment for increased Spindleage over Standard Lengths.

A PAIR OF ROVERS OF 210 SPINDLES EACH ON MEDIUM COUNTS.

	£	s.	d.
Standard wage for 164 spindles	0 19 0
164 to 200 spindles (36 spindles), 25 per cent. of increased spindleage	0 1 0
			<hr/>
200 to 210 spindles (10 spindles), 100 per cent. of increased spindleage on price for 200 spindles	0 1 0
			<hr/>
Big tenter's wage	<u>1 1 0</u>

JOINER TENTERS.

One pair of joiners shall be allowed on a pair of either slubbers, inters., or inter. and slubber coupled at firms having up to and including eight preparations.

Above 8 and up to 16 preparations 2 pairs of joiners.

Above 16 preparations 3 pairs of joiners.

A firm shall be considered to mean where there are a group of mills on the same plot of land.

DOUBLE-GEARED FRAMES.

On double-geared frames, whether working coarse, medium, or fine hank, one shilling (net) per each extra gearing end to be paid. The gross wages as per the list for big and little tenter on double-geared frames may be divided between big and little tenter, as mutually agreed upon between the employers' and operatives' representatives.

MISCELLANEOUS.

Rovers putting inter. bobbins on creel from skip, sixpence (net) extra per pair per week to be paid.

Inters. putting slubbing bobbins on creel from skip, ninepence (net) extra per pair per week to be paid.

Wheel cleaning to be paid for at the rate of one shilling (net) per frame, whether cleaned one or more boards per week or all at one time.

Where a frame is working with a number of spindles for one class of hank, and the other spindles for another class of hank, each class shall be paid in its own section, viz., coarse, medium, or fine, according to the number of spindles on each of these sections.

Example.

"A slubber or other frame of 120 spindles, 100 spindles working for 7 $\frac{1}{4}$ hank to be paid medium, 20 spindles working for 8 $\frac{1}{4}$ hank to be paid fine."

Tenters on spindle frames called upon to break out to be paid 3*d.* (net) per frame.

Where a little tenter is absent from work, and the big tenter is called upon to do her work, 90 per cent. of the absent little tenter's wage shall be paid to the person performing her work.

With a view to getting this list for frames into operation with as little friction as possible, on and after May 1st, 1907, due notice shall be given by the Employers' Association to the Operatives' Association, and by the Operatives' Association to the Employers' Association, of the names of firms desiring to be put upon the basis of the list, when it shall be an instruction to the officials of the two respective associations to arrange for its being put into operation without delay, and in accordance with the Brooklands Agreement.

In June, 1907, the operatives obtained an advance of 5 per cent. on the list wages, while in March, 1909, they sustained a reduction of 5 per cent., so that at present list prices are being paid. The operatives working under this list are paid piece wages, the method adopted in fixing the piece price to be paid for any particular work being to ascertain from the indicators (which register the amount of work done) the total number of hanks produced and to make an average from this total; the piece price will be such a sum as will enable the operatives concerned to earn in a full week's working the standard weekly earnings shown in the wages columns of the list.

COTTON WEAVING.

General Agreement.

As is the case in regard to the Cotton Spinning trade, the relations between employers and employed in the Cotton Weaving industry are the subject of numerous collective agreements, among which may be mentioned the important "Joint Rules for the Settlement of Trade Disputes" embodied in an agreement arrived at on December 22, 1909, between the North and North-East Lancashire Cotton Spinners and Manufacturers' Association and the Northern Counties Textile Trades' Federation (an organisation, the members of which are the Amalgamated Weavers' Association, the General Union of Associations of Loom Overlookers, the Amalgamated Clothlookers and Warehousemen's Association, the Amalgamated Association of Beamers, Twisters and Drawers, and the Amalgamated Tape Sizers' Protective Society). The terms of this agreement, which affects some 130,000 operatives employed in various centres of the cotton weaving industry (at Preston, Blackburn, Darwen, Chorley, Bolton, Accrington, Haslingden, Padiham, Burnley, Nelson, Colne, Rochdale, Ramsbottom and Heywood) are as follows:—

1. In the event of a trade dispute arising between any member of any Employers' Association for the time being comprised in the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and an Association of Operatives (on behalf of any member or members) for the time being comprised in the Northern Counties Textile Trades Federation, the following course shall be taken:—

(a.) Before any notice shall be given by either party to terminate employment, the dispute shall be brought forthwith before a local joint meeting of representatives of employers and of operatives in the particular section of trade affected, and such meeting shall be held within four days (exclusive of Sunday) from the date of an application by either party for such meeting; and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then

(b.) Before any notice shall be given by either party to terminate employment, the dispute shall be brought before a joint meeting of representatives of the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and of the Amalgamated Association of the Trade Unions formed in that section of the trade to which the dispute relates, and such meeting shall be held in Manchester within seven days from the date of an application by either party for such meeting, and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then

(c.) Before any notice shall be given by either party to terminate employment, the dispute shall be brought before a joint meeting of representatives of the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and of the Northern Counties' Textile Trades Federation, and such meeting shall be held in Manchester within seven days from the date of an application by either party for such meeting, and if a settlement be not come to at such meeting, or at an adjournment thereof, then either party shall be at liberty to take whatever course it thinks fit.

2. Whenever a settlement of any trade dispute shall not have been come to and operatives are on strike or locked-out of employment in consequence thereof, then meetings shall be held periodically between representatives of

the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and of the Northern Counties Textile Trades Federation ; the first of such meetings shall be held in Manchester four weeks after and at the same place and hour as the last meeting of representatives in the same dispute, and subsequent meetings shall be held at the same place and hour periodically every four weeks until the dispute be settled, and without any formal application by either party for any such meeting.

3. If the attendance of any person or persons is desired by either party at any meeting to be held for the consideration of a trade dispute and notice in writing is given to the other party of such desire, each party will when so desired request such person or persons to attend the meeting.

4. In the event of an application being made by the operatives in any section for an advance of wages or by the employers in any section for a reduction of wages, such application, if not granted, shall before any notice is given by either party to terminate employment be brought before a joint meeting of representatives of the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and of the Amalgamated Association of the Trade Unions formed in that section of the trade to which the application relates, and if a settlement be not then come to the matter shall, before any notice is given by either party to terminate employment, be brought before a joint meeting in Manchester between the representatives of the North and North-East Lancashire Cotton Spinners' and Manufacturers' Association and of the Northern Counties Textile Trades Federation.

5. All meetings shall be held at such time and place as may be mutually agreed upon between the officials of the Employers' and Operatives' Associations.

6. The proceedings at joint meetings shall be regarded as strictly private and confidential. Every question discussed, every statement made, and every opinion expressed shall be treated by each member as strictly private and confidential, and shall not be communicated to any outside person or to the Press except by direction or permission of the meeting, and the name of any member attending a meeting or the particular part taken by any member in any of the discussions shall not be quoted at any public meeting.

Piece Price Lists.

With respect to the agreements, under which the wages of the operatives engaged in the cotton weaving industry are regulated, these are price lists of a very complicated and highly technical nature. Their practical application to the ever varying conditions of the work and material is often difficult, and requires a considerable amount of special knowledge. It has been provided by law that "particulars of the rate of wages applicable to the work to be done by each weaver shall be furnished to him in writing at the time when the work is given out to him, and the basis and conditions by which the prices are regulated and fixed shall also be exhibited in each room, on a placard not containing any other matter, and posted in a position where it is easily legible" [Factory and Workshop Act, 1901, Sec. 116 (b)].

The price lists in the cotton weaving trade were at one time very numerous, many districts having separate lists of their own. During the last few years, however, many of these local differences have been got rid of by the adoption of a uniform list of prices for plain goods, which applies to nearly the whole industry.

As will be seen, in regard to cloths other than plain goods, the uniform list for plain cloth is applied as the basis upon which are built up the prices to be paid for the weaving of these articles.

Before this list can be understood by those who have no knowledge of the trade, some explanation is required.

The weaving operation proper, as here understood, only commences after the warp, consisting of the longitudinal threads of the piece to be woven, which has been prepared and dressed at other machines (see *post*, pp. 183-187), is placed in position in the loom. The threads used for the warp are what in spinning has been termed "twist." These threads or "ends," as they are sometimes called, when placed on the loom, pass through the openings (termed "dents") of the "reed" (in which are fastened a number of flat steel wires, placed side by side like the teeth of a comb), into spaces of the width required for the special coarseness or fineness of the material to be woven. The twist also passes through loops known as "healds." Thus, the first element to be taken into account is the thickness of the threads of the warp, the number of threads going to make up an inch of width, and the total width of the piece to be woven.

The work of the loom is to throw across the warp the cross threads or "weft." These threads are carried in the shuttle, which flies to and fro, and passes over and under the warp threads alternately, or at such angles and intervals as are provided for by the arrangement of the warp in the "healds" and reed. The "weft" or cross threads are termed "picks." Thus, the second element in determining the price is the fineness and closeness of the weft. The fineness is determined by the number of counts of the yarn. The closeness may be determined by counting the number of threads or picks in a given length actually woven, or by a calculation based upon the mechanical action of the machine. In many cases the number of "picks" can be easily settled by counting, but in almost every instance the most exact method is by calculation, based upon the sizes and divisions of the wheels, and of the beams in the looms.* The third element is the total length woven, and a fourth is the nature and quality of the material used. This latter is indeed a most important matter in determining price. The smaller the openings in the "reed" through which the threads pass, the finer and closer the crossings of the weft, the greater in number and more delicate the threads to be watched by the weaver, and the greater the liability to breakage of threads. Closer attention and greater dexterity and quickness are therefore required in the weaving of fine than of coarse materials.

The weaving of the coarser yarns may entail harder bodily labour, though not requiring so much skill. Such increased

* For a description of this method of calculation see *post*, pp. 176, 177.

labour is paid for at a higher rate, though less wages may be earned by the operative.

It should be stated that weavers frequently employ assistants, whom they pay out of the piece prices obtained under the list.

Uniform List for Weaving.

This list, which is now in general use in North and North-East Lancashire, was prepared in 1892 by a Joint Committee of Employers' and Operatives' representatives, taking the place of the Blackburn list, which had been in operation from 1853, and also the Burnley and Preston lists for weaving. It has subsequently been amended in certain particulars by agreement between employers and employed. It is published in book form, together with a statement of prices for one pick 100 yards in looms from 24 to 72 inches in width, and reeds from 50 to 132 (in the nature of a ready-reckoner), a set of tables for ascertaining the weight of yarns required for given cloths, and a large number of other particulars in relation to the calculation of wages.

The most important point of the list is the standard.

THE STANDARD.

The standard, upon which the Uniform List is based, takes an ordinarily made loom, 45 inches in the reed space measured from the fork grate on one side to the back board on the other, weaving cloth as follows:—

Width:—39, 40, or 41 inches.

Reed:—60 reed, 2 ends in one dent, or 60 ends per inch.

Picks:—15 picks per $\frac{1}{4}$ inch as ascertained by arithmetical calculation with $1\frac{1}{2}$ per cent. added for contraction.

Length:—100 yards of 36 inches measured on the counter. Any length of lap other than 36 inches to be paid in proportion.

Twist:—28's or any finer numbers.

Weft:—31's to 100's, both inclusive.

Price:—30d., or 2d. per pick.

VARIATIONS FROM STANDARD.

These being the standard conditions, it is necessary that the variations from this standard, which very frequently arise in practice, should be provided for.

(a.) *Width of Looms*.—Thus, while a 45-inch reed space loom is taken as the standard, an ascending scale of percentage additions is prepared for looms with reed spaces above 45 up to 72 inches, and a descending scale of reductions for narrow looms with reed spaces of from 45 to 24 inches. Thus, going above the standard of 45 inches, $1\frac{1}{2}$ per cent. is to be added for every inch up to and including 51 inches; 2 per cent. from 51 to 56 inches; $2\frac{1}{2}$ per cent. from 56 to 64 inches; and 3 per cent. from 64 to 72 inches. Going below the standard, the deductions are:— $1\frac{1}{4}$ per cent. for each inch from 45 to 37 inches inclusive; and 1 per cent. from 37 to 24 inches, below which no further reduction is made. Fractions of an inch under half an inch are not subject to reductions or additions, but if over the half inch are paid as if a full inch.

(b.) *Broader Cloth than admitted by Rule.*—Looms are allowed to weave within four inches of the reed space, but whenever the difference between the width of cloth and the reed space is less than four inches it shall be paid as if the loom were one inch broader, and if less than three inches as if it were $2\frac{1}{2}$ inches broader.

(c.) *Allowances for Cloth 7 to 15 inches narrower than the Reed Space.*—When the cloth is from 7 to 15 inches (inclusive) narrower than the reed space of the loom, a deduction is to be made in accordance with a set of tables provided in the list. For instance, taking a 45-inch loom, the allowance varies from 0.94 per cent. on a 38-inch cloth to 8.25 per cent. on a 30-inch cloth.

(d.) *Reeds.*—A “60 reed” being the standard, $\frac{3}{4}$ per cent. is to be deducted for every two ends or counts of reed from 60 to 50, but no reduction is to be made below 50. $\frac{3}{4}$ per cent. is to be added for every two ends or counts of reed from 60 to 68; 1 per cent. from 68 to 100; $1\frac{1}{2}$ per cent. from 100 to 110; and 2 per cent. from 110 to 132.

(e.) *Cloths woven with one end in a dent.*—In such cases the cloths are to be paid for at $\frac{3}{4}$ of the reed; thus a 80 reed one end in a dent would be paid for as a 60 reed.

(f.) *Picks.*—(*Low.*)—An addition of 1 per cent. is to be made for each pick or fraction of a pick below 11. (*High.*)—An addition of 1 per cent. per pick is to be made whenever they exceed the following:—

If using wefts below 26's, when picks exceed 16; 26's to 39's wefts, inclusive, when picks exceed 18; and 40's wefts and above when picks exceed 20.

(g.) *Twist.*—The standard being 28's, or finer, the following additions are to be made when coarser twist is woven in the following reeds:—

Below 28's to 20's in	64 to 67 reeds inclusive	...	1 per cent.
”	” 68 to 71	”	2 ”
”	” 72 to 75	”	3 ”
”	20's to 14's in	56 to 59	” 1 ”
”	” 60 to 63	”	” 2 ”
”	” 64 to 67	”	” 3 ”
”	14's to 10's in	48 to 51	” 1 ”
”	” 52 to 55	”	” 2 ”
”	” 56 to 59	”	” 3 ”
”	” 60 to 63	”	” 4 ”

and so on at the same rate. When twist is woven in coarser reeds no addition is to be made. The above prices are for single and two-fold yarns. When three-fold yarns are woven one end in a dent, one-half of the above percentages to be added.

(h.) *Weft.*—(*Ordinary Pin Cops.*)—The standard is 31's to 100's, both inclusive. Above 100's, 1 per cent. is to be added for every 10 hanks or fraction thereof. In lower numbers than 31's the following additions are to be made:—

Numbers.	Addition.	Numbers.	Addition.
	Per cent.		Per cent.
30's	1	13's	18
29's, 28's	2	12's	21
27's, 26's	3	11's	25
25's, 24's	$4\frac{1}{2}$	10's	30
23's, 22's	$6\frac{1}{2}$	9's	38
21's, 20's	8	8's	48
19's, 18's	$10\frac{1}{2}$	7's	61
17's, 16's	13	6's	76
15's, 14's	16	5's	94

(*Large Cops.*)—When weft of the following counts is spun into large cops, so that there are not more than 22 in one pound, the following additions are to be made instead of the above allowance :—

Numbers.	Addition.	Numbers.	Addition.
	Per cent.		Per cent.
29's, 28's	1	11's	19
27's, 26's	2	10's	24
25's, 24's, 23's	3	9's	30
22's, 21's, 20's	4½	8's	38
19's, 18's	6	7's	48
17's, 16's	8	6's	61
15's, 14's	10	5's	76
13's	12	4's	94
12's	15		

(*j.*) *Four-staved Twills.*—(*Low Picks.*)—In four-staved twills an addition of 1 per cent. for each pick or fraction thereof below the picks mentioned in the following table is to be made when using weft as follows :—

Below 26's the addition shall begin at 13.
 26's to 39's inclusive, at 14.
 40's and above, at 15.

(*High Picks.*)—When using weft—
 Below 26's the addition shall begin at 21.
 26's to 39's inclusive, at 22.
 40's and above, at 23.

In making additions for high picks, any fraction of a pick less than a half shall not have any allowance ; exactly the half shall have ½ per cent. added ; any fraction over the half shall have the full 1 per cent. added.*

(*k.*) *Herring-bone Twills.*—For weaving these cloths, 5 per cent. extra on twill cloth prices shall be paid.

(*l.*) *Coloured edges or borders.*—Coloured edges or borders, with one or more coloured ends at the side, shall be paid 5 per cent. on plain cloth prices.

(*m.*) *Splits.*—“Splits” mean two widths together. The following additions are to be allowed for them :—One split uncut, add 5 per cent. ; two splits, add 7½ per cent. Empty dents only shall not be considered splits.

The list goes on to specify the piece wage rates to be paid on a great variety of cloths other than plain cloth, but before referring to these it will be proper to explain briefly the manner in which the uniform list is applied to the manufacture of plain cloth.

TO FIND THE WEAVING PRICE.

The rule for finding the price for weaving is stated as follows :—

In making out the prices for weaving, care should be taken to follow out the instructions contained in the list, viz., to add and deduct the various allowances one by one.

* This rule also applies to section (*f.*), *ante*, p. 174.

Examples.—(1.) To find the price for weaving 43-inch cloth, 96 reed, 21 change wheel, dividend [see below] 609, 24 yards of 36 inches, 60's twist and 60's weft woven in a 48-inch reed space loom.

Wheel 21)609 dividend.

29 picks.

Take from table the price for one pick 96 reed, 100 yards, 48-inch loom as 2.4453—

We have $2.4453 \times 29 \times 24$

$$\frac{\quad}{1 \times 100} = 17.019288d.$$

$$1.53173592d. - 9\% \text{ added for pick.}^*$$

18.55102392d. price.

(2.) Or : required the price for weaving 35-inch cloth, 36 reed, 71 wheel, 428 dividend, 38 yards of 36 inches, 32's twist, 40's weft, woven in a 45-inch reed space loom.

Wheel 71)428

6.028 picks.

Take from table the price for one pick, 48 reed, 100 yards 45-inch loom, 1.925d.

$1.925 \times 38 \times 6.028$

$$\frac{\quad}{1 \times 100} = 4.409482d.$$

$$.2204741d. - 5\% \text{ added for pick.}^\dagger$$

4.6299561d.

$$.1736233d. - 3.75\% \text{ deducted for narrow cloth.}^\ddagger$$

4.4563328d. price.

With regard to the "dividend" of a loom, referred to in the calculations set forth above, rules are given for finding this figure in any given case.

TO FIND THE "DIVIDEND" OF A LOOM.

Multiply the number of teeth in rack, stud and beam wheels together for a dividend, and the teeth in the little pinion wheel and circumference of beam (*i.e.*, sand roller) in quarter inches

* See clause (*f*), *ante*, p. 174, by which in the present case, since the weft used is 60's (coming into the class "40's wefts and above"), and since the picks are 29 per quarter inch (*i.e.*, "exceed 20") an addition of 1 per cent. per pick in excess of 20 (*i.e.*, here $29 - 20 = 9$) has to be made to the price, by reason of the picks being *above* the standard (15 picks per quarter inch; see *ante*, p. 174).

† See clause (*f*), *ante*, p. 174. Here the picks are *below* the standard; consequently an addition of 1 per cent. for each pick or fraction of a pick below 11 ($11 - 6.028 = 4.972$) has to be made to the price.

‡ See clause (*c*), *ante*, p. 174. In this case the cloth woven is 10 inches (therefore "from 7 to 15 inches, inclusive") narrower than the reed space in the loom. The table above referred to gives the deductions. in the case of a 45-in. reed space loom at 0.94 per cent. for 38-inch cloth, 1.87 for 37-inch, 2.81 for 36-inch, and 3.75 per cent. for 35-inch cloth.

for a divisor, and the quotient will be the mathematical dividend; to which must be added $1\frac{1}{2}$ per cent. to meet the contraction of the cloth between being at full stretch in the loom and placed upon the counter; the result will be the practical dividend of the loom, which, divided by the change wheel, will give the picks per $\frac{1}{4}$ inch.

Example.—Given—Rack 60, beam wheel 75, stud or carrier 120, little pinion 15, circumference of roller 15, which must be multiplied by 4 to reduce it to $\frac{1}{4}$ inches :—

Thus,— $60 \times 75 \times 120$

$$\frac{\quad}{15 \times 15 \times 4} = 600$$

$9 = 1\frac{1}{2}\%$ added for contraction.

609

As already stated, the uniform list deals in the first place with the prices to be paid for the weaving of plain cloth, and in addition, with those to be paid for the weaving of other kinds of cloth, of a great variety of classes, a few of these prices having already been arranged when the uniform list was drawn up, but the great majority of them having at different times been agreed to between the employers and employed, through a Joint Committee which was established in 1881, and which consists of 12 members, six representing the employers' association and six the association of the employees.* In all these cases the Uniform List for plain goods is taken as the basis; and the extra work involved, owing to the special nature of the work in each case, is taken into account in fixing the piece-wage rates for that work. Thus, for example, the piece-wage in relation to the weaving of tape-bordered cloth is fixed as follows :—

Tape-bordered cloth, without pattern, over $\frac{1}{4}$ of an inch in width up to $\frac{3}{4}$ of an inch, shall have $2\frac{1}{2}$ per cent. added to plain cloth price together with extra ends in reeds.

Tape-bordered cloth, with tape or cord pattern, shall have 5 per cent. added to plain cloth prices with extra ends in reeds.

By way of further illustration of the method adopted in these "Additions to the Uniform List," it will be convenient to quote the terms of the list for the weaving of sateens, jeans, jeannettes, drills, drilletes, and florentines, which came into operation in September, 1898 (replacing an earlier agreement made with Nelson employers), and governs the price for weaving on over 30,000 looms.

BASIS.

1. Plain cloth as per Uniform List, with the following modifications.

* The rules of this Joint Committee are printed in the *Second Report on Conciliation and Arbitration Boards* (Cd. 5346 of 1910), pp. 218–220. It is understood that it is intended to revise these rules, and in particular, to make such alterations in them as shall make them harmonise with the procedure to be adopted in cases of trade disputes under the agreement of December 22, 1909, the text of which is set forth above (pp. 170, 171).

REEDS.

2. When cloths are woven with three or more ends in one dent, the allowance for every two ends or counts of reed above 68 shall be $\frac{3}{4}$ per cent. only, the same as from 60 to 68. When the reed exceeds the pick, $\frac{3}{8}$ per cent. shall be added for every additional count of reed above the number of picks per $\frac{1}{4}$ inch.

PICKS.

3. Cloths up to and including 25 picks to be paid 5 per cent. extra, and for every additional pick or fraction beyond the half up to and including 32 picks to have $\frac{1}{2}$ per cent. per pick added, from 32 picks upwards to have an additional $\frac{1}{4}$ per cent. per pick or fraction beyond the half added.

PICK FINDING.

4. Where the employer requires the loom to be turned in order to find the broken picks, the following percentages to be paid :—

5 per cent.	when using	26's or finer weft.
7 $\frac{1}{2}$	"	" 25's to 16's weft.
10	"	" 15's to 12's weft.
12 $\frac{1}{2}$	"	" 11's or under.

COARSE TWIST IN FINE REEDS.

5. Clause 8 [*i.e.* (f) above, p. 174] of the Uniform List to apply, and when there are more than two ends in one dent, the reed and number of ends per inch to be added together and divided by two. Thus a 52 reed three ends in one dent below 28's to 20's twist would be paid for as a 65 reed, and when using twist below 20's to 14's in a 45 reed three ends in one dent would be paid for as a 56 reed, for twist purposes only.

When the Uniform Weaving List was agreed to in 1892, it was adopted subject to a deduction from the prices stated in the list of 10 per cent. But in July, 1899, an advance in wages of 2 $\frac{1}{2}$ per cent. was granted; another advance of 5 per cent. was obtained by the operatives in July, 1905; and an advance of 2 $\frac{1}{2}$ per cent. in May, 1906, making the prices of the Uniform List payable in full, and at this level they have since remained.*

Taking together the whole of the workpeople, whose wages are regulated in the manner just described under the uniform list, their number may be taken to be approximately 215,000.

COLOURED GOODS WEAVING.

COLNE DISTRICT.

With regard to coloured goods, the wages of weavers are settled by special agreements, of which that in force in the Colne

* As is the case in regard to cotton-spinners, the movement in *earnings* has not corresponded exactly with the movement in *prices* (under the list). In the *Report* on wages and hours in the textile trades already referred to, it is stated (p. xxxvii.), that "the advances in the earnings of [cotton] weavers [as between 1886 and 1906] vary from 11 per cent. for women three-loom weavers to 24 per cent. for men six-loom weavers. In the case of the four-loom weavers, who form the bulk of both the men and the women weavers returned, the advances were—men, 20 per cent.; women, 18 per cent. These percentages compare with an increase of 11 per cent. on the basis of the Blackburn and Uniform List changes, and the greater increase obtained is partly due to the quickening of looms and partly to higher payment for 'extras.' The earnings in the aggregate for all classes of weavers have also been increased since 1886 by the increased number of looms tended per weaver."

district was originally made in July, 1890, and has since that date been amended in certain particulars and supplemented by additions in a manner generally similar to that already described in regard to the "Uniform List." The same principle as in that case governs these arrangements; that is to say, the whole structure of the list is founded upon certain standard conditions of work, and the price of all other kinds of work is fixed in relation to the standard, additions to the list being, as the exigencies of the trade require, constantly arranged between the employers and the employed through the same Joint Committee, by which (as above stated) new piece rates are added from time to time to the Uniform List. In this case the Standard is expressed in the following terms:—

The Standard, upon which the price for Plain and Striped Goods is based, is as follows:—

Cloth.—28, 29, or 30 inches in width.

Reed.—52 to 64, both inclusive, or 26 to 32 dents per inch, two ends in a dent.

Length.—70* yards of warp, 36 inches to the yard.

Wefst.—16's or any finer counts.

Price.—1½*d.* per pick.

The Standard, upon which the price for Checks is based, is 70 yards of warp, 2*d.* per pick; in all other particulars the same as the Standard for Plain and Striped Goods.

Suppose now that in a given case the cloth to be woven varies from the Standard, then the method of fixing the piece-wage is as under:—

The Standard, being 28, 29, or 30 inches, is reckoned equal.

For each inch below 28, $\frac{3}{4}$ per cent. is to be deducted down to 20 inches beyond which no further deduction shall be made.

Above 30 inches up to and including 36, 1 per cent. per inch to be added.

Above 36 to 40 inches, 1½ per cent. per inch.

 " 40 " 48 " 2½ " "

 " 48 " 56 " 3 " "

 " 56 " 60 " 3½ " "

and 4 per cent. for every inch above 60.

The next clause in the agreement deals with the case of the Reeds being different from those specified in the Standard, and of there being, not two, as there supposed, but a greater or a smaller number of threads in one dent, or of the ends being "crammed," or dents dropped, and in this manner by successive clauses provision is made for a large number of possible variations.

The number of operatives whose wages are regulated under the Colne Coloured Goods List is 7,600.

* Changed from 74 by a revision of the list taking effect from the first pay day in September, 1905.

RADCLIFFE DISTRICT.

The wages of weavers of coloured goods are regulated in the Radcliffe district under arrangements generally similar to those above described, the Standard in this case, agreed to in 1892 and somewhat altered in 1898, being as follows :—

Cloth.—The list shall be based on cloth, 36 inches to the yard, and 100 yards long.

Reed.—56 reed, *i.e.*, 28 dents to the inch, and two ends in a dent.

Width.—27 to 30 inches measured on the counter in an unfinished state as it comes from the loom.

Weft.—16's or any finer counts.

Looms.—Circular, box, and plain.

Warps.—Full (or hand) dressed or sectional.

Price per pick.—Per $\frac{1}{4}$ inch—Checks, 3*d.* ; Stripes and Plains, 2 $\frac{1}{2}$ *d.*

The alteration made in the Standard of the Radcliffe list in 1898 resulted in a decrease in wages varying from 2 $\frac{1}{2}$ to 10 per cent., according to the different kinds of work on which the operatives were engaged. The part of this list referring to one-shuttled, or striped, goods woven in check looms was revised in 1906 (when an advance of from 2 $\frac{1}{2}$ to 5 per cent. took place in the wages for this work), and again in 1907 (when an advance of from 2 $\frac{1}{2}$ to 7 $\frac{1}{2}$ per cent. took place), otherwise no fluctuations have taken place in the prices under this list, which regulates the wages of some 2,300 workpeople.

LISTS FOR SPECIAL CLASSES OF WEAVING.

Velvet Weaving.

Velvet weaving is chiefly carried on in the Oldham District, and in this trade a somewhat different principle of arranging a Standard list is adopted, the measurement of weft being by weight rather than by picks. The list was agreed to between the associations of the employers and the employed respectively in 1888, but only the basis with allowances for weft came into operation in that year, the full list not being finally adopted until October, 1890.

The basis of the list is as follows :—

45 and 49 looms weaving 56's weft,	7 <i>d.</i> per lb.
50 " 54 " " "	6 $\frac{1}{8}$ <i>d.</i> "
55 " 59 " " "	6 $\frac{1}{8}$ <i>d.</i> "
60 " 64 " " "	6 $\frac{1}{8}$ <i>d.</i> "
65 " 69 " " "	6 $\frac{1}{2}$ <i>d.</i> "
70 " 74 " " "	6 $\frac{3}{8}$ <i>d.</i> "
75 " 79 " " "	6 $\frac{1}{4}$ <i>d.</i> "
80 " 84 " " "	6 $\frac{1}{8}$ <i>d.</i> "
85 " 89 " " "	6 <i>d.</i> "

Whenever the looms are narrower than the narrowest loom referred to in the above table] (*i.e.* less than 45 inches wide),

$\frac{3}{16}d.$ per lb. shall be added for each range of 5 inches, and if broader than the broadest loom there referred to (*i.e.* wider than 89 inches), $\frac{1}{8}d.$ per lb. shall be deducted for each similar range.

It will be seen that the Standard here laid down assumes that the weft will be 56's count. In those cases in which the weft is of counts either higher or lower than 56's, a clause in the list specifies the change in the piece price that is to correspond with this variation from the Standard. As originally framed, this clause provided that " $\frac{1}{8}d.$ per lb. shall be added or deducted for each hank as the weft is finer or coarser" than the Standard (56's); but by an agreement made between the Oldham Velvet Employers' Sub-committee and representatives of the Oldham Weavers' Association on March 14, 1900, an advance was granted on the list prices for weaving counts of 38's down to 16's, that price being fixed as follows:—For 38's, $4\frac{1}{16}d.$; 36's, $4\frac{3}{8}d.$; 34's, $4\frac{3}{8}d.$; 32's, $4\frac{3}{16}d.$; 30's, $3\frac{1}{16}d.$; 28's, $3\frac{3}{4}d.$; 26's, $3\frac{1}{2}d.$; 24's, $3\frac{1}{4}d.$; 22's, $3d.$; 20's, $2\frac{3}{4}d.$; 18's, $2\frac{1}{2}d.$; 16's, $2\frac{1}{4}d.$ These are the prices in relation to looms 45 to 49 inches wide; other widths of looms are to be paid in proportion. Below 16's to be subject to mutual arrangement.

This change in the allowances for coarse weft is stated to have resulted in an average increase of approximately 5 per cent. in the earnings of the weavers (about 3,000 in number) working under this list. In May, 1906, it was agreed between the associations of the employers and employed that an advance of 5 per cent. on the list prices should be paid on all work done on and after the second pay day in August, 1906; and in May, 1907, it was similarly agreed that a further advance of 5 per cent. should be paid for all weft 40's and below, and $2\frac{1}{2}$ per cent. for all weft above 40's, this advance to be paid as from the second pay day in August, 1907.

Quilts and Toilet Covers.

Quilts and toilet covers are chiefly woven in the Bolton District, and the wages for work of this class are regulated by what is known as "the Bolton and District Standard List of Prices," but which is in fact a series of lists relating to a large number of different articles, each of these lists having its own distinct "basis" or Standard, and making appropriate provisions for work done under conditions varying from those set forth in this basis. All these sets of piece prices have been arranged by a Joint Committee of employers' and operatives' representatives, beginning with the list for toilet and Marseilles quilts agreed to so far back as January 14, 1861. The whole series of lists was revised and enlarged in July, 1903; clauses in relation to the prices to be paid for rep quilts with healds and tappets and three beams were added in November, 1903. In January, 1907, the list was advanced $1d.$ in the $1s.$ on all quilts except alhambras, which received an advance of $\frac{1}{2}d.$ in the $1s.$ The number of the workpeople, whose wages are regulated under these agreements, is approximately 1,000.

The list for honeycomb quilts, woven with one shuttle (added in 1890) may be quoted (in the form in which it now appears in the Bolton Standard List) as a specimen.

Counts of Reed reckoned 1 end per dent.	Width in Reed exclusive of Fringe.	Picks for $\frac{1}{8}$ th of a Penny.	Counts of Reed reckoned 1 end per dent.	Width in Reed exclusive of Fringe.	Picks for $\frac{1}{8}$ th of a Penny.
	Inches.			Inches.	
36	58	118	36	77	99
"	59	117	"	78	98
"	60	116	"	79	97
"	61	115	"	80	96
"	62	114	"	81	95
"	63	113	"	82	94
"	64	112	"	83	93
"	65	111	"	84	92
"	66	110	"	85	91
"	67	109	"	86	90
"	68	108	"	87	89
"	69	107	"	88	88
"	70	106	"	89	87
"	71	105	"	90	86
"	72	104	"	91	85
"	73	103	"	92	84
"	74	102	"	93	83
"	75	101	"	94	82
"	76	100	"		

A 36 reed or 18 dents, being the Standard, is made the starting point :— Two picks to be added for $\frac{1}{8}$ th of a penny for a decrease of eight counts of reed, and deducting two picks for $\frac{1}{8}$ th of a penny for an increase of eight counts of reed.

The above prices are for honeycombs with fringes, Grecians, and honeycombs without fringe, with a fret at the ends to weave 10 picks extra for $\frac{1}{8}$ th of a penny.

Honeycomb quilts woven with weft fringes, but not warp fringes, with a fret at the ends, to weave five picks extra for $\frac{1}{8}$ th of a penny. When fringes exceed 6 inches on each side measured on the inside of the catch cords, half the excess to be paid for as cloth.

Honeycomb quilts woven with one end per dent to reckon as reed and a half ; thus a 28 reed, one end per dent, would reckon as 42 and so on.

Honeycomb quilts woven with single coloured yarn, two, three, or more ends in a mail, to have all yarn reckoned on the reed. Thus a 24 reed, three ends in a mail, to count as a 72 reed.

Honeycomb quilts woven with part white and part coloured stripes in warp, $\frac{1}{8}$ th of a penny per quilt extra. All coloured stripes and no white, or with white yarn for selvages only, one farthing per quilt extra.

Self-coloured warp $\frac{1}{8}$ th per quilt extra.

Coloured weft $\frac{1}{8}$ th per quilt extra.

Coloured border in warp and weft $\frac{1}{4}$ d. per quilt extra.

Brocade stripes 10 per cent. extra.

Striped quilts checked with stripes across in body of quilt to be paid $\frac{1}{8}$ th of a penny for every two stripes of coloured weft when woven in one-shuttle looms.

Any of the afore-mentioned quilts, if woven with a second shuttle (drop box at one side only) to be paid 10 per cent. extra ; if woven with a third shuttle (drop box at one side only) to be paid 20 per cent. extra.

Honeycomb quilts woven with two shuttles (pick and pick) to be paid 20 per cent. extra to one shuttle price, three shuttles (pick and pick) 30 per cent. extra to one shuttle price.

Honeycomb covers woven two, three, or four in width, with part white and part coloured stripes in warp, to be paid one farthing per dozen extra, and $\frac{1}{8}$ th extra for each coloured weft border put in.

LISTS FOR WINDING AND OTHER PRELIMINARY PROCESSES.

The agreements already mentioned all relate to the weaving process proper, which (as stated above) only commences after the warp is placed in the loom. The preliminary processes are also paid by the piece under lists arranged between employers and employed, or else drawn up by the operatives and accepted by the general usage of the employers. "Winding," consists in running the yarn off a spinner's cop on to a "winder's bobbin." "Beam-warping" (or "beaming") is the running of the yarn from the winders' bobbins on to a "warper's beam." The next process is "sizing" (or "taping") which is the transferring of the yarn from warpers' beams to a "weaver's beam," which forms the warp of the cloth when woven. In this process the yarn passes through a mixture called "size," in order to prepare the warp for the loom. Beam-warping and sizing are processes employed in the manufacture of "grey-cloth." For striped or coloured cloth these processes are replaced by "mill-warping" and "dressing." In mill-warping the yarn is led off the winder's bobbin in a rope, which is wound into a "ball" and sent in that form to be dyed and sized and brought back to the weaving shed. Here the warps are treated by the "warp-dresser," who runs them through a reed on to the weaver's beam, with the various colours arranged in the required pattern, and removes all dirt, fluff, &c.

The next step (whether in regard to grey or coloured cloth) is that the yarn on the weaver's beam (*i.e.*, each thread of the warp) is twisted to threads which are attached to healds and a reed, which have been in the loom to weave cloth previously, or, if necessary, the ends are "loomed" or "drawn in," *i.e.*, they are passed through new healds and a reed, to be placed afterwards in the loom to weave the cloth. After the cloth is woven, the healds and reed are cut out and are frequently used again. Loomers employ either one full-timer or two half-timers as assistants, whom they pay out of the prices obtained under the list. Some examples of the agreements in force in relation to these accessory processes are given below.

Burnley (Winding and Beaming).

A revised list of prices to be paid for winding in Burnley was agreed to by committees representing the Burnley Master Cotton Spinners' and Manufacturers' Association and the Burnley Weavers', Winders', and Beamers' Association on June 16, 1894. The basis of the previous list was a net standard price of $6\frac{1}{2}d.$ for winding 20 lbs. of 32's twist (or $1s. 7\frac{1}{2}d.$ for 60 lbs.), though, with a few exceptional cases, this price was generally

paid for higher counts of twist. It is stated that the bulk of the twist used in the district is of 36's count and under, though 38's and 40's counts are sometimes used, finer counts than 40's being very seldom used. The list was again revised during 1899, so as to include the advance of $2\frac{1}{2}$ per cent. then given to the operatives, and again in 1906, when further advances were incorporated, and in its present form provides as follows :—

Winding List.

For winding 60 lbs. of twist :—

	s.	d.		s.	d.
16's to 18's twist ...	1	4½	40's to 42's twist ...	2	0½
20's to 22's " ...	1	6¼	44's to 48's " ...	2	2
24's to 26's " ...	1	7¼	50's to 52's " ...	2	3½
28's to 30's " ...	1	8¾	54's to 58's " ...	2	5
32's to 34's " ...	1	9½	60's to 62's " ...	2	6½
36's to 38's " ...	1	11			

Intermediate counts not named above in proportion.

The winders' wages to rise and fall along with weavers' wages.

These prices cover the advances agreed to up to and including the first pay day in May, 1906.

The list regulates the wages of some 2,700 winders.

The list for beaming, which was adopted at the same time as the Burnley winding list, and was revised in 1899, and again in 1906, on each occasion incorporating advances in wages obtained by the operatives, is now as follows :—

Beaming List.

For beaming 400 ends, 17,500 yards, 5 wraps, the payment to be as follows :—

$4\frac{1}{2}d.$ per beam for creeling, and $4\frac{1}{4}d.$ for each wrap, irrespective of counts of twist.

For every 10 ends, or fraction thereof, one halfpenny, up or down, but no deduction below 370 ends, thus :—

For 400 ends, 5 wraps, 17,500 yards, the price will be 2s. $1\frac{3}{4}d.$ per beam, including creeling.

For 441 to 450 ends, the price will be 2s. $4\frac{1}{4}d.$ per beam, including creeling.

For 379 ends and below, the price will be 2s. $0\frac{1}{4}d.$ per beam, including creeling.

The operative will be required to turn the beam backward to find broken ends.

The beamers' wages to rise and fall along with weavers' wages.

These prices cover the advances agreed to up to and including the first pay day in May, 1906.

It will be seen that provision is made for both beamers' and winders' wages to rise and fall with wages under the uniform list for weaving.

This list regulates the wages of about 800 beamers.

Colne and Nelson (Warp Dressing).

With regard to warp dressing in the Colne and Nelson Districts, an agreement was arranged by a Joint Committee of Employers' and Operatives' representatives, and finally approved and adopted by the Associations of the two parties in September, 1893, since which time various alterations have been made, and

the following list fixes the piece wages and the time-wages for this class of work :—

COLNE AND NELSON STANDARD LIST OF PRICES FOR WARP DRESSING.

1. The Standard Price for Dressing shall be *5d.* for 1,751 to 1,850 ends, 72 yards one colour, single ends. For every 100 ends up or down $\frac{1}{4}d.$ more or less than the Standard. If more than one colour *1d.* per cut per colour.

2. When two or more bits of one colour are dressed end and end, one colour extra to be paid, and the dresser to pay for as many splits as he is paid for colours.

3. When two or more bits of one colour are dressed side by side, half a colour extra to be paid, and the dresser to pay for half a split.

4. No deduction shall be made for less than 900 ends for an ordinary dressed warp, cord dressing not included.

5. When a warp is struck with a comb the following deduction shall be made :—

1,000 ends and under 1,600,	<i>3d.</i> per warp.
1,600 " "	2,200, <i>4d.</i> "
2,200 " "	2,800, <i>5d.</i> "
2,800 " "	3,400, <i>6d.</i> "
3,400 " "	4,000, <i>7d.</i> "
4,000 " "	<i>8d.</i> "

6. *The following deductions shall be made for double-end warps :—*

*If warped one end in an eye, the dresser to allow one-eighth of the total number of ends. If warped two ends or over in an eye, the dresser to allow one-fourth of the total number of ends.**

7. When more than half the number of ends in the warp are leased double and are warped two ends in an eye, one-fourth shall be deducted. If more than half the number of ends are leased double and are warped one in an eye, one-eighth shall be deducted. The above deductions to be made on the actual number of double ends and the actual number of ends leased double only, and not on the total number of ends in the warp. If double ends consist of two colours they shall be paid as single ends, and when ends are leased single and two or more as one in the same colour, also plain warps leased to pattern, shall be paid as single ends, and all single ends to be paid as single ends.

Example.—Single end warps. A warp containing 2,000 ends, 1,050 of which are leased and warped two ends in an eye, and 950 single ends, one-fourth shall be deducted from 1,050, and 1,738 ends paid for. A warp containing 2,000 ends, 1,050 of which are warped single and leased double, and 950 single ends, one-eighth shall be deducted from 1,050, and 1,869 ends paid for.

8. The following prices shall be paid for time work :—

For warps which are broken in one or more places, $6\frac{1}{2}d.$ per hour to be paid for time spent on such broken places, in addition to the piece price of the warp.

For warps which are ended or damaged and the dresser is put on time work by the manager of the department, $6\frac{1}{2}d.$ per hour to be paid for the whole of the time spent on the warp from beginning to end.

For ordinary time work, *7d.* per hour.

For broad double-handed work, $7\frac{1}{2}d.$ per hour.

In cases of sample work, and the employer wishes to choose his man, the price shall be *8d.* per hour.

9. All warps standing in the weaving reed $39\frac{3}{4}$ inches wide or over, actual measurement, shall be paid *1d.* per cut extra.

10. Short warps shall be paid *5d.* extra, irrespective of the number of colours.

11. Two-fold twist shall be paid *1d.* per cut extra. *Nothing extra shall be paid for fine twist.†*

* Clause 6 is superseded by clause 7 (subsequently added).

† The words in italics are superseded by clause 18 (subsequently added).

12. If two-fold and single twist are dressed together in one warp, the payment shall be as follows :—

If more than half the number of ends be two-fold twist, the payment shall be for two-fold twist. If more than half is single twist, the payment shall be for single twist.

13. Any number of yards under 460 shall be considered a short warp.

14. For cutting a warp in two, the following plan shall be adopted :—

If over 920 yards nothing extra to be paid.

If under 920 yards the price shall be 6*d.*

15. *Sample Warps*.—Warps of two cuts (72 yards) or under shall be considered time work.

16. *Cord Dressing*.—Warps under 450 ends if put on a separate beam, shall be paid for time work ; warps 450 ends and over, shall be paid as 900 ends.

17. For all work [warps] mercerised in the ball, 1*d.* per cut extra to be paid, but when mercerised in the hank, nothing extra.

18. *Fine Twist*.—For warps of 41's single and two-fold 82's and up to 55's single and two-fold 110's, 1*d.* per cut extra to be paid, and $\frac{1}{4}$ *d.* per cut extra for each additional five counts single or 10 counts two-fold.

All warps at 41's single and upwards under 500 yards to be called short warps, and to be paid 9*d.* extra. This to include the 5*d.* for short lengths paid under Clause 10 of the existing list.

19. *Silk*.—For warps containing silk 1*d.* per cut extra to be paid.

20. For warps with more than 3,000 ends in, the following additions to be paid :—

Over 3,000 and up to 4,000 $\frac{1}{8}$ *d.* extra per 100 ends.

„ 4,000 „ 5,000 $\frac{1}{4}$ *d.* „ „

„ 5,000 and upwards, $\frac{1}{2}$ *d.* „ „

In calculating the above extras it is intended that in every case the warp shall be taken as a single end warp, and that all ends above 4,000 shall be paid single ends. In case of double end warps, the extras to be added as stated, on all ends, and the usual deductions of one-fourth or one-eighth, as the case may be, shall apply up to 4,000 ends only. To be clear, warps coming under this Clause and are double ends will not be reduced by more than 1,000 ends ; if single ends leased double 500 ends.

21. *Selvedges*.—When 70 ends or under of one colour or one piece are dressed for selvedges, half a colour extra to be paid, and half a colour extra for each additional piece or colour. If split to hand the dresser to pay for as many full splits as he is paid half colours. When more than 70 ends are dressed for selvedges, ordinary list prices to be paid.

When not more than 8 bobbins are run into the selvedges nothing extra shall be paid. When more than 8 and up to 30, 3*d.* extra per warp. When more than 30 a colour extra to be paid. All bobbins to be reckoned both in the warp and the selvedges.

22. In case of any dispute arising on the construction of the list or clauses, and in case of any dispute arising on questions not dealt with in the list, a meeting of the two committees representing employers and operatives shall be held for the purpose of considering such dispute, with a view of arriving at a settlement. Both employers and operatives undertake and agree not to extend any countenance or support to a strike until the two committees have attempted to arrive at a settlement.

Blackburn (Twisting and Drawing).

The Blackburn list for twisting and drawing was signed on June 22, 1894, on behalf of the Blackburn Master Cotton Spinners' and Manufacturers' Association and of the Blackburn Twisters and Drawers, was amended on June 16, 1899, was revised on April 24, 1906, and has since been amended in certain particulars and re-signed in July, 1907. Originally applying to the Blackburn district, this agreement has now, by arrangement between employers and employed, a very wide operation,

extending to an area including the districts of Preston, Great Harwood, Darwen, Chorley, Padiham, Accrington, Haslingden, Ramsbottom, and Clitheroe, and affecting in all some 3,500 work-people.

Prices per 1,000 ends are given for drawing and twisting grey and coloured work, and extras applicable to special kinds of work are specified.

The following extracts will serve to illustrate the system, on which the list is constructed :—

<i>Drawing Grey.</i>		<i>Twisting Grey.</i>	
Per 1,000 ends.		Per 1,000 ends.	
	<i>d.</i>		<i>d.</i>
Plain, 4 staves, up to 80's, reed*	5¼	Plain, 4 staves 26's to 80's, twist	4
" " 81's to 90's ...	5½	Coarser than 26's and over 80's	
" " 91's to 100's ...	5¾	to 90's	4¼
" " over 100's, ¼ <i>d.</i> per		Plain, 4 staves, over 90's to	
1,000 ends extra; every 10 counts		100's	4½
or fractional part thereof.		Plain, 4 staves over 100's ...	5

* "The reed understood to mean counts."

The agreement provided that "in fixing up prices for any sort not provided for in the list, the basis shall be calculated from the 5¼*d.* for drawing and 4*d.* for twisting per 1,000 ends; fractions up to the eighth to be given to the employer, over the eighth to be given to the workman."

Certain classes of work are specified as payable for by time wage; and for these the minimum price per hour is fixed by the agreement, provision being at the same time made for higher wages being earned by specially efficient workpeople, in the following terms :—

Drawer.—In room, not less than 8*d.*; in shed, not less than 8½*d.*

Twister.—In room, not less than 6*d.*; in shed, not less than 6½*d.*

In all cases shall ability be recognised, and when either drawer or twister's average earnings per hour gives more than the minimum price stated, then payment shall be made according to ability.

When the agreement was revised in April, 1906, it was agreed that an advance of 5 per cent. should be paid to the workpeople, as from the first pay-day in June, 1906, by way of addition to their total wages under this list; and since then the level of wages has not varied.

WOOLLEN WEAVING.

In the woollen and worsted trades the wages of the operatives are not regulated under collective agreements upon anything like the same scale as is the case in the cotton trade. There are indeed certain price lists in force in these trades, but only to a very small extent are these "uniform" lists, *i.e.*, lists regulating, by agreement between employers and employed, wages over large areas.

Huddersfield.

At Huddersfield a scale of wages for weavers was drawn up so long ago as 1883 by the Huddersfield Woollen Manufacturers' and Spinners' Association, but has never been signed on behalf

of the operatives, though, as will be seen, an addition to this list was at the end of 1907 put into operation by agreement between the associations of the employers and the employed.

The principles upon which the Huddersfield list of piece wages (for 18 strings of 10 feet per string) was drawn up may be illustrated by the extracts which follow :—

WEAVERS' SCALE.

In shawls not more than three shuttles will be paid for.

Up to 30 picks on warps of only one cut long, 6*d.* extra will be allowed.

From 30 to 60 picks on warps of only one cut long, 9*d.* extra will be allowed.

Above 60 picks on warps of only one cut long, 1*s.* extra will be allowed.

In all cases one half-penny per string to be added for every two healds over 16.

Weavers working two looms will be paid 35 per cent. or 7*s.* in the £ less than Scale.

All damages traced to negligence will be deducted.

No interference will be allowed with learners approved by the masters.

Men.

LOOMS RUNNING 70 TO 80 PICKS PER MINUTE.

Picks.†	White faced Worsteds, Woollens, Mixture, or solid coloured Worsteds.*						
	One Beam.				Two Beams.		
	Shuttles.				Shuttles.		
	1.	2.	3.	4.	2.	3.	4.
31 and 32 ...	<i>s. d.</i> 9 0	<i>s. d.</i> 9 6	<i>s. d.</i> 10 0	<i>s. d.</i> 10 9	<i>s. d.</i> 11 1½	<i>s. d.</i> 11 7½	<i>s. d.</i> 12 4½
33 „ 34 ...	9 6	10 0	10 6	11 3	11 8½	12 3	12 11½
35 „ 36 ...	10 0	10 6	11 0	11 9	12 3	12 9	13 6
37 „ 38 ...	10 6	11 1½	11 9	12 8	13 1	13 8½	14 7½
39 „ 40 ...	11 0	11 7½	12 3	13 2	13 7½	14 3	15 2
41 and 42 ...	11 6	12 1½	12 9	13 8	14 2½	14 10	15 9
43 „ 44 ...	12 0	12 7½	13 3	14 2	14 9	15 4½	16 3½
45 „ 46 ...	12 6	13 1½	13 9	14 8	15 4	15 11½	16 10½
47 „ 48 ...	13 0	13 9	14 6	15 7½	16 1½	16 10½	18 0
49 „ 50 ...	13 6	14 3	15 0	16 1½	16 9	17 6	18 7½

* The scale also provides for coloured worsteds and single white worsteds.

† Per inch. The scale begins with 9 and 10 picks per inch, and goes up to 119 and 120 picks per inch.

The following explanation will make the meaning of the table clear.

The chief elements to be taken into consideration in fixing prices for weaving are :—

(a.) The speed at which the loom runs.

(b.) The number of “picks” (“weft” or cross threads) per inch of woven cloth.

(c.) The number of shuttles, healds, beams, or other complications of the weaving process used, which depend upon the character of the cloth to be produced.

When the weaving operation commences, the “warp” (or longitudinal threads) which forms the basis of the piece to be woven,

and which has been dressed and prepared by another section of workers, is arranged on the machine or loom. The work of the loom is to insert the "weft" threads, which are carried backwards and forwards across the warp in shuttles.

The speed of the loom is measured by the number of weft threads (technically termed "picks") thrown across per minute. Thus, in the foregoing table, the standard adopted is that of looms running at 70 to 80 picks per minute.

The standard of length taken is the length of the warp threads previous to weaving, and the unit of length fixed in the standard table is a "string," or length of ten feet. Upon these factors the unit of price is based.

The simplest form of machine is taken for the standard, and all such complications as extra shuttles, healds, or beams are treated as extras and allowed for by percentages upon the above standard.

The above rates are for men only. Women are paid on a lower scale.* The following extract from the women's scale for looms running 70 to 80 picks per minute compares with the sections of the men's scale printed above:—

Picks.	Worsted, Woollens, Mixture, or solid coloured Worsted.							
	One Beam.				Two Beams.			
	Shuttles.				Shuttles.			
	1.	2.	3.	4.	2.	3.	4.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
31 and 32 ...	7	4½	8	1½	8	10½	10	0
33 " 34 ...	8	1½	8	10½	9	0	10	1½
35 " 36 ...	8	10½	9	0	9	6	10	10½
37 " 38 ...	9	1½	10	0	9	10½	10	11½
39 " 40 ...	9	5	10	1½	11	0	11	8½
41 and 42 ..	10	0	10	9½	11	1½	12	5½
43 " 44 ...	10	3	11	3	11	7½	13	1½
45 " 46 ...	11	0	11	4½	12	4½	13	3
47 " 48 ...	11	1½	12	1½	13	1½	14	0
49 " 50 ...	11	4½	12	6	13	3	14	8½
	12	6	13	0	13	9	14	6
	13	0	13	10½	14	0	14	9
	13	3	14	4½	15	0	15	4½
	14	0	15	9½	16	0	16	3½
	14	3	15	9½	16	3	17	0
	14	6	16	3	17	6	18	0
	15	0	17	6	18	0	19	0
	15	3	18	0	19	3	20	0
	15	6	19	0	20	6	21	0
	16	0	20	0	21	0	22	0
	16	3	21	0	22	3	23	0
	16	6	22	0	23	6	24	0
	17	0	23	0	24	0	25	0
	17	3	24	0	25	3	26	0
	17	6	25	0	26	6	27	0
	18	0	26	0	27	0	28	0
	18	3	27	0	28	3	29	0
	18	6	28	0	29	6	30	0
	19	0	29	0	30	0	31	0
	19	3	30	0	31	3	32	0
	19	6	31	0	32	6	33	0
	20	0	32	0	33	0	34	0
	20	3	33	0	34	3	35	0
	20	6	34	0	35	6	36	0
	21	0	35	0	36	0	37	0
	21	3	36	0	37	3	38	0
	21	6	37	0	38	6	39	0
	22	0	38	0	39	0	40	0
	22	3	39	0	40	3	41	0
	22	6	40	0	41	6	42	0
	23	0	41	0	42	0	43	0
	23	3	42	0	43	3	44	0
	23	6	43	0	44	6	45	0
	24	0	44	0	45	0	46	0
	24	3	45	0	46	3	47	0
	24	6	46	0	47	6	48	0
	25	0	47	0	48	0	49	0
	25	3	48	0	49	3	50	0
	25	6	49	0	50	6	51	0
	26	0	50	0	51	0	52	0
	26	3	51	0	52	3	53	0
	26	6	52	0	53	6	54	0
	27	0	53	0	54	0	55	0
	27	3	54	0	55	3	56	0
	27	6	55	0	56	6	57	0
	28	0	56	0	57	0	58	0
	28	3	57	0	58	3	59	0
	28	6	58	0	59	6	60	0
	29	0	59	0	60	0	61	0
	29	3	60	0	61	3	62	0
	29	6	61	0	62	6	63	0
	30	0	62	0	63	0	64	0
	30	3	63	0	64	3	65	0
	30	6	64	0	65	6	66	0
	31	0	65	0	66	0	67	0
	31	3	66	0	67	3	68	0
	31	6	67	0	68	6	69	0
	32	0	68	0	69	0	70	0
	32	3	69	0	70	3	71	0
	32	6	70	0	71	6	72	0
	33	0	71	0	72	0	73	0
	33	3	72	0	73	3	74	0
	33	6	73	0	74	6	75	0
	34	0	74	0	75	0	76	0
	34	3	75	0	76	3	77	0
	34	6	76	0	77	6	78	0
	35	0	77	0	78	0	79	0
	35	3	78	0	79	3	80	0
	35	6	79	0	80	6	81	0
	36	0	80	0	81	0	82	0
	36	3	81	0	82	3	83	0
	36	6	82	0	83	6	84	0
	37	0	83	0	84	0	85	0
	37	3	84	0	85	3	86	0
	37	6	85	0	86	6	87	0
	38	0	86	0	87	0	88	0
	38	3	87	0	88	3	89	0
	38	6	88	0	89	6	90	0
	39	0	89	0	90	0	91	0
	39	3	90	0	91	3	92	0
	39	6	91	0	92	6	93	0
	40	0	92	0	93	0	94	0
	40	3	93	0	94	3	95	0
	40	6	94	0	95	6	96	0
	41	0	95	0	96	0	97	0
	41	3	96	0	97	3	98	0
	41	6	97	0	98	6	99	0
	42	0	98	0	99	0	100	0

In consequence of the introduction of looms running at a higher speed than formerly, it became necessary to fix piece-wages applicable to looms running no longer at 70 to 80 picks, but now at 100 picks per minute. When these new fast looms were at first brought in, it was a common practice to pay the weavers at the rates previously fixed for the 70 to 80 pick looms, less 12½ per cent., but the matter was not governed by any general agreement until, after negotiations between the two parties, an agreement was on December 18, 1907, arrived at

* It may be of interest to note that the amount of assistance and supervision on the part of foremen, which is required by women weavers, is stated to be about 20 per cent. greater than that required by male weavers.

between the Huddersfield Woollen Manufacturers' and Spinners' Association on the one hand and the General Union of Weavers and Textile Workers on the other. By this agreement, which has reference to "all work on four-box 100-pick looms of whatever make," and which came into operation on January 1, 1908 (affecting 443 weavers, of whom 158 were female), it is provided that "the scale to be paid for the work done by such looms is to be a deduction of 10 per cent. from the scale now being paid by the respective manufacturers for the 70-80 pick-loom."

Yeadon and Guiseley.

In August, 1893, the following was adopted as the list for weavers in the Yeadon and Guiseley district. The scale was drawn up by the Local Board of Conciliation.

STANDARD SCALE FOR WEAVING.

1. That the standard length of all warps be 64 yards per cut or weave.
2. The length of warp to be stated on the weavers' tickets, and if any doubt arise the weaver to be allowed to measure.
3. That the standard width be 68 inches in the reed within the lists.
4. Weaves. A melton is defined as a weave with two picks to the round, the shed changing each pick.
5. A twill means every weave up to eight shafts, except melton.
6. Shafts. Every additional four shafts, or part thereof, shall be paid 6*d.* extra.
7. Shuttles. Every additional shuttle 6*d.* extra.
- *8. A worsted warp two 20's count and below, shall be as cotton.
- *9. Worsted above two 20's count, shall be as woollen
10. Cotton and worsted mixed shall be as cotton.
11. Worsted and woollen mixed shall be as woollen.
12. Cotton and woollen twist-warps, 6*d.* extra.

Weaves or Cuts up to Eight Shafts. Cotton Warp.

Picks per Inch.	Melton.	Twill.	Extra for					
			1 Weft. 2 Shuttles.	2 Wefts. 2 Shuttles.	3 Wefts. 3 Shuttles.	4 Wefts. 4 Shuttles.	5 Wefts. 5 Shuttles.	Odd Picks.
	<i>s. d.</i>	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>d.</i>
15 to 19	3 6	4 6	6	1 3	1 9	2 3	2 9	6
20 " 24	4 0	5 0	6	1 3	1 9	2 3	2 9	6
25 " 29	4 6	5 6	6	1 3	1 9	2 3	2 9	6
30 " 34	5 0	6 0	6	1 6	2 0	2 6	3 0	6
35 " 39	5 6	6 6	6	1 6	2 0	2 6	3 0	6
40 " 44	6 0	7 0	6	1 6	2 0	2 6	3 0	6
45 " 49	6 6	7 6	6	1 6	2 0	2 6	3 0	6
50 " 54	7 0	8 0	6	1 6	2 0	2 6	3 0	6
55 " 59	7 6	8 6	6	1 6	2 0	2 6	3 0	6
60 " 64	8 0	9 0	7	1 9	2 3	2 9	3 3	6
65 " 69	8 6	9 6	7	1 9	2 3	2 9	3 3	6
70 " 74	9 0	10 0	7	1 9	2 3	2 9	3 3	6

Extras.

Slow looms, 1*s.* extra.

9 to 12 shafts inclusive, 6*d.* extra.

13 to 16 shafts inclusive, 1*s.* extra.

Woollen threads in cotton warps, 6*d.* extra.

Woollen warps, 1*s.* extra.

Harness figures, 1*s.* extra.

Extra beams, 1*s.* extra.

*Two 20's count :—As in the Cotton trade, the number of hanks to the pound indicates the counts. Thus, if 20 hanks weigh one pound, the yarn is said to be 20's. Two 20's counts are two threads of 20's doubled, or equal to 10 hanks to the pound.

White cotton warps, woven twill with grey wefts, four shafts, 30 to 39 picks, 6d. less than twill scale.

Exceeding 68 inches and not exceeding 81 inches in width,	6d. extra.
" 81 " " " 90 " "	1s. "
" 90 " " " 99 " "	1s. 6d. extra.
" 99 " " " 108 " "	2s. 6d. "
" 108 " " " 117 " "	3s. 6d. "
" 117 " " " 126 " "	4s. 6d. "

This agreement remains in force unaltered and regulates the wages of about 1,350 workpeople.

HOSIERY TRADE.

The hosiery trade in Leicester, Hinckley, and Nottingham is in some branches governed by piece price lists, which have been agreed upon between the employers and the workpeople. The lists, from which specimen extracts are given below, relate to Leicester and Hinckley.

Leicester.—In the early part of 1895 the employers of Leicester sought, mainly on the ground of the competition of country labour, to obtain a revision of the scales of piece-work prices which had been in force for many years, and a committee of manufacturers and workmen was formed with the object of drawing up piece-work lists more in accordance with those in force in country districts in Leicestershire. The committee failed to come to a decision, and a dispute commenced on July 8th, by which some 4,000 operatives, 3,000 of whom were employed in the hose departments and 1,000 in the shirt and pant departments, were thrown out of work. Within a few days after the commencement of the dispute a conference of manufacturers and workmen was held, and a settlement, so far as the hose departments were concerned, was arrived at on July 26th, the operatives resuming work on the following Monday. The negotiations concerning the shirt and pants departments were not so successful. A revised list was agreed upon by the Joint Committee, but the operatives declined to accept it and did not resume work until August 24th, when a new list for shirts, pants, dresses, vests, and trousers was arranged and accepted by the Hosiery Union and the Leicester Manufacturers' Association. The lists in force in Leicester prior to the dispute and the Coloured and White Rib List recognised in Hinckley were published in the Report on Wages and Hours of Labour in 1893, Part II., Standard Piece Rates (C.—7567—I. of 1894).

The net effect of the adoption of the hose list of 1895 was estimated to be equivalent to an average reduction in earnings of about 7 to 10 per cent. A detailed comparison between the prices paid under the old and new lists is extremely difficult, owing to their complicated character as well as to the differences in the form of the two lists. The nature of this list will be seen from the following extracts :—

Hose List.

LEICESTER.—PRICE LIST FOR CIRCULAR RIB HOSE (LADIES' AND CHILDREN'S).

Description.	Price per 100 dozen Pairs of Stockings of the undermentioned Sizes.									
	Children's.						Small Women's.	Women's.		
	All 0's	1	2	3	4	5			6	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Circular Rib Legs—(any number of heads)—										
Two-Feeder	10 10	11 10	11 10	11 10	13 10	15 10	17 10	19 9	19 9	
One-Feeder	14 10	15 10	15 10	17 10	17 10	19 9	19 9	21 9	23 9	
Cutting Circular Ribs (on board and slide)—										
2/1, 1/1 Broad or Fancy Ribs.										
Half Heels	5 0	5 0	5 0	5 0	5 0	5 0	5 6	5 6	5 6	
Wrought Heels	5 6	5 6	5 6	5 6	5 6	5 6	6 0	6 0	6 0	
1/1 and 2/1 Patent Welts, not counted.	6 6	6 6	6 6	6 6	6 6	6 6	7 0	7 0	7 0	
1/1 and 2/1 Patent Welts, counted	8 6	8 6	8 6	8 6	8 6	8 6	9 6	9 6	9 6	
" " " Wrought Heels.	9 0	9 0	9 0	9 0	9 0	9 0	10 0	10 0	10 0	
Plain Circulars (Cashmere) ..	4 0	4 0	4 0	4 0	4 0	4 0	4 0	4 0	4 0	
Plain Mock Ribs or Stripes. (Cotton or Merino.)										
Two pairs at once	2 1	2 1	2 1	2 1	2 1	2 1	2 1	2 1	2 1	
One pair at once	3 0	3 0	3 0	3 0	3 0	3 0	3 0	3 0	3 0	
Heeling Circulars (either on Cotton's or Rotary). On 12 to 16 Divisions—										
Half Heels, Jobbed on	9 7	9 7	9 7	9 7	9 7	9 7	11 7	11 7	11 7	
Full	13 5	13 5	13 5	13 5	13 5	13 5	15 5	15 5	15 5	
Half " run on, Cleared	21 2	21 2	21 2	21 2	21 2	21 2	23 2	23 2	23 2	
Full " " " "	25 0	25 0	25 0	25 0	25 0	25 0	27 0	27 0	27 0	
Toeing (Circular or Fashioned) (either on Cotton's or Rotary). 12 to 16 Divisions—										
Jobbed on	9 8	9 8	9 8	11 6	11 6	11 6	13 6	13 6	13 6	
Run on, Cleared	19 3	19 3	19 3	21 2	21 2	21 2	23 0	23 0	23 0	

Circular Rib Legs.

Extras.

Patent Welt	2s. per 100 doz. pairs.
Tuck Knee, Automatic	4s. " " ; by hand 6s. 3d.
Spliced Knee, "	4s. " " ; " 6s. 3d.
Tuck and Spliced Knee, Automatic...	6s. " " ; " 10s. 5d.
Spliced Ankle, Automatic	4s. " " ; " 6s. 3d.
Tuck " " " "	4s. " " ; " 6s. 3d.
Spliced and Tuck Ankle, Automatic...	6s. " " ; " 10s. 5d.

Tuck all round throughout leg, 1d.

If mock seams, 2s. per 100 dozen pairs.

Altering heads, any pattern, 3d. each head.

Silk Plaited, 1s. 2d. per 100 dozen for sizes 1, 2, 3; 3s. 4d. for sizes 4 and 5; and 1d. per dozen for sizes 6, S.W. and W.

Night work, ¼d. per dozen.

Clipping Welts, ¼d. per dozen.

Deductions.

Workpeople are charged 8s. 4d. per 100 needles, soldered.

Cutting Circular Ribs.

Extras.

Plain Circulars (Cashmere), all sizes	...	...	4s. per 100 dozen pairs.
Coloured (all sorts)	...	...	1s. " "
Backs and Fronts	...	...	1s. " "
2/1 Cut between the 2-frame needles	...	...	3d. " "

Deductions.

9d. per 100 dozen pairs when cut on counter. Another 3d. less when rolled.
 Tickets made by the Firm for Rib work, 4d. per 100 dozen pairs less.

Heeling Circulars.

Extras.

Mock Seams	...	...	2s. per 100 dozen pairs.
Jobbed on Under Linking	...	...	2s. " "
Open Legs	...	...	2s. " "
Putting Selvedge Stitch on	...	...	2s. " "
Half-Merino Heel	...	...	2s. " "
Run on over Splicing, when fabric is not slackened	...	...	2s. " "
" Silk Plaited, Circular	...	...	6s. " "
" " Fashioned	...	...	8s. " "

Deductions.

Eighteen or more at once, 1s. per 100 dozen pairs.
 Run on work, not cleared, 2s. " "

Toeing.

Extras.

Jobbed on Under Linking	...	...	2s. per 100 dozen pairs.
Coloured	...	...	2s. " "
Half-Merino Toe	...	...	2s. " "
Open Legs, putting Selvedge Stitches on	...	...	2s. " "
Marking, by hand	...	...	2s. " "
Tying Ends in Toe	...	...	2s. " "
Run on through splicing, if not slackened	...	...	2s. " "
" Silk Plaited, Circulars	...	...	6s. " "
" " Fashioned	...	...	8s. " "

Deductions.

Eighteen or more at once, 1s. per 100 dozen pairs.
 Run on work, not cleared, 2s. " "

The price for **Welting** on any kind of machine, whether for narrow or broad welts, is 4s. 2d. per 100 dozen pairs if the stockings are not turned inside out afterwards, and 5s. per 100 dozen pairs if they are turned.

Several of the terms in these tables require explanation to render the list intelligible.

A "two-feeder" is a machine by which two courses of work are made in one revolution of the machine instead of one as on a one-feeder machine. The frame formerly chosen as a standard had eight heads, *i.e.*, a frame for making eight pairs of stocking legs, each pair being worked in one piece and cut afterwards. In the preceding list the prices are fixed regardless of the number of "heads" to the machine. The operative is paid 10s. 10d. per 100 dozen pairs for the four sizes below 1 (*viz.*, 0600, 000, 00, 0), 11s. 10d. for the sizes 1, 2, and 3, and so on.

In making ribbed stockings the term "2/1 ribs" is used to denote that the number of outside stitches is twice the number of inside stitches. In "1/1 ribs" the number of inside stitches is the same as the number of outside stitches.

If the circular leg is made with a "mock seam," the seam must come exactly in the middle of the back. The cutter must therefore count an exact number of stitches on each side before cutting up the side of the legs. Thus for cutting 1/1 and 2/1, circular ribs with patent welts, the cutter receives 7s. per 100 dozen pairs of women's stockings when counting is not required, and 9s. 6d. when counting is necessary.

In putting the heels on circular legs, the heels may either be "run on" by the stitch, needles being put through the loops, or they may be "jobbed on" without this care being taken. In "running on" by the loops a certain amount of the fabric has to be held, and this has afterwards to be unravelled or "cleared." For "jobbing" full heels on women's size circulars the operative receives 15s. 5d. per 100 dozen pairs; for running them on, cleared, the payment is 27s. per 100 dozen pairs. The prices for heeling are the same whether the work is done on Cotton's patent machine or on the rotary machine. The standard taken is a machine with 12 to 16 divisions, enabling that number of heels to be put on at one time.

The "toeing" prices are applicable not only to "circular legs" but also to "fashioned legs."

The extras show the amount paid for any extra work in addition to the ordinary price.

In "silk-plaited" stockings a silk thread is worked in along with a worsted or cotton thread; the two threads have to be worked in instead of one, and the machine has to be more accurately set in consequence and extra rates are paid.

Men working on night shifts are paid at a higher rate.

"Altering heads" means altering the machine to a different pattern.

"Open legs" are made on a flat machine and are fashioned. The "selvedge stitch" is the outside needle stitch.

Shirt, Pants, &c., List.

The adoption of the Shirt, Pants, Dresses, Vest, and Trousers List has been estimated to be equivalent to an average reduction of from 10 to 12½ per cent. in the earnings of the workpeople employed in these departments. Detailed tables are given in each section showing the prices to be paid for the various garments according to size and gauge of yarn used, to which is added a list of extras and deductions. The section relating to trousers made on Cotton's patent frames is as follows:—

COTTON'S PATENT TROUSERS.

Six at once. Ribs run on and widened up. Spliced back and front.

Gauge of Yarn.		Price per Dozen Pairs.					
Lamb's Wool.	Cashmere.	Small Boys'.	Boys'.	Youths'.	Large Youths'.	Small Men's.	Slender Men's.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
10 to 12	—	1 0½	1 1½	1 2½	1 3½	1 4½	1 5½
13	—	1 1½	1 2½	1 3½	1 4½	1 5½	1 6½
14	—	1 2½	1 3½	1 4½	1 5½	1 6½	1 7½
15	—	1 3½	1 4½	1 5½	1 6½	1 7½	1 8½
16	—	1 4½	1 5½	1 6½	1 7½	1 8½	1 9½
17	—	1 5	1 6	1 7	1 8	1 9	1 10½
18 to 19	13/2	1 8	1 9	1 10	1 11	2 0	2 1½
20 „ 21	14	} 1 9	} 1 10	} 1 11	} 2 0	} 2 1	} 2 2½
	16/2						
22 and 23	17/2	1 9½	1 10½	1 11½	2 0½	2 1½	2 3
24	18/2	} 2 0	} 2 1	} 2 2	} 2 3	} 2 4	} 2 6
	19/2						
26	20	} 2 2	} 2 3	} 2 4	} 2 5	} 2 6	} 2 8
	22/2						
28	24	} 2 4	} 2 5	} 2 6	} 2 7	} 2 8	} 2 10
	26/2						
30	28	} 2 4½	} 2 5½	} 2 6½	} 2 7½	} 2 9	} 2 11
	30/2						
31 to 36/2		2 9	2 10	2 11	3 0	3 2	3 4
37 „ 42/2		3 5	3 6	3 7	3 8	3 10	4 0
43 and above		3 9	3 10	3 11	4 1	4 3	4 5

Gauge of Yarn.		Price per Dozen Pairs.					
Lamb's Wool.	Cashmere.	Men's	Pope's	O.S.	Ex. O.S.	Doubles.	Ex. Doubles.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
10 to 12	—	1 6½	1 7½	1 8½	1 9½	1 10½	1 11½
13	—	1 7½	1 8½	1 9½	1 10½	1 11½	2 0½
14	—	1 8½	1 9½	1 10½	1 11½	2 0½	2 1½
15	—	1 9½	1 10½	1 11½	2 0½	2 1½	2 2½
16	—	1 10½	1 11½	2 0½	2 1½	2 2½	2 3½
17	—	2 0	2 1½	2 3	2 4	2 5	2 6
18 to 19	13/2	2 3	2 4½	2 6	2 7	2 8	2 9
20 „ 21	14	} 2 4	} 2 5½	} 2 7	} 2 8	} 2 9	} 2 10
	16/2						
22 and 23	17/2	2 5	2 6½	2 8	2 9	2 10	2 11
24	18/2	} 2 8	} 2 9½	} 2 11	} 3 0	} 3 1	} 3 2
	19/2						
26	20	} 2 10	} 2 11½	} 3 1	} 3 2	} 3 3	} 3 4
	22/2						
28	24	} 3 0	} 3 1½	} 3 3	} 3 4	} 3 5	} 3 6
	26/2						
30	28	} 3 1	} 3 2½	} 3 4	} 3 5	} 3 6	} 3 7
	30/2						
31 to 36/2		3 6	3 7½	3 9	3 10½	4 0	4 1½
37 „ 42/2		4 2	4 3½	4 5	4 6½	4 8	4 9½
43 and above		4 7	4 8½	4 10	4 11½	5 1	5 2½

Spliced knees, extra, 10 to 17, 2*d.* ; 18 to 30, 2½*d.* ; above, 3*d.*

Size marks not paid for. Quality marks, 1 or 2 stoppages, ½*d.*, and ¼*d.* each additional stoppage.

Not spliced seats, less, 10 to 17, 2*d.* ; 18 to 23, 3*d.* ; 24 and above, 4*d.*

Narrowed legs, less trousers or drawers, 10 to 17, 1½*d.* ; 18 to 23, 2*d.* ; 24 to 30, 3*d.* ; above, 3½*d.*

Short legs, less, or long legs, extra, 10 to 17, 1*d.* ; 18 to 22, 1½*d.* ; above, 2*d.*

Pant-backs, less, 1½*d.* all sorts.

Men's knee trous. drawers, less, 10 to 14, 2*d.* ; 15 to 17, 2½*d.* ; 18 to 23, 3½*d.* ; 24 to 30, 4*d.* ; above 5*d.*

Knicker trous. drawers, 1*d.* less than trous. drawers.

Women's drawers, 1*d.* more than men's.

Women's drawers, fashioned fronts, 1*d.* more than men's. Widened seats, 2*d.* extra.

Dark-dyed colours, 1*d.* extra.

One 4 at once machine, 2*d.* extra.

One 5 at once machine, 1*d.* extra.

Two 4 at once machines, same price.

Two 5 at once machines, 1*d.* less.

One 8 at once machine, 2*d.* less.

Stripes 10 to 17, 6*d.*

Stripes 18 to 28, 9*d.*

Stripes 30 and above, 1*s.*

NOTE.—Broken sets up to dozen to be paid for as full sets.

Since 1895 many changes have been made in the machines used and the classes of goods manufactured, and so far as these changes have affected the earning capacity of the workpeople, the list prices have been subject to adjustment to meet the altered conditions. To that extent, therefore, the list prices may not represent the prices actually paid ; they do, however, form the basis of the modified prices which are constantly being arranged by employers and workpeople or their representatives.

The hose list and the shirt, pants, &c., list regulate the wages of over 4,000 workpeople.

Leicester (Trimmers' Price List).

Trimming is a distinct branch of the hosiery trade, the workpeople engaged in the industry having a society of their own. The process is a subsequent one to that of making, and comprises several operations, such as washing, fulling, stretching, softening, pressing, brightening the colours with brimstone, &c. In 1895 a new list of prices was drawn up by the Leicester and Leicestershire Trimmers' Association, and after a conference it was agreed to and signed by representatives of the trimmers and of the Leicester Master Dyers' and Trimmers' Association on July 4, 1895, but, as the trimmers were not working at that time, owing to the dispute in the other branches of the hosiery trade, the list did not come into actual operation until the determination of that dispute.

The prices in the 1895 list, extracts from which were given in the *Report on Standard Piece Rates* of 1900 [Cd. 144], are stated to have been equivalent to an advance of 7 per cent. upon those previously in force. On July 1, 1901, a revision of the list took place ; and this revised list has from time to time been amended and added to by arrangements made between the employers and employed.

There are seven divisions of the list, dealing with shirts, half-hose, socks, hose, gloves, caps, and web fabric. The prices recognised in the hose department are given as an example. The prices in the second column are the extra rates paid when certain operations are performed on the outside as well as the inside of the stockings.

PRICES FOR TRIMMING HOSE.

Description of Hose.	Price per 100 doz. Pairs.			
	When Trimmed once.		When Trimmed each way.	
	s.	d.	s.	d.
Dyed Cashmere or Worsted, Circular Ribs, Mock and Seamed, up to 6's size.	10	6	7	6
Dyed Cashmere or Worsted, Circular Ribs, Mock and Seamed, over 6's size.	11	6	8	4
Dyed Cashmere or Worsted, Circular, Plain, up to 6's size.	11	6	8	4
Dyed Cashmere or Worsted, Circular, Plain, over 6's size.	12	0	9	0
Dyed Cashmere or Worsted, Fashioned Ribs, up to 6's size.	11	6	8	4
Dyed Cashmere or Worsted, Fashioned Ribs, over 6's size.	12	6	8	8½
Dyed Cashmere or Worsted, Fashioned Plain up to 6's size.	12	0	8	9
Dyed Cashmere or Worsted, Fashioned Plain over 6's size.	12	6	9	1½
Extra wide Women's Plain Hose (Fashioned), 7 ins. and over.	18	0	12	6
Derby Ribs Fash.	15	9	10	6
Derby Ribs, Circular, Fashioned Tops	14	0	10	1½
Derby Ribs Circular	12	6	9	1½
Cashmere or Worsted Opera	18	0	12	6
Fashioned Rib Top Plain, and Double Feet, Trunks, and Spanish, French, and Bended Knees.	14	0	10	1½
Thread and Hard Cotton	18	0	—	—
Mercerized Cotton	16	8	—	—
Dyed Cashmere Plain Hose with Cotton Lace Fronts	14	7	11	3
Dressed Lambs' Wool, Worsted and Mohair, or Grampian, Bicycle, Golf, or Shooting Hose, above Women's.	12	6	8	4
Dressed Bicycle, Golf, or Shooting Hose, 7's to Women's.	10	6	7	0
Dressed Bicycle, Golf, or Shooting Hose, up to 6's size.	9	9	6	6
Dressed Lambs' Wool, Worsted and Mohair, or Grampian, Bicycle, Golf, or Shooting Hose, extra finish.	7	0	—	—
Dressed Natural or Sanitary Wools, Ribs and Plain, over 6's.	12	6	8	4
Dressed Natural or Sanitary Wools, Ribs and Plain, up to 6's size.	11	3	7	6

Description of Hose.	Price per 100 doz. Pairs.	
	When Trimmed once.	When Trimmed each way.
	<i>s. d.</i>	<i>s. d.</i>
Dressed Angola and Merino, Ribs and Plain, above 6's size.	11 6	—
Dressed Angola and Merino Ribs	—	7 6
Dressed Angola and Merino, Plain, above 6's size ...	—	8 4
Dressed Angola and Merino, Plain, up to 6's size ...	—	7 6
Dressed Cashmere, Ribs and Plain, White or Stoved, all sizes.	12 6	8 4
Dressed Clerical, Circular Ribs or Plain	10 6	7 6
Bleached, up to 6's size... ..	10 6	—
Bleached, over 6's size	12 6	—
Dressed or Dyed Front... ..	16 8	—
Dressed Wet Legging	8 4	—
All Roughs, up to 6's size	6 6	—
All Roughs, 7's to Women's	7 0	—
All Roughs, above Women's	8 4	—
All Roughs, over 11 inches	9 6	—
Silk Plaited*	9 0	—
All Dyed or Dressed Leggings... ..	8 4	—
Flatting	5 0	—
<i>Extras.</i>		
The Tops of Bicycle, Golf, or Shooting Hose to be turned down for the Trimmer.		
Extra pressing of feet for above ... per doz., $\frac{1}{2}d.$		
<i>Note.</i> —Goods over 9-inch foot to be classed as Women's, Ladies' excepted.		

* *I.e.*, made with a mixture of silk.

It is also agreed that all goods not on the list are to be paid for by time at the rate of 8*d.* per hour for men and 1*s.* per hour for a man and boy together. Sorting, brushing, turning, and tying up are to be paid for extra. This list remains in operation unaltered, and regulates the wages of about 680 workpeople.

Menders, Hinckley.

The operation of mending the hose, &c., is performed by women and girls. The wages of the menders at Hinckley are regulated under an agreement, which, at the conclusion of a strike for an improved and uniform rate of wages, was made in May, 1895, between the employers and the officials of the Leicester and Leicestershire Amalgamated Hosiery Union.

Mending may be done before the goods go to the trimmer (at which stage they are termed "rough") or after trimming (when they are described as "dress"). If only mended once (*i.e.*, after

trimming) they are termed "not roughed." The following is an extract from the list:—

Description of Hose.	Price per dozen Pairs.		
Brown hose :—	<i>s. d.</i>		
Long feet	2	0	
Narrow toes and gussets	2	4	
Mocked seams and wrots	2	8	
Hand-made wrots	1	9	
Brown half-hose :—			
Long feet	1	6	
" cleared tops	2	0	
Narrow toes and gussets	2	3	
Mocked seams	2	9	
24 G. wrots	2	9	
30 G. wrots	3	3	
Hand-made	1	9	
	Rough.	Dress.	Not Roughed.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Women's Cashmere ribs	6	3	—
Girls " "	4	2	—
Grey and Shetland merino hose	4	6	5 0
Seamless merino and wool half-hose	5	6	4 6
" cashmere half-hose	6	0	5 0
" brown half-hose	3	6	2 0
	2 0	3 6	3 6

"Long feet" are goods made with one side piece only of twice the ordinary length which is doubled back and sewn, and not, as is more usual, with leg and foot made separately and then sewn together.

"Wrots" or "wroughts" are stockings with a proper narrowing for the calf. In the commoner sorts the stocking is given the appearance of being properly narrowed by stretching and pressing it, during the process of trimming, on a board shaped like a leg.

The adoption of the list resulted in a considerable advance in the average wages of women and girls; this agreement, amended in certain particulars by subsequent increases in prices agreed upon between the parties, remains in force and now governs the remuneration of some 300 female operatives.

LACE TRADE.

Nottingham Lace Trade.

The wages of the operatives employed in the Nottingham lace trade are for the most part regulated by piece lists agreed to between the employers and employed. The principal of these lists governs the wages of lace makers working one or other of

three machines—the plain net machine, the curtain machine, and the levers* machine. In the following pages selections will be given from these, as well as from one of the lists governing the wages of auxiliary workers in connection with one of these machines.

The majority of lace makers are employed in connection with levers machines. Thus, of between 2,000 and 3,000 persons employed in Nottingham on the three principal lace machines, rather more than 400 are employed on curtain machines, and nearly 600 on plain net machines, the remainder being employed on levers machines. As, however, the plain net machine is in some respects the simplest, it is treated of first.

The hours worked in the lace trade are somewhat unusual. In general the machines are started at 4.0 a.m., and run until midnight, except on Saturdays, when they stop at 1.0 p.m. Two men take charge of the same machine or pair of machines and work in alternate shifts of about five hours each. Allowing for small intervals, each man's working day thus amounts to about 9½ hours on five days of the week, and five on Saturdays. The wages payable in respect of the week's output of the machine or machines are divided between the two men.

A learner is definitely attached to a man who acts as teacher, and serves his apprenticeship for four years.† The total wages earned by the machine are in the levers and curtain branches divided into two halves. One half goes to the teacher and the learner gets a continually increasing fraction of the other half, the balance being divided equally between the teacher and the employer. In the plain net branch the whole balance goes to the teacher.

The agreements in relation to all three sections provide that "there shall be one learner to every seven or portion of seven men."

The list in operation for the plain net branch is dated 1901, that for the curtain branch 1897, and that for the levers branch 1905; but all these lists are continually being added to and amended by agreement between employers and employed. The agreements in this trade were, during many years, made by the Nottingham Lace Trade Board of Conciliation and Reference, which was dissolved in 1900; then between the respective associations of the employers and the employed; then by a Joint Committee of employers and employed termed the General Purposes Committee [see *Report on Rules of Voluntary Conciliation and Arbitration Boards and Joint Committees*, Cd. 3788 of

* This machine is so called after the name of its inventor, Leavers. (The spelling "levers" is that usual in the trade and therefore adopted in the text.)

† Except as regards those minors in the plain net branch to whom the following agreement made between the employers and employed on November 9, 1909, applies:—"That all minors working in machines at this date shall be liberated and be available to work as twist-hands after the expiration of three years from the commencement of their service. This resolution does not apply to minors commencing to work in a machine after November 27, 1909."

1907, pp. 170-172], which was formed in 1904, or by reference to arbitration under the rules of that committee [for the award made in 1905 by Mr. G. R. Askwith, C.B., K.C., see the *Sixth Report* by the Board of Trade under the Conciliation (Trades Disputes) Act, 1896. P. P. 340 of 1907, pp. 20-41]. This "General Purposes Committee," however, has ceased to operate, small Joint Committees of employers and employed being formed, as occasion has arisen, to deal with differences between the parties.

Plain Net Machines.

The warp in the plain net machine comes off a beam in much the same way as in cotton weaving, except that the threads occupy an upright instead of a horizontal position. A number of bobbins swing between these upright threads, passing on one side and, owing to a motion communicated to the warp, returning on the other, thus putting a simple twist round the warp thread. These bobbins are narrow metal rollers about two inches in diameter and of about the thickness of a penny. They are each carried in a metal carriage which slides in a special groove in the machine. A small spring in the carriage controls the tension of the bobbin thread. After a certain number of such motions the bobbins are carried by the action of the machine to the right, and the twist is then put round the next warp thread. The twist is held up and the holes in the network created by a series of steel points which are inserted at each warp thread, and which may be considered as occupying much the position of the reed in an ordinary power loom. The bobbins in this traversing motion, which is peculiar to the plain net machine, pass the whole way across the breadth of the lace in front, and are then transferred to the back row. There are thus always two sets of bobbins in operation, front and back. The fineness of the lace is measured by the number of points to the inch.

It will be understood that this rough description applies only to the simplest form of net. In practice, machines coming under this head are of many varieties, and although never making patterns, in the strict sense of the word, make certain variations of the plain network, as for instance, quillings, or lace in which at short intervals the threads are so arranged that the lace can be cut across at these points without giving a frayed edge; taping; spotting; and so on.

The method of payment in the plain net branch is by the "rack," which is defined as 240 holes along the length of the lace. For any particular class of machine the payment varies with the breadth of the lace made, which is always measured in "quarters" of nine inches, and with the closeness of the warp threads measured by the number of points to the inch.

The following is the simplest list for making plain nets of cotton or silk on this class of machine:—

(1.) 12 quarters, 10 points, brown cotton plain net, $\frac{1}{8}$ d. per rack, and $\frac{1}{8}$ of a penny in addition for every $13\frac{1}{2}$ inches in width above a 12 quarter.

The following clause applies only to plain nets, quillings, tapes and mechlins.—No extras to be paid when working 40's or 50's single cotton in the bobbins; when working over 50's up to 80's inclusive, one sixteenth extra, and when beyond 80's, one-eighth extra.

All machines working with single cotton in the warp, one-eighth extra.

(2.) 12 quarters, 10 points, making plain silk goods in natural colours (white or yellow), $\frac{7}{8}d.$ per rack.

12 quarters, 10 points, making Queen's or other breadths, $1d.$ per rack, and to be raised $\frac{1}{16}d.$ per quarter of 9 inches on all machines above 12 quarters making silk.

There is an extra for working jacked-off silk or silk that has already been used on other bobbins of $\frac{1}{8}d.$ per rack, and extras are also fixed for taping and craping. With regard to machines of intervening breadths, the following provision is made:—

All odd inches in the machines to be added together, and if they amount to 6 inches to be paid for as $13\frac{1}{2}$ inches.

It is also provided that:—

All machines working half gauge to be paid for as if working full gauge.

A clause added in April, 1903, in relation to plain net cotton breadths provides:—

For 3 breadths $\frac{1}{16}$ per rack extra, and an additional $\frac{1}{16}$ per rack for every 3 or portion of 3 breadths up to 12; above 12 breadths and up to 24, $\frac{1}{16}$ for every 6 or portion of 6 breadths; no advance beyond 24 breadths.

With respect to the price to be paid in respect of lace of different fineness or "gauge," the list, although providing for variations in breadth, makes no general provision. In practice, however, finer lace is paid for according to the list by a simple calculation. The prices for 15 point 12 quarters, for instance, would be the same as for 10 point and $\frac{12 \times 15}{10}$ or 18 quarters.

It was found, however, that this method, as applied to laces of coarse gauge, brought out the wages rather too low, and the following special list was agreed to for gauges below 10:—

Quarters.	Gauge.		
	6	7	8 and 9
	<i>d.</i>	<i>d.</i>	<i>d.</i>
16	$\frac{5}{8}$	$\frac{2}{3}$	$\frac{3}{4}$
17 $\frac{1}{2}$	$\frac{11}{16}$	$\frac{2}{5}$	$\frac{1}{6}$
19	$\frac{3}{4}$	$\frac{2}{3}$	$\frac{7}{8}$
20 $\frac{1}{2}$	$\frac{13}{16}$	$\frac{2}{3}$	$\frac{1}{6}$
22	$\frac{7}{8}$	$\frac{3}{4}$	1
23 $\frac{1}{2}$	$\frac{15}{16}$	$1\frac{1}{3}$	$1\frac{1}{6}$
25	1	$1\frac{3}{4}$	$1\frac{1}{8}$

This list is subject to the following extras:—

When working with 40's cotton in the bobbins, $\frac{1}{16}d.$ per rack extra. When working with 30's cotton or coarser in the bobbins, $\frac{1}{8}d.$ per rack extra. 9-point machines working cotton finer than 60's two fold in the bobbins shall be paid to the plain net card.

No extras to be paid when working 32's, 40's, or 50's single cotton in the bobbins. When working over 50's up to 80's inclusive, one-sixteenth extra, and when beyond 80's, one-eighth extra.

Neither of these two lists makes any allowance for the closeness of the holes in the length of the lace, the price being per rack of 240 holes independently of this consideration.

The following summary of the list for making cotton quillings may be given as an instance of a case, in which such an allowance is made, the prices per rack being higher, as the number of holes is less, *i.e.*, as the length corresponding to a rack increases :—

COTTON QUILLINGS.

12 quarters 10 points.

Over 12 holes, $\frac{7}{8}d.$ per rack.

12 holes to 7 holes, 1*d.* per rack.

Under 7 holes, $1\frac{1}{8}d.$ per rack.

Above 12 quarters, $\frac{7}{8}d.$ per quarter.

Above 10 points to be counted in the width of the machine.

Extra for taping, $\frac{1}{4}d.$ per rack.

„ for single cotton in the warp, $\frac{1}{8}d.$

It should be observed that the piece prices stated in these lists are subject to advances or reductions from time to time agreed upon between the employers and the workpeople; and at the present time an advance on the list prices of 5 per cent. is paid on all cotton goods except spots and mosquitoes.

The agreement in the plain net branch makes provision for the payment by time-wages of work other than actual lace-making, which the operatives are called upon to perform, such work being termed “Day Work.” It is provided that :—

The term day work shall include springing carriages when altering from one class of goods to another, re-entering parts of warps or beams knocked down through no fault of the employee, or re-entering warps cut out before being emptied.

Day work shall be paid for at the rate of 5*s.* per day of 10 hours when all the machines are standing, and a proportion of this when one or more machines are going.

Short Alterations.

1. When 5 consecutive hours are made in any alteration, the time to be paid for as half a day.

2. Saturday shall be paid for as a full day when 2 other full days have been worked in the same week. When less than 2 full days have been worked, Saturday shall be paid for as half a day.

3. The lace maker may stay one hour after the ordinary time for changing shifts.

4. In case of necessity, as getting a piece off which is urgently needed, or to make samples, men working single-handed may stay one hour later than the usual time, such time to be taken off the following day.

Curtain Machines.

In this machine, in addition to the warp threads, there are a number of threads, each coming off a separate spool, which are used in making the pattern. The question, of which thread or threads shall be brought into operation, depends upon a series of steel points which are moved from above by a modification of the Jacquard system used in pattern weaving. In this system the movements of a number of rods or wires are controlled by a series of perforated cards, the positions of the holes stamped in

these cards determining, which of the rods or wires shall, and which shall not, move at any time. Any thread thus brought into operation is thrown by a "spool bar" over a certain fixed number of warp threads, the thread so thrown being held up by points and fastened in position by the threads from the bobbins, which, as in the plain net machine, swing between the warp threads, but do not in this case have any traversing motion. In the more complicated varieties of the curtain machine there are also other arrangements for pinching together two warp threads, and so on, but in the simplest form of machine the pattern is produced entirely in the manner described.

The intervals between the warp threads are known as "gaits," and a curtain in which the pattern consists of warp threads with spool threads thrown in places over three such intervals is a three gait curtain. Two fairly common varieties of this simple type are the double action four gait curtain, in which the Jacquard has twice as many motions as the lace machine itself, so that the threads can be thrown over two or four gaits, and the machine with two or more spool bars, each throwing the threads over a different number of gaits.

In the list of prices for goods made upon the curtain machine, which was agreed to in 1897, and was amended by the award of an arbitrator in 1905, and by agreement between employers and employed in 1907, these varieties are all provided for by standard lists, viz. :—

Standard I.—For ordinary two, three, or four gait curtains.

Standard II.—For double-action four gait curtains.

Standard VII.—For Swiss curtains made with two spool bars.

As regards the remaining standard lists, Standard VI. is for goods made with additional bars or extras not provided for in other standards; Standards III., IV., and V. are for muslin goods, according as they are made with one bar not full threaded, one full threaded bar, or two bars not full threaded; Standard VIII. is for Combination and Swiss or Madras curtains made with two spool bars. Standard IX. is for three gate purls and scollops, laces and Hamburgh nets. Standard X. is for silk nets or other unfinished goods; all goods made with silk are paid for under this standard, except goods made under Standards VII., VIII., and IX.

The piece wages to be paid in respect of Standards I. to VIII. were revised by the award of Mr. G. R. Askwith, C.B., K.C., made on September 5, 1905, these amended prices (which constituted reductions of from $2\frac{1}{2}$ to $17\frac{1}{2}$ per cent. on the previous list) to hold good for five years. The award made no alteration in Standards IX. and X. In addition, there is Standard XI., dealing with square net curtains, which was added in April, 1907, by the Board of Conciliation.

The general principle of payment is the same in each standard, and it will be sufficient to give as a specimen Standard II., which is the most important for the Nottingham lace trade.

The following are the prices in pence and thirty-seconds of a penny for double action four gait curtains :—

Qrs.	Gauge.											
	5	6	7	8	9	10	11	12	13	14	15	16
15	1 ²⁷	1 ²⁸	1 ²⁹	1 ²⁹	1 ²⁹	2 ³	2 ⁵	2 ⁶	2 ⁹	2 ¹¹	2 ¹⁶	2 ¹⁸
16	1 ²⁸	1 ²⁹	1 ²⁹	1 ³⁰	1 ³¹	2 ⁴	2 ⁷	2 ⁷	2 ¹¹	2 ¹³	2 ¹⁸	2 ²⁰
17	1 ³⁰	1 ³⁰	1 ³¹	2	2 ¹	2 ¹	2 ⁸	2 ⁸	2 ¹³	2 ¹³	2 ²⁰	2 ²²
18	1 ³¹	2	2 ¹	2 ²	2 ³	2 ⁶	2 ⁹	2 ¹⁰	2 ¹³	2 ¹⁵	2 ²²	2 ²²
19	2 ¹	2 ²	2 ³	2 ³	2 ⁴	2 ⁵	2 ¹¹	2 ¹²	2 ¹⁵	2 ¹⁶	2 ²²	2 ²⁴
20	2 ³	2 ³	2 ⁴	2 ⁴	2 ⁵	2 ¹⁰	2 ¹³	2 ¹³	2 ¹⁶	2 ¹⁸	2 ²⁴	2 ²⁶
21	2 ⁴	2 ⁴	2 ⁴	2 ⁵	2 ⁶	2 ¹²	2 ¹⁴	2 ¹⁴	2 ¹⁸	2 ²⁰	2 ²⁶	2 ²⁸
22	2 ⁶	2 ⁷	2 ⁷	2 ⁸	2 ⁹	2 ¹³	2 ¹⁷	2 ¹⁸	2 ²²	2 ²³	2 ³⁰	2 ³¹
23	2 ⁷	2 ⁸	2 ⁹	2 ¹⁰	2 ¹¹	2 ¹⁵	2 ¹⁹	2 ²⁰	2 ²³	2 ²⁵	2 ³¹	3
24	2 ⁷	2 ⁸	2 ⁹	2 ¹⁰	2 ¹⁰	2 ¹⁵	2 ¹⁷	2 ¹⁸	2 ²²	2 ²⁴	2 ³⁰	2 ³¹
25	2 ⁹	2 ⁹	2 ⁹	2 ¹⁰	2 ¹⁰	2 ¹⁷	2 ¹⁹	2 ¹⁹	2 ²⁴	2 ²⁵	2 ³¹	3 ¹
26	2 ⁹	2 ¹⁰	2 ¹¹	2 ¹¹	2 ¹²	2 ¹⁸	2 ²¹	2 ²¹	2 ²⁵	2 ²⁷	3 ¹	3 ²
27	2 ¹¹	2 ¹¹	2 ¹²	2 ¹³	2 ¹⁴	2 ¹⁹	2 ²²	2 ²³	2 ²⁷	2 ²⁸	3 ²	3 ⁴
28	2 ¹²	2 ¹³	2 ¹⁴	2 ¹⁴	2 ¹⁵	2 ²⁰	2 ²⁴	2 ²⁴	2 ²⁸	2 ³⁰	3 ⁴	3 ⁶
29	2 ¹⁵	2 ¹⁶	2 ¹⁷	2 ¹⁷	2 ¹⁸	2 ²⁴	2 ²⁷	2 ²⁷	2 ³¹	3	3 ⁷	3 ⁹
30	2 ¹⁴	2 ¹⁵	2 ¹⁶	2 ¹⁷	2 ¹⁷	2 ²³	2 ²⁸	2 ²⁸	3	3 ²	3 ⁹	3 ¹¹
31	2 ¹⁶	2 ¹⁶	2 ¹⁷	2 ¹⁷	2 ¹⁸	2 ²⁴	2 ²⁹	2 ³⁰	3 ²	3 ⁴	3 ¹¹	3 ¹²
32	2 ¹⁶	2 ¹⁷	2 ¹⁸	2 ¹⁸	2 ¹⁹	2 ²⁴	2 ³¹	2 ³¹	3 ⁴	3 ⁵	3 ¹²	3 ¹³
33	2 ¹⁸	2 ¹⁸	2 ¹⁹	2 ²⁰	2 ²¹	2 ²⁶	3	3 ¹	3 ⁵	3 ⁶	3 ¹³	3 ¹⁵
34	2 ¹⁹	2 ²⁰	2 ²¹	2 ²¹	2 ²²	2 ²⁸	3 ²	3 ²	3 ⁶	3 ⁸	3 ¹⁵	3 ¹⁷
35	2 ²¹	2 ²¹	2 ²²	2 ²²	2 ²⁴	2 ²⁹	3 ³	3 ⁴	3 ⁸	3 ¹⁰	3 ¹⁷	3 ¹⁹
36	2 ¹⁹	2 ²⁰	2 ²¹	2 ²¹	2 ²²	2 ²⁸	3 ⁵	3 ⁶	3 ¹⁰	3 ¹²	3 ¹⁹	3 ²⁰
37	2 ²¹	2 ²¹	2 ²²	2 ²²	2 ²³	2 ²⁸	3 ⁶	3 ⁶	3 ¹²	3 ¹³	3 ²⁰	3 ²¹
38	2 ²²	2 ²²	2 ²³	2 ²³	2 ²⁴	2 ³⁰	3 ⁷	3 ⁸	3 ¹²	3 ¹³	3 ²¹	3 ²³
39	2 ²³	2 ²³	2 ²⁴	2 ²⁵	2 ²⁶	3	3 ⁹	3 ¹⁰	3 ¹³	3 ¹⁵	3 ²³	3 ²⁵
40	2 ²⁴	2 ²⁵	2 ²⁶	2 ²⁷	2 ²⁷	3 ¹	3 ¹⁰	3 ¹¹	3 ¹⁵	3 ¹⁷	3 ²⁵	3 ²⁷

All widths above 40 quarters up to and including 12 points to advance 2/32 per quarter and 1/32 per gauge. Above 12 points and up to 16 to advance 2/32 per quarter and 2/32 per gauge.

All Curtains up to and including 8 points, when punched straight through, to be paid as Curtain Net, and above 8 points to be paid 3/32 of a penny more than Curtain Net.

Three gait curtains are paid $\frac{7}{32}d.$ less. Toilets, bed-covers, eiderdowns, &c., either made with or without turn-again tackle, are paid $\frac{4}{32}d.$ less than curtains.

The additions to this list also provide for unfinished goods, for goods made with one lacing thread, and for colours in cottons.

Payment in every case is made not for a definite length, but for a "rack," *i.e.*, for a certain number of motions," each swing of the bobbins to or fro constituting a motion. Thus a rack may vary considerably in length, according to the coarseness or fineness of the lace made. The standard rack is 1,440 motions.

The price for a rack depends, as in the plain net machine, on the breadth measured in quarters of a yard, and on the closeness of the warp measured by the number of points to the inch.

In the case of the curtain machine, as in the case of the first list quoted above for the plain net machine, the price is always per rack, independently of the length that goes to the rack.

The agreement with respect to alterations in the curtain branch is as below :—

Alterations.

All work when Lace Makers are not making racks shall be called "Day-work" (except tying in main warps or re-entering instead of tying in) and shall be paid for at the rate of five shillings per day.

When a warp is cut out before being emptied, the fresh warp shall be paid under "Short Alterations," but the warp cut out shall not be paid for when re-entered if the warp in the machine is emptied.

Short Alterations.

When five consecutive hours are made in any alteration the time to be paid for as half a day.*

When more than two Lace Makers† are employed on short alterations in one machine each man shall be paid sixpence per hour. Saturday shall be paid for as a full day when two other full days have been worked in the same week. When less than two full days have been worked the Saturday must be paid for as half a day.

When short alterations have to be made it shall be permissible for the Lace Maker to come one hour before the ordinary time or stay one hour after the ordinary time for changing shifts. It is also permissible for single-handed men to come half-an-hour earlier or stay half-an-hour later in order to get a piece off which is wanted or to get out a sample. The time so made to be lost within 7 days.

Levers Machine.

In this, the most important lace machine, a number of strips of lace of the same pattern are usually made at once in the breadth of a machine. Thus a number of the threads used in making the pattern will always be moving simultaneously. Consequently the threads do not all come off separate spools as in the curtain machine, but are divided into groups, each group coming off a roller, like a miniature weavers' beam. Each group passes through holes in a thin bar running along the whole length of the lace being made. The pattern is put in by these bars, which are directly controlled by a Jacquard, whose action determines which bar shall shift the threads it holds across the warp, and also how far (over how many gaits) the bar shall move. As in the curtain machine, these threads are held up by points and fastened in their place by the bobbin threads swinging through the warp, but while in the curtain machine the Jacquard only controls the question of which threads shall be thrown across the warp, these threads being usually thrown across three, or at most four gaits, in the levers machine the bars can be moved by the Jacquard

* On the question being raised, whether this clause imports, that where two Lace Makers work concurrently $2\frac{1}{2}$ hours, the hours so worked are to be added together and charged for as one half-day of 5 hours, the arbitrator decided in the negative.

† The arbitrator decided, that "Lace Makers" means "Twist hands," and does not include "lads."

across a varying number of gaits, greater in many cases than in the curtain machine, before they return to their place.

The list for the levers section of the trade was, until it was entirely remodelled by the award made in the arbitration of 1905, very voluminous and complicated. It took account, first, of the classes of lace being made, each of the 21 classes having a separate card or sub-division of the list to itself; secondly, of the number of points to the inch; thirdly, of the number of bars used; fourthly, of the length of the "rack." The "rack" is defined as a certain number of motions, each swing of the bobbins to or fro constituting a motion. For the most part the standard rack in the old list was 1,920 motions, but in some cards the double rack (3,840 motions) was the standard. The old piece lists were calculated for a 16 quarters machine, it being provided that, for machines of other widths, the prices should be more or less in proportion to the full rack price.

These old price lists were the gradual product of many years of lace manufacture; and the employers were stated to have experienced considerable difficulty in making any new lace under the conditions imposed, the various restrictions raising the price so high that they could not compete with foreign countries or other districts in the United Kingdom.

A person wishing to calculate wages and cost of manufacture had to know the class of machine, its gauge, width and number of bars, whether top or top and bottom bars. For each variation in gauge, width, and bars, a different price was paid. At the present time many bars are generally employed. The old price list sent the price up by rapid stages when bars were used. In addition to the difficulties arising from bars, some laces could not be made on wider machines if introduced, as they would be blocked by the price of gauges. The increase in price by progression of amounts for the gauges or quarters or both, and the complicated process of adding points to the width of the machines (now entirely abolished), virtually prohibited their manufacture. Simplification in the use of all extras, and latitude in such processes as flossing, gimping, and using threads traversing gaits, and simplification by the establishment of a wider standard machine on a single rack basis, instead of, as on some cards, by estimate on the double rack of 3,840 motions (this complication is now abolished and the standard width raised and made uniform), as well as simplification of gauges and bars, were alleged to be necessary for purposes of competition even with places in the immediate neighbourhood, close to the boundaries of the city.

The arbitrator framed 15 price lists to take the place of the 21 old cards, and drew up general instructions and rules to apply to all price lists.*

* In the extracts from this award given in the text the terms are stated as finally settled by the arbitrator, who, in his original award, reserved power to amend it, if necessary, and who subsequently made certain amendments by supplementary decisions given accordingly.

The 15 cards are set out in the award at full length. For the purpose of illustrating the system as now remodelled and simplified, and the amalgamation of cards, the following two cards, of great importance to the Nottingham lace trade, may be quoted :—

THICK THREADED BOBBIN FINING GOODS MADE WITH TOP OR TOP AND BOTTOM BARS.

Standards.—Rack, 1,920 motions ; gauge, 10 points ; width of machine, above 18 and below 20 quarters. Quality, up to 20 inches inclusive. Bars, including all top net bars traversing up to five gaits inclusive. Price : 6*d.* for double warp, single warp $\frac{1}{2}$ *d.* less, treble warp $\frac{1}{2}$ *d.* more. Minimum price 5 $\frac{1}{2}$ *d.*

Bars.—(1) For every 10 or portion of 10 top net bars traversing more than five gaits, $\frac{1}{4}$ *d.* per rack. (2) For every 10 or portion of 10 bars other than net bars, $\frac{1}{4}$ *d.* per rack. (3) For every 50 or portion of 50 bottom bars up to 600, $\frac{1}{4}$ *d.* per rack. No advance beyond 600. (4) For every 5, or portion of 5 bars flossing more than four gaits, $\frac{1}{4}$ *d.* per rack. Bars flossing four gaits or less to come under Clause 2. 5. For every 10 or portion of 10 bars with 2 threads in a hole, $\frac{1}{2}$ *d.* per rack up to and including 10 points ; finer gauges to be paid as two bars. 6. For every 4 or portion of 4 centre gimps, $\frac{1}{4}$ *d.* per rack.

Fluctuations.—(1) Gauges above 10 points, $\frac{1}{4}$ *d.* per half-gauge to be added. Gauges below 10 points, $\frac{1}{4}$ *d.* per gauge to be deducted. No reduction below 8 points. (2) Quality above 20 inches, $\frac{1}{4}$ *d.* for every 5 or portion of 5 inches. (3) For 16 quarters and above 16 quarters up to 18 quarters inclusive, $\frac{1}{4}$ *d.* per rack to be deducted. Below 16 quarters a further $\frac{1}{4}$ *d.* to be deducted. For 20 quarters and below 22 quarters, $\frac{1}{4}$ *d.* per rack to be added. For 22 quarters and above a further $\frac{1}{4}$ *d.* to be added.

Extras.—(1) Black, pearl white, or colours worked on warps or independent beams, $\frac{1}{4}$ *d.* per rack for every 100 or portion of 100 threads up to 400. No advance beyond 400. (2) Silk, tussah, wool, China grass, metal, corded or cotton threads 16–3 fold or coarser, or their equivalent, worked on warps or independent beams, $\frac{1}{4}$ *d.* per rack for every 100 or portion of 100 threads up to 400. No advance beyond 400. When any of the materials or colours named in this or the preceding clause are confined to the bobbins, half the above price only to be added. (3) When in making cotton goods silk is used in lacers and drawthreads only, $\frac{1}{4}$ *d.* per rack to be added. (4) When using whipper bobbins, $\frac{1}{4}$ *d.* per rack to be added.

TORCHONS, GUIPURES, MALTESE, AND CLUNYS.

Standards.—Rack, 1,920 motions ; gauge, 10 points ; width of machine, above 18 and below 20 quarters ; quality, from 10 to 25 inches, inclusive ; bars, up to 30 inclusive ; price 5*d.* per rack ; all silk 1*d.* extra. Minimum price for any width or gauge, 4 $\frac{1}{2}$ *d.* per rack.

Bars.—(1.) For every 10 or portion of 10 bars over 30 up to 100 inclusive, $\frac{1}{4}$ *d.* per rack.

(2.) For every 15 or portion of 15 bars over 100, $\frac{1}{4}$ *d.* per rack.

Fluctuations.—(1.) Gauges above 10 points up to and including 12 points, $\frac{1}{4}$ *d.* per half-gauge to be added. Beyond 12 points, $\frac{1}{2}$ *d.* per half-gauge to be added. Gauges below 10 points, $\frac{1}{4}$ *d.* per gauge to be deducted. No reduction below 7 points. Broken gauges same price as full gauges. Half-gauge, 1*d.* less.

(2.) Quality above or below the standard to rise and fall $\frac{1}{4}$ *d.* for every 5 or portion of 5 inches.

(3.) For 16 quarters and above 16 quarters up to 18 quarters inclusive, $\frac{1}{4}$ *d.* per rack to be deducted. Below 16 quarters a further $\frac{1}{4}$ *d.* to be deducted. For 20 quarters and below 22 quarters, $\frac{1}{4}$ *d.* per rack to be added. For 22 quarters and above, a further $\frac{1}{4}$ *d.* to be added.

Extras.—(1.) Black, pearl white, or colours worked on independent beams, $\frac{1}{4}$ *d.* per rack for every 100 or portion of 100 threads up to 400. No advance beyond 400.

(2.) Silk, tussah, wool, China grass, metal, corded or cotton thread 16-3 fold or coarser, or their equivalent worked on independent beams, $\frac{1}{4}d.$ per rack for every 100 threads up to 400. No advance beyond 400. When any of the materials or colours named in this or the preceding clause are confined to the bobbins, half the above price only to be added.

(3.) When in making cotton goods silk is used in lacers and drawthreads only, $\frac{1}{4}d.$ per rack to be added.

Among the other cards a new card for silk veiling and fancy nets made with warps or warps and spotting beams is also deemed to be very important, as tending to open up fresh branches of trade.

Among the general instructions and rules, the following are the most important :—

Changing or racking cards, $1d.$ per rack up to 2 packs ; beyond 2 packs $1\frac{1}{2}d.$ per rack.

When marking cross bands, $\frac{1}{2}d.$ per rack per line up to 4 lines. No advance beyond 4 lines.

When two colours or shaded threads are worked in the bobbins, $\frac{1}{4}d.$ per rack to be paid. When more than two colours or shaded threads are worked in the bobbins, $\frac{1}{2}d.$ per rack to be paid. When working brown or white with any colour or shaded thread in the bobbins, these clauses to apply. The above to apply to all cards.

Meal Times.—Lace makers working shifts to stop not less than 20 minutes for breakfast, tea, and supper. Single-handed men and lace makers on day work to stop 30 minutes for breakfast and tea ; one hour for dinner. The exact hour of stoppages to be arranged by the employer and shop committee.

Stoppages.—No stoppage shall be made for places caused by the fault of the machine—whether it be Jacquard, cards, or other portions of the machinery. Where neglect of the workman causes extra mending, places across or spoiled work, and where a workman fails to carry out written instructions in a workmanlike manner, a claim for stoppage may be made by the employer, but all claims must be supplied in writing with particulars to the shop committee. Unless the shop committee receive such particulars and consent to the stoppage, no stoppage shall be made, and the employer shall be left to such other remedy as may be open to him.

Alterations.—All work when lace makers are not making racks shall be called “day work” (except tying-in warps or re-entering instead of tying-in), and shall be paid for at the rate of five shillings per day of ten hours.

Short Alterations.—(1.) When five consecutive hours are made in any alteration, the time to be paid for as half-a-day.

(2.) Saturday shall be paid for as a full day when two other full days have been worked in the same week. When less than two full days have been worked, Saturday shall be paid for as half-a-day.

The rule as to learners is as follows :—

There shall be one learner to every seven or portion of seven men, such learner to serve for four years, and to be paid as follows :—For the first two years the learner shall receive one-half the rack price ; the third year $\frac{2}{3}$; and for the fourth and last year $\frac{3}{4}$ on one-half the racks made upon the machine in which the learner is placed. The difference to be equally divided between employer and teacher. The above rule applies to alterations also. In all cases the teacher must be an Operative Lacemaker.

This award is to continue in force up to and including the first pay day after October 23, 1910, either party being at liberty to give two months notice of any alterations within six months of that date, and to have the said alterations, in the event of disagreement, settled by arbitration, or in such manner as the parties may think fit. But this provision is not to be taken to prevent the employers, in the event of improvement in trade,

from granting or consenting to a bonus being given to the employees during the period there referred to, or to prevent the parties making such alterations in detail by mutual agreement as both parties, owing to changes in trade from time to time, may deem to be necessary in the said price lists, provided always that the question of such bonus or objection to such alteration shall not entitle either party to make the bonus or the alteration a matter of dispute, and that in the event of disagreement the price list and rules as settled by the award are to prevail.

Auxiliary Lace Workers.

The wages of auxiliary workers in the lace trade are regulated under agreements with their employers, such wages being in some cases piece and in other, time-wages.

Uniform piece price lists for auxiliary workers were agreed upon in connection with the levers and curtain branches in 1899, and in the plain net branch in 1906.

The following is the list for auxiliary workers in the levers branch just referred to.*

“Winding” consists in putting the silk or cotton on the bobbins, a number being generally wound at once. “Threading” consists of putting the bobbins in the carriages and arranging the thread in position. “Pressing” is resorted to in order to make the bobbin take up less room. “Jacking-off” consists in removing the superfluous thread from the bobbins.

WINDING.

	s.	d.	
60 and over at once up to and including 10 points all lengths (cotton)	0	4 $\frac{3}{4}$	per 1,000
Over 10 points all lengths	0	6	”
Silk all lengths up to and including 10 points	0	6	”
Over 10 points all lengths	0	6 $\frac{1}{2}$	”
Black all lengths	0	2	extra
1 at once winding (cotton)	1	0	per 1,000
” ” (silk)	1	2	”
Black	0	2	extra

THREADING.

Cotton	0	5 $\frac{1}{2}$	per 1,000
Silk	0	6 $\frac{3}{4}$	”

PRESSING.

Where men are engaged on time work, the wages shall not be less than at the rate of twenty shillings per week.

Above this rate, employers and employees to make their own arrangements.

Where threaders do their own pressing, 6d. per set.

JACKING-OFF (Piece Work).

	s.	d.	
Cotton	0	5	per 1,000
Silk	0	6	”

* In addition to the items printed in the text, there is one (threading black silk); a copy of the agreement as to this item (which was made shortly after that printed above) is not available.

JACKING-OFF OF GENERALLY ASSISTING.

Boys over 14 years of age to commence (after the first three months with one firm) at five shillings per week, to be raised periodically each six months, according to merit.

Where threaders or winders over 18 years of age are put to other labour, thereby losing their proper work, $4\frac{1}{2}d.$ per hour to be paid.

The above to come into operation for payment on the first pay day after April 15th, 1899.

In May, 1900, the price for threading cotton was advanced $5\frac{1}{2}d.$ to $6d.$ per 1,000, and the minimum time-wage for pressing was raised from 20s. to 22s. 6d. per week.

Agreements regulating the conditions of employment exist in relation to Levers Jacquard punchers, dating from 1901, and to lace pattern readers, correctors, and press and piano punchers, originally made in 1901 and revised in 1904.

SILK TRADE.

Macclesfield List.

The wages of a considerable number of the workpeople engaged in silk handloom weaving at Macclesfield are regulated under arrangements which are based upon a collective agreement between employers and employed made fully fifty years ago, and which have at various subsequent dates been modified to suit the varying exigencies of the trade. In the early part of 1849 a trade dispute took place among the silk weavers in Macclesfield, which was terminated by the establishment on March 21, 1849, of "The Macclesfield Silk Trade Board," consisting of representatives in equal numbers of the employers and the employed, with a chairman wholly unconnected with the trade, whose decisions, in case the Board were equally divided, were to be final and conclusive. By its constitution this Board was made the sole authority for fixing the piece prices to be paid for silk weaving, and soon after its formation it issued what has ever since been known as "the list of 1849." The Board remained in existence for only four years,* but the wages of the handloom weavers working inside the Macclesfield factories (of whom at present there are about 250) have always been regulated under the original list of 1849 and the amendments in and additions to that list subsequently made by agreement between the employers and employed. By an agreement made on December 8, 1909, between the Macclesfield Silk Manufacturers' Association and the Macclesfield Hand Loom Weavers' Association it was agreed that in future the 1849 list be paid to, less 10 per cent. and no loom rent. All patterns to be paid for at a penny an inch, and one-twelfths not to be subject to the deduction of 10 per cent.†

* See *Industrial Conciliation* by Henry Crompton, 1876, pp. 124-128.

† The meaning of the latter part of this sentence is, that the weaving of an odd one of any class of work, say a single handkerchief (*i.e.*, one-twelfth of a dozen), shall be paid for at the rate of the 1849 list, without the deduction of 10 per cent.

In addition to the factory workers there are at Macclesfield a large number, estimated at approximately 500 to 600, of handloom weavers who work in their own homes. These workpeople are not paid under any collective agreements, though the individual bargains made between them and their employers are to a considerable extent determined by reference to the lists regulating the wages of the factory workers.

The extracts given below by way of illustration of the arrangements governing the wages of the factory handloom silk-weavers are what are described as the "Pockets" (*i.e.*, pocket handkerchiefs) lists, and are given here from the "New Corrected List of Prices" reprinted in 1880, and from the "Supplement to the 1849 List and new List of Prices" first published in 1876 and reprinted in 1891 and 1904.

Price List for Plain Pockets.

1,800 and 2,000 2-threads to be paid the same price; 21 inches, 2s. 4½*d.* per cut of 7 squares; from 21 to 30 inches, 1½*d.* an inch per cut extra; from 30 to 34 inches, 3*d.* an inch per cut extra; and from 34 to 36 inches, 6*d.* an inch per cut extra.

Width of Cloth: Inches.	1,800 and 2,000 2 threads per Cut.		2,200 2-threads per Cut.		2,400 2-threads per Cut.		2,700 2-threads per Cut.		3,000 2-threads per Cut.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
21	2	4½	2	6	2	7½	2	11	3	4
22	2	6	2	8	2	9½	3	1	3	6
23	2	7½	2	9½	2	11	3	3½	3	8½
24	2	9	2	11	3	1	3	4½	3	10
25	2	10½	3	0½	3	2½	3	6	3	11
26	3	0	3	2	3	4	3	7½	4	1
27	3	1½	3	3½	3	5½	3	9	4	2
28	3	3	3	5	3	7	3	10½	4	3½
29	3	4½	3	6½	3	8½	4	0	4	5
30	3	6	3	8	3	10	4	1½	4	6½
31	3	9	3	11	4	1	4	4½	4	9½
32	4	0	4	2	4	4	4	7½	5	0½
33	4	3	4	5	4	7	4	10½	5	3½
34	4	6	4	8	4	10	5	1½	5	6½
35	5	0	5	2	5	4	5	7½	6	0½
36	5	6	5	8	5	10	6	1½	6	6½

Extras.

For each additional ground thread from 21 to 30 inches, 9*d.* per cut; and from 30 to 36 inches, 1s. per cut.

If made double in the leish to be paid the same as an extra thread.

If "turned-up"—

From 21 to 30 inches, 9*d.* per cut.

" 30 " 36 " 1s.

[When works are made with a "reverse twill," one twill to be paid "turn-up" price. Whenever two sets of treadles are used, the product of one set to be paid "turn-up" price.]

If entered in spaces or point, 9*d.* per dozen.

Crowded selvages to be paid according to the rule which provides for extra satin threads in borders and stripes.

All corded handkerchiefs 6*d.* per dozen. If shot "Pick-and-Pick," up to 30 inches, 1s. 6*d.* per dozen, and from 30 to 36 inches, 2s. per dozen.

If made with fringes, irrespective of length and without any regard as to how they are fringed, 1s. per dozen.

Extra shuttles to be charged according to the plain cut-up shuttle scale.

Explanations.

The 1,800 and 2,000 reeds are the lowest counts taken into consideration; no reduction is made for lower counts.

By 2-threads is indicated that two warp threads are passed between each pair of "dents" or "teeth" of the reed.

It was formerly the custom to charge by "sevens"; in more recent times charges are made by "dozens."

A "ground" thread is a warp thread.

A "double" thread is the name given to two threads passed through the eye of the "harness" or "gear." The "leish" is the linen part of the harness and contains the "eye," a knotted hole; the wooden bars of the harness on which the leish is stretched are called the "shafts." In the harness of a figure loom the leish is called the "mail," and the "eye" is of metal.

A twill is a cloth in which the threads run diagonally, an effect produced by the weft passing under one and over two or more warp threads alternately. Sometimes the reverse process is required, a reverse twill is wanted, *i.e.*, a shute or weft twill on the warp twill, in which case a greater number of warp threads have to be lifted up. This is called a "turn-up" and is required, *e.g.*, for a stripe. The greater the number of warp threads raised, the heavier the work for the weaver.

When cloth is woven in stripes, they are made in different "shafts" coupled together; this is called "entered in spaces or point."

The selvedge is much thicker and firmer than the body of the cloth. To make a crowded selvedge several threads are crammed between the same pair of dents. Prices, before this extra was enforced, had included the selvedge as being a necessary part of every cloth.

"Corded" handkerchiefs have a cord pattern round the border.

"Pick and pick" is the term used when there are two colours and one follows the other. This is paid at a higher rate than one colour only.

Price List for Figured Pockets.

Price per dozen squares for a width of 24 inches; for a 400 machine.

—	1,800.	2,000.	2,200.	2,400.	2,700.	3,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
2 threads	7 0	7 3	7 6	7 9	8 3	9 0
3 "	8 0	8 3	8 9	9 3	10 0	11 0
4 "	9 0	9 3	9 6	10 0	11 0	12 0
5 "	10 0	10 6	11 0	11 9	12 9	13 9
6 "	11 0	11 6	12 0	12 6	13 6	14 9
7 "	11 9	12 3	12 9	13 3	14 3	15 6
8 "	12 6	13 0	13 6	14 0	15 0	16 3

Extras.

For extra width :—

From 24 to 28 inches	...	...	4½ <i>d.</i> an inch per dozen.
" 28 " 30 "	...	...	6 <i>d.</i> " "
" 30 " 34 "	...	...	9 <i>d.</i> " "
" 34 " 36 "	...	...	1 <i>s.</i> " "

For each additional thread :—

From 24 to 30 inches	...	...	1 <i>s.</i> per dozen.
" 30 " 36 "	...	...	1 <i>s.</i> 6 <i>d.</i> ,,

If made double in the mail, to be paid the same as an extra thread.

If "turned-up" :—

From 24 to 30 inches	...	...	1 <i>s.</i> per dozen.
" 30 " 36 "	...	...	1 <i>s.</i> 6 <i>d.</i> ,,

[*Definition.*—Turn-up on figured work is a clear line of cloth unbroken with figure (from side to side). But whenever upright satin borders or stripes or plain borders or stripes are introduced and crossed to match, in all such cases such cross borders or stripes are "turn-up," and shall be paid the turn-up price.]

Crowded selvages to be paid according to the rule which provides for extra satin threads in borders and stripes.

*Deduction.*Under 24 inches in width, 1½*d.* per inch per dozen.**Leek Lists.**

The ribbon and smallware trade at Leek is governed by lists of prices, most of which were originally drawn up some thirty years ago, and of which, by agreement between employers and employed, revisions have from time to time been made to meet the requirements of the trade. At the present time the lists in force date respectively from 1901 and 1904, the latter having been slightly amended in 1909. From the latter list (under which the wages of some 200 workpeople are regulated) the following extract, illustrative of the method upon which these agreements are framed, is given. For the better comprehension of the list it may be useful to set forth a brief explanation of some of the technical terms used. "Ends" refers to the number of threads in the warp. "Two looms" means that two looms are worked together by one weaver. "Double in leish" means that there are two threads in the warp working in one dent or slot of the "reed" or "slay." The term "shute" has the same meaning as "weft." "98 to 102 per inch" means that the weft crosses the warp in the inch this number of times. "Dolling" means putting up the work into "hanks" or "dolls" (usually 36 yards to a hank or doll) after being woven. "Picking" refers to the work being looked over and any rough places or loose ends picked off. "Adding up" is increasing the number of threads or ends in the warp; thus if a warp of 60 ends is to be changed to 80 ends, the price to be paid is 1*d.* for the 20 ends added. "Turning to V or W" refers to rethreading the ends of the warp in the reed, so as to alter the pattern on the face of the

binding; "V" pattern is identical with "herring-bone," while W is a double V pattern. "Filling" means winding the weft thread on the quills for shuttling.

SILK PRUSSIAN BINDINGS.

Ends or under.		$\frac{9}{16}$ inch.		Two looms.		s. d.	
54	... ..	Per gross.	...	...	...	1	0
60	... ..	"	...	...	...	1	0
70	... ..	"	...	...	...	1	0
76	... ..	"	...	...	...	1	1
80	... ..	"	...	...	...	1	2

Double in leish, 2*d.* per gross extra.

SILK PRUSSIAN BINDINGS.

Ends.		$\frac{9}{16}$ inch.		One loom.		s. d.	
90	... ..	Per gross.	...	...	...	1	4
100	... ..	"	...	...	...	1	6
110	... ..	"	...	...	...	1	7
120	... ..	"	...	...	...	1	9

Slays.—Over 66 dents per inch, 2*d.* per gross extra for every 8 dents or fraction.

Shutes.—98 to 102 per inch. If 102 be exceeded, 1*d.* per gross extra for every 6 shutes or fraction. Under 102 shutes, 1*d.* per gross less for every 10 shutes.

Width.—Over $\frac{1}{2}$ inch to rise 1*d.* per gross extra for every $\frac{1}{8}$ inch. Under $\frac{1}{2}$ inch: $\frac{7}{16}$ inch to be paid as $\frac{1}{2}$ inch; $\frac{3}{8}$ inch, 1*d.* per gross less. $\frac{7}{16}$ inch to be paid as $\frac{3}{8}$ inch; $\frac{1}{4}$ inch 1*d.* per gross less. Double in leish, 2*d.* per gross extra over 80 ends. On two-loom system, black and white warps under 8 cuts to be paid for twisting in at the rate of 1*d.* per 100 ends. Colours at same rate under 4 cuts. On single loom system all warps under 4 cuts to be paid for twisting in at the rate of 1*d.* per 100 ends.

Dolling and picking on both pair and single sytem to be done by employers. Alterations in connection with change of system to be paid for at the rate of 6*d.* per hour.

N.B.—For rest of conditions see foot of List.

The conditions above referred to (which apply to all the items comprised in the list) are as follows:—

ALTERATIONS AND CONDITIONS.

Starting looms, 10*s.* each. Entering harness, 10*s.* each. Pattern making, 6*d.* an hour. Tying up leishes, 2*d.* per score. Adding up, or turning to V or W, or *vice versa*, 1*d.* per score. Cutting out warps, $\frac{1}{2}$ *d.* for every 30 ends, except in case of inferior warps, when a mutual arrangement can be made.

Pairing looms: employers can pair any two looms which are in accordance with the pair-loom arrangements. Any extra work in connection with starting looms, any new form of work; or any man changing from one class of work to another, the price of such alteration to be arranged by the Committee [the pricing committee of the Trade Union]; the employer or his representative having a right to be present when price is fixed. Length of warps: any of the above goods made less than 8 cuts to be paid for twisting in at the rate of 1*d.* for 100 ends, except where special mention is made. No man to work on one loom, unless he be paid the one-loom price, except

where special mention is made. If slays are used with over 60 dents to inch, to rise $\frac{1}{2}d.$ per gross for every 4 dents or fraction thereof, except where special mention is made. All the above goods to be made on the improved self-acting motion, with larger shuttles, so that larger quills can be used. Two numbers of shutes not to be put in one loom. Dolling and picking on all the above goods to be done by the employers.

EMPLOYERS' UNDERTAKING.

1. Not to discharge any man in order to initiate the two-loom system.
2. To add automatic actions to the looms for warp and work.
3. To suspend the apprentice system until the requirements of the trade demand more weavers.
4. Until a loom is made automatic, and those for 80 ends downwards are placed on the pair system, the existing list to continue in force : this applies specially to silk bindings.
5. The employers and men undertake that there shall be no alteration of this list except by a joint meeting. The employers to find filling and gas.

The agreements just referred to deal with piece rates of wages ; but many of the workpeople in the different branches of the silk trade are paid time-wages ; and as to the remuneration of operatives so remunerated, agreements have recently been made through the Leek Chamber of Commerce. The earliest of these agreements was that come to in November, 1907, with the Amalgamated Society of Braidworkers and Kindred Trades (Leek) ; as subsequently amended, this fixes the rate of weekly pay of male operatives, according to age, from 5*s.* a week at 13 years to 22*s.* at 21 years, except for spindle fettleers, who get 22*s.*, and machine fettleers, who receive 26*s.* a week ; in the same way female operatives are to receive 5*s.* at 13 years of age and 11*s.* per week at 18½ years, but at the age of 19 doublers and machine fettleers get 11*s.* 6*d.* per week, hand-measured fillers 12*s.*, and tenters 12*s.*, 13*s.*, or 14*s.* This agreement regulates the wages of about 800 workpeople.

In July, 1908, weekly rates were fixed by agreement between the employers and the Women Workers' Union for numerous classes of female operatives (including swift piecers, cleaner piecers, spoolers' winders). The wages of full timers of these classes, except in the case of those who have not previously been taught the trade (in whose case wages commence at 5*s.* a week), start at 6*s.* per week at the age of 14 and rise to 11*s.* at the age of 18 ; but frame piecers, parters and deters, and shaft doublers receive 12*s.* a week. The number of the workpeople whose wages are regulated by this agreement is about 1,000.

CARPET TRADE.

Kidderminster.

In September, 1882, the list of prices for making Brussels carpets, which is printed below, was agreed to by a committee of employers and workmen in the Kidderminster district.

The term " $\frac{3}{4}$ wide" means three-quarters of a yard wide; " $\frac{4}{4}$ ths wide," one yard. The "wires" referred to are used in making the pile on the carpet. To each loom there are six frames, each of which holds, in the case of a $\frac{3}{4}$ loom, 260 bobbins; $\frac{4}{4}$ loom, 348 bobbins of yarn. A small chain (or beam) is used for the warp, and in the case of extra quality carpets an additional beam, termed a "stuffer," is used, which works in the back of the carpet.

WEAVING.

Brussels Five-Frame Looms.

Double shed, $\frac{3}{4}$ wide, 9 wires to an inch... ..	2 $\frac{1}{2}$ d. per yard
" " 4 4ths and $\frac{7}{8}$ ths wide	3 $\frac{1}{2}$ d. "
" " $\frac{5}{8}$ ths and $\frac{3}{4}$ wove in 4-4ths loom	3d. "
Single shed, $\frac{3}{4}$ wide	2 $\frac{1}{2}$ d. "
" " 4-4ths and $\frac{7}{8}$ ths wide	3 $\frac{1}{2}$ d. "
" " $\frac{5}{8}$ ths and $\frac{3}{4}$ wove in a 4-4ths loom	3 $\frac{1}{2}$ d. "
Manchester loom, $\frac{3}{4}$ wide	2 $\frac{1}{2}$ d. "
Henderson's " "	2 $\frac{1}{2}$ d. "
2-4ths and $\frac{5}{8}$ ths wove in a $\frac{3}{4}$ ths loom same as $\frac{3}{4}$	
4-frame with stuffer	$\frac{1}{8}$ d. " extra.

Where not exceeding 1,300 ends are used either in stuffer, shafts, or harness in a loom tied up for 5-frames, the same price to be paid as for 5-frames.

Each additional wire to be paid in proportion to the above rates, and a deduction to be made in the same proportion in respect of each wire when less than 9 are used.

Brussels Six-Frame Looms.

Double shed where the 6 quarters are at work	2 $\frac{1}{2}$ d. per yard.
" " " 6th quarter is taken out of Jacquard	2 $\frac{3}{8}$ d. "
Single shed where the 6 quarters are at work	2 $\frac{5}{8}$ d. "
" " " 6th quarter is taken out of Jacquard	2 $\frac{1}{2}$ d. "

NOTE.—The above prices to include keeping the quarters in repair, and for all qualities of carpet, excluding velvet and five-frame with stuffer.

Velvet.

3-4ths 5-Frame, 3-Shoot, 10 wires to the inch	3 $\frac{7}{8}$ d. per yard.
" " 6-Frame " " " "	4 $\frac{1}{8}$ d. "
4-4ths 5-Frame " " " "	5d. "

Two Shoot Velvet.

5-Frame with Stuffer, 9 to 9 $\frac{1}{2}$ wires to an inch	3 $\frac{1}{2}$ d. per yard.
5-Frame without Stuffer	3d. "
6-Frame with Stuffer, 9 to 9 $\frac{1}{2}$ wires to an inch	3 $\frac{1}{4}$ d. "
6-Frame without Stuffer	3 $\frac{1}{8}$ d. "

Additional wires to be paid in proportion to the above rates, but no deduction from price to be made if a less number than 10 wires is used.

Saxony and extra high wire to be paid for at the rate of 28s. per week, and what can be earned over and above at statement price.

ALTERATIONS.

Re Slaying 3-4ths wide	s. d.
" " 4-4ths "	0 9
" " in a small chain 2-4ths wide	1 0
" " " 5-8ths "	0 4 $\frac{1}{2}$
" " " " " "	0 5

							<i>s.</i>	<i>d.</i>
Tying in a small chain	3-4ths wide	...	...	...	...	...	0	6
"	"	4-4ths	"	...	...	...	0	8
"	"	Stuffer 2-4ths	"	} single	...	...	0	6
"	"	5-8ths	"		} double	0	8
"	"	3-4ths	"	{ single		0	8
"	"	4-4ths	"		{ double	0
Putting in New Gear* (per Shaft)		0	9
Drawing in a Double or Single Stuffer, or tying to a frame		...	...	...	...	...	1	1
Taking out Stuffer		...	...	...	...	...	0	6
Changing a Frame of 260 Bobbins		...	...	...	...	...	1	1
"	Shaded Chintz Frame of 260 Bobbins	...	...	...	...	...	1	4

In like proportion for less or greater number.

Drawing up a Frame of 260 Bobbins	...	...	...	...	...	...	1	1
"	"	from 5-8ths to 3-4ths	...	...	...	...	2	9
"	"	"	3-4ths to 7-8ths or 7-8ths to 4-4ths...	...	...	...	3	3
"	"	"	3-4ths to 4-4ths	...	...	...	3	9
"	"	"	2-4ths to 3-4ths	...	...	...	3	9
"	"	"	2-4ths to 5-8ths	...	...	...	2	9

NOTE.—Tying in one or both Chains, taking or fetching weights and pegs, included in the above prices.

PIECING BACK.

							<i>s.</i>	<i>d.</i>
Brussels—Up to 4½ yards of Carpet	...	...	...	...	...	...	1	1
and for every additional yard or part of a yard of Carpet	...	...	...	...	...	...	0	3
Velvet—Up to 4½ yards of Carpet	...	...	...	...	...	...	1	4
and for every additional yard or part of a yard of Carpet	...	...	...	...	...	...	0	4
Shaded Chintz Frame—Up to 4½ yards additional	...	...	...	...	...	...	0	3
Cutting down from 3-4ths to 5-8ths and 5-8ths to 2-4ths, or where 260 Bobbins are cut down (including winding up of Worsted and taking away Bobbins)	...	...	...	...	...	...	0	5

Slips to be paid for as yardage.

Plants to be paid for as ¼ hour each.

Drawing in after piecing back to be paid for, after 18 frames, as hour work.

Time work, per hour 5*d.*

NOTE.—All the foregoing payments made subject to the Weaver giving whole of his time and attention to the work.

The number of the workpeople paid according to this list in the Kidderminster district is about 500.

ELASTIC WEB TRADE.

A joint committee of employers and employed in the Leicester elastic web trade drew up on August 13, 1888, a price list for weavers, and this was revised on April 16, 1890, and again in 1905 (to come into operation on August 1, 1905), and amended at a joint conference on August 9, 1907. The following extract from the list in its present form relates to terry webs (webs with

* *I.e.*, healds.

more threads of warp per inch than plain webs) woven with lustre wool and schappe warps.

LUSTRE WOOL AND SCHAPPE.

	16 dent and under.	Over 16 to 19 dent.	Over 19 to 22 dent.	
5 Leash Terries :—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
2½ and under ...	0 6 ³ / ₄	0 7 ¹ / ₂	0 8 ¹ / ₄	Cotton Warps :— ½ <i>d.</i> per doz. less.
Over 2½ to 3½ ...	0 7 ³ / ₄	0 8 ³ / ₄	0 9 ³ / ₄	
„ 3½ to under 4½ ...	0 8 ³ / ₄	0 10	0 11 ¹ / ₄	
4½ to 5½ ...	0 9 ³ / ₄	0 11 ¹ / ₄	1 0 ³ / ₄	
Over 5½ to under 6½ ...	0 10 ³ / ₄	1 0 ¹ / ₂	1 2 ¹ / ₄	
6½ and over ...	0 11 ³ / ₄	1 1 ³ / ₄	1 3 ¹ / ₄	
6 and 7 Leash :—				
2½ and under ...	0 7 ³ / ₄	0 8 ³ / ₄	0 9 ³ / ₄	Cotton Warps :— ½ <i>d.</i> per doz. less. 34 picks and under— 1½ <i>d.</i> per doz. less. 44 picks and over— 1½ <i>d.</i> per doz. extra.
Over 2½ to 3½ ...	0 8 ³ / ₄	0 9 ³ / ₄	0 10 ³ / ₄	
„ 3½ to under 4½ ...	0 9 ³ / ₄	0 10 ³ / ₄	1 0 ¹ / ₄	
4½ to 5½ ...	0 11 ³ / ₄	1 1 ¹ / ₄	1 2 ³ / ₄	
Over 5½ to under 6½ ...	1 1 ³ / ₄	1 3 ³ / ₄	1 5 ¹ / ₄	
6½ and over ...	1 3 ³ / ₄	1 6 ¹ / ₄	1 7 ³ / ₄	
8 and 9 Leash :—				
2½ and under ...	0 9 ¹ / ₄	0 10 ¹ / ₄	0 11 ¹ / ₄	Cotton Warps :— 1 <i>d.</i> per doz. less. 34 picks and under— 1 <i>d.</i> per doz. less. 44 picks and over— 1½ <i>d.</i> per doz. extra.
Over 2½ to 3½ ...	0 10 ¹ / ₄	0 11 ¹ / ₄	1 0 ³ / ₄	
„ 3½ to under 4½ ...	0 11 ¹ / ₄	1 0 ³ / ₄	1 2 ¹ / ₄	
4½ to 5½ ...	1 2 ¹ / ₄	1 3 ³ / ₄	1 5 ¹ / ₄	
Over 5½ to under 6½ ...	1 4 ³ / ₄	1 6 ³ / ₄	1 8 ¹ / ₄	
6½ and over ...	1 7 ¹ / ₄	1 9 ³ / ₄	1 11 ¹ / ₄	
Double Shuttle Full Terry—				
2½ and under ...	0 7 ³ / ₄	0 8 ³ / ₄	0 9 ³ / ₄	Cotton Warps :— 1 <i>d.</i> per doz. less.
Over 2½ to 3½ ...	0 8 ³ / ₄	0 9 ³ / ₄	0 10 ³ / ₄	
„ 3½ to under 4½ ...	0 10 ¹ / ₄	0 11 ¹ / ₄	1 0 ³ / ₄	
4½ to 5½ ...	1 0 ¹ / ₄	1 1 ³ / ₄	1 3 ¹ / ₄	
Over 5½ to under 6½ ...	1 2 ¹ / ₄	1 4 ¹ / ₄	1 6 ¹ / ₄	
6½ and over ...	1 4 ¹ / ₄	1 6 ³ / ₄	1 9 ¹ / ₄	
6 and 7 Leash Twills (including Single Shuttle) :—				
2½ and under ...	0 9 ¹ / ₄	0 10 ¹ / ₄	0 11 ¹ / ₄	Cotton Warps :— 1½ <i>d.</i> per doz. less. Over 68 to under 76 picks— 1½ <i>d.</i> per doz. extra. 76 picks and over— 3 <i>d.</i> per doz. extra.
Over 2½ to 3½ ...	0 10 ¹ / ₄	0 11 ¹ / ₄	1 0 ³ / ₄	
„ 3½ to under 4½ ...	0 11 ³ / ₄	1 0 ³ / ₄	1 2 ¹ / ₄	
4½ to 5½ ...	1 2 ¹ / ₄	1 3 ³ / ₄	1 5 ¹ / ₄	
Over 5½ to under 6½ ...	1 4 ³ / ₄	1 6 ³ / ₄	1 8 ¹ / ₄	
6½ and over ...	1 7 ³ / ₄	1 9 ³ / ₄	1 11 ¹ / ₄	
8 and 9 Leash Twills :—				
2½ and under ...	0 9 ³ / ₄	1 0 ³ / ₄	1 3 ³ / ₄	Cotton Warps :— 1½ <i>d.</i> per doz. less.
Over 2½ to 3½ ...	0 11 ¹ / ₄	1 2 ¹ / ₄	1 5 ¹ / ₄	
„ 3½ to under 4½ ...	1 0 ³ / ₄	1 3 ³ / ₄	1 6 ³ / ₄	
4½ to 5½ ...	1 3 ³ / ₄	1 6 ³ / ₄	1 9 ³ / ₄	
Over 5½ to under 6½ ...	1 6 ³ / ₄	1 9 ³ / ₄	2 0 ³ / ₄	
6½ and over ...	1 9 ³ / ₄	2 0 ³ / ₄	2 3 ³ / ₄	

—	16 dent and under.	Over 16 to 19 dent.	Over 19 to 22 dent.	—
6 Leash Patent :—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
2½ and under ...	0 9 ³ / ₄	0 10 ¹ / ₄	0 11 ¹ / ₄	Cotton Warps :—
Over 2½ to 3½ ...	0 10 ³ / ₄	0 11 ¹ / ₄	1 0 ¹ / ₄	1½ <i>d.</i> per doz. less.
„ 3½ to under 4½ ...	0 11 ³ / ₄	1 0 ⁴ / ₄	1 1 ³ / ₄	
4½ to 5½ ...	1 2 ³ / ₄	1 3 ³ / ₄	1 4 ³ / ₄	
Over 5½ to under 6½ ...	1 5 ³ / ₄	1 6 ³ / ₄	1 7 ³ / ₄	
6½ and over ...	1 8 ³ / ₄	1 9 ³ / ₄	1 10 ³ / ₄	
8 Leash Patent :—				
2½ and under ...	0 10 ³ / ₄	1 0 ³ / ₄	1 1 ³ / ₄	Cotton Warps :—
Over 2½ to 3½ ...	1 0 ¹ / ₄	1 2 ¹ / ₄	1 3 ¹ / ₄	1½ <i>d.</i> per doz. less.
„ 3½ to under 4½ ...	1 1 ³ / ₄	1 3 ³ / ₄	1 4 ³ / ₄	Over 60 picks—
4½ to 5½ ...	1 4 ³ / ₄	1 6 ³ / ₄	1 8 ³ / ₄	1½ <i>d.</i> per doz. extra.
Over 5½ to under 6½ ...	1 7 ³ / ₄	1 9 ³ / ₄	2 0 ³ / ₄	If made with smooth
6½ and over ...	1 10 ³ / ₄	2 0 ³ / ₄	2 4 ³ / ₄	face and without
				gut—
				½ <i>d.</i> per inch extra.
10 Leash Patent :—				
2½ and under ...	1 0 ³ / ₄	1 3 ³ / ₄	1 4 ³ / ₄	Cotton Warps :—
Over 2½ to 3½ ...	1 2 ¹ / ₄	1 5 ¹ / ₄	1 6 ³ / ₄	1½ <i>d.</i> per doz. less.
„ 3½ to under 4½ ...	1 3 ³ / ₄	1 6 ³ / ₄	1 8 ³ / ₄	Over 60 picks—
4½ to 5½ ...	1 6 ³ / ₄	1 9 ³ / ₄	2 0 ³ / ₄	2 <i>d.</i> per doz. extra.
Over 5½ to under 6½ ...	1 9 ³ / ₄	2 0 ³ / ₄	2 4 ³ / ₄	If made with smooth
6½ and over ...	2 0 ³ / ₄	2 3 ³ / ₄	2 8 ³ / ₄	face and back, and
				over 60 picks—
				3 <i>d.</i> per doz. extra.
				If made with smooth
				face and back and
				without gut—
				½ <i>d.</i> per inch extra.

Extras.

Silk and Genappe Face Warps, to be ½*d.* per inch per dozen yards extra over Wool prices on all Terry Web.

Over 22 dent to be paid for extra in proportion on all Terry Web.

The list also makes provision for alterations as under :—

Alteration Scale.

Twisting in Threads	1 <i>d.</i> per 100
Foreslaying a piece 5 in. and over	3 <i>d.</i>
„ „ under 5 in.	2 <i>d.</i>
Cutting out a rubber and putting in another, 5 in. and over	2 <i>d.</i>
„ „ under 5 in.	1½ <i>d.</i>

Adding up, 1*d.* per score ; or 5*d.* per hour.

All large alterations, 5*d.* per hour.

Starting and re-starting looms or pieces,* 5*d.* per hour.

Five hours or over alterations in one week to constitute a large alteration and be paid 5*d.* per hour.

This list regulates the wages of 80 workpeople.

* To apply to the re-starting of an odd piece or pieces that have been weaving without.

[“Weaving without” is the term applied when the loom has been going and a piece or pieces are cut out of the loom. This clause provides time-wage payment for the time during which the weaver is occupied in altering looms from one class of work to another.]

PRINTING, DYEING, &c.

In regard to the finishing processes incidental to the Textile Trades, the conditions of labour of operatives in various branches are in a considerable number of cases regulated under collective agreements. This is the case with dyers at Radcliffe, at Elton, Bury, at Bradford and other places in Yorkshire, and at Macclesfield (silk dyeing), and with calendermen in the Glasgow district. Among these arrangements that, which, on account of its special features and of the large number of workpeople affected by it (about 4,500), may be considered to be of the greatest interest, is the agreement between The Bradford Dyers' Association, Limited (a combination of firms engaged in this trade in Yorkshire and Lancashire), and their employees which will now be described.

Yorkshire.

On August 18, 1899, these employers and the workpeople employed in their Yorkshire branches entered into an agreement, which, in addition to making detailed provisions with respect to the conditions of employment, also provided for the constitution of a Wages Board* consisting of an equal number of employers and workmen, its functions being to settle all differences between employers and workmen as to wages, conditions of labour, or any dispute that may arise, provided the parties concerned cannot come to a mutual understanding and agreement, it being agreed that any matter as to which the Board is not able to come to a decision shall be referred to arbitration. Any person or persons failing to carry out the decisions of the Board or of the arbitrators shall be subjected to a penalty as the Board may decide, a sum of £500 each being deposited on behalf of the workmen's Unions (the Amalgamated Society of Dyers, the National Union of Gas Workers and General Labourers of Great Britain and Ireland, and the National Society of Dyers and Finishers) and of The Bradford Dyers' Association, Limited, and it being arranged that all penalties shall be disposed of as the Wages Board may decide (see *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910, pp. 222-3). With regard to wages, it was provided that, during the continuance of the agreement, no higher rates than those specified in an appended list should be demanded by the Unions, but that firms paying lower rates might be called upon by the Wages Board to give an advance (though not of

* The provisions with respect to the Wages Board were (speaking generally) similar to those contained in a previous agreement in the piece dyeing trade (see *Labour Gazette*, March, 1896, p. 82).

The employers in the dyeing trade in Leicester and the neighbourhood and their workpeople have also in operation a Board of Arbitration and Conciliation "to arbitrate on any questions or disputes affecting the trade which shall be referred to it from time to time by the employers and workmen, and by conciliatory means to settle such questions or disputes" [see *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910, pp. 223-5].

more than 10 per cent. in one year) provided that the firm was making a profit of 5 per cent. on its capital, and had done so for the last three years, and that the advance should not be calculated to reduce the profit below 5 per cent.

Rates were also fixed for overtime and night work.

The previous agreement had provided that the employers should employ Union workmen only. This agreement, while not repeating this stipulation, contains the following provisions with regard to the engagement of new men :—

On the engagement of new men, application shall first be made to the Workmen's Unions. The employer may refuse to set on any man sent by the Workmen's Unions, but he may be called upon by the Wages Board to give a satisfactory reason for rejecting him. The Workmen's Unions shall supply men with the least possible delay, and if they are not able to supply satisfactory men within 24 hours of receipt of requisition in writing, the employer shall be free to set on men who are not members of the Society, and such men shall be requested to become members of one of the men's societies. But any man who may have lost employment for drunkenness, or wilful and persistent breaking time, shall be so reported when sent as an applicant for a new situation.

Any workman ceasing to be a member of one or other of the men's Unions shall be reported to the works director of the branch [*i.e.*, firm] where he is employed, and the director shall at once call upon such person to resume his membership of the Union.

Any firm starting men contrary to this arrangement shall be fined £1 per man for every man so started, and the man shall not be continued in employment.

On the other hand, the Workmen's Unions shall be fined £1 for every man leaving his work without the consent of his employers or of the Wages Board, and failing repayment of the fine by the workman to his Union he shall not be continued as a member.

These arrangements do not apply to foremen, women, or boys under 16 years of age.

This agreement was to remain in force for 12 months, and subsequently until determined by 3 months' notice on either side. It was modified by a supplementary agreement made on January 16, 1907. The workpeople had put forward a demand for an unconditional advance in wages of 10 per cent.; the employers offered to grant the advance and to make certain additional concessions, subject to greater freedom being given to them in regard to the manning of machinery.

The agreement arrived at granted an increase in wages of 2s. per week in the case of all employees receiving over 14s. a week, and of 1s. per week in that of workpeople receiving less than 14s. With regard to the discharge of operatives, the agreement provided "that the Association shall have the right to reduce the number of men by a total, excluding stoppages due to the closing of works, not exceeding 5 per cent. of the number employed on January 1, 1907," and further "that to the men displaced from any cause whatever during the year 1907 the Association shall pay an amount equal to and in addition to

that paid under their out-of-work benefit by the Society, which will make a total of 16s. per week per man for the first 10 weeks, and 10s. per man for the next 10 weeks."

It was also provided by this agreement that boy labour and the number of improvers should be restricted by an arrangement based on the then existing proportion of those classes; and rates of wages were fixed applicable to such operatives.

This agreement also contained the following clause, the second part (b) of which was not to operate until after the reduction in the number of the workpeople already provided for should have taken place:—

That in the manning of machinery and the organisation of work regard shall be paid to—

(a) The right of the Association to organise its equipment and to regulate its labour with the view to the lowest cost production.

(b) The right of the workman to increased wages when contributing to increased output, or subjected to increased physical strain; or where, as a result of reorganisation, additional responsibility is placed on him.

In consequence of important re-organisations of plant and machinery which took place, and which involved the dislocation of various sections of the work-people, the obligation on the part of the Association to supplement the out-of-work benefit paid by their Trade Union to men displaced during 1907 was voluntarily extended by them for a further 12 months.

In 1908 the Association gave formal notice of the termination of the agreement at the end of that year, but on January 18, 1909, it was renewed under conditions embodied in the following memorandum, which was signed on behalf of the Association and of the Amalgamated Society of Dyers, the National Society of Dyers and Finishers, and the National Union of Gas Workers and General Labourers of Great Britain and Ireland:—

1. The Agreement of 18th August, 1899, and the Supplementary Agreement of 16th January, 1907, having been terminated by notice on 31st December, 1908; and

2. The Bradford Dyers' Association, Limited, having submitted on 3rd December, 1908, the following proposals to the workmen employed in terms of the foregoing Agreements, viz. :—

"That, if the Accounts for the year to 31st December, 1908, published in February, 1909, exhibit net earnings for meeting Ordinary Share dividend and reserves, which are less than the average of the five years to 31st December, 1907, by thirty per cent., there shall be a reduction of wages of five per cent.; if such net earnings shall be less than the average of the five years to 31st December, 1907, by fifty per cent., then there shall be a total reduction in wages of ten per cent. The advance payable in terms of the supplementary Agreement in January, 1909, and January, 1910, shall be paid in the usual manner; and the Association are to continue until 28th February, 1910, their *ex gratiâ* grants of out-of-work pay.

"That the right is recognised by the Societies of the Association to have its labour at the lowest rates worked by members of the Societies.

"That, if these proposals be accepted by your Societies, such acceptance shall be on the understanding that the wages payable under the Agreement be re-considered as at 28th February, 1910."

3. The representatives of the Workmen's Societies having this day intimated that, after a ballot, their members had accepted these proposals;

IT IS AGREED—

4. That, subject to the modifications embodied in these proposals, the Agreement of 18th August, 1899, and the supplementary Agreement of 16th January, 1907, shall continue in force.

5. That the changes, if any, resulting from the modifications now agreed upon take effect on the first pay day of March, 1909.

6. That the definition of the classes of labour by Clause 3 of the Agreement of 16th January, 1907, be amended by the rate of reduction in wages, if any, effected on the first pay day of March, 1909.

On February 28, 1910, a further agreement was made between the same parties, by which it was agreed (1) that on the first pay-day in March the wages payable to the members of the Societies should be restored to the rates in operation prior to the reduction arranged on January 18, 1909, and (2) that in the event of the results for 1910 being less satisfactory than were anticipated, the wages should be subject to reconsideration in February, 1911, on the basis of the agreement of January 18, 1909.

Slubbing Dyeing.—Bradford and Halifax.

In relation to the process of "slubbing" dyeing the conditions of employment in the Bradford and Halifax district are governed by an agreement made on July 1, 1909 (amending a previous agreement of May 4, 1903), between the British Cotton and Wool Dyers' Association, Ltd., and the Amalgamated Society of Dyers, of which the text is given below. This agreement directly affects 700 workpeople. "Slubbing" is the term applied to wool after it has left the gilling machines or the combs. At that stage the wool is in the form of a continuous band ("sliver") the individual fibres being sufficiently matted or twisted to cohere. This "sliver" is made up in long reeled hanks to facilitate its handling. The men engaged in this work are paid time-wages, and it will be seen that this agreement contains stipulations as to the amount of work of certain kinds which is to be done in a specified time.

BOTANY. (Colours.)

The standard weight per panful shall be 125 lbs.

Odd lots shall be dyed from 125 lbs. to 135 lbs.

Odd lots over 135 lbs. shall be split into two panfuls.

Odd lots in Navies and Dark Browns shall be dyed from 125 lbs. to 150 lbs. per panful.

Odd lots in Navies and Dark Browns over 150 lbs. shall be split into two panfuls.

In lots of 1,000 lbs. or over, 40 lbs. additional weight may be divided into the 1,000 lbs.

Should there be over 40 lbs. overweight it shall be made into another lot.

BOTANY. (Blacks.)

The standard weight per panful shall be 143 lbs.

Odd lots shall be dyed from 143 lbs. to 150 lbs.

Odd lots over 150 lbs. shall be split into two panfuls.

In lots of 1,000 lbs. or over, 40 lbs. additional weight may be divided into the 1,000 lbs.

Should there be over 40 lbs. additional weight it shall be made into another lot.

CROSS-BREDS. (Colours.)

The standard weight per panful shall be 150 lbs.
 Odd lots shall be dyed from 150 lbs. to 170 lbs.
 Odd lots over 170 lbs. shall be split into two panfuls.
 In lots of 1,000 lbs. or over, 44 lbs. additional weights may be divided into the 1,000 lbs.
 Should there be over 44 lbs. overweight, it shall be made into another lot.

CROSS-BREDS. (Blacks.)

The standard weight per panful shall be 166 lbs.
 Odd lots shall be dyed from 166 lbs. to 170 lbs.
 Odd lots over 170 lbs. shall be split into two panfuls.
 In lots of 1,000 lbs. or over, 44 lbs. additional weight may be divided into the 1,000 lbs.
 Should there be over 44 lbs. overweight, it shall be made into another lot.

ENGLISH. (Colours and Blacks.)

The standard weight per panful shall be 250 lbs.
 Odd lots shall be dyed from 250 lbs. to 300 lbs.
 Odd lots over 300 lbs. shall be split into two panfuls.
 In lots of 1,000 lbs. or over, 80 lbs. additional weight may be divided into the 1,000 lbs.
 Should there be over 80 lbs. overweight, it shall be made into another lot.

PANFULS OF BLACKS PER DAY.

In the dyeing of Blacks, in Botany, Cross-breds, and English, the time allowed shall be at the rates of eight panfuls per day of 13 hours, the finishing to be done jointly between the chromers and dyers.
 Ten minutes extra time shall be allowed for every extra turn, and for a block up and two turns 30 minutes extra time shall be allowed.

MOHAIR AND MOHAIR AND WOOLS.

The weight per panful shall not exceed 400 lbs.

QUALITIES OF WOOL.

For the purpose of defining the class of wool being worked, the following facts shall be observed :—

Wool of 60's counts and over shall be classed as Botany.

Wool of 40's counts and below 60's shall be classed as Cross-breds.

Wool below 40's shall be classed as English.

Should any dispute arise as to the quality of wool, a sample shall be submitted to the Bradford Conditioning House by a representative of the workmen. Each party to abide by the decision of the certificate, and the expenses of the test to be paid by the party found to be in error.

The standard weight to be dyed in machines shall be as follows :—

Botany	10 lb. per stick.*
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Cross-breds	12 lb. ,,
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English	14 lb. ,,
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But a working margin of 10 per cent. overweight on these weights is agreed to.

It is further agreed that no alterations in the conditions of labour or rates of wages shall be made except in the periodical advance of youths, unless three months' notice of such alteration has been given by either party.

* Thus, in regard to a 20-stick machine, the standard weight per machineful is to be 200 lbs., but a working margin of 20 lbs. as overweight on one or such number of machinefuls as the dyer may decide shall be operated by the workmen when requested.

CLOTHING TRADES.

BOOT AND SHOE TRADE.

There are few industries, in which the conditions of employment have been so entirely altered in the course of a comparatively short period, as has been the case in the boot and shoe trade. From the condition of a pure handicraft, in which each article was made throughout by the hand labour of one worker or group of workers, all these trades have been gradually changed in character. The adoption of new methods of construction, and the introduction of machinery, have converted them from crafts producing on a comparatively small scale, into wholesale industries, carried on in large factories, under a system of sub-division of labour, and producing goods in enormous quantities. Meanwhile the old handicraft system has gone on side by side with the newer and more mechanical industry, though in gradually decreasing bulk. Under both aspects the making of boots and shoes may be regarded as naturally a piece-work industry. Under the old system the boots to be made were generally taken away by the workman and made in his own home, apart from the eye of any taskmaster, and payment at certain rates for complete or sectional work was almost universally by the piece. Under the modern system, as carried on in large establishments, work became systematised, and was given out in sections. The work became a continual repetition of similar or identical operations, and again with some exceptions, the piece-work system was found most acceptable to both parties. Therefore, in both sections of the trade, work and prices have gradually become classified, and numerous piece-work price lists have been arranged. In respect, however, to the factory production, the continuous introduction of new machinery, the exact capacity of which for output was at first a matter of uncertainty, led to the adoption, in many cases, of a time-wage method of remuneration. As time went on, and it was seen what the capacity of the new machines actually was, there arose, as will be seen, a tendency to frame price lists which were adapted to the new circumstances, but which served in the main as what became known as "Quantities statements," the main object of which is to settle how much work of a given kind the operative is to be expected to turn out in return for the weekly wage which his employers have agreed that he shall receive.

HAND-SEWN WORK.

In this, the older branch of the trade, goods are to some extent made for the open market, but are chiefly made to order. Prices are fixed for various kinds of work; and these in all the principal towns are arranged as lists or "statements" of prices, which in some cases fix one rate for the bespoke article, and a slightly lower rate for goods made for "shop" (ready-made).

Edinburgh.

For this section of the trade good specimen lists are those in force at Edinburgh, where three separate statements, in relation respectively to first-rate, second-rate, and third-rate work, are in force. In 1894, as the outcome of a short dispute between employers and workmen, the statement for first- and second-rate work, compiled in 1889, was replaced by a new first-rate statement, dated May, 1894, and a new second-rate statement, which was not compiled until the following July, when a third-rate statement was also agreed upon by the employers and the workpeople, with a view of classifying the shops not paying any recognised rate. The first-rate statement was revised in 1901, when an advance of 6*d.* was obtained in the "ground-work" (the main part of the work); the second and third-rate statements remain in force unaltered. The number of the workpeople, whose wages are regulated under these agreements, is about 170.

The section of the Edinburgh first-rate statement dealing with gentlemen's short boots (or shoes) is here given, a comparison being also made with the earlier lists:—

EDINBURGH FIRST-RATE STATEMENT OF WAGES OF 1901, 1894, AND 1889,
FOR MAKING GENTLEMEN'S SHORT BOOTS (OR SHOES).

	1901.	1894.	1889.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Spring, buttoned, lacings, or other boots or shoes ...	9 0	8 6	8 0
Plain short Wellingtons and blocked fronts ...	9 3	8 9	8 3
Short Wellingtons and blocked fronts, patent or enamel.	10 2	9 8	9 2
Short Wellingtons and blocked fronts, morocco, kid, calf-kid, or horse-kid.	9 9	9 3	8 9
Extras :—*			
Spring waists	0 6	0 6	0 6
Channel waists	0 6	0 6	0 6

* These extras are common to both short and long work, but occur oftener on short work. Other extras more particularly connected with long work are given in the statement under that head.

	1901.	1894.	1889.
Extras— <i>cont.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Wide welts	0 6	0 6	0 6
Half wide welts	0 3	0 3	0 3
$\frac{3}{8}$ -edge, if single soles	0 6	0 6	—
Patent, enamel, morocco, alligator, kid, calf-kid, or horse-kid goloshes.	0 6	0 6	0 6
Prunella, stuff or cloth	0 6	0 6	0 6
Cloth or coloured legs	0 3	0 3	0 3
Patent legs	0 3	0 3	0 3
Toe-caps, calf	0 3	0 3	} 0 3
Patent or crup toe-caps	0 6	0 6	
Panis corium	0 4	0 4	0 4
Boots or shoes, morocco, patent, enamel, kid, calf- kid, or horse-kid fronts or backs.	0 3	0 3	0 3
Cricket or yachting boots or shoes, buff or canvas	0 6	0 6	0 6
Spikes in cricket boots or shoes, rivetted	1 0	1 0	1 0
Spikes in cricket boots or shoes, screwed	0 6	0 6	0 6
Football boots or shoes, bars across, sole sprigged, each pair of bars.	0 4	0 4	0 4
Football boots or shoes, bars sewed through sole, each bar.	1 0	1 0	1 0
Field or fishing boots	—	—	0 6
Legs above 7 inches high	0 3	0 3	0 3
Coloured work	0 6	0 6	—
Double soles	0 9	0 9	0 9
Heels, every $\frac{1}{8}$ inch above 1 inch and quarter, extra	0 3	0 3	0 3*
Bunking	0 6	0 6	—
Tackets rivetted in soles	0 6	0 6	—
Shop work, 6 <i>d.</i> less.			

This agreement contains the following general provisions :—

Workmen are entitled to be paid for half or full wide welts when requested to make the welts fuller than showing the stitch.

On heels with iron plates, workmen are entitled to include the plate in the height of the heel.

Employers to find nails for all work old and new.

Wages for work newly introduced or not mentioned in this statement to be fixed by a committee of employers and workmen.

Manchester.

The following extract from the first and second-rate statement of wages† in operation in the Manchester hand-sewn trade shows

* For all heels above $1\frac{1}{4}$ inches, irrespective of measurement beyond that height.

† The first and second-rate prices are identical, so far as relates to boys' work (*i.e.*, boots and shoes made to be worn by boys; in the same way it is usual to speak of "men's work," "women's work," and "girls' work").

in respect to boys' footwear the distinctions drawn between bespoke and shop work :—

BOYS' WORK.*

	Bespoke.	Shop.
	<i>s. d.</i>	<i>s. d.</i>
Boys' Wellingtons, 4's and all under	6 6	6 0
Short ditto, under 8 inch in leg	6 0	5 6
If stitched seats, extra	0 6	—
Albert Boots, 4's	6 0	5 6
Do. 3's	5 9	5 3
Do. 2's	5 3	4 9
Do. 1's	5 0	4 6
Do. 13's	4 3	4 0
Do. 12's	3 11	3 8
Do. 11's	3 8	3 6
Do. 10's and all under	3 5	3 4
Button, Clarence, Spring, and Laced Boots, Bluchers, and Shoes.		
Boys' 4's	5 9	5 3
Do. 3's	5 6	5 3
Do. 2's	5 0	4 6
Do. 1's	4 8	4 2
Do. 13's	4 0	3 8
Do. 12's	3 8	3 5
Do. 11's	3 6	3 4
Do. 10's and all under	3 5	3 3
Patent, enamel, cowhide, kid, light, light grain, Kangaroo or Box Calf extra.	0 6	—
Wrinkling	—	0 9
Toecaps	—	0 3
Wing Toecaps	—	0 5
Bevel Clumps or Mock Corks	—	1 0
Square Clumps or Patch Bottoms	—	0 9
Middle Soles, leather or gutta percha	—	0 7
Do. if sprigged round	—	0 3
Do. if sprigged toes and joints	—	0 2
Tips or half Tips on heels	—	0 3
Tips or half Tips on soles	—	0 6

All shop work to be given not less than two pairs at a time, lasts tops, and stuff complete.

All brass screws, rivets, and nails to be found by the employer.

The number of the workpeople, whose wages are regulated under this Manchester statement is about 100.

MACHINE WORK.

In relation to machine work the collective agreements, under which, for the most part, the conditions of employment are regulated, provide for payment in some cases by time-wage, in others by piece-wage, and in many cases by a system partaking to a certain extent of the character of both time- and piece-wage, the operatives receiving fixed rates of weekly wages, but the employers having a specific right to exact the production of an output, which, priced according to the piece-wage statement, shall be equivalent in value to those wages.

* See note * ante, p. 228.

Before, however, setting forth illustrative extracts from the statements of wages in this branch of the bootmaking industry, it will be convenient to explain very briefly the meaning of the terms by which the different operations incidental to the work are described. These operations may, generally speaking, be divided into four main classes, viz. :—

(1) "Clicking," or the cutting-out of the leather for the "uppers," and "rough-stuff cutting," or the cutting-out of the "bottomstuff" for the heel and sole; (2) the sewing or "closing" of the uppers; (3) the "lasting" of the boot or shoe, *i.e.*, the bringing together of upper and sole on the last; (4) the "finishing" of the boot or shoe, including the paring of the sole and heel, and various subsidiary finishing operations, *e.g.*, blacking the heel, polishing or burnishing the edges of the sole and heel, &c.

The most important of these operations, so far as these statements are concerned, are the lasting and finishing, which employ probably the majority of the whole number of operatives engaged in the trade.

GENERAL AGREEMENTS.

With regard to the character of the collective agreements with respect to the remuneration of lasters and finishers, it is proper to give some account of certain general arrangements, which were made between the employers and the operatives in this trade in 1895, and which have led to important modifications in regard to this matter.

During the later months of 1894 and the earlier months of 1895 several matters arose causing friction between the Federated Association of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives.

For the determination of disputed questions arising out of the Statements, or otherwise affecting the trade, local joint Boards of Conciliation and Arbitration had been for some time in existence in the chief centres of the trade, while questions of wider range were dealt with by a National Conference, meeting in Leicester, of which Sir Henry James (now Lord James of Hereford) had acted as umpire. There had been increasing friction in the relations between employers and employed in the trade, which affected the smooth working of this system of conciliation and arbitration. Various causes contributed to this state of things,* but in part it may be regarded as a symptom of the transition stage through which the industry was passing, owing to the introduction of machinery, chiefly for "lasting," and "finishing." The introduction of such machinery naturally produced changes in the organisation of the trade which have affected agreements and the recognised statements of wages, and gave rise to important questions as to the conditions under which the

* See *Report on the Strikes and Lock-outs of 1895* (C.—8231 of 1896), p. 17.

machine work was to be carried on. Generally speaking, hand work was done on the piece-work system, while operatives working machines were paid at time rates. The Union asked for the introduction of a piece list applicable to machine work, and one of the questions in controversy was the basis on which such a piece list should be constructed.

To the other matters in dispute it is not necessary here to refer. After a stoppage of about six weeks' duration, in which 46,000 operatives were involved, certain terms of agreement were arrived at at a conference held at the Board of Trade, under the presidency of Sir Courtenay Boyle, K.C.B.

The first resolution adopted by the conference was :—

(1.) This conference is of opinion that a piece-work statement or statements for lasting and finishing machine workers, and those working in connection therewith, are desirable. Such statements to be based on the actual capacity of an average workman. Any manufacturer to have the option of adopting piece-work or continuing day-work ; it being understood that the whole of the operatives working on any one process shall be put on one or the other system, which shall not be changed oftener than once in six months. Heeling and sewing to be regarded as separate processes.

Joint Committees of representatives of employers and workmen were to be appointed to give effect to this resolution—in the first place a General Committee “to determine the principles and methods of arrangement and classification on which piece-work statements for machine workers shall be based,” and in the next place local committees “to prepare such statements for their respective localities in accordance with the principles laid down by” the General Committee. It was further provided, that each such committee should appoint an umpire to determine points on which they might fail to agree, and that, failing agreement on the part of any of the committees as to the appointment of umpires, the appointment should be made by the President of the Federated Associations of Boot and Shoe Manufacturers and the General Secretary of the National Union of Boot and Shoe Operatives, or if they should fail to agree, by Sir Henry James.

This agreement also provided, that the various local Boards of Arbitration and Conciliation should be reconstituted, and their rules revised, so far as necessary, with a view to greater uniformity, by a joint committee of representatives of employers and employed, to be appointed forthwith.*

It was agreed, that “no strike or lock-out shall be entered into on the part of any body of workmen, members of the National Union, or any manufacturer represented on any local Board of Arbitration,” and that, “if any provision of this agreement, or of an award, agreement, or decision, be broken by any manufacturer, or body of workmen belonging to the Federation, or the National Union, and the Federation, or National Union, fail within ten days either to induce such members to comply with the agreement, decision, or award [or to

* As to the rules under which these Boards are constituted, see *Second Report on Conciliation and Arbitration Boards* (Cd. 5346 of 1910), pp. 232-235.

expel them from their organisation]*, the Federation, or the National Union, shall be deemed to have broken the agreement, award, or decision."

In addition, these "Terms of Settlement" provided that, with the object of furnishing financial guarantees for duly carrying out the provisions of this agreement, and existing and future awards, agreements, and decisions of boards, arbitrators, or umpires, a scheme should at once be prepared for depositing money in the hands of trustees.† In the last place it was provided that any question as to the interpretation of these terms of settlement should be referred to Sir Courtenay Boyle, and "that Sir Henry James be requested to act as umpire to determine any other disputed points between the Federation and the National Union arising out of this agreement."

The terms of Settlement just set forth were varied in certain respects, and certain additions thereto were made by an agreement made provisionally at a conference of representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives on January 26, 1909, and ratified by the respective organisations concerned on June 23, 1909. This agreement was signed by the President and Secretary of each of the Associations, and by Alderman T. Smith, J.P., Chairman of the conference, and was subsequently countersigned on behalf of the Board of Trade.

With respect to the provision of the Terms of Settlement forbidding strikes and lock-outs, it was now agreed that this provision should "be amended to provide that there shall be a right of claim by either organisation upon the guarantee fund under the Terms of Settlement and the Trust Deed for loss sustained if work is not resumed on the morning of the fourth working day from the date on which the strike or lock-out is notified to the General Secretary of the National Union and the Branch Secretary where the strike takes place, or to the Secretary of the Federation and the Secretary of the Local Association where the lock-out takes place, as the case may be; such notification may be given by telephone, or telegram, and the day of notification shall count as one day if the notice is given before one o'clock p.m. If work is not resumed on the morning of the fourth working day from the date on which the strike or lock-out is notified, the right of claim for loss sustained shall commence from and include the fourth day from such notification, the day of notification being counted as one day, and shall continue until work is resumed."

In relation to the provision in the Terms of Settlement requiring that, in case of the breach of any provision of that

* The words in brackets were deleted by the agreement of January 26, 1909, mentioned below.

† In April, 1895, a deposit of £1,000 was made by each side with trustees, in accordance with the terms of this agreement.

agreement, or of an award, agreement, or decision by any manufacturer or body of workmen belonging to the Federation or National Union and of the organisation concerned failing to procure compliance with the agreement, decision, or award, the offending members should be expelled from the organisation, it was now agreed that this requirement should no longer be made.

It was agreed, that this new agreement should come into operation as from the end of the first working week in July, 1909, and should continue in operation until July 1, 1912, and until determined by six months' notice on either side, given on or after January 1, 1912. (For other provisions of this agreement, see *post*, pp. 250, 255.)

PIECE PRICE LISTS FOR LASTERS AND FINISHERS.

In November, 1895, the General Joint Committee referred to above agreed to the following principles and methods of arrangement and classification, on which piece-work statements for machine workers shall be based, viz. :—

1. That there shall not be more than two classes.
2. That classification shall be governed by the outside material of the uppers.
3. That when the capacity of an average workman is arrived at, the average present wage of the workmen on each operation in each district shall be ascertained and piece-work prices based upon such average wage.

NOTE.—It is understood that in arriving at the average wage only those shops paying the recognised minimum wage or to a recognised statement and generally conforming to the recognised conditions shall be taken into consideration.

A copy of this agreement was forwarded to the secretaries of the Local Boards of Arbitration, with a request that Joint Committees, as under the Terms of Settlement, should be immediately called together to frame piece-work statements for their respective localities.

The process of compiling these piece-work statements has proved a slow one ; but in several important centres of the boot trade lists of piece prices of the nature referred to have been drawn up, and extracts from such statements are printed below. In the first place, however, the arrangements in force in London, where the statements in operation date back many years, will be described, and the principles of classification there adopted will be explained.

London.

The first "statement" drawn up in London in 1872 for the wholesale trade was based on the grading, not of employers, but of classes of boots, the classification depending mainly on the nature of the material. This statement embraced some 15 firms producing the highest class goods in the wholesale trade.

In 1875 a new "second-class" statement was introduced, applicable to about 25 employers turning out goods on the whole inferior to but competing with those manufactured by employers working on the former statement. As in the "first-class" statement, the graduation of the boots is principally based on material.

Until 1890 the firms outside the limits of the two statements specified above (*i.e.*, the great bulk of the makers of the medium and lower class goods) escaped all general regulation as to piece-prices, though a few were induced to adopt special agreements (or "shop statements") with wages scales lower than the second-class statement. In 1884 an abortive attempt was made to bring the lower-class firms under regulation, but it was not until the re-organisation of the trade in 1890, with the accompaniment of indoor workshops and the formation of an arbitration board, that a uniform statement was introduced.

Thus at present the manufacturers in the wholesale (like the hand-sewn) trade are classified for purposes of determining piece-rates into three groups, according to the character of the goods chiefly produced. Within each group the classes of boots produced are further classified, the graduation depending chiefly on the materials used.

(1.) *The "Uniform" Statement (for the Home Trade).*

Of the above three "statements" it will be sufficient, in order to illustrate the method upon which these agreements are framed, to describe in detail the "uniform" (or minimum) statement, which was compiled by the Board of Conciliation and Arbitration in March, 1891.

The piece-prices are based upon a standard boot or shoe, with a scale of extras or deductions for variations from that standard. Given the form and character of the boot or shoe, the second element in determining the price is the nature of the material.

WOMEN'S WORK.*

The following is the description given in this statement of the standard women's boot (size 4):—

"Button or balmoral: 1½ in. military heel; puff toe; 7 in. at back seam of leg; machine-sewn, channels down; or brass rivets; pumps or welts; finished round strip or black waist."

The price paid per pair for lasting or finishing the standard boot is termed the "groundwork price." The materials of which the boot is made are classified according to quality in eight groups, from A. to H. The following is the price of lasting and finishing for each of these groups:—

Class.		A	B	C	D	E	F	G	H
Price per pair	{ Laster	d. 11	d. 10	d. 9	d. 8	d. 7	d. 6	d. 5½	d. 5
	{ Finisher	10	9	8	7	6	5	5	4½

* See note *, *ante*, p. 228.

The following table shows the actual classification of the material according to the list as reprinted in September, 1898, and amended in one particular by an award made in December, 1899 :—

Class.	A	B	C	D	E	F	G	H
Material.								
1. Glove kid	1st	—	2nd	—	—	—	—	—
2. Glacé kid	1st	—	2nd	3rd	—	—	—	—
3. Patent calf	1st	—	2nd	3rd	—	—	—	—
4. Wax calf, box calf, and glacé calf ..	—	1st	2nd	—	3rd	—	—	—
5. Real French straight grain and levant morocco.	—	1st	—	2nd	—	—	—	—
6. Glove and glacé lamb	—	1st	—	2nd	—	—	—	—
7. Seal levant	—	1st	—	2nd	—	—	—	—
8. Calf kid	—	—	1st	2nd	3rd	4th	—	—
9. Glacé goat and dongola	—	—	1st	2nd	3rd	4th	—	—
10. Cordovan (including bellies and shanks).	—	—	1st	—	2nd	3rd	—	—
11. Levant and straight grain goat ..	—	—	1st	—	2nd	3rd	—	—
12. Soft alum mock kid	—	—	—	1st	2nd	3rd	—	—
13. Stuffs	—	—	—	1st	—	2nd	—	3rd
14. Satin hide and kid	—	—	—	1st	2nd	3rd	—	—
15. Glove hide	—	—	—	1st	2nd	3rd	—	—
16. Glacé and straight grain sheep ..	—	—	—	1st	2nd	3rd	4th	—
17. All patents (except patent calf)	—	—	—	1st	2nd	3rd	—	—
18. Mock kid	—	—	—	—	1st	2nd	—	3rd
19. Grain	—	—	—	—	1st	2nd	3rd	—
20. Levant kip and hide	—	—	—	—	1st	2nd	—	3rd
21. Sheep levant	—	—	—	—	1st	2nd	—	3rd

Any items not provided for in the statement, unless otherwise agreed upon, are to be decided by the Board of Conciliation and Arbitration, and no alteration of the classification of materials is to be made without at least three months' notice in writing to the Board.*

It will be readily understood that, with changes in fashion and methods of manufacture, disputes are likely to occur with regard to the classification of material in the various classes, and a large number of the questions settled by the Board of Conciliation and Arbitration relate to classification. The following notes on the subject are given in the statement :—

Notes on Classification of Material.

The Board of Conciliation and Arbitration will adopt standard samples in the various classes.

Combinations of Material.

1. Goods to come under this definition must comprise at least a "high vamp" of a different material to that in the quarters.

2. The material in the "leg" or "quarter" to determine the class.

3. When a material which is classed on the statement as better than that in the "leg" or "quarter" is used in combination therewith, the price to be fixed midway between that of the "leg" or "quarter" class and the class next above in the better material introduced.

Example.—A woman's 2nd soft alum mock kid, with real glove, "high vamps," would be 8*d.* to laster, this being the price midway between "E" class in soft alum mock kid and "C" class in glove kid (this latter being the class next above).

* In 1897 the Board made the following additions to the list of extras :—
1*d.* extra to the lasters where the cover is lasted in all round, and 1*d.* extra to the finisher when the cover is cut out by him.

As stated above, the variations from the standard form of the boot are provided for by a scale of deductions and extras. The following is a full statement of these deductions and extras:—

Deductions (from Standard and not accumulative).

Nature of Deductions.	Per Pair.		
	Laster.	Finisher.	
Leg, 6 in. and under, except side springs	<i>d.</i> $\frac{1}{2}$	<i>d.</i> $\frac{1}{2}$	
Side springs and shoes	$\frac{1}{2}$	$\frac{1}{2}$	
Top piece heel ($\frac{3}{8}$ in.), when finished	$\frac{1}{2}$	$\frac{1}{2}$	
Do. split lift and top piece only ($\frac{1}{2}$ in.), when finished	$\frac{3}{4}$	$\frac{3}{4}$	
Spring heel	1	1	
Finished square to heel	—	$\frac{1}{2}$	
Cut-down waist. F G and H classes only	—	$\frac{1}{2}$	
Heeling by machinery and no split lifts. {	A class	$2\frac{1}{2}$	—
	B "	$2\frac{1}{4}$	—
	C "	2	—
	D "	$1\frac{3}{4}$	—
	E "	$1\frac{1}{2}$	—
	F and G classes	$1\frac{1}{4}$	—
H class	1	—	
Breasting military heels	—	—	
Breasting and paring military heels ready for papering ..	—	—	
Paring edges (waist and foreparts)	—	—	
Socking	—	—	
Channels up {	A B C classes	1	—
	D E "	$\frac{3}{4}$	—
	F G H "	$\frac{1}{2}$	—
Foreparts not made out	—	$\frac{1}{2}$	
Bottoms and waists not made out	—	—	
Knifing by machinery, 3 <i>d.</i> in the 1 <i>s.</i> deducted from finisher.	—	—	

Extras (on Standard and not accumulative).

Nature of Extras.	Per Pair.	
	Laster.	Finisher.
Leg:—Height above 7 in	<i>d.</i> $\frac{1}{2}$	<i>d.</i> $\frac{1}{2}$
Height above 7 $\frac{1}{2}$ in.	1	1
Foreparts:—Coloured welts	—	1
Bevel edge, painted any colour	—	1
Fair stitched	2	1
Do. when pricked up by fudge	2	$1\frac{1}{2}$
Do. do. hand	2	3
Nailing toe and joint, nails found by laster	1	$\frac{1}{2}$
Do. (two rows), nails found by laster	2	1
Nailing bottoms (steel points, nuggets, brads), nails found by employer.	$1\frac{1}{2}$	—
Nailing foreparts (3 rows), nails found by employer ...	1	—
Copper toes	$\frac{1}{2}$	—
Sewn cork welts ($\frac{1}{8}$ in.)	1	—
Do. clumps, inserted and finished split edge, when cut out or fitted up by employer.	2	4

Nature of Extras.	Per Pair.	
	Laster.	Finisher.
Sewn cork round or bevel edge, when cut out or fitted up by employer.	d. 2	d. 5
Do. pin points (one row)	3	—
Do. do. (one and a half rows)	4½	—
Do. do. (two rows)	6	—
Square edge clumps over $\frac{5}{16}$ in. when finished, A to D classes.	1	1
Do. pin points	—	1
Fiddle foreparts	—	½
Bordered foreparts	—	1
Half wide welts, up to $\frac{3}{16}$ in. when finished	1	1
Wide welts, over $\frac{3}{16}$ in. when finished	2	2
Bevel edge clumps, not split	—	3
Marked up dull foreparts	—	½
Bunking foreparts	—	1
Real spike toe	½	—
Waist :—Fiddle waist including breast and top piece	—	1
Brown waist on common work, as per standard sample	—	½
Flexura waist, fitted when given out	1	2
Do. when fitted by laster	2	2
Bunking waist	—	½
Peak strip waist	—	½
Upper :—Patent vamps (except house boots), extra to finisher on A to D classes only.	½	½
Toe caps on vamped work. A to E classes only.	½	—
Brogue wing vamps	½	—
Fur or lamb's wool lining	1	½
All goloshed work in leather	½	—
Patent goloshed work	—	½
Whole goloshed in leather. A to E classes only	—	½
Soilable colours, outsides (except 2nd and 3rd hide sheep and other common materials) to be shopped clean.	1	1
Soilable colours, outsides (2nd and 3rd hide sheep and other common materials) to be shopped clean.	½	½
Leather linings on boots only	½	—
Leather linings (persians and light basils) on boots only. E to H. classes.	¼	—
Heels :—Over 1½ in.	½	½
Over 1¾ in.	1	1
Over 2 in.	2	2
French heel (beyond military heel) up to 1¾ in. when finished.	1	1
Wurtemberg leather lifts	12	6
Cased heel	10	4
Mock Wurtemberg	3	3
Tips filled in. A to E classes	1	—
Do. F. to H. classes	½	—
Tips or plates got up by finisher	—	1
(Plates carry no extras to lasters.)		
Sundries :—Heel pins (when not bespoke)	½	—
Fitting (when not bespoke)	½	—
Eights size and over (except felt and house boots and slippers). A to E classes.	1	1
Eights size and over (except felt and house boots and slippers). F and H classes.	½	½
Lasting on wooden lasts	4	—
Bracing	3	—
Rounding bottom stuff	2	—
Sample pairs, when given out as such	1	1
Measures or bespoke	1	1

In 1906, the Board of Conciliation and Arbitration referred to arbitration the question of fixing minimum time-wages for lasters and finishers in the machine-sewn trade ; but the arbitrators not agreeing on a decision nor on the choice of an umpire, the Board of Trade was, under the rules of the Board of Conciliation and Arbitration, requested to appoint an umpire. The Board of Trade accordingly appointed Mr. G. R. Askwith, C.B., K.C., who, by his award, issued on April 28, 1906, declared "that 30s. per week of 54 hours be the standard minimum wage between the parties for competent adult workmen employed in the lasting and finishing operations in London, the question of the competency of any workman to earn and receive the said minimum wage, if disputed either on the ground of age or want of skill, or for any other reason, to be decided as between an employer and the Union by the Joint Board in cases where the employer and the Union may fail to agree."

At the present time, while, so far as lasting and finishing by hand are concerned, the operatives in the London machine sewn trade are paid piece wages, a certain number of operatives employed in working lasting and finishing machines are paid minimum weekly wages, with the right, if they turn out in the week work worth more, according to the prices of the piece-wage statement, than these minimum wages, to be paid for the excess output *pro ratâ*.

Leicester.

Piece-work Statement for Lasting Machine Workers.

At Leicester, the chief centre of the Trade in Great Britain, the local Joint Committee, appointed under the Settlement of 1895 described above, drew up and agreed, on November 9, 1898, to a "Piece-work Statement for Lasting Machine Workers," many points of detail upon which the Committee had been unable to agree having previously been referred to, and settled by two arbitrators. This statement, by which the wages of some 6,000 operatives are regulated, is in the following terms :—

PREPARATION OF WORK.

This Statement is based upon the possession of a complete plant, and the work being thoroughly prepared.

The following processes constitute a perfectly prepared bottom :—

Laced goods to be tied over.	Puffed skived.
Soles blocked.	Toe caps skived (if necessary).
Middles blocked and attached to sole.	Leather linings skived (if necessary).
Insoles properly prepared.	Shanks and bottom filling prepared.
Channels opened.	Stiffeners skived and moulded.

DEFINITION OF OPERATIONS (Working in a Team).

Puller over.—Inserting stiffeners and puffs. Hold or tacking on insole. Upper to be pulled over and fastened in six places.

Operator.—Boot to be lasted properly before going to next process.

Knocker up.—Hammering down tacks, levelling, knock up toes and seats, bottom filling and shanks, cutting pleats, and put the boot with its sole.

Sole attacher.—Tack on soles and middles in five places, and spring seats.

Getter off.—Tap up toes and seats, clear channel, and slip last ready for sewing.

(This does not include clearing welts).*

Putting down channels by aid of Bottom Rolling Machine.

Operator.—Roll or level bottom.

Puller on and getter off for Bottom Roller.—Pull on last, damp, and put down channel, square up edge, tap up toes and seats and slip last.

CLASSIFICATION.

"*Class A or Common Class.*—All goods made of milled or woven materials and all goods the major portion of which is made of milled or woven materials, and all house boots, house shoes, and slippers."

"*Class B or Best Class.*—All goods not included in Class A.

PRICES FOR WOMEN'S WORK.†

—	For Class B or Best Class.	For Class A or Common Class.
	Per dozen. s. d.	Per dozen. d.
Puller over	1 1	11
Operator (Consolidated Lasting Machine) ...	0 4½	3¾
Operator (Boston and Barrett Lasting Machines)	0 6¾	5¾
Operator (Magnetic Tacking Machine) ...	0 8½	6¼
Knocker up	0 4¼	3¾
Sole attacher	0 1¾	1¾
Getter off	0 4	3½
Operator (Bottom Rolling Machine) ...	0 1½	1½
Puller on and getter off (Bottom Rolling Machine.)	0 6	5¼

PRICES FOR GIRLS' WORK† (7 to 1).

—	For Class B or Best Class.	For Class A or Common Class.
	Per dozen. d.	Per dozen. d.
Puller over	10¾	8¾
Operator (Consolidated Lasting Machine) ...	4	3¼
Operator (Boston and Barrett Lasting Machines)	6	5
Operator (Magnetic Tacking Machine) ...	7¾	5½
Knocker up	3½	3¼
Sole attacher	1½	1½
Getter off	3	2¾
Operator (Bottom Rolling Machine) ...	1¼	1¼
Puller on and getter off (Bottom Rolling Machine.)	4½	4¼

* On May 23, 1905, the Board of Conciliation and Arbitration ordered these words to be removed from this position and placed immediately after the definition of the work of the getter-off for bottom roller.

† See note * ante, p. 228.

20 per cent. reduction to be allowed upon the prices fixed for the puller over and operator on the Boston and Barrett Lasting machines, when both operations are performed by the same workman.

Quantities.—The basis of quantities for which the above prices have been fixed is one dozen pairs, to consist of not more than two sizes of the same shape and fitting or one size each of two shapes, so that in no dozen shall there be more than two sizes or shapes of lasts; any variation of upper to make no difference to this basis.

EXTRAS.

The following extras to be paid in respect of work not properly prepared :—

Tops not tied over (if required)	2 <i>d.</i> per dozen.
Insoles not properly prepared	2 <i>d.</i> "
Channels not opened	2 <i>d.</i> "
Puffs not skived	1 <i>d.</i> "
Toe-caps not skived (if necessary)	1 <i>d.</i> "
Leather linings not skived (if necessary)	2 <i>d.</i> "
Shanks not prepared	2 <i>d.</i> "
Bottom filling not prepared	1 <i>d.</i> "
Stiffeners not skived and blocked	2 <i>d.</i> "

Where middles are sprigged on separately from the outsoles, 3*d.* per dozen.

Where work is given out with more than two sizes in one dozen, 1*d.* for each additional size to the puller over.

For bedding soles which are not blocked, $\frac{3}{4}$ *d.* per dozen to the sole attacher and 1 $\frac{1}{2}$ *d.* per dozen to the getter off.

EXTRAS ON MATERIALS.

The following extras to be paid on "Glove Kid," "Crup Vamps," "Coloured Glacé Kids," "Soilable Colours," "Calf Patent Vamps," and the finer qualities of "Black Glacé Kids," equal or superior to the standards of the best Glacé passed by the Umpires :—

Puller over	3 <i>d.</i> per dozen.
Operator (Consolidated Lasting Machine)	1 <i>d.</i> "
Operator (Boston and Barrett Lasting, and Magnetic Tacking Machines)	1 $\frac{1}{2}$ "
Knocker up	1 <i>d.</i> "
Getter off	1 <i>d.</i> "
Puller on and getter off (Bottom Rolling Machine)	1 <i>d.</i> "

REMARKS.

Tacking on by hand.—In the case of machinery under repair or illness of workmen, the price to be paid for tacking on by hand is 6*d.* per dozen.

Damaged work.—Where damage to work arises in consequence of a fault in the material, the employers shall rectify it at their own cost; but where damage arises by the workmen's fault, the workmen shall be responsible for it.

It was agreed, among other things, that this statement should remain in force for three years, that a revision of prices should be made in the event of any substantial improvement in existing machinery taking place, and that any disputed points arising should be referred to arbitration. The nature of the awards which have been made, and which include arrangements in relation to the prices to be paid to workmen engaged on new machines introduced since the original statement was drawn up, will be seen from the account of these decisions which follows :—

On March 10, 1899, the arbitrators granted extras in relation to house boots with leather goloshes to puller-over and operator only—puller-over, 2*d.* per doz.; operator (Consolidated Lasting Machine), $\frac{3}{4}$ *d.* per doz.; operator

(Boston and Barrett Lasting Machine) 1*d.* per doz. On September 29, 1900, the arbitrators awarded "that when giving out work to lasters, consisting of two sizes, in order to facilitate the operations of the workmen, all of each size in uppers should be placed together so as to obviate the necessity of sorting." On October 14, 1903, the arbitrators awarded "that the price per dozen to be paid to the operators of pulling-over machines shall be half the amount paid to the operators of consolidated lasting machines." On July 26, 1904, the Board arranged that an extra 2*d.* per dozen pairs should be paid on all patent caps on women's boots or shoes ($\frac{1}{2}$ *d.* to puller-over, 1*d.* to operator, and $\frac{1}{2}$ *d.* to knocker-up), and 1 $\frac{1}{2}$ *d.* per dozen pairs on patent caps on girls' boots and shoes, sizes 7 to 10 and 11 to 1 ($\frac{1}{2}$ *d.* per doz. to the puller-over, operator, and knocker-up respectively). On May 23, 1905, the Board granted 3*d.* per doz. extra on wood lasts when lasting up by hand, and an extra of 1*d.* per doz. to the rubber-down for opening welts by hand. On July 18, 1905, an umpire awarded with respect to the operation of pulling-over by Peerless machine and Twentieth Century pulling-over machine for women's black work and coloured Persian work, that the price should be 4 $\frac{1}{2}$ *d.* per dozen pairs, $\frac{1}{2}$ *d.* per dozen extra to be paid for patent toe-caps, and 1 $\frac{1}{2}$ *d.* per dozen extra to be paid for glove kid, crup vamps, coloured glacé kids, willow calf, soilable colours, calf patent vamps, and the finer quality of black glacé kids. Four tacks to be used in this operation. If six tacks are used $\frac{1}{2}$ *d.* per dozen extra to be paid. Wood lasts to be used in this operation. He also awarded with respect to the operation of seat-sinking, that the price for girls' 7 to 1 shoes should be 1 $\frac{3}{4}$ *d.* per dozen, and the price for women's shoes and girls' 7 to 10 and 11 to 1 boots should be 2*d.* per dozen pairs, $\frac{1}{2}$ *d.* extra per dozen pairs to be paid for women's bal and button work. Wood lasts to be used in the operation. The men to be constantly supplied with work while in the factory. On July 6, 1906, it was awarded by an umpire : (1) that when a workman tacks-on the soles by hand, and the same workman does not get his own work off, the price to be paid for the operation of tacking-on shall be 6*d.* per dozen pairs; and (2) that when a workman tacks-on the soles by hand, and also gets off his own work, the price to be paid for the operation of tacking-on shall be 5*d.* per dozen pairs. On July 13, 1909, Alderman Thomas Smith, J.P., who had been appointed umpire by the Board of Trade under the Conciliation Act, 1896, made in relation to the piecework prices to be paid for the operations performed by workmen engaged on certain machines, an award which was in the following terms :—"In respect of the 'Atlas,' 'Cyclopps,' or 'Bresnahan,' or other similar Levelling Machine, I award that :—The work shall be brought to the workman on the rack, with channels wetted and closed down ready for the operator. The operator shall French chalk and pull on. Close channel again. Put under machine and bring boot back. Hammer toe. Open welt. Put under machine a second time. Close channel all round with stick. Slip boot off and put back on rack. For this operation the workman shall be paid at the rate of 2 $\frac{1}{2}$ *d.* per dozen pairs. If channels are wetted and closed down by the operator on the machine, $\frac{3}{4}$ *d.* extra per dozen shall be paid in addition to the 2 $\frac{1}{2}$ *d.* per dozen for the before-mentioned operation. This to be an all round price for women's, boys' and girls' 7's to 1's. In respect of the 'Wentworth,' 'British United' (or similar) Knocking Up Machine, I award that :—The work shall be brought to the workman on the rack. The operator shall scour off or cut pleats at toe. Roll down tacks by machine. Turn boot over, and roll and level all round feather. Use driver to knock down toes and pleats. For this operation the workman shall be paid at the rate of 1 $\frac{1}{2}$ *d.* per dozen pairs. An extra of $\frac{1}{2}$ *d.* per dozen pairs shall be paid on patent caps, and $\frac{1}{2}$ *d.* extra per dozen pairs for patent vamps with caps, or patent all through, in addition to the 1 $\frac{1}{2}$ *d.* per dozen for the before-mentioned operation. This to be an all round price for women's, boys' and girls' 7's to 1's."

On December 21, 1909, Alderman Thomas Smith, J.P., having again been appointed umpire by the Board of Trade under the Conciliation Act, 1896, made an award in relation to a claim, which had been made, that an extra should be paid for large leather puffs over canvas puffs to the puller-over by hand or by a

certain machine, by which he decided that (1) "where the large leather puffs are not properly skived ready for the operator and are not of same shape and size as the toe-cap of the upper in which they are inserted, an extra of one penny (1*d.*) per dozen pairs should be paid to the puller-over by hand or by Peerless machine; (2) where the puller-over is required to paste or gum the large puff, whether of leather or toe puff canvas, an extra of one penny (1*d.*) per dozen pairs should be paid to the puller-over by hand or by Peerless machine." The umpire further determined that his award should come into force during such time as the Piecework Statement for Lasting Machine Workers above referred to should continue in operation.

As was stated in the *Report on Standard Piece Rates of 1900* [Cd. 144], this statement had not, at the time when that volume was published, been generally adopted as a piece-work list in the ordinary sense of the term. There seemed to be a more or less general feeling among both employers and operatives in favour of continuing to work under a weekly wage system, using the list mainly, if not entirely, as what is termed a "quantities statement," that is to say, as a guide in case of dispute as to the amount of work to be done by the operatives for the weekly wages paid to them. At the present time, while the operatives are in receipt of minimum rates of weekly wages fixed by arbitration under the Board of Conciliation and Arbitration, they may at the same time be said to be paid in general accordance with the piece-work list, for, not only is the statement used as a basis for fixing the actual rates of time-wages paid in different cases, but the operatives are in many cases practically on piece-work, inasmuch as they receive (in addition to their time-wages) extra payment based upon the piece prices stated in this list in respect of any work which they may turn out in the week in excess of the amount of output, which, according to those prices, corresponds with the amount of these wages.*

It should, however, be observed, that the application of this price list (and of the other Leicester statements) is not of an absolutely rigid character, but is of such a nature as to allow for the particular circumstances of different cases. As the Trade Union Secretary writes, "different prices are allotted in different districts or sections of the Union and Branch according to the operations required and amount of labour necessary. The statements are, of course, a basis to fix prices from according to class and operations performed."

* For a detailed explanation of the method adopted in applying the piece-work statement as the basis of wage-payment, see the Note to Clause 7 of the Leicester Finishers' Statement Agreement, *post*, p. 246. Compare also the award made in the arbitration under the Board of Conciliation and Arbitration for Kettering (No. 1 Section) with respect to the wages of operators on the Consolidated Lasting Machine of May 19, 1904, by which these workmen are to "be paid 42*s.* per week for 1,000 pairs of men's boots and shoes lasted on the machine, any excess or decrease of this number to be added or deducted to or from the wage paid at the rate of 6*d.* per dozen pairs. With regard to youths' and boys' we award the same wage, but the price per dozen pairs to be calculated at 5½*d.* per dozen pairs."

Piecework Statement for Finishers in conjunction with Machinery.

At a conference of representatives of employers and workmen, held on May 13, 1903, it was resolved "that a committee be appointed to frame a piece-work statement for finishers in Leicester." The Joint Committee appointed as a result of this resolution and presided over by an independent chairman, issued on May 5, 1904, a statement of piece wages for finishers working in conjunction with machinery, which came into operation on July 18, 1904.

This statement was revised by the Joint Committee in January, 1905, when a large number of operations, for which no prices had previously been fixed, were added to the list. The nature of this statement will be explained by the extracts from the list (in its amended form) which are printed below:—

WOMEN'S WORK.* ORDINARY.			
1	<i>Putting in Lasts. Hinged or Solid Blocks.</i>	Per doz.	
	Lasts to be assorted for use. By hand or on stand	1	
	Lasts when not assorted for use... ..	$\frac{1}{2}$	
	By aid of Machine or Jack	$\frac{3}{4}$	
	Lasts with loose blocks (extra)	$\frac{1}{2}$	
	Work tied over or buttoned (extra)	1	
	(Two lace holes or three buttons.)		
2	<i>Heel-paring.</i>		
	Trimming Heels and Randing same on <i>Smith</i> or similar machine	$1\frac{1}{2}$	
	Wurtemburgs (not Louis Heels) Heels over $1\frac{1}{2}$ in. high (extra)	$3\frac{1}{4}$	
	Paring Heels with rubber insertions or revolving rubber top pieces (extra)	$\frac{1}{4}$	
	Extra for Sharpening Knives to the Heel Parer only : 1s. per week per man.		
3	<i>Ploughing out by hand.</i>		
	Foreparts only. Machine-sewn and Riveted	$\frac{3}{4}$	
	Waists only. Machine-sewn and Riveted	$\frac{1}{2}$	
	Seats only	$\frac{1}{2}$	
	Wetted, Foreparts only	$1\frac{1}{4}$	
	" Waists "	$\frac{3}{4}$	
	Fair Stitched, Foreparts only	1	
	" " Waists "	$\frac{1}{2}$	
	Half-wide Welts (extra)	1	
	Opening Welts not Ploughed out. Foreparts	$\frac{3}{4}$	
	Opening Welts not Ploughed out. Waists	$\frac{1}{2}$	
	Twice Ploughing, Foreparts only (extra)	$\frac{3}{4}$	
4	<i>Forepart Paring.</i>		Per doz.
	Foreparts and Waists on <i>Bussell</i> or any similar machine	2	
	Welts ploughed out. Wetted	$2\frac{1}{2}$	
	" " Fair Stitched	$3\frac{1}{2}$	
	" " Bevels	$\frac{1}{4}$	
	" Half-wide Welts (extra)		
5	<i>Heel Scouring.</i>		
	Rough and Fine Scouring by one man on same machine (Heels $1\frac{1}{2}$ in. high finished)	2	
	Over $1\frac{1}{2}$ in. (extra)	$\frac{3}{4}$	
	Wurtemburgs (not Louis Heels) Iron heel plates (extra)	$6\frac{1}{2}$	
	Brass plate insertion, or rubber insertion, or revolving rubber Top-piece (extra)	$\frac{1}{4}$	
	Gumming or Damping Heels with any liquid preparation (extra)	$\frac{3}{4}$	
	Fine Scouring after Wetting, Copper-sizing or Gumming (a second time)	1	
	Scouring Burr of Top-piece when done by Heel Scourer (extra)... ..	$\frac{1}{4}$	
6	<i>Heel Trimming.</i>		
	Definition: Clearing breast of Heels, Cutting down Corners and bit Waist front of Heels.		
	By hand	$1\frac{1}{2}$	
	Buffing fronts of Heels, by hand	1	
	" Soles in fronts of Heels, by hand	$\frac{1}{2}$	
	Cutting Bottom Lifts of Heels, by hand	1	
	Cutting Waists partly down after Paring, by hand (extra)	1	
	Re-breasting Heels, with knife	2	
	Heels to be breasted before attached.		

* See note *, ante, p. 228.

7		<i>Heel Burnishing.</i>		Per doz.
Rockingham or Pad and Brush		<i>d.</i>		
By machine	...	1½		
Wurtemburgs (not Louis Heels)	...	2½		
If faked by hand (extra)	...	½		
Heel Burnishing, Seat Wheeling combined, pad or brush	...	1¾		
Heels coloured for the men.				
8		<i>Seat Wheeling.</i>		
By machine	...	¾		
By hand	...	2		
Wurtemburgs (not Louis Heels)—				
By machine (extra)	...	¼		
By hand (extra)	...	1		
9		<i>Brushing.</i>		
Brushing Heels, not padded	...	1		
If faked by hand (extra)	...	½		
10		<i>Cleaning Stitches.</i>		
Gumming, Boning and Polishing the same	...	3		
Colouring Welts, Liquid Colour (extra)	...	1		
Foreparts only.				
11		<i>Pricking up Stitches.</i>		
By hand. Narrow tool	...	6		
By hand. Broad tool (extra)	...	2		
By machine	...	3½		
Foreparts only.				
12		<i>Edge Setting.*</i>		Per doz.
Twice Setting Foreparts and Waists together of all goods which have black Welts, ordinary work.	Standard Machine without Wheel.	<i>d.</i>	<i>d.</i>	
	Standard Machine with Wheel.	5½	6¼	
	Rotary Machine with Wheel.	5¼	4½	
	Rotary Machine without Wheel.	6	7	
		5½	4½	
Mock Welts, must be single soles only	...	5½	6¼	5¼
All Welts	...	6	7	5½
If Burr of Edge taken off by Edge Setters, or others by Drag or Plough (extra)	...	1		
Reduction for once setting Mock Welts with quick edge ink (ordinary work only)	...	¾		

		<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Setting in Water before Setting in Ink	...	1½			
Setting in Water before Setting in Colour	...	1½			
Black Welled Goods	...	7½			6½
Black Welled Goods Fair Stitched..	...	7½			6½
Colour on lip for Fair Stitched or Welled Goods (extra)	...	1			
Painting Edges by Setter for Coloured Work with camel hair brush	...	1			
Ordinary Black Stunted Bevels	...	8½			7½
Black Bevel Work, Fair Stitched	...	9½			8½
Black Bevel Work, Welled	...	9½			8½
Red Bevel Work, Ordinary	...	11			10
Red Bevel Work, Fair Stitched	...	1s.			11
Red Bevel Work Welled	...	1s.			11
Heel Ball used in Setting edge (extra)	...	½			
The word "ordinary" means machine sewn and riveted work.					
Edges to be coloured and faked by workmen.					
<i>Decision of the Finishing Statement Committee.</i>					
That the Standard of the Edge for a Welt shall be a 10's Iron, and that for over a 10's Iron and not exceeding a 12's Iron an extra of ¾ <i>d.</i> per dozen shall be paid, and that for over a 12's Iron and not exceeding a 14's Iron an extra of 1½ <i>d.</i> per dozen be paid, and that for over a 14's Iron and not exceeding a 16's Iron special arrangements to be made Standard Irons to be kept of both Ordinary and Rotary, and all Mock Welts to be strictly single sole. This decision does not apply to Boy's work.†					
13		<i>Stitch Wheeling.</i>		Per doz.	<i>d.</i>
By hand	...	2½			
Foreparts only. By machine	...	1¼			
Ordinary Work. Half-wide welts, by hand (extra)	...	1			
Half-wide welts, by machine (extra)	...	½			
Imitation of Fair stitch, by hand	...	1			

* It was decided by the Leicester Boot and Shoe Trade Board of Conciliation and Arbitration on March 30, 1909, "that the price for setting edges by the Humatic Edge Setting Machine shall be 3½*d.* per dozen for boys', girls' and women's ordinary machine sewn and riveted work, the operators to colour their own edges."
 † See note *, ante, p. 228.

14	<i>Bottom Scouring.</i>	
		Per doz.
	Rough Scouring Bottoms and Top	d.
	Pieces with Roller	$\frac{3}{4}$
	Brushing Dust out of Welts by	
	machine after Scouring	$\frac{1}{4}$
	Brushing Dust off Bottoms as a	
	separate operation by hand	$\frac{1}{2}$
	Tips on Heels (extra)	1
	Slugged Bottoms (extra)	$1\frac{1}{2}$
	By hand after machine. Foreparts	1
	" " Waists	1
	Buffing Bottoms by hand. Fore-	
	parts	1
	Buffing Bottoms by hand. Waists	1

*Decision of the Finishing Statement
Committee.*

That where the Brushing of Dust off
Bottoms has not hitherto been done by

* * * * *

the Naumkeager it shall not in future
be done by him without the matter
being brought before the Committee
for consideration for a price to be set.

15	<i>Naumkeage.</i>	
		Per doz.
	Fine Scouring, Bottoms, Waists,	d.
	and Top Pieces	$1\frac{1}{4}$
	Scouring Front of Heels (extra)	$\frac{1}{2}$

16 *Inking or Quick Russet.*

	Bottoms (one colour to heel)	
	Black or Brown	1
	Foreparts, Black or Brown	$\frac{3}{4}$
	Waists	$1\frac{1}{2}$
	Top Pieces	$\frac{1}{4}$

Quick Russet, not Oakaline.

This Statement has been prepared in Conference by the Joint Committee appointed by the Leicester Boot Manufacturers' Association, and the Leicester No. 1 Branch of the National Union of Boot and Shoe Operatives, and for the purpose of giving effect to the Statement and regulating its operation, the undersigned members of the Joint Committee have mutually agreed upon the following terms and conditions:—

1. This Statement shall be binding upon all the members of the Leicester Boot Manufacturers' Association and of the Leicester No. 1 Branch of the National Union of Boot and Shoe Operatives, and shall come into operation on the 5th day of September, 1904, and it shall not be competent for either side to re-open the question until after the expiration of three years from that date. Three months' previous notice in writing claiming a revision shall be given to the Arbitration Board by either side, such notice to expire at the end of the three years; but in case no such notice shall be given, the Statement shall remain in force for a further period of three years, subject to the same conditions, as regards revision and so on thenceforward for each succeeding term of three years.

2. A Finishing Statement Committee shall be appointed consisting of four representatives of the Manufacturers' Association, four representatives of the No. 1 Branch of the Union, and an independent Chairman to be elected by the Committee, and all questions in dispute arising out of the Statement shall be referred to this Committee for settlement; and they shall also be empowered to revise and adjust the prices fixed by the Statement for any process or portion of a process affected by any substantial improvement in existing machinery or the introduction of new machinery, and to settle any difficulties that may arise from time to time in the application of the Statement to the different systems of manufacture adopted in the various factories.

3. That if the Statement requires any amendment or adjustment, the same shall be considered without delay by the Committee, and any price altered, or any price fixed, shall date as from September 5th, 1904, and in the event of any new machinery or style of finish being introduced, the prices shall date from the time the case was sent in to the Secretary of the Committee.

4. That any operation not already provided for in the Statement, or any readjustment of any price already fixed in the Statement, may be adjusted by the representatives of the Union and the manufacturer directly concerned, and the same shall be reported to the Committee for confirmation.

5. The decisions of the Chairman in all matters of dispute upon which the Committee shall be unable to agree, shall be final and conclusive.

6. Meetings of the Committee shall be convened by the Secretary of the Arbitration Board within seven days of the receipt of a requisition from either side specifying the business to be considered by the Committee.

7. All manufacturers and workmen shall accept the Piecework Statement in its entirety as a basis of payment ; but the system of work shall be day-work, and the wages of the men shall be regulated and adjusted according to the amount of work done at the rate of the prices fixed by the Statement for each operation or process.

NOTE.—This clause means that a man shall undertake to do a given quantity of work for a given wage. If he does work in excess of that, he shall be paid for the excess at the Statement rate ; if he should do less than the agreed quantity, a corresponding deduction shall be made ; but for the purpose of carrying this clause into effect, no workman, over twenty years of age, shall be engaged at less than the minimum rate of wages without a special permit.

THE MINIMUM WAGE, EXPLANATION OF BASIS UPON WHICH THE STATEMENT WAS FRAMED.—That in working the Piecework Statement for Finishing, every operator over twenty years of age shall be engaged at the minimum wage of 29s. per week,³ which he shall be expected to earn under the Piecework Statement prices for every full week. Should he fail to do this when supplied with a full quantity of work, either from physical inability or slowness of operation, the manufacturer or workman shall at once apply to the officials of the Union for a permit to pay the man the wages he has shown himself capable of earning, which permit shall be granted by the Union officials, or failing that, the manufacturer shall be at liberty to dismiss the operator in the regular way from his service. If he should earn more than 29s. per week, he shall be paid for the extra amount of work at the price fixed by the Piecework Statement.

The Committee decide that every manufacturer who has adopted the Statement must pay the minimum wage as from the date which he commenced to work on the Statement.

8. In all cases where workmen attend at the factories on the employers' instructions, work shall be found for them for at least half a day, except where short time is being worked in the factory, and in that case workmen shall commence not later than nine o'clock in the morning and work till dinner time, and if required to attend in the afternoon, work shall be found for them for a period of not less than two hours ; and if less than two hours' work is found they shall be paid for the two hours according to the rate of weekly wages at which they are engaged ; also, except in the case of machinery breaking down in any factory after the men have entered, or in case of illness or absence of any operative which interferes with the organisation of the factory, in which cases workmen shall be allowed to leave the factory at once.

9. This Statement is applicable to all men of twenty years and upwards. The present condition in the factory relating to the employment of boy and youth labour shall continue (pending a settlement by the Committee appointed for that purpose), but to prevent friction and misunderstanding, the Finishing Statement Committee would be glad if manufacturers would keep in their employment the men attaining the age of twenty years, and see that they earn for a full week's work the minimum rate of wage. That in any case of friction should occur as to the discharging of men of twenty years of age, the Union officials are to ask the assistance of any member of the Piecework Statement Committee to adjust any difference.

10. For the purpose of clearly representing the processes of every part of the Statement, pairs of boots, or of soles, as the case may require, shall be obtained showing the character and quality of the work in each process of manufacture provided for on the Statement. These pairs of boots or soles shall be sealed by the Chairman of the Finishing Statement Committee, and

* By an award under the Leicester Boot and Shoe Trade Board of Conciliation and Arbitration the minimum wage of finishers at Leicester was in January, 1908, raised to 30s. a week.

divided, one odd boot or sole to be held by the Secretary of the Manufacturers' Association, and the other to be held by the Secretary of the No. 1 Branch of the National Union, for reference in case of any misunderstanding as to the meaning of any process or the quality of any work.

11. In compiling this Statement it is understood that manufacturers shall pass the work round the factories as full as possible.

QUANTITIES STATEMENTS FOR CLICKERS.

In two important centres of the bootmaking industry—Kettering and Northampton—the wages of clickers are regulated under collective agreements, under which these operatives receive specified minimum time-wages, with express provisions as to the amount of work which shall be done for specified amounts of money, these provisions being embodied in “quantities statements.” In order to illustrate the nature of these arrangements, extracts from the quantities statement for clickers at Northampton, embodied in the award made on August 12, 1909, by a Court of Arbitration appointed by the Board of Trade, on the application of the Board of Conciliation and Arbitration for the Boot and Shoe Trade of Northampton, are printed below.* This statement, which by the terms of this award, is to remain in force for two years from its date, affects the wages of between 600 and 700 workpeople.

NORTHAMPTON BOOT AND SHOE TRADE.

Quantities Statement for Clickers.

MEN'S WORK.†

(Home and Best Export Trade only.)

Note.—All materials and patterns to be handed out to the clicker.

BOOTS.

The prices for cutting a dozen pairs of men's outsides, all sorts of boots, ordinary patterns, shall be :—

					<i>s.</i>	<i>d.</i>	
Box calf ... ..	...	...	...	...	1	4 ³ / ₄	per dozen.
Black glacé and willow ... ..	...	...	...	...	1	5 ³ / ₄	"
Tan glacé, patent and enamel ... ..	...	...	...	...	1	7 ³ / ₄	"
Button pieces ... ..	...	...	...	...	0	1 ¹ / ₂	"
For lots of over 3 and under 12 pairs,							<i>2d.</i> per dozen extra.
" " 3 pairs and under,							<i>3d.</i> per dozen extra.

Detailed Statement—Ordinary Bal.

	Caps.	Jockey Backs.	Legs.	Goloshes.			Total.
				Whole.	Three-quarter.	Joined.	
	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>s. d.</i>
Box calf	1 ¹ / ₂	1 ¹ / ₂	7 ¹ / ₂	6 ¹ / ₄	5 & 1 ¹ / ₄	4 & 2 ¹ / ₄	1 4 ³ / ₄
Black glacé and willow	1 ¹ / ₂	1 ¹ / ₂	8	6 ³ / ₄	5 ³ / ₄ & 1 ¹ / ₄	4 ¹ / ₂ & 2 ¹ / ₄	1 5 ³ / ₄
Tan glacé, patent and enamel.	2	2	8 ¹ / ₂	7 ¹ / ₄	6 & 1 ¹ / ₄	5 & 2 ¹ / ₄	1 7 ³ / ₄

Open tab bal, Eton bal, and Paddock boot, *1d.* per dozen extra over Ordinary bal.

* This statement does not apply to football boots, leggings, Wellingtons, regulations, fittings, tennis or canvas shoes, or cycle fittings.

† See note *, ante, p. 228.

Detailed Statement—Derby Bal.

—	Caps.	Jockey Backs or Back Stripes.	Quarters.	Vamps.	Total.
Box calf and black dull chrome.	<i>d.</i> 1½	<i>d.</i> 1½	<i>d.</i> 9	<i>d.</i> 6¼	<i>s. d.</i> 1 6¼
Black glacé and willow...	1½	1½	9¾	6½	1 7¼
Tan glacé, patent and enamel.	2	2	11	6½	1 9½

CUTTING WORK THROUGH AND FITTING-UP.

(All Materials and Patterns.)

Where clicker cuts all through, viz., fitted up, inclusive of marking and tying up, but not matching or shading, 2*s.* 10*d.* per dozen.

(Bespoke, paper patterns and Long Work excluded.)

Specials, Odd pairs, and Bespoke, with paper patterns:—

If cut out exact by the clicker—

All leathers, 2*s.* 10*d.* per dozen.

If rounded up afterwards—

Box calf and willow, 1*s.* 10½*d.* per dozen.Black and tan glacé, 2*s.* 3*d.* per dozen.

SHOES.

Full Brogue shoes, with counters and wing vamps, 1*s.* 7½*d.* per dozen.

OXFORD SHOES.

—	Caps.	Quarters.	Vamps.	Total.
Box calf	<i>d.</i> 1½	<i>d.</i> 7	<i>d.</i> 4½	<i>s. d.</i> 1 1
Black glacé and willow	1½	7¾	5	1 2¼
Tan glacé, patent and enamel ...	2	8	6	1 4

For lots of over 3 and under 12 pairs, 2*d.* per dozen extra." " 3 pairs and under, 3*d.* per dozen extra.

LORNE AND DERBY SHOES.

—	Caps.	Quarters.	Vamps and Tab Bit.	Total.
Box calf	<i>d.</i> 1½	<i>d.</i> 7	<i>d.</i> 5¾	<i>s. d.</i> 1 2¼
Black glacé and willow	1½	7½	6½	1 3½
Tan glacé, patent and enamel ...	2	8	7	1 5

For lots of over 3 and under 12 pairs, 2*d.* per dozen extra." " 3 pairs and under, 3*d.* per dozen extra.

MOCK BUCK BOOTS AND SHOES.

Mock Buck Bals, if with straps, 1s. 4½*d.* per dozen.
 " " without straps, 1s. 2¼*d.* "
 " Shoes, 1s. 1*d.* per dozen.

YOUTHS' AND BOYS'.

Youths' Bals, 1s. 2¼*d.* per dozen } with usual extras for willow, glacé,
 Boys' Bals, 1s. 1*d.* " } and patent.
 For lots of over 3 and under 12 pairs, 2*d.* per dozen extra.
 " " 3 pairs and under, 3*d.* per dozen extra.

LININGS.

Price per dozen when cut by clicker (not rounder or fittings cutter) :—

—	Whole Cut.	Bal Quarters.	Oxo Quarters.	Vamp.
Linen, when pricked	1	0¾	—	0¾
" not pricked	0¾	—	—	—
Sheep and goat	5½	3½	2¼	1¼
EI calf and russet sides	6	4½	2¾	1½

Boot counter linings, in 3 pieces, when cut by clicker, 3*d.* per dozen.

FITTINGS.

Price per dozen when cut by clicker (not rounder or fittings cutter) :—

Tongues, straight, or half bellows	1¼
" " three-quarter bellows	1½
" " full bellows	2¼
Button bit linings	1
Top bands	0¾
Tongue linings	1¼
Inside facings	1½

EXTRAS AND SUPPLEMENTAL LIST.

(When cut by clicker.)

To apply to all Classes.

When matching or shading is done by the clicker, there shall be paid 12½ per cent. extra on the above prices for all coloured leathers.

Cloth and vesting legs, 4*d.* per dozen
 Wing facings, 3½*d.* per dozen
 Half curve facings, 2½*d.* per dozen } less the ordinary Leg price.

Chelseas, when rounded by clickers, 1s. 3*d.* per dozen.

Interlaced and plaited, 1s. 1*d.* per dozen extra on the ordinary legs
 (clicker not to plait the legs).

Elastic side golosh boot, 1s. per dozen extra.

Capless boots, same price as with caps.

Toe on, with caps, 1½*d.* per dozen extra.

Insertion or golosh shoes, 2*d.* per dozen extra.

Brogue wing vamps, 3½*d.* per dozen extra, less the price for straight caps.

Turned in quarters, vamps, and legs, when pricked, when clicker leaves on and marks for beading, 1*d.* per dozen extra.

Tying up, when cut through (does not refer to tying up outsides), 1*d.* per dozen extra.

Size marking or stamping, outsides only, 1*d.* per dozen extra.

Gussets (elastic), ½*d.* per dozen extra.

Outside back strips, 1*d.* " "

Special shoe linings (6 pieces to the pair),	1 <i>d.</i> per dozen extra.
Linen linings (when seams are left on for closer),	$\frac{1}{2}$ <i>d.</i> " "
Small chamois linings, above leather,	2 <i>d.</i> per dozen extra.
Cardboard patterns, not bound,	2 <i>d.</i> " "
Leather side-linings (48 to a dozen)	2 <i>d.</i> per dozen.
Marking for imitation facings,	1 <i>d.</i> per dozen.
Wing outside bal. facings,	3 $\frac{1}{2}$ <i>d.</i> " "
Counter fittings,	3 <i>d.</i> per dozen.
Toe joiners,	1 <i>d.</i> " "

Note.—These extras to be paid to clicker only.

Under an award made by arbitrators (appointed by the Northampton Manufacturers' Association and the Clickers' and Pressmen's Branch of the National Union of Boot and Shoe Operatives) on July 22, 1907, the minimum time-wages of clickers at Northampton are 30*s.* a week, this rate of wages having been fixed by the award to continue for three years from August 17, 1907, and then be subject to three months' notice on either side. While this is the rate fixed as the minimum weekly wage of these operatives, it will be understood that any workman who has proved by his actual output his capacity to produce a weekly output, which (priced according to the quantities statement above set forth) exceeds in value this minimum sum of 30*s.*, is entitled at any time to claim, and will receive a rate of time-wages proportionately exceeding that amount.*

GENERAL AGREEMENT AS TO WAGES AND HOURS OF LABOUR.

By the general agreement in relation to machine work of January 26, 1909, referred to above (*ante*, p. 132) provisions with regard to wages and hours were made as follows:—

MINIMUM TIME WAGES.

It was agreed:—

“That male operatives between the ages of 18 and 21 years with not less than three years' experience in the trade prior to their attaining the age of 18 years (excluding indentured apprentices) shall be employed under the following graduated scale of wages:—

On attaining the age of 18 years,	18 <i>s.</i> per week.
“ “ 19 “	22 <i>s.</i> “
“ “ 20 “	26 <i>s.</i> “
“ “ 21 “	30 <i>s.</i> “

“This scale to be subject to adjustment in any case where the minimum wage is less than 30*s.*

“The employers reserve freedom of contract with all work-people under 18 years of age.

“This graduated scale of wages shall not apply to male operatives under 21 years of age who prior to this agreement

* The clickers' actual output during the three weeks ending August 28, September 4 and 11, 1909 (priced according to the Quantities Statement of August 12, 1909, above set forth), was taken as the basis in fixing the rate of time-wages which each man was then entitled to claim.

coming into operation shall be employed at or above the then existing minimum rate.

“Claims for the minimum wage to be made on attaining the age of 21 years, in accordance with the following procedure :—

“A workman on attaining the age of 21 years who desires to claim the minimum wage shall notify (verbally or in writing) his employer that he has attained the age of 21 years, and that he claims to be put upon the minimum rate of wage.

“The notice shall be given by the workman to his employer at least eight days prior to the date upon which such workman claims to be put upon the minimum rate.

“If during the first week upon which a workman is employed at the minimum rate the employer shall decide that the said workman is not qualified to earn the minimum wage, the workman shall be paid the full minimum rate for that week, but shall automatically cease to be employed at the end of that week, unless in the meantime some satisfactory arrangement shall have been arrived at between the employer and the Trade Union officials.”

HOURS OF LABOUR.

It was agreed—

“That the ordinary working week be one of $52\frac{1}{2}$ hours, conditionally that the reduction of hours to $52\frac{1}{2}$ per week shall not involve any alteration of existing quantities statements, minimum wages, or advances on existing piecework statements, whether such statements have been arranged by the employers with the National Union of Boot and Shoe Operatives, or directly between the employers and their own workpeople.

“That in all agreements, awards, and decisions where more than $52\frac{1}{2}$ hours have been recognised as the normal working week beyond which extra payment for overtime commences, $52\frac{1}{2}$ hours shall in future be substituted.

“This resolution shall not prevent, after due notice, any alterations being made in existing quantities statements, minimum wages, or piecework statements, upon the expiration of the periods for which such statements or wages have been fixed by the awards or decisions governing them in the various centres, but no such alterations shall be claimed on the ground of a reduction of the hours of work.”

Certain questions having arisen as to the interpretation of the clauses of the agreement of January 26, 1909, above set forth, the following supplemental agreement was on July 28, 1909, entered into between the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives at a joint conference held under the chairmanship of Alderman T. Smith, J.P., acting on behalf of the Board of Trade :—

THE APPLICATION OF THE GRADUATED SCALE.

“That the undermentioned operations or processes shall be included under the lower minimum wage and graduated scale fixed for the Rough-stuff or Press Department, whether such operations or processes are done in that or any other department.

Rounding by machine (Julian, Planet or Smith machine).

All moulding.

Splitting by machine.

Middle sole trimming.
 Sole and middle sole tacking.
 Sole channel opening.
 Channelling soles and insoles.
 Preparing welts.
 Sorting moulded or finished stiffeners.
 Gemming insoles.
 Insole feathering.
 Last sorting.
 Putting in lasts.

"Where only one minimum wage has been fixed for the Rough-stuff or Press Department the aforesaid operations or processes shall be included under such minimum wage.

"That where channelling is done in the Lasting Department such operation shall be included under the minimum wage and graduated scale fixed for that department.

"That the work of preparing at the assembly bench for pulling-over machines shall be included under the minimum wage and graduated scale fixed for the Lasting Department.

"That manufacturers may employ boys at or in connection with all or any of the before-mentioned operations or processes provided the number of boys employed does not exceed the number allowed by Lord James' Boy Labour Award of August 22, 1892, as amended by the Agreement of January 26, 1909 [see *post*, pp. 254, 255].

"That when clickers are employed in giving out patterns or making cardboard or iron patterns, they shall be paid the minimum wage or graduated scale fixed for the Clicking Department."

EXEMPTIONS.

"That the following operations or processes shall be excluded from the minimum wage and graduated scale :—

Assembling lifts, heel building in moulds, heel compressing and sorting, heel tipping, and nailing.

When tipping or nailing is added after the heels have been attached, such tipping or nailing shall be paid for according to the piecework rate, minimum wage, or graduated scale fixed for the Lasting Department.

Work done in the Stock or Shoe Room.

Skiving stiffeners, middle soles, soles and piece-soles and toe puffs.

When skiving is done by workmen of 18 years of age and upwards, they shall be paid at the lower minimum wage or graduated scale fixed for the Rough-stuff or Press Department."

THE ADJUSTMENT OF THE GRADUATED SCALE.

"That where the minimum wage is less than 30s., the graduated scale shall be adjusted as follows :—

	On attaining the age of		
	18 years.	19 years.	20 years.
Where the minimum wage is 26s. ...	<i>s.</i> 15 <i>d.</i> 6	<i>s.</i> 19 <i>d.</i> 0	<i>s.</i> 22 <i>d.</i> 6
" " 27s. ...	16 0	19 6	23 0
" " 28s. ...	16 6	20 0	24 0
" " 29s. ...	17 0	21 0	25 0

CLAIMS FOR THE GRADUATED SCALE.

"Claims for the graduated scale shall be made in accordance with the following procedure:—

"A youth, on attaining the specified age, who desires to claim the graduated scale, shall notify (verbally or in writing) his employer that he has attained the age, and that he claims to be put upon the graduated scale.

"The notice shall be given by the youth to his employer at least eight days prior to the date upon which he claims to be put upon the graduated scale.

"If during the first week upon which a youth is employed at the graduated scale, the employer shall decide that the said youth is not qualified to earn the graduated scale, the youth shall be paid the full graduated scale for that week, but shall automatically cease to be employed at the end of that week, unless in the meantime some satisfactory arrangement shall have been arrived at between the employer and the Trade Union officials."

AMENDMENT OR ADJUSTMENT.

"Any dispute that may arise as to any existing operation or process not covered by this Agreement or the Agreement of January 26th, 1909, or as to any new operation or process hereafter introduced in any department, shall, in the absence of mutual arrangement between the employer and the workmen, or the Trade Union officials, be referred to the Boards of Arbitration, in accordance with the rules of such Boards, as settled by Lord James, and dated 31st January, 1896."

INTERPRETATION OF AGREEMENTS.

"Should any dispute arise as to the interpretation of the terms of the principal Agreement, dated January 26th, 1909, the ratification of same, dated June 23rd, 1909, or this supplementary Agreement, dated July 28th, 1909, such dispute shall be referred to the Chairman of the Conference, Alderman Thomas Smith, J.P., Leicester, as umpire, and his decision upon the point or points so referred to him shall be final and binding upon both parties to the said agreements.

"This Agreement shall be read in conjunction with, and shall be supplemental to, the principal Agreement, dated January 26th, 1909, and shall be registered with the Board of Trade as a national agreement between the members of the respective organisations concerned."*

* On March 5, 1910, Alderman Smith having, in response to an application made on behalf of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives, been appointed by the Board of Trade to act as umpire with respect to the question, "Can a federated employer start a youth between the ages of 18 and 21 without any previous experience at the trade and pay the said youth less wages than stipulated in the Graduated Scale?" decided "that by the terms of the agreement made between the aforesaid Associations, dated January 26, 1909, ratified June 23, 1909, and the supplemental agreement dated July 28, 1909, no provision is made for the employment and payment of youths between the ages of 18 and 21 years of age, other than in accordance with the conditions specified in the Clauses referring to the employment and payment of youths under the Graduated Scale in the principal and supplemental agreements, and under the terms of Lord James' Boy Labour award dated August 22, 1892, as amended by the National Agreements aforesaid."

GENERAL AGREEMENT AS TO BOY LABOUR.

At a Conference of representatives of the Federated Associations of Boot and Shoe Manufacturers of Great Britain and the National Union of Boot and Shoe Operatives held at Leicester in August, 1892, the question of restrictions upon the employment of boys in boot and shoe factories was discussed (amongst other questions), and it being found impossible to arrive at any agreement on this point, the matter was referred to Sir Henry James as umpire, and on August 22, 1892, he gave his award, in the following terms :—

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 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.

The award just set forth has remained in operation up to the present time, unaltered save as to the age-limit specified in its first clause, which by the general agreement in relation to machine work of January 26, 1909, referred to above (*ante*, p. 232, p. 250), was altered from 18 to 19 years.

THE CLOG TRADE.

The remuneration of clog makers is for the most part regulated under piece price lists agreed upon by the employers and the employed in this industry in the districts of Lancashire, Cheshire, Yorkshire, Nottinghamshire, and Staffordshire in which clogs are made, the principal centres of the industry being in the first-named county. The construction of these lists is extremely simple, although some of the terms used may require explanation. The list of wages in force at Oldham (which was signed on behalf of the Joint Committee of Employers and Journeymen on November 19, 1895, and was amended and added to by an agreement made through a similar Committee on November 27, 1906) is printed below, and will serve to illustrate the general lines, upon which the agreements in this trade are framed. The number of workpeople whose conditions of employment are regulated under the Oldham list, is about 130.

The work is divided into four kinds—men's [*i.e.*, for men's wear], women's, boys' and children's. There is little difference between the sizes that shoemakers work to and the sizes of clogs. Clogs begin at "fours," and run up to "twelves" and then again from "ones" up to "sixteens."

"Stand tops" is a term used to denote one class of re-manufactured clogs, *i.e.*, cast off articles re-made (usually smaller than their original size) and also applying generally to all clogs coming under the head of "Old Tops."

"Cutters" also refers to a re-manufacture of old clogs (made smaller by cutting down at the seams).

"All sixes" are old tops cut up into 6 parts—2 fronts and the backs into 4 "quarters."

"Cappels" are patches, which are put on to cover a hole or worn place in the upper of a clog.

“Crimping” is a design cut into the front of the upper; the instrument with which the design is cut is called “the plough.” A warm iron is afterwards run along the design to throw it up above the surface. This is termed “setting crimps after the plough.”

SOLEMAKING.								Per doz.
								Pairs.
								<i>s. d.</i>
Sizes 9's and upwards	...	...	...	...	...	...	...	4 3
„ 5's to 8's	...	...	...	...	...	...	...	3 9
„ All below 5's	...	...	...	...	...	...	...	3 0
Spring clog boards	...	...	...	...	...	...	...	5 0
Nailing on	...	...	...	...	...	...	...	5 0
Leathering	„	...	...	...	...	...	...	3 0
Ironing	„	...	...	...	...	...	...	1 0
Extra for all soles for new and new fronts	...	...	...	...	...	...	...	0 3
„ scraping soles...	...	...	...	...	...	...	...	0 3
„ letting in front irons	...	...	...	...	...	...	...	0 6
„ „ heels and fronts	...	...	...	...	...	...	...	1 0
All hard wood, other than alder, to be paid extra for as a joint committee of masters and men may think proper.								

SEATWORK—NEW.

New clogs, 9's and upwards	...	...	...	...	...	...	...	9 0
„ 5's to 8's	„	ready for last	...	...	...	...	...	6 6
„ „	„	ready for last	...	...	...	...	...	8 6
„ 1's to 4's	„	ready for last	...	...	...	...	...	6 0
„ all below 1's...	„	ready for last	...	...	...	...	...	7 6
„ „	„	ready for last	...	...	...	...	...	5 0
„ „	„	ready for last	...	...	...	...	...	7 0
„ „	„	ready for last	...	...	...	...	...	4 9
Lace new clogs, 8's and upwards	...	...	...	...	...	...	...	13 0
„ „	„	ready for last	...	...	...	...	...	6 6
„ „	„	machined across front	...	...	...	...	...	7 9
„ 3's to 7's	„	ready for last	...	...	...	...	...	11 9
„ „	„	ready for last	...	...	...	...	...	6 3
„ „	„	machined across front	...	...	...	...	...	7 6
„ all below 3's	„	ready for last	...	...	...	...	...	10 3
„ „	„	ready for last	...	...	...	...	...	5 9
„ „	„	machined across front	...	...	...	...	...	7 0
Slipper clogs, 9's and upwards	...	...	...	...	...	...	...	8 0
„ 5's to 8's	„	ready for last	...	...	...	...	...	7 6
„ 1's to 4's	„	ready for last	...	...	...	...	...	6 6
„ all below 1's	„	ready for last	...	...	...	...	...	6 0
Patent leather clogs	...	...	...	...	...	...	...	8 0
Boot clogs	...	...	...	...	...	...	...	6 3

NEW FRONTS.

Old backs and new fronts, 5's and upwards	...	...	...	...	...	...	...	7 9
„ „	„	all below 5's	...	...	...	...	...	6 9
Splits made as old backs and new fronts, 5's and upwards	...	...	...	...	...	...	...	8 0
„ „	„	below 5's...	...	...	...	...	...	7 0
All new backs without heel seams, 1s. per dozen less.								

OLD TOPS.

Stands, 5's and upwards	...	...	...	...	...	...	...	5 9
„ below 5's	...	...	...	...	...	...	...	5 0
Cutters, 5's and upwards	...	...	...	...	...	...	...	7 0
„ below 5's	...	...	...	...	...	...	...	6 0
All sixes, 5's and upwards	...	...	...	...	...	...	...	8 0
„ below 5's	...	...	...	...	...	...	...	7 0
„ fleshers, 5's and upwards	...	...	...	...	...	...	...	7 9
„ „ below 5's	...	...	...	...	...	...	...	7 0

CUSTOMERS' WORK.

	Per doz.
	pairs.
	<i>s</i> <i>d.</i>
Re-clogging customers' clogs	4 6
" " old shoes	5 6
Cutting down and closing up customers' clogs	1 0
If more than two cappsels per pair, then $\frac{1}{2}d.$ for each extra cap, if machined ; by hand, $\frac{1}{2}d.$	
Re-toe plating	0 6
Re-ironing	1 3

EXTRAS.

Knocking backs off for new fronts	0 6
Old shoes for stand tops	1 0
Stabbing boot clogs	0 6
All new stiffeners, by hand	2 0
" " by machine... ..	1 0
Putting tabs on jobbing work	1 0
Extra brass nails on new or customers'	1 0
Sizing after finishing, all kinds of work	0 3
Back patches on jobbing, 5's and upwards	1 6
" " with single end, below 5's	1 0
" " with double end	2 0
Other patches with single end	1 0
Setting crimps	3 0
Closing lace-ups or bluchers over $4\frac{1}{2}$ ins. high	0 6
Blocking, making size or blacking, racking irons or sorting and pairing old tops out of a carelessly accumulated heap, per hour	0 8

All journeymen to have a fair share of re-ironing, and to cease work at 1 o'clock on Saturdays. They are also entitled to a full week's holiday at the annual wakes [local festivals].

Any dispute that may arise in regard to this list shall be referred to Joint Committee for settlement.

TAILORING TRADE.

The conditions of employment in tailoring workshops are to a large extent regulated under collective agreements made between employers and employed. The system of payment most usually adopted is that of piecework, but in most cases with a specific time-basis, a stated number of hours or minutes being allowed for the performance of the various operations. In some cases the "log" (as the list of piece rates in this trade is called) assumes that the bulk of the work will be done by hand, and in such cases arrangements are included in the agreement as to the reduction to be made if any part of the work is done with the assistance of the sewing machine. In other cases the "log" assumes that the whole of the work will be done with the assistance of the machine, and provides accordingly.

The log in the first place specifies the rates of pay for the work included in making a plain garment. There are a great number of so-called "extras," which in effect are almost essentials ; thus in some cases a "plain" garment is taken not to include pockets. The rates to be paid in respect of each of these "extras" are specified in detail in the tailors' log. It

should also be observed, that the basis rates specified in the log are intended to apply to garments made of certain standard materials; and in relation to those cases, in which other materials are used, the log specifies the increase in the rate of pay to be made where the materials used are of a higher class than the standard, and also the reduction in the rate of pay, which is to take place, where the materials are of a class inferior to the standard.

As already mentioned, the method usually adopted in stating the rates of pay is to specify the time allowed for the performance of the various operations, the price paid in each case being the number of hours allowed multiplied by the rate per hour agreed upon as payable in each particular district. But although the time-basis is thus specifically stated, the system is one of piecework pure and simple, since payment is not based upon the actual time *occupied* (as in the case, for example, of the building trades) but upon the time *allowed* for each operation. Hence the hourly and daily earnings of the workman will vary directly accordingly to his skill and speed of working. The list of piece rates is in these cases termed a "time log"; while, where the less usual method of specifying piece prices, without reference to time, is adopted, the list is a "money log."*

The method of construction of a "time log" in the tailoring trade will be illustrated by printing in full the text of that portion of the London coat log which relates to dress and frock coats. This log was agreed to in 1891 by the London, City and West End Master Tailors' Association and the Amalgamated Society of Tailors. In 1892, certain questions as to the correct interpretation of this agreement which had arisen were referred by the parties to a Board of Umpires appointed by the Conciliation Board of the London Chamber of Commerce, whose award was made on January 6, 1893. In 1900, under an agreement which was entered into through the London Tailors' Conciliation Board† between the Association of London Master Tailors and the Amalgamated Society of Tailors, an addition was made to the London coat log, which dealt with military fatigue jackets, certain points being reserved for decision by an umpire, who made his award on May 31, 1900. In 1906, under an agreement made by virtue of decisions of the Conciliation Board and signed on April 6, 1906, by representatives of the London Master Tailors, of the London Society of Tailors (an organisation formed in 1905), and of the Amalgamated Society of Tailors, certain additions were made to the ladies' section of this log. In 1908, under an agreement made by virtue of similar decisions and signed on July 15, 1908,

* In some cases the log specifies piece prices and also the time allowed; these are classed here as money logs. In a few cases the log specifies prices as to some items and time as to others.

† The Rules of this Board are printed on pp. 244-5 of the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910.

by representatives of the Association of London Master Tailors and of the London Society of Tailors and Tailoresses (subsequently accepted on behalf of their members by the Amalgamated Society of Tailors), certain amendments were made in this log. In 1909, by virtue of a decision of the Conciliation Board, a further amendment was made under an agreement signed by the same three organisations on May 20, 1909.

In regard to the piece-rates payable under this log it should be borne in mind, that, while the number of hours allowed for a given operation or series of operations is the same in all cases, the rate per log hour varies according to the class of customer catered for and the higher or lower quality of workmanship which is exacted by different employers.

London Time Log.*

DRESS AND FROCK COATS.

	Hours.
Putting in thread marks and fitting up	3/4
Seaming side body	1/2
Waists	3/4
Lapels	1/2
Seaming side seams	3/4
Making up plaits without pockets and turning in both back skirts, including two hip stays and top of back	1
First press	3/4
Plait pockets	1
Basting in canvas and button stay	3/4
Padding lapels, including bridle to be padded in	1 1/4
Putting on stay tape	3/4
Seaming lapel facings	1/2
Second press	3/4
Basting over facings, linings (including buggie)	1 1/2
Felling in linings with or without back skirt linings	2 1/2
Seaming and pressing shoulder seams	1/2
Edges stitched raw, or felled bluff, including one back skirt	2
Holes in forepart each 1/4 hour (10 holes)	2 1/2
Seaming and pressing sleeves and sleeve lining	1 1/4
Putting in sleeve lining and pressing off sleeves	1
Putting in sleeves	2
Pressing off foreparts	1 1/2
Buttons 1/2 hour per 1/2 doz. or any part thereof (8 buttons)	1
Joining coat	3/4
Cutting collar and putting in crease row	1/2
Padding collar stand and fall	1 1/4
" if stitched four rows	1 1/4
Pressing and covering collar	1 1/2
Putting on collar	1 1/4
Pressing off	1

32 3/4†

Single-breasted frock, 2 hours less.

If any portion of work above-named and provided for is deducted from the construction of any garment, the same to be deducted from the Time Statement. In case of any dispute arising out of this Log between any parties concerned therein, the facts of the case are to be placed before the Permanent Reference Committee for adjustment.

† The operations covered by these 32 3/4 hours are termed the "start"; additional work, such as basting, wadding, stitched or bound edges, &c., are called "extras," and are paid for as shown in the text.

EXTRAS ON FROCK OR DRESS COATS.

Extra Size—

	Hours.
Dress or Frock coats, man measuring 46 inches at chest, or 42 inches waist extra	2

Extra Length—

Frock coat not to exceed 43 inches in length.	
Each additional 2 inches, or part thereof, extra	½
Total of this extra to be limited to 3 hours.	

Cuts and Puffs—

Waist cuts in forepart and facings per pair	1
" " if stoted	1½
" " if rantered	1½
Bottom of forepart drawn in with thread, bridle or canvas cut ...	½
Cuts across breast per pair	½
" gorge	½
Cuts in top of skirt, seamed or stoted, including linings ...	½
" if rantered, extra	½
Puffs in linings or facings after the first pair in front of scye, per pair	½

Hair Cloth, Canvas, &c.—

Hair cloth, single or double canvas in shoulders, bound or otherwise	1
Hair cloth or canvas not to exceed 9 inches.	
For each additional 9 inches, or part, or if continued to waist-seam or double canvas through fronts	1
Padding or wadding basted on canvas in shoulders	½
Wadding flash basted through sides	½
Shoulders built with three plies of wadding, canvas or cloth ...	1
" six plies	2
" nine plies	3
" and so on.	

Edges—

Each row of stitching round edge or bound	2½
Edges corded	3
" bound and facing felled on binding	4
" back stitched one side	4
" both sides	5
" flat braided	6
" if back stitched... ..	8
" piped, seamed or felled with cloth	4
" velvet	6
" bound with cloth, felled or back stitched	5
" if bound, corded, or stitched round bottom, extra ...	1
" flat braided, round bottom, extra	2
Edges stitched together	1½
" edges pricked together	3

Seams—

Single overlaid seams, stitched or back stitched	4
" if with lapels	5
Double overlaid seams, stitched or back stitched	8
" if with lapels	10
Seamed and swelled seams	6
" if with lapels	7½
" stitched or back stitched each side of seam	10
" stitched or back stitched each side of seam if with lapels	13
Stoting seams	8
Strapping seams	13
" if with lapels	15

Pockets—

	Hours.
Outside breast pocket, jetted or with welt	1½
Pocket across skirt lining not exceeding 8 inch, with hole and button... ..	1½
Over 8 inch	2
„ 12 „	2½
All plain pockets above two including loop and button	1
Ticket pocket in seam without flap	½
„ with flap or welt	1
Flower pocket under lapel	½

Sleeves—

Forming filling in, or putting on plain cuff	1
„ „ if loose	2
Vents at hand	½
Holes and buttons at hand, per pair	½
Hand facings, plain	½
„ of velvet, kid, &c., extra	1
Round cuffs of velvet, plain	2
„ silk	2
„ „ if loose	3

Facings—

Silk breast facings on cloth, coat finished	3
„ „ on flannel or domette	2
„ „ „ to front edges	3
„ „ half way down	1½
„ „ if to sleeve head and side linings	2
„ „ if delicate materials, on material not otherwise stated or specified	1
„ „ silk sleeve tops	1
All rows stitched in shoulders, sides creased or otherwise half way down, at rate of three pair per hour	1

Sundries—

Stitching stand of collar, 4 rows, extra on padding	¼
Sleeves interlined	1
Back and body, sleeves interlined	1
Skirts, sleeves interlined	1
Back skirts, sleeves interlined	½
Flaps, sleeves interlined per pair	½
Wheel pieces on skirt not exceeding 6 inches	½
Each additional 6 inches or part	1
Cloth laid over skirt lining in front of waist	1
Facing plait pockets, one side, ½ hr., both sides 1 hr.	
Back seam taped or felled	1
Buggie lined, bound or faced, extra	½
Side edges, plain	½
„ if lined, stitched, bound, or corded	1
Oil skin, under arms, if under lining	¾
„ „ if over lining	1½
Double holes, extra per pair	½
Flaps	1½
Wind Cuffs	2
Jigger hooks and eyes, two hooks to fasten in holes, or one hook and one eye	½
„ buttons (<i>see dress coat</i>).	
Covered moles per doz.	1½
„ rings, pricked round	2½
Snips at collar	½
„ „ if turned in	1
Extra bridles sewn on canvas	½
Velvet lapel to front	2

Delicate Coloured Materials—

	Hours
Coats made from cream, white, scarlet, crimson, &c.	3
Linings and facings of delicate coloured materials, including breast facings	1

*Basting—**Dress or Frock Coat :*

Full basting, including facings, wadding, side body linings, sleeve with stump, collar, buttons, and tabs	4½
„ with all linings and all buttons	6
„ if with cuffs, extra	½
„ outside collar, extra	½
„ if without lining or facings	3½
Single-breasted, 1 hour less.	

*Forward Basting—**Dress or Frock Coat :*

Forward baste, with fronts made up, basting to consist of wadding, shoulder seams, sleeves, back seam, plaits, collar, buttons, and tabs	2½
If fronts are not made up	3½
„ back seam, collar, sleeves, buttons and tabs	2
„ „ without sleeves, buttons, and tabs	1
„ „ without back seam or sleeves	1
„ with collar, or tabs and buttons, or both	1

Similar particulars given in the Log for making the following classes of garments will be found on pp. 83 to 89 of the 1893 Piece Price Volume.

- (1) Morning or shooting coats.
- (2) Lounge jackets.
- (3) Chesterfield or ulster.
- (4) Chesterfield, new shape.
- (5) Covert coats.
- (6) Norfolk shirt.
- (7) Hunt coats.
- (8) Eton jackets.
- (9) Inverness capes.
- (10) Youths' coats of all descriptions.
- (11) Miscellaneous.

ALTERATIONS.

Alterations in ordinary materials to be paid at the rate per hour of new work.

All garments made of material in extra class (if let out) to be paid time and a quarter ; this to include ripping.

Alterations in scarlet and all other delicate coloured cloths to be paid time and a quarter.

Extras not specified in above list to be paid according to time.

CLASSIFICATION.

NOTE.—This is a Time Log for garments of ordinary materials.

Ordinary materials are understood to include worsted coatings, diagonals, milled meltons, vicunas, elysians, nap beaver cashmeres, witneys, best tweeds, serges, angolas, covert coatings unfaced, elastics, friezes, shetlands, homespuns, whipcords, &c.

Extra Class and Superfine—

Materials requiring superior excellence in workmanship are classed as follows to wit:—

Treble milled melton, superfines, venetians and altonas, faced beaver, box cloths, treble superfines, bedford cords, kersecymeres, doeskins, silks, satins, &c.

	Hours.
Time extra for above	2
<i>Superior Class—</i>	
Silk velvet, silk plush, fur, &c., extra	3

Lower Class—

To include flannels,* drills, linens, ducks, and tweeds not exceeding 4s. 6d. per yard, if 6/4 wide to apply to the three seam jacket only, 2 hours less.

Tennis, Boating, Cricketing Jackets†—

Three hours less than ordinary class.

Machine Log.

Supplementary to London Tailors' Uniform Time Log.

If done indoors, machine and machinist provided by employer, half of all work actually performed by machine to be deducted.

Where a man does, or pays for his own machining, one-third to be deducted on the same basis.

LININGS.

Frock, dress, or morning coats, basting wadding in sides, half hour to man.	
Basting wadding in back lining,	do.
Basting, padding or wadding in shoulders,	do.
Basting wadding in sleeves,	do.

LOUNGE AND CHESTERFIELD.

Basting wadding in back and forepart half way down, 1 hour allowed to man. If given in ready stitched, half hour to be allowed. If wadded right to the bottom, 2 hours to be allowed. If given in ready, 1 hour to man.

APPENDIX TO EACH COPY OF THE LOG.

We, the representatives of the Employers' Association, and the members of the Workmen's Central Board, do hereby recommend the above Log to be the Uniform Time Statement for London.

Here follow signatures of the representatives of the Employers and Workmen; after which comes the following note:—

“If any portion or work above-named and provided for is deducted from the construction of any garment, the same to be deducted from the Time Statement. In case of any dispute arising out of this Log between any parties concerned therein, the facts of the case are to be placed before the permanent reference Committee for adjustment.”

The total number of the workpeople, whose wages are regulated by the various sections of the London Log, is approximately 6,000 to 7,000.

* By virtue of the agreement of May 20, 1909 (*ante*, p. 259), flannel jackets made up with linings and padding in the shoulders, which are to be worn in place of ordinary Tweed or Cashmere jackets, are “to be paid as ordinary material; flannel jackets made up like ordinary ‘blazers’ without linings, with patch pockets and with internal seams turned in and felled, to be subject to the deduction of 3 hours from ordinary class material. Taping instead of felling extra as per Log. These amended definitions were arrived at in recognition of the fact that, at the present day, there are materials described as flannel which differ from the materials under consideration when the Log was compiled.”

† Irrespective of colour, by virtue of the award of January 6, 1893.

London West-end Ladies' Tailors.

A dispute between a large number of employers in the London West-end Ladies' Tailoring trade and their workpeople (of whom some 700 were involved) began on May 5, 1909, and was terminated by a joint agreement signed on May 14, 1909, by representatives of the firms concerned and of the Amalgamated Society of Tailors and Tailoresses and approved by the Association of London Master Tailors, which now regulates the conditions of employment of these workpeople (among whom, as will be seen, the method of time-wage payment* obtains). The terms of this agreement are as follows:—

1. Fifty working hours' week.
2. Wages: 1s. 1¼d. ; 1s. ; 11d. per hour.
3. Classification in separate rooms.
4. Overtime at the rate of time and a quarter from closing time of workshop until 9.30 p.m. From 9.30 p.m. until 6 a.m., 2s. 6d. per hour.
From 6.0 a.m. until opening hour of workshop at the rate of time and a quarter.
Workman not to be compelled to work overtime in the morning if he has worked overtime until late the previous evening.
Saturday, overtime at the rate of time and a quarter from 2.0 p.m. until 4 p.m. After 4 p.m., 2s. 6d. per hour.
5. No holidays to be paid for.
6. Men working overtime after 9.30 p.m. to have the option of taking not more than half an hour for meal at their own expense.

Provincial Logs.

In the provinces and also in Wales, Scotland, and Ireland the same system as obtains in the bulk of the London trade is also found to prevail, although in a considerable number of cases tailors work to a piece list (the price to be paid for each operation being stated in this "money log"). So far as concerns the time allowances of the different time logs, owing to the variations in their construction, the time allotted even for the same style and material of garment varies from place to place. But in Scotland a national "time statement," agreed upon between employers and employed, fixes the time to be allowed for each operation uniformly for the whole of Scotland. With regard to time rates of wages in the tailoring trade, these (it will be understood) are fixed, according to the varying circumstances, differently for different places.

While, as will have been seen, the London log assumes, that the bulk of the work will be done without the assistance of the sewing-machine, in some parts of the country (as, for example, in Lancashire, exclusive of Manchester and Liverpool) the agreements in the tailoring trade are framed so as to apply entirely or mainly to work done with the machine. The following is a copy of a "machine log" of this nature, which is

* Per working hour, not per log hour as in the case of the agreement for piece work above described.

in force at Blackburn, having been agreed to between the Blackburn Master Tailors' Association and the Blackburn Branch of the Amalgamated Tailors' Society to come into operation as from November 1, 1901. It will be observed, that this is a money log, the price to be paid for each operation being stated, without specifying the amount of time allowed for the work; and it will be remarked, that this log (as is the case with many others) does not go into such minute detail as the London log, but instead lumps together the various operations incidental to making, *e.g.*, an ordinary coat, and fixes one inclusive price for this aggregate. In such cases the ordinary garment is taken as one unit, and "starts plain" with the specified price, to which have to be added such "extras" as shall correspond with the work required in each particular case.

Blackburn Machine Log.

CLASSIFICATION OF MATERIALS

3 Classes in all garments.

1st Class—

Finished Cloths, Meltons, Black and Blue Worsteds, Vicunas, Beavers, Venetians, Doeskins, Plush, Silk, Velvet, Raincoatings.

2nd Class—

Coloured Worsteds, Best Serges, Fine Angolas and Saxonys, Witney and Pilots, cheap Beavers, cheap Meltons, cheap Black and Blue Worsteds, cheap Vicunas, cheap Venetians, cheap Raincoatings, and Fancy Vestings.

3rd Class—

Tweeds, Black and Coloured Serges (cheap Coloured Worsteds in Trousers only).

D.B. Frock or Dress Coat—

	<i>s.</i>	<i>d.</i>
Two pleat pockets, one in breast, puffs, bottom, linings felled throughout except down facing and sidebody, cuffs raised or plain, single or double stitched edges, wadding at sides, padding on canvas or facing	15	5
2nd Class	14	1½
3rd "	12	10

S.B. Clerical Frock, stand coll., 2/- less.

S.B. Clerical Frock, Prussian coll., 1/- less.

Morning or Shooter Coats—

Two pleat pockets, one in breast, bottom, linings felled throughout except down facing and sidebody, puffs, cuffs raised or plain, all pockets tacked by hand, wadding through sides, padding on canvas, single or double stitched edges	10	5
2nd Class	9	6½
3rd "	8	8

Lounge Coats—

Two out pockets with flaps or welts, one in breast, with or without bottom, linings felled throughout except down facing and side seam, puffs, cuffs raised or plain, one vent behind, all pockets tacked by hand, with or without wadding at sides, single or double stitched edges	8	3
2nd Class	7	6
3rd "	6	11

D.B. Lounge, 2 hours extra.

VALUE OF DETAILS FOR EXTRAS OR DEDUCTIONS.								s.	d.
<i>Coats—</i>									
Outside breast pocket	...	...	...	...	...	...	...	0	6
Inside breast pocket	...	...	...	...	...	...	...	0	4
Ticket pocket, with flap	...	...	...	...	...	...	...	0	6
" " without flap	...	...	...	...	...	...	...	0	4
Skirt pocket with hole and button	...	...	...	...	...	...	...	0	6
" " with two holes and buttons	...	...	...	...	...	...	...	0	8
Patch pockets, plain, lined or unlined	...	...	...	...	...	each	...	0	3
" " plain, lined or unlined, with flap	...	...	...	...	...	"	...	0	5
Flaps on shooter	...	...	...	...	...	...	...	0	6
Side pockets with jeating or welt	...	...	...	...	...	each	...	0	6
With vent through	...	...	...	...	...	extra	...	0	3
Bottom on coat	...	...	...	...	...	...	...	0	6
Haircloth, bound all round, any size	...	...	...	...	...	...	...	0	6
Vents in cuffs	...	...	...	...	...	...	...	0	3
Holes in cuff	...	...	...	...	...	each	...	0	1
Vent in Lounge	...	...	...	...	...	...	...	0	3
Cuts under arm in Lounge or Chester	...	...	...	...	...	...	...	0	3
Loose bottom on Chester	...	...	...	...	...	...	...	0	6
Raw edges	...	...	...	...	...	less	...	0	9
Raised seams	...	...	...	...	...	...	...	0	6
Throat tab	...	...	...	...	...	...	...	0	3
Full belt or half belt, two holes for ulsters	...	...	...	...	...	...	...	0	6
Raglan coats	...	...	...	...	...	extra	...	0	9
Binding one side by machine	...	...	...	...	...	less	...	0	6
Taping seams or bottoms one edge by machine	...	...	...	...	...	per yard	...	0	3
Yoked backs	...	...	...	...	...	...	...	0	3
Foreparts	...	...	...	...	...	...	...	0	3
Cuffs to match	...	...	...	...	...	...	...	0	3
Gauntlet cuffs	...	...	...	...	...	...	...	0	6
Silk facings on frock or dress coat, if on domette	...	...	...	...	...	...	...	1	0
If with cloth facings underneath finished	...	...	...	...	...	...	...	1	6
Chesterfield silk faced to bottom	...	...	...	...	...	...	...	2	0
If on domette	...	...	...	...	...	...	...	1	6
If silk forepart lining goes to front edge	...	...	...	...	...	...	...	0	6
Dinner jackets, silk facing to form roll and collar	...	...	...	...	...	...	...	1	0
Small silk facing	...	...	...	...	...	...	...	0	6
Extra strap on Norfolk jacket	...	...	...	...	...	...	...	0	6
<i>Vests—</i>									
Step collar or roll	...	...	...	...	...	...	...	0	3
Extra pockets	...	...	...	...	...	...	...	0	3
Flaps	...	...	...	...	...	per pair	...	0	3
Cuts in pockets not to be charged.									
Vents at side	...	...	...	...	...	...	...	0	2
Fly fronts	...	...	...	...	...	...	...	0	4
Loose facing	...	...	...	...	...	...	...	0	3
Eyellet holes for buttons	...	...	...	...	...	...	...	0	3
Holes above six or under add or deduct each	...	...	...	...	...	...	...	0	1
D.B. lapel sewn on, with or without collar	...	...	...	...	...	...	...	0	3
Sleeves in vest, with one hole and button cuff	...	...	...	...	...	...	...	1	0
Binding one side by machine	...	...	...	...	...	less	...	0	4
<i>Trousers, Knickers, and Breeches—</i>									
Buckle and strap	...	...	...	...	...	...	...	0	3
Raised seams	...	...	...	...	...	...	...	0	2
Hip or cash pocket	...	...	...	...	...	...	...	0	3
With flap, hole, and button	...	...	...	...	...	extra	...	0	2
Bottoms faced with cloth or canvas six inches up	...	...	...	...	...	...	...	0	6
If no shrinking in bottoms	...	...	...	...	...	deduct	...	0	2
If no seat piece, cuts at waist not to be charged.									

	<i>s.</i>	<i>d.</i>
Fall trousers, four holes in fall and three in bearer. If extra size, six holes in fall.		
Knickers with buckle and garter, including vent	0	6
Cloth band, sewn on with four holes a side	1	0
Cuts at waist per pair	0	2
Knee lining	0	3
Trousers bottom taped flat, both edges felled	0	3
Continuations to breeches growing to	0	6
If sewn on	1	0
Serging seams of trousers	0	4
Knee to bottom	0	2
Breeches or knicker seams	0	3

EXTRAS BY HAND.

Coats—

Sewing on lapels	0	3
Side body	0	1½
Side seams	0	3
Back seam	0	1½
Shoulder seams	0	1½
Waist seams	0	3
Sewing sleeve seams and linings	0	6
Sewing in sleeves	0	3
Padding collar	0	6
Fall only	0	3
Outside breast pocket	0	4½
Inside breast pocket	0	3
Pleat Pockets	0	6
Lapels stoated	0	6
Morning coat and lounge facings sewn on	0	4½
Stoated edges	0	10½
Edges stitched to waist seam, collar, lapels, back skirt, and sleevehands	1	0
If to bottom of skirt extra	0	6
If double-stitched extra	1	6
Bound Edges	1	3
If round bottom extra	0	6
Corded edge	1	6
If round bottom extra	0	3
Flat braiding extra	0	6
Cuts in waist	0	4½
In gorge	0	3
Raised seams in shooter	1	6
If plain sleeveheads less	0	6

Vests—

Pockets each	0	3
Making back, backstrap and putting in	0	6
Seaming edges round	0	1½
Stitching edges per row	0	4
Bound edges	0	9
Corded edge	0	9
Flat braid	1	0
D.B., with collar extra	0	3

Trousers—

Pockets by hand each	0	1½
Seaming up	0	4½
Seat seam	0	1½
Stitching fly and tops	0	6

<i>Coat and Vest—</i>		SIZES.						s. d.
24	breast ... ..	...	...	...	...	...	reduce $\frac{1}{1\frac{1}{2}}$	
32	" and above	...	...	...	...	...	" $\frac{2}{1\frac{1}{2}}$	
30	" " "	...	...	...	...	...	" $\frac{3}{1\frac{1}{2}}$	
28	" " "	...	...	...	...	...	" $\frac{4}{1\frac{1}{2}}$	
26	" " "	...	...	...	...	...	" $\frac{5}{1\frac{1}{2}}$	
24	" " "	...	...	...	...	...	" $\frac{6}{1\frac{1}{2}}$	
42	" " "	...	...	...	...	...	increase $\frac{1}{1\frac{1}{2}}$	
46	" " "	...	...	...	...	...	" $\frac{2}{1\frac{1}{2}}$	
50	" " "	...	...	...	...	...	" $\frac{3}{1\frac{1}{2}}$	
54	" " "	...	...	...	...	...	" $\frac{4}{1\frac{1}{2}}$	

Eton Jackets above 30-in. breast to increase $\frac{1}{1\frac{1}{2}}$ for every two inches.

Ladies' Jackets below 32-in. breast reduce $\frac{1}{1\frac{1}{2}}$ for every 2-in. ; above 38-in. breast, increase $\frac{1}{1\frac{1}{2}}$ for every 4-in.

Trousers—

30 to 40 waist as per list.								
28	and under 30	...	...	...	...	...	reduce $\frac{1}{1\frac{1}{2}}$	
26	" 28	...	...	...	...	...	" $\frac{2}{1\frac{1}{2}}$	
24	" 26	...	...	...	...	...	" $\frac{3}{1\frac{1}{2}}$	
22	" 24	...	...	...	...	...	" $\frac{4}{1\frac{1}{2}}$	
Above 40	" 44	...	...	...	...	...	increase $\frac{1}{1\frac{1}{2}}$	
" 44	" 48	...	...	...	...	...	" $\frac{2}{1\frac{1}{2}}$	
" 46	" 52	...	...	...	...	...	" $\frac{3}{1\frac{1}{2}}$	

Additions or deductions for sizes to be made on the start.

Alterations and repairs to be paid 6d. per hour.

Distribution of Work in Slack Seasons.

The tailoring trade is greatly affected by seasonal fluctuations, and since for the most part the workpeople are not paid weekly or daily wages, but according to the amount of work performed in each case, the question of the distribution among them of whatever work is forthcoming in periods, when sufficient work to keep them all fully employed is not available, is one of much practical importance to the operatives. The manner, in which this matter is regulated by agreement between employers and employed, will be seen from the text of the three agreements printed below.

GENERAL AGREEMENT.—GREAT BRITAIN AND IRELAND.

The following agreement was made on March 2, 1892, between committees representing respectively the Master Tailors' Association of Great Britain and Ireland (now entitled "the National Federation of Merchant Tailors") and the Amalgamated Operative Tailors' Association, and affects about 15,000 workpeople :—

Resolved—That the proposals of the Amalgamated Society of Tailors for an equitable distribution of work during the slack seasons is not to be taken as a request for the distribution of work in turns, nor are the employers called upon to surrender the discretion they have always exercised in the selection of workmen for the different classes of work.

We fully recognise that the work ought to be fairly shared during the slack seasons in harmony with the above, and we urge upon our members throughout the country to carry these principles into effect.

We further urge that where workmen feel they have any grievance in the matter of their share of work, employers give every facility for the laying of such complaints directly before them, without the intervention of others, if such be desired.

The foregoing definition of the workmen's demand, and the recommendations of the Employers are hereby accepted by the joint Committee of the Master Tailors' Association of Great Britain and Ireland, and the Amalgamated Operative Tailors' Association, as a settlement of the questions raised in Dublin and elsewhere, by the endeavour to carry out the new Rule of the Amalgamated Society of Operative Tailors, which is as follows :—

RULE 34—SECTION 1.—“During slack seasons a fair equitable division of trade should be compulsory in all shops.”

In case of any difference of opinion arising as to the carrying out of the foregoing Resolutions, neither strikes or lock-outs shall take place until the matter has been dealt with by the Local Arbitration Committees.

SCOTLAND.

At a joint meeting of the Scotch Committee of the National Federation of Merchant Tailors and the Executive of the Scottish Operative Tailors' Society held on September 17, 1903, the following arrangement was made, subject to the approval of the Branches of the operatives affected—“That in quiet seasons they (the employers) use their own discretion, as at all other times, in giving the work to such workpeople as they consider best capable of turning it out, but the principle of job about shall be recognised.” By these arrangements about 3,000 workpeople are directly affected.

BELFAST.

The Joint Arbitration Committee of the Belfast branches of the National Federation of Merchant Tailors and the Amalgamated Society of Tailors respectively agreed in February, 1902, to the following rules “as a guide for the fair distribution of work in slack seasons.” These rules directly affect 800 workpeople.

I.—That each employer or foreman have the right to give a job to the workman he considers best qualified to make it ; but should there be a run of trade that would cause any man to be passed over from getting his job on the first round, that it be made up to such man with as little delay as possible.

II.—Dress coats, frock coats, ladies' garments, and military uniforms to be considered “Specials,” and can be given to any man, even although he has already got a job.

III.—When a man has been in the habit of making for a peculiar customer, a job for that customer can be given to him as a “Special.”

IV.—If a customer leave an order for more than one garment, they can be given to same workmen if employer or foreman wishes.

V.—Trousers to be regulated accordingly. Breeches, knicker breeches (not ordinary knickers with continuations), pantaloons and dress trousers to be reckoned “Specials.”

Lest any inequality exist we recommend that each shop have the power of regulating their own “throw ins” ; and we further recommend that breeches count as one job, owing to the fact that this garment is made by same workmen at all seasons.

HAT TRADE.

Lists of piece prices for journeymen hatters framed by agreement between employers and employed are in force in several districts. The method, upon which these lists are compiled, will be seen from the extracts from the list for Denton and the London district price list printed below.

(1.) Denton List of Prices for Wool and Fur Hats.

The list agreed upon between employers and employed on October 5, 1891, is still operative, but certain amendments have since been made, and are incorporated in the extract from this list, which is printed here, and which deals with the process of body making in relation to fur hats. About 1,700 men and 1,600 women employed in the Denton district (including Hyde) are paid to this list, the processes of wool forming, trimming, and machine binding being performed by women, and the remaining processes (including fur hat forming) by men.

It may be useful to explain, that "planking" is the process of making felt from the raw material. The initial stage of this process is known as "settling" and the final stage as "stumping."

"Bumpers" are machines for making felt, chiefly of the common kinds. They are identical in principle with the milling machine in the woollen cloth trade.

The terms "outside" and "inside" refer to outworkers and those working inside the factories.

FUR HAT BODY MAKING

FORMING.

Up to and including 2½ oz.	...	...	...	...	...	2¼d. per dozen.
" " 3 "	...	...	...	...	...	2½d. "
" " 3½ "	...	...	...	...	...	2¾d. "
" " 4 "	...	...	...	...	...	3d. "
¼d. extra for each additional ½ oz.	¼d. extra if ½ Wool and ½ Fur.	½d. extra if ⅔ Wool and ⅓ Fur.				

Or by weekly wage at not less than 35s. per week of 55½ hours.

HARDENING.

Up to and including 2½ oz.	...	...	...	...	...	4d. per dozen.
¼d. extra for each additional ½ oz.						
½d. extra for ½ Wool and ½ Fur.	1d. extra for ⅔ Wool and ⅓ Fur.	Shells 6d.				
	Pullovers 7d.					

Or by weekly wage at not less than 35s. per week of 55½ hours.

Stumping by hand, not exceeding 1 inch 1s. per dozen.
 Second Sizing after Sandpapering, not exceeding $\frac{1}{2}$ inch ... 1s. „
 Second Sizing after Knife Shaving, not exceeding $\frac{3}{4}$ inch ... 1s. „
 Hand Stumping Outside (after Machine Planking) 1*d.* per doz. extra to
 Inside price.

Second Sizing Outside 1*d.* per doz. extra to Inside price.
 Settling Price to be arranged between Employer and Employed.

HAND PLANKING.

For the lowest qualities up to $2\frac{1}{4}$ oz. 2*s.* 8*d.* per dozen.

To rise 3*d.* per $\frac{1}{4}$ oz. and 3*d.* per quality.

3*d.* per dozen to be deducted from above prices for hats that are to be
 second sized.

All Fur Hats Planked outside to be paid 2*d.* per doz. extra to the price paid
 for the same work when done Inside.

Or by weekly wage at not less than 34*s.* per week of 55 $\frac{1}{2}$ hours.

STAINING.—Drabs, 4*d.* per dozen. Other shades, 6*d.*

Youths up to 16 years of age are not to be counted as Apprentices upon
 Settling Machines.

[*Definition of above Clause.*—The Settling Machine to be the first machine
 following the Hardening, and Hats to be settled not more than 6 inches
 each way.]

Free [*i.e.*, non-Unionist] Labour allowed upon Bumpers.

(2.) London List of Prices.

The London District Price List was agreed upon at a conference of employers and conjoint committees of Executive and District of the "Journeyman Hatters' Fair Trade Union" on February 5, 1889. Advances in the prices for body-making came into operation in February, 1899, and these alterations have been incorporated in the extract from this list printed below. In other respects the 1889 list remains in force unaltered.

The silk hat trade is divided into three sections, viz., body-making, finishing, and shaping. The body, crown, and brim, which form the shell of the hat, are made and joined together by the body-maker. The silk or other material is usually cut out by a forewoman, who hands it over to a crown sewer for the purpose of stitching the crown to the sides. It is then handed to the finisher, who covers the body, and finally to the shaper, whose duty it is to shape the brim in accordance with the pattern that has been given him, varying more or less with the changes of fashion.

Each process is paid for at a given price per dozen, with extras, as set out in the following piece scale. The apprenticeship system is rigidly carried out in the trade, the apprentices being also paid by the employers at piece rates. During the busy season the average production of a journeyman hatter is about $3\frac{1}{2}$ dozen per week.

About 250 men are paid to the list.

BODY MAKING.

	Per doz.
	<i>s. d.</i>
Two-ply bodies,* one on frame covered once (ordinary strength), brim 4 substances, patch back and front.	12 0
Three-ply bodies, two on frame, covered once (ordinary strength), brim 4 substances, patch back and front.	12 0
Three-ply bodies, one on frame, covered twice (ordinary strength), brim 4 substances, patch back and front.	13 0
Livery bodies, two on frame, covered once (ordinary strength), brim 5 substances, patch back and front.	13 0
Livery bodies, two on frame, covered twice (ordinary strength) brim 6 substances, patch back and front.	14 0
Extra light bodies, men's or ladies'	12 0
Zephyr bodies, men's or ladies'	12 0
Manilla, willow, and mohair bodies	13 0
Hunting caps	18 0

All the above to be water brims.

Extras.

	Per doz.		Per doz.
	<i>s. d.</i>		<i>s. d.</i>
Odd hats	1 0	Extra cover on crown or brim	1 0
Sets (gauge or rule)	1 0	Blocks packed out over $\frac{1}{8}$ in. head	2 0
Brows, or 1 or 2 inches oval, or conformateurs, or broad back or front	2 0	Spring brims (water)	4 0
Corks†	3 0	Spring tips made in mould	3 0
Consols (prepared)†	3 0	Spring tips made in mould	5 0
Consols (unprepared)†	4 0	Brims rounded for finisher	1 0
Consols (felt)†	4 0	Bodies made deeper than block up to $\frac{1}{2}$ inch	4 0
Papers‡	1 0	Bodies made deeper than block over $\frac{1}{2}$ inch	6 0
Stamped tips	1 0	Regular hats tipped and half blocked	2 0
Fly unders	1 0	Brims 3 inches and over in width	2 0
Soft bands	3 0	Varnishing second time, spirit or waterproof	0 6
Pounce brims	1 0		
Felt brims	3 0		
Grease Proof band cut flush	1 0		
Grease Proof band turned over	2 0		
Tip measurement or pattern hats	2 0		

All bodies given out singly to be made to be paid for as odds.

ROUND AND SQUARE CROWNS.

	Per doz.
	<i>s. d.</i>
Regular round and square crowns, one or two ply on frame covered once, 4 sub. brim	10 0
Round crowns, if pulled over in one piece	11 0

All extras to be paid for as in regular work.

* One piece of calico strained on a frame and saturated with shellac and covered with another piece of the same or similar material, is called a "two-ply body," and so on in proportion according to the strength required.

† In these cases cork, satin or silk is made to adhere to the foundation.

‡ *I.e.*, with paper on the foundation.

MISCELLANEOUS TRADES.

PRINTING.

Under the collective agreements in force in the printing trades both piece-wage and time-wage systems prevail. In composing and bookbinding the two systems exist side by side in certain districts. Among compositors certain classes of work (even in cases in which piecework generally prevails) are usually done on time-wage, *e.g.*, when the workmen are required to carry out authors' corrections, to "clear away" (*i.e.*, take away head and white lines (see *post*, p. 276), tie up pages for distribution (replacing type in cases), or in short to do any work other than straightforward type-setting.

Hand Composition.

The system of paying compositors in proportion to the number of types set up is believed to have existed, to some extent, from the introduction of this mode of printing in the fifteenth century. So far back as 1785 a "London Scale of Prices for Compositors' Work" is known to have been in operation, and this scale has formed the basis upon which compositors have since worked. Alterations and modifications, however, have from time to time been made in the London Scale by the mutual consent of representative employers and workmen, the dates of such alterations being 1793, 1795, 1800, 1805, 1810, 1847, 1866, 1872, and 1891.

The existing scale of prices was agreed upon by the representatives of the Printing (now called the Master Printers') and Allied Trades' Association and the London Society of Compositors at a series of conferences held at Stationers' Hall in 1891, and has subsequently been amended by an agreement made between the representatives of the London daily newspaper proprietors and of the Society just referred to at a conference held on June 7, 1894; by an agreement between the Master Printers' and Allied Trades' Association and the same Society made in April, 1900; by an award made by Mr. G. R. Askwith, C.B., K.C. (an arbitrator appointed by the Board of Trade on the application of the same Association and the Society), on March 8, 1901; by an agreement made between the same Association and Society on January 30, 1906; by an agreement made between the Newspaper Proprietors Association and the Society on July 24, 1907; by an agreement made between the Master Printers' and Allied Trades' Association and the Society on November 30, 1907; and by agreements made between the Newspaper Proprietors Association and the Society on November 11, 1908, and November 12 and 18, 1909.

Most of the principal towns in the United Kingdom have scales of prices distinct from the London Scale, but the chief point of difference is to be found in the price per thousand

“ens,” and therefore a brief description of the London Scale, as now in operation, with the mode adopted in carrying it into effect, will be sufficient for present purposes.

The London Scale is divided into three sections, viz., the Book and Jobbing Scale, the Parliamentary Scale, and the News Scale, which will now be described.

(a) London Bookwork Scale (1891).

Dealing first with the Book Scale, it is provided that—

“All works in the English language, common matter, including english and brevier, are to be cast up at $8d.$ per 1,000 [ens]; minion, $8\frac{1}{4}d.$; nonpareil, $9d.$; ruby, $9\frac{1}{2}d.$; pearl, $10d.$; diamond, $12d.$; head and white lines included. A thick space to be considered an en in the width, and an en to be reckoned an em in the length of the page. 1,000 to be charged where the number of letters amounts to 500; under 500 not to be reckoned. If the calculation per 1,000 shall not amount to an odd threepence, the odd pence to be suppressed in the price of the work; but where it amounts to or exceeds threepence; sixpence to be charged.”

This paragraph, it will be seen, is full of technicalities, which, however, are readily explained.

“By the term ‘common matter’ is understood the usual description of bookwork, but where any departure whatever is made, by the introduction of peculiar matter, extraneous sorts,* contractions, &c., the compositor to be entitled to an extra charge in accordance with the time occupied.”

“English and brevier” are the maximum and minimum sizes of type that are to be “cast up,” *i.e.*, measured and paid for, at the minimum rate per thousand letters, a higher rate being paid for each body of type smaller than brevier. The “head and white” lines refer to the headings to each page, the blank line between such heading and the text in the page itself, and the blank line at the foot of each page. A “thick space” is the space most commonly used between each word; an “en” is also a space, but rather thicker, and is taken as the average thickness of each letter of the alphabet, an “em” being the equivalent of two “ens” or three thick spaces.

Reprints, in every respect exact reproductions of the originals, are cast up at $\frac{3}{4}d.$ per 1,000 less, those not in every respect reproductions at $\frac{1}{2}d.$ per 1,000 less, and those with MS. insertions at $\frac{1}{4}d.$ per 1,000 less.

“Thin founts† to be cast up at $\frac{1}{4}d.$ per 1,000 extra for every en below 12 ems of their own body in thickness.

“Bastard founts‡ of one remove to be cast up to the depth and width of the two founts to which they belong; of two removes to be cast up to the smaller body, both in depth and width.

“Matter stereotyped by the plaster process to be cast up, if with high spaces, at $\frac{1}{4}d.$ per 1,000 extra; if with low spaces, at $\frac{1}{2}d.$ per 1,000; but should any other method be adopted entirely obviating the inconvenience occasioned, no extra charge per 1,000 to be made.”

* Letters, figures, &c.

† Type of less width than the recognised standard.

‡ Those having a small face on a large body.

The prices per 1,000 throughout apply to solid matter, but $\frac{3}{4}d.$ per 1,000 is deducted when leads are used, *i.e.*, when a space appears between each line.

In addition to the price per 1,000, the compositor is entitled to numerous extras per sheet, according to the nature of the work, most of which are clearly defined in the scale. The size of a sheet varies, but in casting up no sheet is considered single which exceeds 520 superficial inches of printed matter, including borders, rules, and inner margins. All of larger dimensions are cast up as two sheets of half the number of pages of which the whole sheet consists, *i.e.*, 4to. as two sheets of folio, or 8vo. as two sheets of 4to. Whether, therefore, the compositor is entitled to charge such extras as may occur in a work upon 16 or upon 32 pages is a matter of considerable importance, especially when such extras run into several shillings per sheet, as they frequently do.

Works in 16, 18, or 32 pages to the sheet, in small pica and upwards, are paid 1s. 6d. per sheet extra (in respect of the work involved in "arranging furniture," *i.e.*, placing material between the pages); if in long primer, or smaller type, 1s. Forty-eights are paid 2s. per sheet extra, and sixty-fours, 2s. 6d.

Works imposed in small chases,* or with stereo. furniture,† are charged 1s. per sheet extra on the above charges.

Pamphlets of five sheets and under are paid 1s. per sheet extra.

"Bottom notes to be measured off and cast up to their own body, with an addition of 1s. for placing‡ in folio, quarto, and octavo; 1s. 6d. in 12mo.; 2s. in 16mo., 18mo., and above, for each sheet in which they occur.

"Quotations, mottoes, contents to chapters, &c., in the same fount of type as the notes to be reckoned as notes.

"In measuring off notes, quotations, &c., the actual quantity of small type to be reckoned, and when it exceeds one line, one line extra to be allowed for the white, but when there is only one line of small type, one line to be reckoned; *i.e.*, for each separate quantity of note, quotation, &c., exceeding one line, one line extra to be reckoned for the space which separates it from the text, but where no space appears, no line to be reckoned.

"Types between the sizes of the text and the notes, or smaller, to be measured off and paid 1s. per sheet extra for placing in those sheets in which they occur, for every sized type used.

"Double-column notes, interspersed through a volume, to be charged, in addition to the price for notes, 1s. per sheet extra in 8vo.; 1s. 6d. in 12mo.; 2s. in 16mo.

"Side notes, not exceeding a broad quotation§ or five lines on an average in each page, to be paid, for each sheet in which they occur, 1s. in folio; 1s. 6d. in quarto; 2s. in octavo; 2s. 6d. in 12mo.; 3s. in 16mo., 18mo. and above. Double-narrows|| 1s. 6d. in folio, 2s. 6d. in quarto. Cut-in notes¶ to be paid as side notes, with the addition of 2d. for each justification.**

* Prepared for the stereotype foundry.

† Material which is specially used to protect the edges of the type.

‡ Seeing that they appear at the foot of the proper page.

§ Equal to about two-thirds of an inch.

|| Equal to about one inch.

¶ Notes let into the text instead of the margin.

** Spacing out the line to the proper measure.

"Side notes in nonpareil, though not exceeding the quantity specified, and not cast up to their value, to be paid 6*d.* per sheet additional ; if in pearl, 1*s.* per sheet additional.

"Where side notes exceed the maximum quantity specified, viz., five lines on an average in each page, the actual number of lines set up to be counted and paid treble the price of common matter, as an equivalent for composing and making up. In casting up, the actual width only of the text and side notes to be taken respectively.

"Double side notes, or notes upon each side of the page, to be paid double the price specified for notes on one side of the page, for each sheet in which they occur.

"Figures in the margin down the side of a page not to be considered side notes, but to be charged extra according to the trouble occasioned.

"Under runners* not to be cast up with the side notes, but to be paid by agreement between the employer and journeyman.

"Side notes attended with more than ordinary trouble to be paid by agreement between the employer and journeyman.

"Reviews, magazines, and works of a similar description, consisting of more than one fount of type, and cast up to the respective bodies, to be paid 2*s.* 6*d.* per sheet extra.

"No deduction to be made for leads occasionally used, unless with sizes of type leaded throughout according to the plan of the publication.

"Contents and other prefixed matter to a volume of a publication belong to the companionship† which has done the parts, but such matter may by mutual arrangement be given to another piece companionship in an emergency.

"Wrappers may, by mutual agreement between the employer and journeyman, be set up either by piece or establishment‡ hands ; if by the latter, such wrappers belong to the house.

"Standing advertisements,§ wood-cuts, or stereo. blocks, in a wrapper or advertising sheet, not to be chargeable, except for the time occupied in making up.

"Jobs of one sheet or under to be cast up at 9*d.* per 1,000 ; in foreign language, 10½*d.* Jobs in smaller type than brevier to take the proportionate 'advance' previously specified.

"Two pages only, irrespective of imposition,|| to be paid as two pages ; if with an indorse or any other kind of matter constituting a third, then as three pages.

"Jobs of the character of bookwork to be cast up in sheets, with the usual extras, and the portion of the sheet which is actually set up or imposed to be charged.

"Tracts or papers of one sheet or under, forming part of a uniform series, not to be considered jobs, but to be cast up according to 'the type in which they are set,' with the addition of 1*s.* per sheet for folio, 1*s.* 6*d.* for 4to., 2*s.* 6*d.* for 8vo. and smaller sizes, provided the compositors obtain a return of letter, &c.,¶ in each case.

"Where works are printed on alternate pages, the compositor to be entitled to charge for the time occupied in making up the blanks.

"Undisplayed broadsides in one measure, such as leases, deeds, and charter-parties, above the dimensions of crown, whether table or common matter, to be paid double the price of common matter ; on crown and under, one and one-half common matter ; if set in 2, 3, or 4 columns, one and one-fourth

* Figures or letters down the side of a page to indicate the position of any line.

† The name given to a body of men working together.

‡ Compositors paid a fixed weekly wage.

§ Advertisements that have previously appeared.

|| The arrangement of the pages in such a manner as to enable them to fall correctly when the sheet is folded.

¶ The same sized type, leads, materials, &c.

common matter ; 5 columns, one and one-half ; 6 columns, double. The indorse to be paid one-fourth of the inside page as common matter. Displayed broadsides, if containing more than 16 lines, to be paid as follows :—

					s.	d.
Foolscap or crown	...	...	...	...	5	0
Demy	...	...	...	...	7	0
Royal	...	...	...	...	8	6
Double crown	...	...	...	...	10	0

“ If containing 13 and not more than 16 lines, three-fourths of the prices specified ; if 12 lines and under, one-half.

“ Broadside descriptions of plates to be paid one and one-fourth common matter, and each turn-over page to be paid as a full page.

“ Tabular and table work is matter set up in three or more columns depending upon each other and reading across the page. To be paid as follows :—

3 columns without headings, one-fourth extra.

3 columns with headings, 4 columns without, one-half extra.

4 columns with headings, and 5 or more with or without, double the price of common matter.

“ Headings in smaller type than the body, but not exceeding two removes, if not more than three lines in depth, to be paid 1s. extra ; if more than three lines, or if in smaller type than two removes, to be cast up according to the relative values of the two bodies ; the greatest number of appearing lines being considered the depth.

“ The following to be considered a definition of the word heading :—

Parish.	Name of Voter.	Residence.
Chelsea	John Smith	Belgrave Place.

“ Or thus, when set in smaller type, and forming three or more lines :—

Name of Voter.	Trade or Profession.	Place. of Residence.
John Smith... ..	Wheelwright... ..	Chelsea.

“ Blank tables to be cast up double the price of the text type of the work. No extra charge to be made for headings in smaller type, unless such headings constitute one-third of the table.

“ The extra price for table, tabular, and column matter to be paid on the actual dimensions only, with the following exceptions :—Title headings to table and tabular matter to be reckoned as part of such matter ; but when exceeding 5 ems of the body of the table, &c., in depth, 5 ems only to be charged as table, the remainder as common matter.

“ Bottom notes to tables to be paid on the same plan as title headings : not to constitute a *pro rata* charge per sheet, provided they do not exceed 5 ems of the body of the table.

“ Table, tabular and column matter, when paid by an addition to the price per 1,000, to be cast up according to ‘ scale ’ : thus a Greek table is cast up as once Greek and once English.

“ Tables belonging to a work to take the extras of that work.

“ Column matter, as distinguished from table and tabular, is matter made up continuously in two or more columns, not depending upon each other, and reading down the page, to be paid as follows .—

2 columns :—

In folio and 4to...	...	...	...	...	1s. per sheet.
„ 8vo.	...	...	...	...	2s. „ „
„ 12mo.	...	...	...	...	3s. „ „
„ 16mo. and smaller sizes	...	...	...	...	4s. „ „

3 columns :—

In folio and 4to., 2s. per sheet.

In 8vo. and smaller sizes, one-fourth more than common matter.

4 columns :—

In folio and 4to., 4s. per sheet.

In 8vo. and smaller sizes, one-half more than common matter.

5 columns :—

In folio and 4to., one-half more than common matter.

In 8vo. and smaller sizes, double the price of common matter.

6 columns :—

In all cases double the price of common matter.

“Column matter not exceeding 5 ems pica in width to be paid one-half more than common matter ; not exceeding 4 ems pica, double the price of common matter.

“Parallel matter, dialogues, vocabularies, comparative statements, and matter of a similar description, although arranged in columns depending upon each other, to be considered as column matter ; if attended with extra trouble, to be paid by agreement between the employer and journeyman.

“Two-column matter, interspersed through a volume, to be charged 1s. per sheet extra in 8vo., 1s. 6d. in 12mo., 2s. in 16mo., on the sheets in which such matter occurs.

“Three columns, depending upon each other, when made up forming six across the page ; and six columns depending upon each other, across two pages, to be charged double.

“The foregoing charges to be made upon every description of work, and to include the insertion of column rules when required.

“Algebraical and mathematical works, consisting of mathematical fractional workings numerously interspersed throughout, to be paid double the price of common matter.

“Where lines or small portions of algebraical or mathematical workings occur in different parts of a work, such lines or portions are not to be measured and cast up, but to be paid for in proportion to the labour or time employed in executing them.

“Chemical and medical works to be cast up as common matter, with such extras for split fractions,* superiors,† inferiors,† signs, &c., as shall be mutually agreed upon between the employer and journeymen for the time occupied.

“Pedigrees to be paid double the price of common matter ; and the heads and notes upon the same principle as the heads and notes of tables.

“Pedigrees worked separately to take the extras of the work.

“Interlinear matter, on the plan of the Hamiltonian system, to be paid as one-half the large and one-half the small type, and to be cast up as one and one-half the price of common matter.

“In grammars, &c., where figures and words are arranged between the lines (not being a literal translation), one-fourth more than common matter to be paid.

“Works set up in slips may be paid for in either of the following ways :—

“a. To be cast up and charged at 8½d. for 1,000 leaded or solid, with all such extras as may actually occur in the slips, the compositor to be relieved from all further responsibility. Matter set to less than 16 ems of its own body in width (not being table, tabular, or column matter) to be charged one-fourth extra ; less than 10 ems of its own body. one-third extra. Slips so charged to become the property of the employer, who shall not be liable to any further claim, anything otherwise stated in the Scale notwithstanding ; the copy to be given out and proofs pulled by the house.

* Fractions cast in two pieces.

† Small letters or figures cast on the upper or lower part of the body.

"*b.* Works sent out in slips, not in perfect pages, to be corrected and made up at the expense of the employer, and charged as sent to press ; but if in two or three columns, provided that each column exceeds 12 ems pica in width, no charge for column matter to be made ; if set in long primer or smaller type, the charges for 16mo., 18mo., &c., to be relinquished ; if sent out without headlines, the value of the headlines to be deducted.

"Matter driven out by insertions to be charged by the compositor as the work goes to press, but the value to be deducted from the time taken in setting insertions and driving out such matter ; when driven out by leads, the overmatter to be charged by the compositor, the time occupied in inserting leads to be deducted ; when driven out by the insertion of wood-cuts, the matter to be charged, but the time taken in justifying such wood-cuts to be deducted.

"Indices, though but one measure, to be paid 2s. per sheet extra.

"Appendices, portion of works, &c., set up in different type from the text, and made up in separate pages, to be cast up on their own merits ; and if not exceeding five sheets, or if made up without a return of letter, to take 1s. per sheet extra . . . Prefatory matter, preliminary dissertations, biographical memoirs, &c., not exceeding a sheet, if set up in type not less than the body of the text, to be paid as pages of the work ; if set up in smaller type, to be cast up with the addition of the extras of the work ; but if either exceed a sheet, to be cast up as appendices. Half-titles, titles, dedications, &c., in all cases to be paid as pages of the work. Indices, being provided for . . . are not included in this rule. Compositors engaged on a volume to be entitled to the preliminary, appendix, index, &c., but such matter may by mutual arrangement be given to another piece companionship in an emergency.

"Matter having been once used becomes the property of the employer at whatever time lifted, the compositor to be entitled to charge for correcting, making up, &c.

"Works, other than reviews or periodicals, in which more than one type is used in various parts of the text, to be charged 1s. for every fount above one for the sheets in which the mixture occurs.

"Works with rules or borders round the pages to be cast up to the actual dimensions of the type, an extra price being paid for the trouble occasioned.

"Blank pages to be filled up at the option of the author, the compositor to be entitled to charge for making up the blanks.

"Specimen pages in all cases to be paid as jobs.

"Cancels to be paid as pages of the work, with all extras.

"No deduction to be made for wood-cuts, when constituting one-eighth of a volume or less ; when exceeding that quantity, the mode of charging to be arranged between the employer and journeyman. Run-in wood-cuts to be paid not less than 2*d.* each extra.

"Compositors to be entitled to correct the author's proofs of all works they have composed, except when paid for in slip, but such proofs may by mutual arrangement be given to another companionship in an emergency.

"Corrections and time-work to be paid at the rate of 9*d.* per hour.

"All works to be cast up as sent to press, except when paid for in slip

"Turned letters,* when ordered to be used, to be altered at the expense of the employer.

"Clarendon, or other fancy type, to be paid not less than 1s. per sheet for each fount, in such sheets in which it is used.

* This mode has to be resorted to when any particular letter or figure runs short. The compositor then inserts another of the same thickness, which is turned round the reverse way or inserted upside down.

"Hair-spaced headlines to be charged 1s. per sheet extra in 8vo., 1s. 6d. in 12mo., and 2s. in 16mo.: headlines requiring justification to be paid at the same rates. Hair-spaced words introduced into the body of a work to be paid according to the time occupied. Brass rules after headlines, or used continuously throughout the sheet, if cut by the compositor, to be paid 1s. per sheet extra.

"Braces and justifications, letters or words of a smaller or larger size than the depth of the line in which they occur, requiring justification, inferior or superior letters or figures made up of two pieces, and split fractions, to be paid according to the time occupied, but not less than 6d. per sheet, for those sheets in which they occur.

"Initial or ornamental letters to be paid, if justified, in solid matter, 1d.; in leaded matter, 2d. Cut-in initials to be paid not less than 1d. extra on the above charges.

"In all works where the last word of a line is taken into the line above or below, the compositor to charge at the rate of one full line for every four words, or portion thereof, taken above or below.

"Matter overrun to be paid one-half of the measure to which it is overrun, with all the extras; this charge to include making up and imposition.

"Matter set to less than 16 ems of its own body in width (not being table, tabular, or column matter) to be charged one-fourth extra; less than 10 ems of its own body, one-third extra.

"Music to be paid by agreement between the employer and journeyman.

"Suitable distribution* for each work to be provided, but if matter interspersed with clarendon, italic, figures, &c., be given out, an arrangement to be made between the employer and journeyman whereby the latter may be compensated for the extra time occupied.

"Compositors not to be called upon to clear away any description of work at their own expense.

"By mutual arrangement between the employer and journeyman and with the approval of the Chapel,† compositors 55 years of age and upwards may accept employment at the minimum rate of 30s. per week provided that they are regularly engaged in clearing away and not called upon under any circumstances to assist at case or to take up any description of composition, &c. The ordinary extra rates for overtime to be paid to compositors so engaged.

"By mutual arrangement between the employer and journeyman, piece companionships to have the right of appointing and controlling their own clickers,‡ who must not be establishment hands.

"Compositors, not already employed in a house, called in to assist, are entitled to charge not less than 18 hours if employed on time, or less than 7s. 2d. if paid by lines,§ claiming 7s. 2d., or charging the same, at the expiration of eight hours from the time of taking copy.

"Compositors not to be called off the piece on to the establishment for any description of composition, unless engaged for at least a fortnight, except, with the consent of the Chapel, when they may assist in a case of emergency.

"Compositors not to contract, by way of farming,|| to do any description of bookwork or jobbing, or to accept an engagement on any such work so contracted for.

"Compositors called in to assist in the composition of bookwork or jobbing may take a casual engagement for not less than two complete days on time, but not of greater length than a fortnight without being entitled to a fortnight's notice, except when specifically engaged for a particular job and retained for that job only, in which case the engagement can be terminated on its completion without notice, after two days' employment. A compositor

* Type for re-filling the compositors' cases.

† A meeting of compositors or pressmen is called a "Chapel," the person who presides being called the "Father."

‡ Those who receive the copy from the overseer, give it out to the compositors, make up the matter into pages, write the bill, etc.

§ *I.e.*, on piecework.

|| Taking work at a price and employing labour to produce it.

engaged for less than a fortnight to be paid at 10*d.* per hour ; but if engaged for a fortnight definitely to be paid at the establishment rate ; provided that if such a man be kept beyond the second week he shall be entitled to a fortnight's notice.

"Compositors on the establishment to receive not less than 3*9s.* per week of 52½ hours, the apportionment of hours to be mutually agreed upon between the employer and journeymen in each office, and to govern all the compositors employed.

"Compositors, whether piece or establishment hands, if retained beyond a fortnight, to receive and give a fortnight's notice prior to their engagements being terminated.

London Parliamentary Scale (1891).

"All work for either House of Parliament, such as public and private bills, minutes of evidence, reports of royal commissions of inquiry, &c., whether manuscript or reprint, leaded or solid, to be charged 7½*d.* per 1,000, including english and brevier, and to be cast up to the type used. Work for either House of Parliament, divided into two columns, to be charged 8½*d.* per 1,000. Tables to be charged 1*s.* 3*d.* per 1,000. Foreign to be charged extra on the basis of the Book Scale.

"Private Parliamentary bills to be charged 7½*d.* per 1,000 and tables 1*s.* 3*d.* per 1,000, except those which are of the regular size, and for which a stated price is paid as under :—

English body, 26 ems wide by 47 ems long—	<i>s.</i>	<i>d.</i>
Without side notes, per sheet	6	0
With broad quotation side notes, ditto	9	0
With double narrow side notes, ditto	10	0
Pica body, 29 ems wide by 53 ems long—		
Without side notes, per sheet	7	0
With broad quotation side notes, ditto	10	0
With double narrow side notes, ditto	11	0

"Pages consisting of two or three columns with one or more headings, or three or four columns without headings, to be charged as tabular, or one and one-half common matter.

"Pages consisting of four or more columns with one or more headings, or five or more columns without headings, to be charged as table, or double the price of common matter.

"Short pages occurring in a series of tables to be charged as full pages ; but a table or a piece of table occurring in a report, &c., to be charged only the depth of the table, measuring from the head to the conclusion of such table. The same rule to apply to tabular.

"In a series of tables all portions of pages left blank to be charged as table ; in jobs or works consisting of common matter, where table or tabular matter is introduced, whatever blank occurs to be charged as common matter, unless the table or tabular matter forms more than three-fourths of the page ; in which latter case the page to be charged a full page table or tabular, as the case may be.

"Headings to table or tabular matter, when in smaller type than the body of the table to be charged extra.

"Pages consisting of four or five blank columns to be charged tabular ; six or more, table : cast up to the size of type used in the bill, report, &c., in which they occur.

"Blank forms, when used by themselves, detached from any bill, &c., to be charged as pica table or tabular according to the number of columns.

"Plain matter divided into two columns to be charged not less than 1*s.* per sheet extra.

"Read-over pages (as in Dr. and Cr. accounts of two pages), where one page only is tabular or table, the same charge to be made for both pages ; read-over pages in no case to be charged less than tabular.

"The charge for side notes on Parliamentary bills to be 3s. per sheet of four pages on broad quotations: 4s. on double-narrow quotations. For other descriptions of Parliamentary work, side notes of broad quotations, not exceeding five lines per page, to be charged 1s. 6d. per sheet in folio, 3s. in quarto; in double-narrows, not exceeding five lines per page, 2s. per sheet in folio, 4s. in quarto: all above that proportion to be paid *ad valorem* throughout a bill, report, appendix, &c. Double side notes to be charged double the above.

"Reports, minutes of evidence, and appendices to be cast up separately, and to take only the extras which strictly belong to them. Thus, if a report, &c., have side notes, and the appendix is without side notes; no charge is to be made on the appendix for side notes.

"Where two bottom notes, or one note of twenty lines, occur in a bill, report, appendix, &c., a charge of 1s. per sheet extra to be made throughout such bill, &c.; all above to be charged according to value.

"Work not intended for either House of Parliament, but executed for the public departments, to be charged according to the Book Scale, with all the extras.

"Bills and claims in Chancery, briefs for counsel, and work for either of the courts, to be charged in all respects according to the Parliamentary Scale.

"Appeal cases to be cast up at 8½d. per 1,000; if above 40 ems pica in width, at 9½d. per 1,000. Side notes, whether light or heavy, to be paid per sheet of 4 pp. folio, if on broad quotations, 3s.; double narrow, 5s.; double broad, 6s.; in quarto, on broad quotations, 4s. 6d.; double narrow, 7s. 6d.; double broad, 9s.

RATES OF OVERTIME FOR BOOK, JOBBING, AND PARLIAMENTARY WORK.

"Overtime to be paid at the rate of 3½d. per hour extra for the first three hours; after that time, but in any case after 10 o'clock from Monday to Friday inclusive, at 4d. per hour till 12 o'clock, after that at 5d. per hour. On Saturday, for the first three hours, 4d. an hour, and after that time 5d.

"The charge for overtime to be governed by the ordinary working hours of each office, and to commence in any case before 8 a.m., after 7 p.m., and after 1 p.m. on Saturday, each day standing on its own merits. Compositors called upon to work the whole of the dinner-hour to receive 4d. extra,* and a 'cut'† to be allowed not later than 3 o'clock.

"Compositors regularly employed in a night companionship for a fortnight at least to charge 3½d. per hour extra, including meal-times.

"Compositors called upon to work overtime for more than three consecutive hours to be entitled to half-an-hour for refreshment after each three hours of overtime have been worked.‡

* At a conference of representatives of employers and employed held in 1891 it was decided that these words were "not intended in any way to recognise or to encourage the systematic working of compositors till within a short time of the whole hour, the object of inserting the words 'whole hour' being to protect the employer from a compositor who, having a job to finish, might be tempted to waste time in order to obtain 4d. extra."

† Cessation of work.

‡ At the conference referred to in the preceding note it was decided, that this provision means that in a night's work of 13 hours, there are to be 1½ hours for refreshment; and that if the ordinary hour of leaving off work be 7 p.m. the apportionment of work and refreshment will be—

7 to 10	...	...	...	...	...	Work.
10 to 10.30	...	...	...	...	...	Refreshment.
10.30 to 1.30	...	...	...	...	...	Work.
1.30 to 2	...	...	...	...	...	Refreshment.
2 to 5	...	...	...	...	...	Work.
5 to 5.30	...	...	...	...	...	Refreshment.
5.30 to 8	...	...	...	...	...	Work.

But in the event of a compositor being required to continue working right on into the next day he shall be entitled to half-an-hour for breakfast after 8 o'clock. The times at which refreshment may be taken may be altered to suit the arrangements of each office.

"Fractions of hours to be paid as complete hours.

"Lost time to be deducted at the ordinary rate, but a compositor coming in more than half-an-hour late may be called upon to work the first hour of overtime the same day without charging extra, each day standing on its own merits.

"Compositors working overtime must be absent from the office eight hours before resuming work, and, except in cases of emergency, must not work longer than a day and a night consecutively, or be called upon to repeat the same in one week. Should the work necessitating overtime not be completed by 8 a.m., compositors can remain to finish the work in hand, provided it can be completed by 1 p.m. at the latest, the night rate to be paid throughout until the 'cut.'

"Sunday work to be paid at the rate of 8*d.* per hour extra from 12 o'clock on Saturday night to 8 o'clock on Monday morning, when such work is continuous; compositors in no case to receive less than 3*s.* 4*d.* extra. The same rule to apply to Christmas Day.

"Compositors called in at 12 o'clock on Sunday night to be paid at the same rate; if at 6 o'clock on Monday or any other morning, except Sunday, at 4*d.* per hour extra.

London News Scale (1899).

All newspapers, or publications partaking of the character of newspapers, composed in London, are to be charged for according to the following scale of prices:—

Description of Paper.	Per 1,000 en quads* of own Body.†							Per Galley of 5,000 letters.
	Minion and larger sizes.	Minion Non-pareil.	Emerald.	Non-pareil.	Ruby.	Pearl.	Diamond.	
Morning	<i>d.</i> 9	<i>d.</i> 9½	<i>d.</i> 9½	<i>d.</i> 10	<i>d.</i> 10½	<i>d.</i> 11	<i>d.</i> 13	<i>s.</i> <i>d.</i> 3 10
Evening	8½	9	9	9½	10	10½	12½	3 7
Weekly and wider periods.	8½	9	9	9½	10	10½	12½	3 7

The following special regulations apply to daily newspapers of various kinds:—

DAILY PAPERS.

"Engagements on daily papers are of two kinds, viz. :—

"Regular hands, secured two galleys [7*s.* 8*d.*] on morning and one galley [3*s.* 7*d.*] on evening papers, and as much in addition as the requirements of the paper will admit of.

* "A thick space to be reckoned an en in the width. As the price per thousand is clearly established, the compositor should set up neither more nor less than just such a number of lines to the galley as will amount to 3*s.* 10*d.* on morning, or 3*s.* 7*d.* on evening and weekly papers."

† "DEPTH OF TYPE:—

English	64 lines to a foot.	Minion	122 lines to a foot.
Pica	71½ " "	Emerald	128 " "
Small Pica ..	83 " "	Nonpareil ..	143 " "
Long Primer ..	90 " "	Ruby	166 " "
Bourgeois ..	102 " "	Pearl	180 " "
Brevier	110 " "	Diamond	204 " "

"In founts below minion, when the type comes under the above standard, an advance of price is granted, if it is equal to or exceeds half the difference between the larger fount and the next smaller one, but under that proportion no extra charge is made. Thus, when a bastard nonpareil contains half as many more ems to the foot as the difference between nonpareil and ruby, a farthing extra is charged, but if under that proportion no charge is made. In every instance founts are cast up to their own ems. One farthing extra to be paid on all founts for every en below 12 ems of their own body in thickness."

“ Assistants, secured two galleys on morning, and twelve galleys per week on evening papers.

“ One galley to be charged upon all days on which the house is compulsorily closed.

MORNING PAPERS.

“ Regular hands are engaged (by the fortnight) to do at least two galleys per night, and as much more as the requirements of the paper will admit of; the two galleys to be reckoned as seven hours' work, including corrections, and the compositors to correct as nearly as possible the amount of their composition. Should the printer* be unable to furnish copy according to the above specification, at the rate of one quarter per hour is to be charged from the time of taking copy until the finish.

“ Assistants are not under any regular engagement, but are entitled to two galleys, and must be furnished at the rate of a quarter per hour from the time of taking copy. Assistants employed by the property at two galleys per night are entitled to a fortnight's notice.

“ The guarantee of 7s. 8d. to be charged when the completed edition of a morning paper goes to press, overtime not to be charged until seven hours have been worked. Case hands to be paid 3d. per hour extra for first hour overtime and 4d. per hour afterwards.

“ Time work† to be paid at 1s. 3d. per hour; if engaged on time work for more than half the night, 1s. 8d. per hour. [This clause does not apply to establishment hands.]

“ *Morning Papers* (Night Work).—The hours of permanent time hands on morning papers shall be 42 per week (exclusive of supper cuts), with a maximum of eight hours overtime.

The minimum wage shall be £3 3s. per week.

Overtime shall be paid at the rate of 1s. 10½d. per hour.

The wages of existing time hands shall not be reduced.

If the payment for overtime, added to the minimum wage, exceeds a man's rate of wages, such excess shall be paid to him.

(An illustration will make the meaning of the last clause clear:—If a man's existing wages amount to £3 10s. per week, and he works six hours overtime, he will earn 11s. 3d., and 11s. 3d. added to £3 3s. is £3 14s. 3d., which would be his wages for that week. If, however, he worked three hours overtime (5s. 7½d.), this added to the minimum would be £3 8s. 7½d., and he would receive his ordinary wages—£3 10s.)

“ When compositors are called upon to stop the taking in hand and lift preference copy, a charge of three lines shall be made.

“ A regular meal-time of not less than 30 minutes to be allowed, and if called upon to work more than 30 minutes beyond the supper 'cut' 3d. extra to be charged.

“ Matter composed after the paper has gone to press, when making less than a galley, to be corrected by the property.

“ Special Sunday work to be paid for at the rate of 6d. per hour extra, but a compositor in no case to charge less than 2s. 6d. extra.

EVENING PAPERS.

“ Regular hands to claim a galley, or charge the same, at the completion of the first ordinary edition.

“ No 'cut' between editions to be of greater length than half-an-hour, except the dinner hour.

“ The working day to be nine hours, exclusive of all 'cuts,' which shall not exceed one hour and a half, on the completion of which the compositor to be entitled to charge 3d. extra for each additional hour, or part of an hour, that he is required to remain in the office, but in any case 3d. extra per hour

* In a newspaper office the overseer or foreman is called the printer.

† On a daily paper the whole of the composition is done on the line, *i.e.*, by the piece-hands, except in cases which are specially provided for. Time work, therefore, consists of author's corrections, &c., or in fact anything other than composition.

to be charged before 7 a.m. or after 8 p.m. Case hands on evening papers to be paid 3*d.* per hour extra for all hours between 48 and 52 per week, and 4*d.* per hour afterwards.

"When the 'line' is systematically put on before 7 a.m., a breakfast-time shall be allowed from 8 to 8.30. In the event of hands being called upon to continue work during that period, 3*d.* extra to be charged.

"Half-an-hour's refreshment time to be allowed at the expiration of nine hours and after every subsequent three hours when work has to be continued.

"The hours of permanent time hands on evening papers shall be 48 per week (exclusive of meal times), with a maximum of eight hours overtime.

"Sunday work to be charged at the rate of 6*d.* per hour extra from 12 o'clock on Saturday night to 12 o'clock on Sunday night; but a compositor in no case to charge less than 2*s.* 6*d.* extra.

"Time work to be paid at 1*s.* 1*d.* per hour, and for men called upon to assist on time work (other than fudge³) for more than half of the first edition or of the following editions, 1*s.* 4*d.* per hour. [This clause does not apply to establishment hands.]

"Any piece-hand required to go on time on fudge³ work shall be paid at the minimum rate of 1*s.* 3*d.* per hour.

"Compositors (not forming a portion of the regular companionship) called in, or ordered to attend, after copy has been taken, to assist on the first edition of an evening paper, are entitled to not less than half a galley.

"Compositors regularly engaged in the production of 'tape prices' shall be paid not less than £3 3*s.* per week, and shall not be required to work on days when the Stock Exchange is closed. Such compositors may be called upon, as at present, to assist in correcting Stock Exchange and other commercial price lists.

MORNING AND EVENING PAPERS.

"Not less than one hour to be charged on time: but the fractional parts of an hour beyond that period to be charged at their value in lines.

"Extra editions are done on time or lines, at the option of the printer. If on time, only the rate of a quarter per hour is produced; if on lines, and there be not a sufficient supply of copy, the rate of a quarter per hour is charged. No charge less than a quarter. Each edition is a separate charge, unless several editions are going on continuously, in which case time or lines is charged from the commencement till the finish of these editions. On morning papers an extra quarter is allowed to persons called in to assist, if the quantity composed be less than a galley.†

"All composition or corrections in hand when the paper goes to press must either be suspended or charged as a second edition—that is, charging not less than a quarter of a galley.

"On daily papers, matter composed before the usual time of commencing work, such as leading articles for editors, advertisements as copy for other papers, &c., to be charged distinct from the day's work. If less than a quarter, a quarter to be charged; if more, the number of lines.

"Advertisements, or portions of advertisements, set in the width of the page, or a broken measure of the paper (excepting single or double column advertisements, broken measures in which shall be charged in accordance with scale), and which advertisements contain type smaller than long primer, to be charged one-fourth extra. Matter of the ordinary width to take no extra

* "Fudge" is matter specially set to fit a small contrivance which is attached to the printing machine for the purpose of printing news in the blank space under the heading "Stop Press News" (*e.g.*, the result of a race).

† "On extra editions, when the compositor is required to pull out (that is, to compose more than a quarter per hour), the general practice is to charge the lines so composed. Thus, compositors detained for three hours for an extra edition and then ordered to pull out for another hour, during which time they might compose half a galley, would charge a galley and a quarter, instead of only the four hours they are engaged."

charge. All display lines to be marked in the type in which they are to be set, and such advertisements to be made up by the house and charged as they appear.

[It is to be understood that in the event of an insufficiency of display type, compositors will be allowed to turn for deficient sorts, the same to be rectified by the house.]

“All complete block advertisements to be charged by the companionship as common matter, in the body type of the paper, on first appearance.

“Advertisements produced from complete blocks or matrices, and advertisements produced partly from blocks or matrices and partly from type shall, on their first appearance in the paper, be charged by the companionship according to scale; and afterwards, all such advertisements shall be treated as standing matter for a period of seven months. The matrices for such advertisements remaining in the office also to be considered standing matter for the same period.

[It was further agreed that : (1) Provided a block advertisement was the same in every detail, it could be renewed as often as desired, and would not be again chargeable until the expiry of seven months; and (2) If corrections were made in a block advertisement, either inside or outside the office, then the corrections only to be chargeable; (3) If corrections were made in a block and a new block sent in the whole to be chargeable.]

“When an alteration of type characters is made in a block, the companionship shall charge the depth of the alteration in the width of the block, but if such alteration amounts to one-half of the block, then the whole block is chargeable. Alterations in a block other than of type letters shall not be chargeable unless they amount to one-half, and then the whole block shall be chargeable.

[In this connection it was also agreed that when an alteration in a block has the effect of entirely changing the article previously advertised—*e.g.*, “Lipton’s Jams” for “Lipton’s Teas”—the whole block will be chargeable.]

“All imported type advertisements to be charged as if composed by the companionship. Matrices produced from such advertisements to be regarded as standing matter for a period of thirteen months. Such advertisements leaving the house for insertion in another paper and coming back for re-insertion, to be chargeable as if composed by the companionship. Advertisements produced from matrices made in the office from imported type advertisements shall, on their first appearance, be charged as imported type advertisements.

“All let-in blocks in single columns (*viz.*, blocks with matter running down the side) to be charged one-fourth extra. When matter which has already been charged is given out to fit such blocks, the extra not to apply.

“Advertisements set in larger type than that used in the news portion of the paper to be charged in the type in which the major part of the news portion is composed; but where advertisements are set in more than one of the types used in the paper, the smallest type in such advertisement to be the type in which it shall be charged. Blocks forming part of such advertisement to take the same charge. This to apply to all advertisements, whether set up as ordinary articles or otherwise.

“*Designed Headings.*—Headings covering a series of articles, that are not headings proper to the matter following, are chargeable only on their first appearance, but headings that are headings proper to the matter following are chargeable on each appearance. Designed headings for the purpose of this clause are headings, in the production of which a compositor has taken no part, and are to be charged in their depth to the width of full columns.

“Compositors not to be required to clear away type in advertisements which is not usable in the news columns of the paper.

“*Italic* in advertisements shall be distributed by the house.

“All advertisements, tables, or text (or portions of such), in which the corrections or alterations in form amount to one-half, to be considered fresh

matter. In estimating half corrections in tables, only those columns in which half the figures have to be altered shall be reckoned against the bulk. All Stock Exchange or other tables that appear daily to be excepted. Advertisements in which the additions amount to three-quarters of the whole to be the property of the companionship.

"When an advertisement is not required for the day's paper, but to go out in proof, the blocks forming part of it shall not be charged, save those occurring in portions completed by men working on piece; such advertisements to be otherwise charged in agreement with clause 1 of the Appendix to the News Scale.* On appearance any extras beyond the charges on the proof due to the insertion of blocks, spacing out, or the introduction of smaller type, shall become payable.

"No composition to be done upon time (corrections excepted), except in case of emergency, when such composition shall be charged by the companionship, less the time occupied by the 'stab.

"Introductory matter not exceeding five lines in depth (inclusive of the head) shall take the same charge as the body of the article to which it belongs, whether the same be given out as a separate taking or in conjunction with a portion of such article.

"One line extra to be charged for each pair of half-whites.

"Sixpence extra to be charged for each single-rule boxing, irrespective of size.

"All diagonal, curved, diamond-shaped, and matter of a similar character, to be charged not less than double.

"Where side-heads, first words, or speakers' names in articles or paragraphs are set out of a general case, a charge of one line to be made for every three such side-headings or words, or less.

"Assistants, if ordered to attend at the ordinary time of taking copy, to be entitled to the charge of a galley and a half; but if holding a *bonâ fide* employment by the property, and taken from other work when their services are required, to be entitled to not less than a quarter for each time of being called on.

"No apprentices to be employed on daily papers, morning or evening.

"Declaring on time on daily papers is contrary to scale."

The following regulations apply to other than daily papers :—

TRI-WEEKLY AND BI-WEEKLY PAPERS.

"Tri-weekly and bi-weekly papers to be considered weekly; but in all cases of papers published oftener than three times a week, the mode of producing which is similar to that of daily papers, the same to be paid for in accordance with the daily paper scale.

WEEKLY PAPERS.

"Publications containing news of any description, and produced by the ordinary method of weekly newspapers, to be paid accordingly. Commercial prices current, shipping lists, and similar publications not necessarily to be considered newspapers.

"Extra editions to be done on time or lines, at the option of the printer. If on time, only the rate of a quarter per hour to be produced; if on lines, and there be an insufficient supply of copy, the rate of a quarter per hour to be charged. No charge to be less than a quarter, and each edition to be a separate charge.

"Compositors, not already employed in a house, called in to assist are entitled to charge not less than 18 hours if employed on time, or less than two galleys if paid by lines, claiming two galleys, or charging the same, at the expiration of eight hours from the time of taking copy. Compositors regularly employed in a house where a weekly paper is done, if required to

* This refers to the clause above (p. 287) beginning "Advertisements or portions of advertisements, set in the width, &c."

leave their ordinary work to assist on the paper, are entitled to not less than a quarter of a galley, or an hour, for each time of being called on, but not to correct their matter unless they compose a galley.

"No deduction to be made for letter when the composition is under a galley, but when it exceeds a galley, the letter to be either deducted or returned, at the option of the compositor.*

"Compositors not to be called off the piece to compose on time.

"'Stab hands and apprentices, when engaged on the line, to lift copy fairly and in regular order, and pull,† slate,‡ and cut with the piece-hands. This rule not necessarily to apply to advertisements, nor to articles given out in their entirety to apprentices who have served less than three years of their time; but no particular article or portion thereof shall be given to apprentices, while the line is on, because of the profitable nature of such article.

"Time-work to be paid at the rate of not less than 10*d.* per hour, subject to the extra for overtime.

"Compositors on the establishment to receive not less than 39*s.* per week of 52½ hours, the apportionment of hours to be mutually agreed upon between the employer and journeymen in each office, and to govern all the compositors employed.

"Overtime to be paid at the rate of 3½*d.* per hour extra for the first three hours; after that time, but in any case after 10 o'clock from Monday to Friday inclusive, at 4*d.* per hour till 12 o'clock, after that at 5*d.* per hour. On Saturday, for the first three hours, 4*d.* per hour, and after that time 5*d.* The charge for overtime to be governed by the ordinary working hours of each office, and to commence in any case before 8 a.m., after 7 p.m., and after 1 p.m. on Saturday [except in the case of weekly newspapers the getting out of which regularly enter into Sunday morning and produced in offices where no other description of work is done, when the charge of 5*d.* per hour extra shall commence not later than 7 p.m. on Saturday for grass§ hands, and not later than 12 o'clock (midnight) for establishment hands, provided that in the case of the latter a regular weekly holiday in lieu of Saturday is mutually agreed to between the employer and journeyman], each day standing on its own merits. Compositors called upon to work the whole of the dinner-hour to receive 4*d.* extra, and a 'cut' to be allowed not later than 3 o'clock. Compositors called upon to work overtime for more than three consecutive hours to be entitled to half-an-hour for refreshment after each three hours of overtime have been worked. Fractions of hours to be paid as complete hours. Lost time to be deducted at the ordinary rate, but a regular hand coming in more than half-an-hour late may be called upon to work the first hour of overtime the same day without charging extra, each day standing on its own merits. Compositors working overtime must be absent from the office eight hours before resuming work, and, except in cases of emergency, must not work longer than a day and a night consecutively, or be called upon to repeat the same in one week. Should the work necessitating overtime not be completed by 8 a.m., compositors can remain to finish the work in hand provided that it can be completed by 1 p.m. at the latest, the night rate to be paid throughout until the 'cut.'

"Special Sunday work, performed after the ordinary and regular edition or editions of a paper have been sent to press to be paid at the rate of 8*d.* per hour extra from 12 o'clock on Saturday night to 8 o'clock on Monday morning, when such work is continuous; compositors in no case to receive less than 3*s.* 4*d.* extra. The same rule for special work to apply to Christmas Day. Compositors called in at 12 o'clock on Sunday night to be paid at the same rate; if at 6 o'clock on Monday or any other morning, except Sunday, at 4*d.* per hour extra.

* A casual hand called in and supplied with type in cases makes no allowance for such type, if he sets less than a galley; but if he sets a galley or more, he can be called upon either to return the type to the cases or to allow for same, at his option.

† Pulling a proof on a galley press.

‡ Entering compositors' names in regular order on a slate provided for that purpose, so that, as copy comes in, they may take it in the same order.

§ The term used for those not employed the entire week in one office.

“Compositors, whether piece or establishment hands, if retained beyond a fortnight, to receive and give a fortnight's notice prior to their engagements being terminated.”

The following regulations apply both to daily and weekly papers :—

“Not more than three slips to be pulled of each galley, including the revise. If more than three are required, lines to be charged equivalent to the trouble, but not less than three lines to be charged.

“No compositor to be called upon to pull less than half a galley of fresh matter, nor shall a compositor be expected to seek for a galley wherein to insert fresh matter, without being entitled to charge three lines for the trouble occasioned.

“All leads other than those used in making up to be charged by the compositor.

“Bastard founts of one remove to be cast up to the depth and width of the two founts to which they belong ; of two removes to be cast up to the smaller body, both in depth and width.

“Matter having been once used becomes the property of the employer, at whatever time lifted.

“Matter with head or first lines larger than the body to be charged according to the depth of the body of the taking ; but all rules to be charged as distinct lines, except advertisement rules, which in all cases are to be counted with the first line, as two lines only.

“General heads of articles, and the rules after, whether standing or not ; rules in the middle or at the end of articles ; and blocks inserted by the compositor, to be charged.

“Where a rule of a higher value is substituted for a rule of a lower value the difference between the rule or rules displaced and the substituted rule shall be paid to the companionship. Rules originally charged at machine rates not to be deducted. The type value of the rule substituted shall be that of the majority of the columns of type immediately above the rule, and in case of equality of values above the rule, the higher value shall be paid.

[This provision as to rules charged at machine rates was inserted to meet the case of advertisement rules, which, having been removed before the placing of a substituted rule, might be replaced for another insertion of the same advertisement and in that case would then escape charge.]

“Brass or other clump heads to sections, wood-cuts, &c., placed on the galley or in the forme* by the printer or his time hands, are the property of the employer.

“Greek, &c., to be left blank or paid for according to value, not less than one shilling to be charged.

“Newspapers in a foreign language to take the same advance as bookwork. Portions of newspapers in foreign languages to take the charge of one-fourth extra.

“Supplements to be charged according to the scale for the paper to which they are attached.

“Alterations from copy in first proofs, if done by the compositor correcting such proofs, to be charged according to the time occupied, not less than three lines to be charged.

“Not less than three lines to be considered a taking ; if less, three lines to be charged.

“Compositors not to be called upon to clear away newspaper work.

“Matter consisting of subscribers' names, with sums of money run out to the end of line ; names of horses, with age, stone, lb., run out ; measurements of land, and all composition of the same description, to take no extra charge ;

* The name by which type when made up into pages and imposed in a chase or iron frame is known.

but when there are two columns of such figures brought into the same width, one-third extra to be charged; three columns, one-half extra; four or more columns, double. Other matter which requires casting off for the purpose of ascertaining proper widths, for the purpose of ranging, whether such matter consists of words or figures, each width or ranging to be considered a column. In matter other than the exceptions given above, each arrangement to be considered a column, with or without rules."

The following is a specimen of common matter, for which no extra charge is made:—

Maintenance in the House of Detention of Deserters	...	...	£7	11	6
Sale of old bricks at ditto	...	...	47	10	0
Total receipt...					£55 1 6

"TWO COLUMNS.—Two justifications or arrangements to constitute half-measure—one-third extra."

The following specimens will give an idea as to what constitutes two-column matter:—

London	...	...	22, Hungerford Wharf.
Merriman, Dr.	...	£1 1 0	| Towers, G., Hertford ... £0 10 6
London (Euston Station), Newcastle, Durham	...	£6 10 0	£5 5 0
Indian warrior	...	Age. st. lb. 5 8 4	| Mouser ... Age. st. lb. 3 5 10
Mr. Benjamin Abbot.	|	Mr. Solomon Levy.	

PRICE ONE SHILLING AND SIXPENCE.

1. **THE JUNIOR CLERK: A Tale of City Life.** By Edwin Hodder. New Edition.

[One-third extra only to be charged on the two-line letter and following line.]

Blue Cloth, No. 1	...	60,000 Yds.
Bronze Lamps, full size	...	10 0 to 20 0

Chap. XLVI. Arthur deals with Kriegsturm's Assassins.

„ XLVII. The Plenipotentiary arrives at Turin.

CONTENTS FOR JUNE:—

- I. Birds of Prey. A Novel. By the Author of "Lady Audley's Secret."
 II. The dinner at Richmond. Illustrated by Alfred Thompson.

LIVERPOOL GRAND NATIONAL.

10 to 1 agst Daisy (off, 100 to 9 and w)	|	25 to 1 agst Clansman (t and off)
	|	30 to 1 — Astrolabe (t)

GOVERNOR'S PRIZES.

Greek Verse	...	Verrall.
Latin Prose	...	{ Irwin.
	...	{ Giles.

Houses of Correction at Pentonville:

General Expenses	...	£7,167	8	11
Tontine Annuities	...	267	3	8
7,434 12 7				

"THREE COLUMNS.—Three justifications or arrangements to be charged one-half extra.

The following specimens will give an idea as to what constitutes three-column matter :—

Marlborough	...	...	Melbourne	...	...	May 10.
			Benevolent		Foundation.	Annual.
			Fund.			
			£ s. d.		£ s. d.	£ s. d.
J. Smith, Esq.	...	...	10 7 6		16 0 0	5 0 0

INCE BLUNDELL CUP, for all ages.

Mr. Halewood's bk w b *Happy Jane*, } beat { Mr. Wright's w b *May Queen*,
by Pugilist—Merry England ... } by Chadburn—Tripp.

For Length of Ear. Age.

Mr. Beere's blue and white doe	Length.	Width.	m. d.
			20 $\frac{3}{4}$ in.	5 $\frac{1}{4}$ in.	7 6

Self Colour.

Mr. Bennett's fawn doe	18 $\frac{3}{4}$ in.	4 $\frac{1}{2}$ in.	6 0
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Weight.

Mr. Chittenden's bk and w doe	10 lbs. 2 oz	...	19 $\frac{3}{4}$ in.	5 in.	7 0
Despatch boxes, fitted complete	18s. 6d.	28s. 6d.	42s. 0d.

Yacht.		Tons.		Owner.
2. Coquette	...	26	...	Frederick Smalley,

"FOUR COLUMNS.—Four or more justifications or arrangements to be charged double."

The following specimens will give an idea as to what constitutes four-column matter.

F. Tayler	D. Maclise, R.A.	Dewint	Pyne.
	No.	Premiums	Income.
	Amount.	Received.	
	£ s. d.	£ s. d.	£ s. d.
Proposals received	... 37 11,160 6 10	151 0 5	251 14 5

Present Meeting of the Shareholders.

	No.	£ s. d.	£ s. d.	£ s. d.
Proposals completed } and Policies issued }	438	79,068 8 11	4,746 12 10	2,748 9 1

Bonds of Letter B.

16,096	18,401	35,810	37,467	52,574	54,056	55,121	62,630
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Bonds—Nos. Forfeited.

12,578	3,786	2,876	1,284
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Order of Merit.	Marks.	Order of Merit.	Marks.
1. Fraser, J. 2,150	22. { Craig, R. M. ... }	1,565
2. Dobson, G. E. 2,125	23. { M'Robin, A. A. }	1,565

Mr. Barnett	1 1 1 1 0 1 1 1 1 1 1 1 0 1—13
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Names.

Capt. Geo. Cozens	Birds.	Total.
			0 1 1 0 0 1 0 0	ret—3

Tie for First Prize.

J. Stot	...	1 1 1	W. Telford	...	1 1 0
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Stat.	Yacht.	Tons.	Owner.
1.	Alarm	20	George Chamberlain.

		For Length of Ear.		Length.	Width.	Age.
Prize.						m. d.
1.	Mr. Bennett's tortoiseshell buck ...	...	...	19 $\frac{3}{4}$ in.	4 $\frac{3}{4}$ in.	7 12
No.		Votes.	No.			Votes.
4.	Addison, James ...	823	1.	Bentley, Edwin Thomas...		217
Yrs.	Name.	st. lb.	Yrs.	Name.		st. lb.
1	... John ...	6 4	3	... Wm. ...		6 8

"Matter set to less than 16 ems of its own body, and not being table, tabular, or column matter, to be charged one-fourth extra; less than 10 ems of its own body, one-third extra.

"The top and bottom rules of a table to be charged as distinct lines, double; but cross rules in the body of a table to be reckoned in the depth.

"The signature, date line, and rule, after a table, if making three lines, to be charged as common matter.

"Title headings to table or tabular matter, not exceeding five lines, to take the charge of the matter to which they are attached; above five lines, no extra to be charged.

"Common matter occurring between table or tabular, not being headings, to take no extra charge."

"In the event of any question arising whereon either the Book or News Scale is silent or not clearly defined, such question is to be governed by the custom of the trade (if any) or decided by mutual agreement; it being understood that for work of an exceptional character the compositor is entitled to charge such special rates as will adequately remunerate him for the time occupied on the work."

MACHINE COMPOSITION.

London Agreement.

On the introduction of the Linotype machine an agreement was entered into between the printing and publishing company using the machine and the London Society of Compositors, the minimum wages of operators being fixed at 45s. per week of 48 hours. This agreement was dated February, 1892, the current rates for hand compositors at that time being 36s. per week of 54 hours.

More elaborate rules for working composing machines were subsequently agreed to at a conference between representatives of the London Daily Newspaper Proprietors and of the London Society of Compositors, in June, 1894. These rules applied to morning and evening newspapers only, and to only two types of composing machine—the Linotype and the Hattersley. They were amended at a conference between representatives of London morning, evening, and weekly newspapers and master printers, and of the London Society of Compositors, in July, 1896. Some discussion having arisen as to the interpretation to be placed upon certain portions of this scale, a joint conference of representatives of the London morning, evening, and weekly newspapers, the Master Printers' and Allied Trades' Association, and the London Society of Compositors, was held in January, 1898, when a minute on the subject was agreed to; and by an

agreement made between the same parties on June 26, 1900, an agreement made between the Newspaper Proprietors Association and the Society on July 24, 1907, an agreement made between the Master Printers' Association and the Society on February 26, 1909, and an agreement made between the Newspaper Proprietors Association and the Society on November 12, 1909, certain other alterations were made in the scale, which, as at present in operation,* is as follows:—

(a.) News Scale.—Daily Papers.

“All skilled Operators, Justifiers and Distributors (as distinct from attendants or labourers) shall be Compositors and members of the L.S.C.

“Members of Companionships into which machines are introduced or existing installations increased shall be given facilities to learn them in their own time (matter so composed not to be used), and when learners have reached an output of 4,000 ens in a test hour, or 12,000 ens in a test of four hours, preference shall be given to such qualified learners, and they shall be paid (when put on Machines) for six weeks their average earnings of the previous three months.

“In all offices where Composing Machines of any description are introduced, or are in use, composition to be commenced simultaneously; and on morning Papers the ‘cut’ to apply to both Case and Machine hands, any stoppers required to be in the proportion of three Case hands to one Machine.

“Disadvantageous portions of articles not to be selected for either Case or Machine; and copy generally, whether advertisements or news matter, to go out in fair proportion.

“Case hands and Operators to lift from separate heaps of copy, but when one heap is run out, copy to be taken from the heap remaining for either Case or Machine hands.

“Compositors and Operators to be guaranteed two galleys (7s. 8d.) per day of seven working hours on Morning Papers; on Evening Papers twelve galleys (£2 3s.) per week of 42 hours. This not to interfere with the existing guarantee of a galley on first edition of Evening Papers. The guarantee of 7s. 8d. to be charged when the first completed edition of a Morning Paper goes to press, but overtime not to be charged until seven hours have been worked. Case hands to be paid 3d. per hour for first hour overtime, and 4d. per hour afterwards.

“Machines may be employed on Morning Papers in the day-time, provided that three Case hands are called in to each Machine, and that not more than three Machines are thus employed. The earnings of such Operators to be restricted to £3 per week.

“Any Machine hand required to go upon time to be paid at the ordinary rate of the office. The same rate of payment to apply to any Case hand sent temporarily to a Machine, and to any Machine hand sent temporarily to Case. This regulation to apply only in case of emergency.

“The Printer has the right to put any Operator upon time-work, but the representatives of the Employers have agreed that such right shall be exercised with discretion, preference being given to case hands for time-work.

“No man shall be permanently changed from Machine to Case, or *vice versa*, without a fortnight's notice.

“The scale of prices for Machine work shall be:—

LINOTYPE.

“3¼d. per 1,000 ens for day work in Evening Paper offices.

“3½d. per 1,000 ens for work done in Morning Paper offices.

“¼d. per 1,000 ens extra on all types above brevier.

“Matter requiring two bars to complete one measure (not being tabular matter) to be charged one-third extra; three or more, one-half extra.

* Certain parts of the scale applying to machines not at present in use are omitted.

"Machine Operators on Morning Papers to be paid 4*d.* per hour extra for the first hour after seven hours' work, and 6*d.* per hour afterwards.

"On Evening Papers they shall be paid 4*d.* per hour extra for all hours between 42 and 48 per week, and 6*d.* per hour extra afterwards. At any time after nine hours' consecutive work 3*d.* per hour extra shall be charged, when overtime is not otherwise chargeable.

"All stoppages of ten minutes and upwards to be cumulative, with a minimum charge of twenty minutes, and to be charged at the ordinary time rate of the office. Such charges to be countersigned by the mechanic.

"Twelve lines of 16 ems pica or less, or its equivalent in wider measures, to constitute a machine 'take' of copy; less than that number to be charged as twelve lines (or its equivalent).

"All standing headings to be charged by the Operator. All leads and rules, other than those required in making-up, to be charged by the Operator. When leads are cast on the bar, the Operator to charge half the additional depth, the time taken in changing knives not to be counted a stoppage. Headings not composed by the Operator to be given out to the piece hands.

"The rate at which leads (other than those required in making-up) shall be charged by the Operator has been fixed as follows: 8-to-pica leads or thicker, at machine rates; thinner than 8-to-pica, at case rates.

"All rules (other than advertisement rules) put in by hand to be charged at case rates.*

"Sectional rules following machine-set matter in classified advertisements shall be charged by the companionship as three lines at machine rates, irrespective of character of rule appearing.

"This arrangement is for Linotype or Typebar Machines only; all leads used in matter composed upon movable-type machines to be charged at case rates.

"Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects) to be charged one-half extra, and foreign languages double for each line.

"Matter consisting of names run on and figures—*e.g.*, prize lists, balance sheets, Gazette news, programmes, &c.—shall, where exceeding eight lines, be charged one-fourth extra. Matter containing fractions, signs, or accents shall, where exceeding two lines, be charged one-fourth extra. One line extra to be charged for each word of small caps, italic, or clarendon, &c. When in the magazine, one half-line extra to be charged for each word or group of consecutive words of italic, clarendon, or small caps, or for each adjustment of the platform. Italic or clarendon words running into following lines for not more than three lines, or small caps divided by capitals, to be considered separate groups, the fourth and following lines not to take the extra charge. When two-line-letter matrices are dropped in they shall be charged one line extra for every two two-line-letters.

"Full-measure betting (displayed) to carry a charge of one-fourth extra. Shipping, Gazette and Preachers not to carry any extra, except on those portions exceeding eight lines run on, which shall be charged one-fourth extra.

"Centreing, no extra charge.

"*Universal Moulds.*—ADVERTISEMENTS OR NEWS MATTER: Less than single column to be charged single column, *plus* one-third extra; over single column and under two columns, two columns; over two columns and under three columns, and so on at linotype rates. Advertisement blocks to be charged at movable rates.

"Any taking of less than eighteen lines, involving a change of mould, shall take an extra charge of 3*d.*

[This clause is not to apply to matter set to half single column measure, which is to be charged as ordinary full single column only; but matter produced on slugs of any other width less than single column to be charged as provided in the rule referred to, and any taking of half-measure matter of less than 18 lines involving a change of mould shall take an extra charge of 3*d.*]

* This "includes rules cast on the machine."

“The usual piece regulations as to bad copy or MS. to apply to Operators ; copy not properly sub-edited to rank as bad MS.

“All first-proof and revise corrections (marks left undone in the first proof) to be done by the Operator, except Machine errors and house marks, which shall be charged double. Charges for Machine errors to be countersigned by the mechanic.

“If a Machine is changed by order to a different type, Operators shall not be required to change it again to make corrections, which shall be done by the Operator on a vacant Machine, or by the house.

“Matter which requires more than one justification for the purpose of ranging to be paid for in proportion to the time occupied.

“No Operator shall be compelled to do engineers' or labourers' work.

(b.) Weekly Papers.

“All skilled Operators, Justifiers and Distributors (as distinct from attendants or labourers) shall be Compositors and members of the L.S.C.

“Apprentices in the last two years of their time can be employed in due proportion to the number of journeymen Operators—*i.e.*, one apprentice to three journeymen Operators.

“Members of Companionships into which Machines are introduced or existing installations increased shall be given facilities to learn them in their own time (matter so composed not to be used), and when learners have reached an output of 4,000 ens in a test hour, or 12,000 ens in a test of four hours, preference shall be given to such qualified learners, and they shall be guaranteed (when put on Machines) for six weeks 38s. per week of 48 hours.

“In all offices where Composing Machines of any description are introduced, or are in use, composition to be commenced simultaneously.

“Disadvantageous portions of articles not to be selected for either Case or Machine ; and copy generally to go out in fair proportion.

“Case hands and Operators to lift from separate heaps of copy, but when one heap is run out copy to be taken from the heap remaining for either Case or Machine hands, but giving out complete articles not to be considered a breach of this rule.

“When Operators and Case hands work together on the same papers they shall be guaranteed a quarter per hour (unless exempted by the Chapel) while the line is on.

“Any Machine hand required to go upon time upon Machine work shall be paid 1s. per hour, but any Operator required to go upon stone work shall be paid at the ordinary time rate of the office, such work to be confined to papers produced wholly or partially by machinery.

“No man shall be permanently changed from Machine to Case, or *vice versa*, without a fortnight's notice.

“The scale of prices for Machine work shall be :—

LINOTYPE.

“3½*d.* per 1,000 ens.

“3¼*d.* per 1,000 ens for all types above brevier.

“Matter set to less than 20 ems of its own body, or more than 24 ems pica in type below bourgeois, to be charged ¼*d.* per 1,000 ens extra.

“Matter requiring two bars to complete one measure (not being tabular matter) to be charged one-third extra ; three or more, one-half extra.

“Overtime to be paid at the same rate as Case hands, taking the day as eight hours.

“All stoppages of ten minutes and upwards to be cumulative, with a minimum charge of twenty minutes, and to be charged at the rate of 1s. per hour. Such charges to be countersigned by the mechanic.

“Twelve lines of 16 ems pica or less, or its equivalent in wider measures, to constitute a Machine 'take' of copy ; less than that number to be charged as twelve lines (or its equivalent).

" All standing headings, leads, rules, &c., other than those required in making-up, to be found and placed on the galley and charged by the Operator.

" Where leads are cast on the bar, the Operator to charge half the additional depth, the time taken in changing knives not to be counted a stoppage.

" The rate at which leads (other than those required in making-up) shall be charged by the Operator has been fixed as follows : 8-to-pica leads or thicker, at machine rates ; thinner than 8-to-pica, at case rates.

" All rules (other than advertisement rules) put in by hand to be charged at case rates.*

" Sectional rules following machine-set matter in classified advertisements shall be charged by the companionship as three lines at machine rates, irrespective of character of rule appearing.

" This arrangement is for Linotype or Typebar Machines only ; all leads used in matter composed upon movable-type machines to be charged at case rates.

" Headings not composed by the Operator to be given out to the piece hands. In no case are complete block-headings or blocks to be charged.

" Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects) to be charged one-half extra, and foreign languages double for each line.

" Matter consisting of names run on and figures—*e.g.*, prize lists, balance sheets, Gazette news, programmes, &c.—shall, where exceeding eight lines, be charged one-fourth extra. Matter containing fractions, signs, or accents shall, where exceeding two lines, be charged one-fourth extra. One line extra to be charged for each word of small caps, italic, clarendon. When in the magazine, one half-line extra to be charged for each word or group of consecutive words of italic, clarendon or small caps or for each adjustment of the platform. Italic or clarendon words running into following lines for not more than three lines, or small caps divided by capitals, to be considered separate groups, the fourth and following lines not to take the extra charge provided no further adjustment is required. When two-line letter matrices are dropped in they shall be charged one line extra for every two two-line letters.

" Rules to advertisements and leads to be put in and charged by the Operator.

" The usual piece regulations as to bad copy or MS. to apply to Operators ; copy not properly sub-edited to rank as bad MS.

" All first-proof and revise corrections (marks left undone in the first proof) to be done by the Operator, except machine errors and house marks, which shall be charged double. Charges made for machine errors to be countersigned by the mechanic.

" If a Machine is changed by order to a different type, the Operator shall not be required to change it again to make corrections, which shall be done by the Operator on a vacant Machine or by the house.

" Matter which requires more than one justification for the purpose of ranging to be paid for in proportion to the time occupied.

" One-fourth extra, to the full width of the article, to be charged for matter run down blocks.

" The minimum rate for establishment hands shall be 45s. for 48 hours.

" No Operator shall be compelled to do engineers' or labourers' work.

(c.) Book Scale.

" All skilled Operators, Justifiers and Distributors (as distinct from attendants or labourers) shall be Compositors and members of the L.S.C.

" Apprentices in the last two years of their time can be employed in due proportion to the number of journeymen Operators—*i.e.*, one apprentice to three journeymen Operators.

" Members of Companionships into which Machines are introduced or existing installations increased shall be given facilities to learn them in their

* This " includes rules cast on the machine."

own time (matter so composed not to be used), and when learners have reached an output of 4,000 ens in a test hour, or 12,000 ens in a test of four hours, preference shall be given to such qualified learners, and they shall be guaranteed (when put on Machines) for six weeks 38s. per week of 48 hours.

"Any Machine hand required to go upon time upon Machine work shall be paid 1s. per hour, but any Operator required to go upon stone work shall be paid 9½*d.* per hour.

"No man shall be permanently changed from Machine to Case, or *vice versa*, without a fortnight's notice.

"The scale of prices for Machine work shall be :—

LINOTYPE.

"3*d.* per 1,000 ens.

"3½*d.* per 1,000 ens for all types above brevier.

"Matter set to less than 20 ems of its own body, or more than 24 ems pica in type below bourgeois, to be charged ¼*d.* per 1,000 ens extra.

"Matter requiring two bars to complete one measure (not being tabular matter) to be charged one-third extra; three or more, one-half extra.

"Overtime to be paid for at the same rate as Case hands, taking the day as eight hours.

"All stoppages of ten minutes and upwards to be cumulative, with a minimum charge of twenty minutes, and to be charged at the rate of 1s. per hour. Such charges to be countersigned by the mechanic.

"All leads, rules, &c., other than those required in making-up, to be charged by the Operator. Where leads are cast on the bar, the Operator to charge half the additional depth; the time taken in changing the knives not to be counted a stoppage.

"The rate at which leads (other than those required in making-up) shall be charged by the Operator has been fixed as follows :—8-to-pica leads or thicker, at machine rates; thinner than 8-to-pica, at case rates.

"All rules (other than advertisement rules) put in by hand to be charged at case rates.*

"This arrangement is for Linotype or Typebar Machines only; all leads used in matter composed upon movable-type machines to be charged at case rates.

"Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects) to be charged one-half extra, and foreign languages double for each line.

"Matter consisting of names run on and figures—*e.g.*, prize lists, balance sheets, Gazette news, programmes, &c.—shall, where exceeding eight lines, be charged one-fourth extra. Matter containing fractions, signs, or accents, shall, where exceeding two lines, be charged one-fourth extra.

"One line extra to be charged for each word of small caps, italic, clarendon, &c.

"When two-line letter matrices are dropped in, they shall be charged one line extra for every two two-line letters.

"The usual piece regulations as to bad copy or MS. to apply to Operators; copy not properly sub-edited to rank as bad MS.

"All first-proof and revise corrections (marks left undone in the first proof) to be done by the Operator, except Machine errors and house marks, which shall be charged double. Charges for Machine errors to be countersigned by the mechanic.

"If a Machine is changed by order to a different type, the Operator shall not be required to change it again to make corrections, which shall be done on a vacant machine or by the house.

"Disadvantageous portions of articles in magazines and serials not to be selected for either Case or Machine. This not to apply to volume work.

"Matter which requires more than one justification for the purpose of ranging to be paid for in proportion to the time occupied.

This "includes rules cast on the machine."

“One-fourth extra, to the full width of the article, to be charged for matter run down blocks.

“The minimum rate for establishment hands shall be 45s. for 48 hours.

“All matter to be set in slips, and made up by the house.

“No Operator shall be compelled to do engineers’ or labourers’ work.”

The following resolutions were also agreed to :—

“That the foregoing List of Rules for composing by hand and machinery agreed upon by representatives of the London Morning, Evening, Daily and Weekly Newspapers and Printers and the London Society of Compositors, be and are hereby adopted, and that from and after the first working week in September, 1896, the said new rules shall be substituted for those hitherto in force.”

“Resolved, that in cases of dispute between the London Society of Compositors and any London Newspaper proprietors or printers in regard to the interpretation to be placed upon the foregoing rules, the point at issue may, at request of either side of the parties concerned, be referred for arbitration to a Committee consisting of five Employers’ Representatives and five representatives of the London Society of Compositors—the gentlemen forming such Committee of Arbitration to be nominated hereafter by the Employers and Society respectively.”

By an agreement made between the Master Printers’ and Allied Trades’ Association and the London Society of Compositors on September 28, 1908, it was agreed that all the agreements between the Association and the Society should cover the radius of 15 miles from the General Post Office.

PROVINCIAL AGREEMENTS.

With regard to machine composition in the Provinces, general wage-agreements have been entered into, both as to time-wages and piece-work rates, between the Linotype Users’ Association of Great Britain and Ireland and the Trade Union of the provincial compositors of England, Wales, and Ireland (outside of Dublin)—the Typographical Association.

GENERAL TIME-WAGE AGREEMENT (LINOTYPE MACHINES).

At a conference held at Manchester on December 13, 1898, between representatives of the Linotype Users’ Association and the Typographical Association, the following rules for working linotype machines “on ’stab” (at “establishment,” *i.e.*, weekly wages) were agreed upon and signed, to apply to the area covered by the Typographical Association, except Ireland :—

1. The rate of wages shall be arranged to give operators on the linotype machine an advance of, as nearly as may be, 12½ per cent. on the existing case rates [*i.e.*, rates for hand work] payable in the various towns.

2. The hours for linotype operators shall be in future 48 hours for day, and 44 hours for night work. Operators may be required to work the hours in force in their respective offices for case hands, at ordinary machine rates, without charges for overtime.

3. All skilled operators shall be members of the T.A., and, on the introduction of composing machines into any office, preference shall, as far as possible, be given to the members of the companionship into which they are introduced.

4. Members of the T.A. learning to become machine operators shall work for a period of not more than three months at the ordinary 'stab (case) wages of the town.

5. That duly recognised apprentices who have served three years of their apprenticeship shall be allowed to work on the machines, but such apprentices to be reckoned in the number allowed by rule to each office.

6. Apprentices shall not permanently occupy machines beyond the proportion of one machine to each three in the office; but where there are less than three machines, or in case of an irregular number of machines, the time in which apprentices may be employed on them shall not be more than one-third of the time the machines are worked.

On July 10, 1900, an agreement was come to between the Linotype Users' Association and the Typographical Association with respect to jobbing offices, that :—

In the case of regular operators transferred from machine to case, or *vice versa*, the higher scale of payment is to be in force for the period in the course of which the change is made. Periods are to be reckoned from the start to the principal meal time, and from the principal meal time to the close of work. But nothing in this clause shall permit the regular working of machines by double shifts of men employed alternately at the machine and at case.

The agreements just set forth affect the conditions of employment of about 2,000 persons.

GENERAL PIECE-WORK AGREEMENT (LINOTYPE MACHINES).

At a conference between the Committee of the Linotype Users' Association and the Executive of the Typographical Association, held at Manchester on September 29, and October 7, 1903, an agreement was arrived at with respect to working linotype machines on piece-wage. This agreement applies to the area covered by the Typographical Association, except that as regards Ireland no change is to be made as to the hours of labour, which are to remain the same as before this agreement was made. It is provided that the general working conditions contained in clauses 3, 4, 5, and 6, of the general time-wage agreement above set forth shall apply equally in the case of work done on piece-wage.

The adoption of the scale contained in this agreement is subject to local option. The great bulk of the work is done on time-wages.

GENERAL TIME-WAGE AND PIECE-WORK AGREEMENT (MONOTYPE KEYBOARD).

As the result of conferences held in Birmingham between representatives of the Federation of Master Printers and Allied Trades of the United Kingdom of Great Britain and Ireland, and of the Typographical Association, an agreement, which covers the whole of England (except London), and also Wales and Ireland (except Dublin), was on August 30, 1905, arrived

at for working the Monotype keyboard. This agreement provides both for time-wages and for piecework. The great bulk of the work is done on time-wages, the provisions of the agreement relating to this "establishment work" being as follows:—

'Stab Work.

1. The rate of wages shall be arranged to give operators on the Monotype keyboard an advance of $12\frac{1}{2}$ per cent., as a minimum, on the case rates agreed to as fair by the representative employers and workmen in the various towns.

2. The weekly hours for operators shall be as the case hours of the town, not exceeding $52\frac{1}{2}$ for day work and 48 for night work; the hours for each day or night's work to be fixed and defined, and subject to a fortnight's notice of change.

3. All time worked before or after the defined hours shall be paid for at the rate of time and a quarter the first three hours, and time and a half for any further hours worked each day or night.

4. That duly recognised apprentices who have served three years of their apprenticeship shall be allowed to work on the keyboard, such apprentices to be reckoned in the number allowed by rule to each office.

5. Apprentices may occupy keyboards in the proportion of one to each three in the office, but where there are less than three keyboards or in the case of an irregular number, the time in which apprentices may be employed on them shall not be more than one-third of the time the keyboards are worked.

6. Operators transferred from keyboard to case, or *vice versa*, shall receive the higher scale of payment for the period in the course of which the change is made. Periods are to be reckoned from the start to the principal meal time, and from the principal meal time to the close of work. This clause shall not be read so as to work operators beyond the hours agreed to in clause 2, without overtime.

7. In offices which are worked, by agreement, in conformity with the rules of the Typographical Association, all operators shall be members of the Typographical Association. On the introduction of keyboards into any office, preference shall, as far as possible, be given to the members of the companionship into which they are introduced.

8. Members of the Typographical Association learning to become keyboard operators shall work for a period of not more than three months at the ordinary 'stab (case) wages of the town.

9. Operators employed on night shifts shall be entitled to an extra remuneration of 15 per cent. on the machine 'stab day rate. One week to be the minimum period for a night shift. The hours not to exceed 48 per week, and to be fixed and defined as in clause 2.

MACHINE MANAGERS.—LONDON.

The men in charge of the machines used for printing off the matter, which has been set up in type—"machine managers"—have for many years made with the London employers agreements regulating the conditions of employment. In a document issued by the Printing Machine Managers' Trade Society it is stated that on November 21, 1866, an agreement, "supplemental to former agreements," was entered into between representatives of employers and employed, "by which the maximum hours were reduced from 63 to 60 per week, and the minimum wage raised from 33s. to 36s. per week, with a re-adjustment of overtime and Sunday rates."

"In 1872 no Employers' Association existed. Through this cause no formal agreement could be signed. The employing

printers of London, with but very few exceptions, accepted the following, as coming into operation from March 1, 1872. The reduction of the hours of labour from 60 to 54 per week; that the hours worked be between 8 a.m. and 7 p.m. on the first five days of the week, and between 8 a.m. and 2 p.m. on Saturdays; that overtime commence on the completion of $9\frac{1}{2}$ hours from Monday to Friday, and after two o'clock on Saturdays."

On June 9, 1891, an agreement was made between the Printing and Allied Trades' Association and the London Printing Machine Managers' Trade Society, under which the minimum wage was raised from 36s. to 38s., and certain alterations were made in overtime rates, &c.

On June 9, 1905, two agreements were entered into, one between the Master Printers' and Allied Trades' Association and the Trade Union just mentioned, and the other between the same parties with the addition of representatives of the London Daily Newspaper Proprietors. The first of these agreements relates to flat and rotary machines other than rotary machines used for the production of daily newspapers; under this agreement the minimum wage was advanced from 38s. to 39s., and the working hours were reduced from 54 to $52\frac{1}{2}$. The second agreement deals with the conditions of employment in connection with rotary machines in the offices of daily newspapers.

The text of these agreements, by which the conditions of employment of some 2,400 persons are regulated, is as follows:—

MEMORANDUM OF AGREEMENT between the Master Printers' and Allied Trades' Association and the London Printing Machine Managers' Trade Society.

That the minimum wage be 39s. per week of $52\frac{1}{2}$ hours.

That the minimum wages for a machine manager, having in his charge two single cylinder machines up to and including quad crown size, to be 41s. per week of $52\frac{1}{2}$ hours.

All machines above quad crown to be one man one machine.

Machine managers in charge of machines with feeder attachments to be paid 2s. extra.

That machine managers called upon to work the ordinary dinner hour be paid 4d. extra, and go to dinner not later than 3 p.m.

That machine managers be paid, in addition to their ordinary rate of wages, the following rates. Fractions of hours counting as complete hours:—

If working not later than 12 o'clock, 4d. per hour extra, with an interval of half-an-hour for refreshment after three hours of overtime have been worked, provided work is continued beyond the three hours. The time for such half-hour's refreshment to be fixed by mutual agreement. Thus, if the ordinary time for leaving off work be 7 p.m., no time will be allowed for refreshment unless working beyond 10 p.m.

If working later than 12 o'clock, 5d. per hour extra from the commencement of overtime till the time for leaving off work, which may be at any hour; but in the event of working all night, the ordinary night's work to consist of twelve hours, with an interval of one hour for refreshment before 12 o'clock, and half-an-hour for refreshment after 12 o'clock, the time for such refreshment to be fixed by mutual agreement. Thus, if the ordinary time for leaving off work be

7 o'clock, the night's work will terminate at 7 a.m., with an interval of one and a half hour for refreshment; and a machine manager whose ordinary wages are 39s. per week, will receive 14s.. If the ordinary hour for commencing work be 8 a.m., and he be required to work on till then, he will receive 15s. 2d. If he be required to continue through the one and a half hour allowed for refreshment, he will receive 16s. 4d. if he works till 7 a.m., and 17s. 6d. if he works till 8 a.m.

Sunday and Christmas Day, 8d. per hour extra with a minimum of six hours, but not to apply to weekly newspapers, the getting out of which regularly enters into Sunday mornings.

Time and a quarter to be paid to machine managers called in on Bank Holidays, but this not to apply to weekly newspapers which regularly go to press on such days.

Machine managers called in at 12 o'clock on Sunday night, to be paid at the 8d. rate; if at 6 o'clock on Monday morning, at the 4d. rate; this to apply to any morning except Sunday.

Saturday Overtime.—On Saturdays, 5d. per hour extra to be charged up to 12 o'clock, but if the machine manager be allowed to take an hour for dinner before commencing overtime, then he is to be paid 4d. for that hour. Half-hour refreshment time to be allowed at the completion of the first three hours if work continues, and an additional half-hour after each succeeding three hours if work still continues.

If these half-hours be worked, one hour to be charged for every two, or for any odd half-hour. Thus, if the ordinary hour for leaving off work be 1 o'clock, and the machine manager whose ordinary wages are 39s. per week be allowed an hour for dinner and be required to work till 5 o'clock, he will receive 3s. 10d.

JOBGING OR TEMPORARY EMPLOYMENT.

Machine managers called upon to work temporarily shall receive 9½d. per hour or 40s. per week, with a minimum of one day's pay according to the working hours of the office, but on Saturday a minimum of five hours.

Should a machine manager temporarily be employed to work overtime, he shall be entitled to the above rate with the ordinary overtime rate, the minimum payment to be 7s.

Any member of the Society employed in one office for four consecutive weeks without receiving notice, shall give or receive two full weeks' notice, if employed for less than that period no notice is required on either side.

NIGHT SHIFTS.

Men on a night shift shall, if required, work more than four nights, but shall not exceed 65 hours in any one week.

The agreement for a night shift may be for one week at the 4d. rate.

Regular night shifts of eight hours, commencing not later than 10 p.m., may be arranged for 55s. for five nights, or 66s. for six nights, on other machines than rotaries.

Definition of a Night Shift.—That the engagement of men at one office during at least four nights per week shall constitute a night shift.

ROTARIES.—(Other than Daily Newspaper work.)

The minimum rate of wages for men in charge of rotary machine to be £2 5s. per week of 52½ hours.

APPRENTICES.*

In an office where only one journeyman is employed there shall be allowed one apprentice, and two apprentices to four journeymen, provided such

* The custom in relation to the flat machines is for the term of apprenticeship to be 7 years.

number of journeymen have been employed in the machine room six months. There must be three additional journeymen, subject to the foregoing regulations, for each additional apprentice.

The above rates are to come into force after the first pay day in July, viz., July 8th.

MEMORANDUM OF AGREEMENT between the Master Printers and Allied Trades' Association, Representatives of the London Daily Newspaper Proprietors, and the London Printing Machine Managers' Trade Society.

ROTARY MACHINES (Daily Newspapers only).

<i>Day Work.</i> —52 Hour Week.	£	s.	d.
One roll rotary, single, irrespective of width, 2 plates wide, with folder or open delivery	2	2	0
Two roll ditto, 2 plates wide, or one roll ditto, 3 or 4 plates wide	2	5	0
Three roll ditto, 2 plates wide	2	7	6
Two roll ditto, 3 plates wide	2	10	0
Two roll ditto, 4 plates wide	2	12	6
Three roll ditto, or double supplement	2	10	0
Three roll double, four roll double, or larger	2	15	0
 <i>Night Work.</i> —48 hours, 6 nights.			
One roll rotary, single, irrespective of width, 2 plates wide, with folder or open delivery	3	0	0
Two roll ditto, 2 plates wide, or one roll ditto, 3 or 4 plates wide	3	5	0
Three roll ditto, 2 plates wide	3	7	6
Two roll ditto, 3 plates wide	3	10	0
Two roll ditto, 4 plates wide	3	12	6
Three roll ditto, or double supplement	3	10	0
Three roll double, four roll double, or larger	3	15	0

In cases where rotaries are run for part of a week as one size, and part as another size, the wage rate shall be a matter of arrangement between the employer and the men, and should there be failure to arrive at such arrangement, it shall be referred to the committees of the Employers' Association and the Society for settlement.

The proprietor to decide as to the men necessary, and, should an assistant machine manager be required, the rate he shall be paid, not being less than the minimum rotary rate.

Overtime Rate.—Fivepence per hour extra to be paid on the foregoing scale of wages. The night to be eight hours.

Sunday Work.—The ordinary working hours before midnight on Sunday not to be reckoned as overtime.

If a regular hand works on Saturday night he shall be paid, in addition to his ordinary rate, 5*d.* per hour up to midnight, and 10*d.* per hour afterwards, until the time of leaving off. His 8-hour night shall be reckoned from the usual hour of starting work.

Jobbing Hands.—To be paid 10*d.* per hour above the ordinary day rate for Sunday work, with a minimum of one day. Ordinary day or night work to be paid overtime rate with a minimum of five hours for day work or a whole night.

In case of weekly papers (Sunday, &c.), a special rate to be fixed by agreement based on the average day and night hours worked.

APPRENTICES.

Employers have the right to take apprentices, but they shall not be less than 16 years of age when bound, the term of the indenture being 5 years, and it is deemed desirable that the maximum age when bound be 25 years.

In (rotary) newspaper offices employing five or less journeymen, one (rotary) apprentice will be allowed, with one additional for each five journeymen after the first five, such apprentice not to take sole charge regularly until the last two years of his time.

On November 11, 1907, an agreement was entered into between the Master Printers' and Allied Trades' Association and the Printing Machine Managers' Trade Society, which was in the following terms:—

That a machine manager shall not ordinarily be employed for a longer period than 24 hours without a break of one day, but if in case of necessity he is kept for an additional three hours, making 27 hours in all, the overtime rate shall be continued during such time.

In all cases where a machine manager has been on for at least 24 hours, and there is work to justify it, another machine manager shall be employed during his absence.

It is understood that should any abuse of the above rule arise a representation from the Committee of the Society to the Committee of the Association shall receive prompt attention.

To come into force (from the starting hour) Monday, December 9th, 1907.

PRESS CORRECTORS.—LONDON.

The conditions of employment of correctors of the press in London are governed by an agreement arrived at in 1909, as the result of conferences between representatives of the Master Printers' and Allied Trades' Association and the Association of Correctors of the Press, held at the Board of Trade under the chairmanship of Mr. G. R. Askwith, C.B., K.C. This agreement, which directly affects nearly 1,000 persons and which was provisionally agreed to on November 22, 1909, by the representatives of the parties, and was subsequently ratified* and signed on behalf of the Associations concerned, and countersigned on behalf of the Board of Trade, is in the following terms:—

1. All readers shall be paid at the rate of not less than 10*d.* per hour up to 52½ hours, with a minimum of 42*s.* [The effect of this is that, while the minimum will be 42*s.*, those who work 52½ hours will receive 44*s.*] On and after the first pay day in January, 1911, the rate shall be 10½*d.* per hour.

2. Overtime to be paid at the rate of 4*d.* per hour extra for the first three hours; after that time, but in any case after 10 o'clock from Monday to Friday inclusive, at 4½*d.* per hour extra up to 12 o'clock; after that at 5½*d.* per hour extra. On Saturday, for the first three hours, 4½*d.* per hour extra, and after that 5½*d.* per hour extra. The charge for overtime to be governed by the ordinary working hours of each office, and to commence in any case before 8 a.m., after 7 p.m., and after 1 p.m. on Saturday, each day standing on its own merits.

* The resolution which was adopted by the Executive Committee of the Master Printers' and Allied Trades' Association, and subsequently by the General Meeting of that Association, was in the following terms:—"Understanding that the readers have already agreed to the suggestions of the Board of Trade embodied in the document herewith, the Committee recommend the General Meeting to accept also. It is to be placed on record (clause 9 which is now clause 10) that notice to work overtime is not to be given in advance. Also, that foreign compositors may do their own reading at a commuted rate of not less than 42*s.* per week."

3. Readers called upon to work the whole of the dinner hour to receive 4*d.* extra, and a "cut" to be allowed not later than 3 o'clock.

4. Readers called upon to work overtime for more than three consecutive hours to be entitled to half-an-hour for refreshment after each three hours if work still continues.

5. Overtime.—Weekly overtime to be reckoned from Monday morning till Sunday night.

6. Lost time to be deducted at the ordinary rate, but a reader coming in more than half an hour late may be called upon to work the first hour of overtime the same day without charging extra.

7. Readers working overtime must be absent from the office eight hours before resuming work, and, except in cases of emergency, must not work longer than a day and a night consecutively, or be called upon to repeat the same in one week. Should the work necessitating overtime not be completed by 8 a.m. readers can remain to finish the work in hand, provided it can be completed by 1 p.m. at the latest, the night rate to be paid throughout until the "cut."

8. Sunday work to be paid at the rate of 9*d.* per hour extra from 12 o'clock on Saturday night to 8 o'clock on Monday morning, when such work is continuous; readers in no case to receive less than 3*s.* 9*d.* extra. The same rule to apply to Christmas Day.

9. Readers called in at 12 o'clock on Sunday night to be paid at Sunday rate; if at 6 o'clock, or any time before 8 a.m. on Monday or any other morning, except Sunday, at 4½*d.* per hour extra.

10. No reader shall work more than 8 hours overtime in any one week. [See letter to Board of Trade dated November 29, 1909.]*

11. A compositor put on temporarily to read shall be paid 1*s.* per hour for day work. In small offices where no permanent reader is employed, a member employed as reader-compositor shall either be paid £2 2*s.* per week or receive 1*s.* per hour for the time occupied in reading.

12. Readers called in for casual work shall be paid 1*s.* per hour (day work), the minimum charge to be 8*s.*, with overtime rates as above.

13. Casual night work (to commence not later than 7 p.m., with a minimum of 9 hours) to be paid at 1*s.* 5*d.* per hour; but regular grass work† may be accepted for a half-night (7 p.m. to 1 a.m.) at a minimum of 8*s.* 6*d.* The usual refreshment cuts every three hours to be paid for.

14. Readers regularly employed in a night ship (consisting of two guaranteed weeks of five nights, with a minimum of nine hours) to charge 1*s.* 2*d.* per hour, including mealtimes.

15. The Master Printers' Association agree to send out the usual recommendation that employers shall not, on account of this agreement, reduce the wage of any of their present employees.

16. This agreement shall come into force after the first pay day in December, 1909.

17. It is further agreed that any cause of dispute arising under this agreement shall, at the request of either side of the parties concerned, be referred to a committee consisting of five employers' representatives and five representatives of the Association of Correctors of the Press (or less by agreement), the nomination being in the hands of the Master Printers' and Allied Trades' Association and the Association of Correctors of the Press respectively, and pending such reference and the committee's decision, no hostile action shall be taken by either side. Failing decision within four

* This refers to a letter, in which the Association of Correctors of the Press stated, "that by Clause 10 of the Memorandum of the Negotiations between ourselves and representatives of the Master Printers' Association, we mean to lay down a general rule for the trade, and do not desire to put any undue restrictions in the way of special emergencies, which, as practical readers, we are aware occur in the course of trade. We agree to cause a knowledge of this understanding to be communicated to, and fully understood by, our members."

† "Regular grass work" is the term applied to work performed by correctors employed regularly on fixed days, not for the entire week, week after week, to do such work as may be required, as supplementary to the work performed by the ordinary staff of a printing office.

weeks, the committee, at the request of either side, shall call in an independent chairman agreed to by the parties, or in the event of non-agreement, nominated by the Board of Trade, and endeavour to come to an amicable arrangement within a further period of four weeks, with liberty of action to either party at the end of such period in the event of the dispute not being then settled.

BOOKBINDING.

The conditions of employment in the London bookbinding industry are regulated under a collective agreement made in 1893, which established a minimum list of prices for piece-work case-making (*i.e.*, the making of covers for common or cloth work), under an award made in 1903, under an amendment of the agreement as to case-making made by the Piece Price Board (see *post*, p. 310) in 1904, and under agreements made in 1903 and 1904, which fixed piece prices for certain other operations—cutting and forwarding. The number of workpeople directly affected by all these arrangements is 2,500.

Case-making.

The London "Minimum List of Prices for Piece-work Case-making" was agreed to on December 13, 1893, by the Cloth Sub-section of the Bookbinding Section of the London Chamber of Commerce, and the Executives of the following three Trade Societies:—The London Consolidated Society of Journeymen Bookbinders, the Society of Day Working Bookbinders, the London Branch of the Bookbinders' and Machine Rulers' Consolidated Union.

The prices in the List are for making 100 cases of each size. It is understood that all cloth and other material is previously cut to the required size and all bevelling done by journeymen or apprentices. The prices are subject to a deduction (for particulars see "Condition No. 8" below) if a rolling machine is employed.

The following is the Agreement entered into between the employers and employed, with the List in full:—

"CONDITIONS ATTACHED to the APPENDED LIST of PRICES."

"1. That all cloth or other material and hollows shall be clean cut to the size required by journeymen or apprentices, ready for the case-maker.

"2. That all bevelling shall be done by journeymen or apprentices ready for the case-maker.

"3. That cloth shall be understood as not including imperial cloth, white cloth, buckram, or sackcloth.

"4. That the sizes priced be taken by superficial measurement of the front board.

"5. That all below the lowest size priced be paid for at lowest price fixed.

"6. That any case, the front board of which exceeds one size priced, shall go into the next size priced.

"7. That oblong cases be paid for according to the same scale of sizes, but at the rate of price and a quarter on the prices here fixed.

"8. That prices paid shall be per hundred, and that irrespective of the use of a rolling machine, for which, when used, a reduction of 2*d.* per

hundred will be made in the case of a steam machine, and 1*d.* in the case of a hand machine, provided that the machine is within reach of the man at his working-place.⁵

"9. That price for cloth backs shall not include blocked or printed backs.

"10. That for imperial cloth and white cloth, plain or bevelled boards, an increase of 25 per cent. shall be paid upon these prices.

"11. That for buckram and sackcloth, plain or bevelled boards, an increase of 33 $\frac{1}{3}$ per cent. shall be paid upon these prices.

"12. That for the making of cloth cases with bevelled boards, price and a half shall be paid."

LIST OF SIZES, with the PRICES agreed to attached.

Size of Paper.	Size of Case.	Minimum Price Plain Boards.
		<i>s. d.</i>
Demy, 18mo.	6 by 4 equals 24	0 10
Foolscap, 8vo.	7 " 4 $\frac{1}{2}$ " 31 $\frac{1}{2}$	0 11
Crown, 8vo.	7 $\frac{3}{4}$ " 5 $\frac{1}{4}$ " 40 $\frac{3}{4}$	1 2
Large Crown, 8vo.	8 $\frac{1}{2}$ " 5 $\frac{1}{2}$ " 46 $\frac{3}{4}$	1 4
Demy, 8vo.	9 $\frac{1}{4}$ " 5 $\frac{5}{8}$ " 52	1 6
Medium, 8vo.	9 $\frac{3}{8}$ " 6 " 57 $\frac{3}{4}$	1 8
Royal, 8vo.	10 $\frac{3}{8}$ " 6 $\frac{1}{2}$ " 67 $\frac{1}{2}$	1 10
Imperial, 8vo.	11 " 7 $\frac{1}{2}$ " 82 $\frac{1}{2}$	2 1
Demy, 4to.	11 $\frac{1}{4}$ " 9 " 101 $\frac{1}{4}$	2 4
Medium, 4to.	12 " 9 $\frac{5}{8}$ " 115 $\frac{1}{2}$	2 9
Royal, 4to.	13 " 10 " 130	3 0
Super Royal	13 $\frac{1}{2}$ " 10 $\frac{1}{2}$ " 141 $\frac{3}{4}$	3 5
Crown Folio	15 " 10 " 150	3 8
Imperial	15 " 11 " 165	4 0
Demy Folio	18 " 11 " 198	4 4
Royal Folio	20 " 12 $\frac{1}{2}$ " 250	5 0

Award of Arbitrator, 1903.

In November, 1902, application was made by the Bookbinding Trade Section of the London Chamber of Commerce, representing the employers, and by the London Societies of Journeymen Bookbinders to the Board of Trade, for the appointment of an arbitrator to deal with certain matters, as to which differences had arisen between employers and employed in the bookbinding trade in London; and on March 20, 1903, Mr. C. J. Stewart, the arbitrator appointed by the Board of Trade, issued his award, which was in the following terms:—

1. That the minimum wage be raised to 35*s.* per week of 48 hours.

2. That all time, whether time work or piece work, after 52 $\frac{1}{2}$ hours in a week, or after 10 hours on a single day, shall be counted as overtime and shall be paid at the rate of time and a quarter.†

* This clause has been amended by an agreement made by the Piece Price Board (see *post*, p. 310), which came into operation on April 30, 1904, and which provided "that the charge for the use of the rolling machine under rule 8 of the conditions of case-making is abolished for the Demy 18mo. and Foolscap 8vo. sizes. For Crown 8vo. the charge is reduced by one-half. The charges on all other sizes remain unchanged.

† The arbitrator subsequently explained the meaning to be that, in the case of overtime on piece-work, 3*d.* per hour extra on each hour of overtime is to be paid. As to overtime on Saturday, it was mutually agreed by the General Committee of the Bookbinding Section of the London Chamber of Commerce and the workmen's Wages Committee that all time after 5 $\frac{1}{2}$ hours on Saturday should be paid for as overtime.

3. That the limit of the number of apprentices shall remain as it is at present, namely, one apprentice to every three men, and the test as to proportion shall be the number of apprentices the employer is entitled to according to the average number of men employed in the year preceding the apprentice's appointment, it being further agreed by the employers that only a reasonable proportion of apprentices shall be grouped in one department, and that the apprentices shall be trained not merely in a sub-section but in a branch. Evidence was given me as to the technical training of apprentices at technical classes and as to the desire of the employers to co-operate with the societies in encouraging and improving the apprentices' training.

4. That the present basis on which the scale of prices for piece work so far as at present fixed, namely, that a man of average skill and ability should be able to earn at least 1s. per hour, appears fair and reasonable, and beyond what I award as regards the claim of the masters under claim No. 5, no adjustment is required.*

5. That the right now existing in certain shops to work piece or time or both simultaneously at option in Case-making, Blocking, and Forwarding shall in future apply throughout the trade, and that a Board, consisting of three employers and three employed, shall be formed in order to draw up a scale of prices for such piece work, blocking and forwarding, and making such rearrangements of the present piece work case-making scale as may be agreed to be desirable, due regard being paid to the rate of wages paid for time work. That the said Board be empowered to sit permanently and amend and adjust any differences that may from time to time arise on the scale of prices as fixed. That in the event of a dispute, the Board should have power to appoint an arbitrator, or in the event of disagreement in choice of arbitrator, should be empowered to apply to the Board of Trade to appoint an arbitrator.

6. That the right or practice existing with regard to female labour employed on wrapping and for laying on gold in case work, cloth or leather, or other material in certain workshops in the trade, shall be made to apply to all workshops in the trade, it being agreed by the employers that no man exclusively employed in gold laying on shall lose his employment by reason of the employment of women on such work.

The employers had put forward a claim "that it may be allowable for foremen to take 'honourable leave' of the Trade Society whilst holding that position." As to this point, the arbitrator stated in his award that it had been agreed by both parties that, "in the event of a dispute arising between the employers and the employed, the Society will not interfere with a foreman provided he has held the position for not less than twelve months." He also declared, that any question relating to the construction of his award should be referred to him for decision.

Cutting and Forwarding.

The Board, the formation of which was directed by the award just set forth, was duly constituted under the title of "The London Letterpress Bookbinders' Piece Price Board." Its rules are set forth at pp. 272-4 of the *Second Report on Conciliation and Arbitration Boards*, Cd. 5346 of 1910. The Board has issued two determinations, one, in December, 1903, coming into operation on January 1, 1904 (as to the greater part of the work of cloth forwarding), the other in August, 1904, coming into operation on August 6, 1904 (as to the remaining part of cloth

* The workpeople had claimed "the adjustment of piece-work rates where piece-work at present exists to equalise the conditions of production between time work and piece work."

forwarding and as to cutting). The prices fixed in these determinations represent "a minimum scale based on a workshop which should be well organised and equipped, and where the flow of work is arranged in regular sequence of processes"; and "should the equipment or working conditions of any workshop be so deficient or imperfect as to prevent an average man reaching the standard earnings indicated in Clause 4 of the arbitrator's award, such addition to the minimum scale shall be made and sanctioned by the Board as shall enable him to do so."

In the price lists drawn up by the Board in relation respectively to cutting and to cloth forwarding, the following provisions are common to both scales :—

The sizes shall be taken by superficial measurement of the front board.

That all below the lowest size priced be paid for at the lowest price for that thickness.

That any work the front board of which exceeds one size priced, shall be paid for at the next size priced.

The thickness shall be taken by measurement across the centre of back after pressing or nipping, before cutting, and shall graduate by $\frac{1}{4}$ inches.

That a $\frac{1}{4}$ inch be the basis of measurement, and any fraction of $\frac{1}{4}$ of an inch shall be reckoned as $\frac{1}{4}$ of an inch.

The minimum number to be done at the list rates shall be 50 copies.

Prices for sizes and operations not included in the present list or for new work—that is, work containing new features or details—may be agreed upon by employers and employed without previous reference to the Board, provided that such agreement is in accordance with Clause 4 [*i.e.*, the third paragraph above]. The Board reserves its right to revise or alter such prices should it be found necessary.

CUTTING.

The list for cutting provides as follows :—

Type of Machine.—The minimum scale is for cutting on a self-clamp machine, capable of holding and cutting the heads of at least five piles of crown 8vo. books, $4\frac{1}{2}$ inches high, after nipping. Books requiring special treatment shall be paid for at such extra rate as may be mutually arranged.

The time allowed for changing knives shall also be mutually arranged.

The charge for cutting heads only shall be as follows :—

(a.) If the tails be so trimmed as to allow of the work being fed up to gauge, one-half full cutting price.

(b.) If not capable of being fed up to gauge, but requiring sighting, three-fourths of full price.

That no work exceeding demy 4to. shall be paid for at less than the prices fixed for demy 4to. of corresponding thickness; and that books exceeding two inches shall not be paid for at less than the price for two inches of each respective size.

Cloth Forwarding.

The scale for cloth forwarding gives the following definition of the operations included in that term, and makes the following provisions :—

The prices in Scale 1, cloth forwarding, upright form of book, cut edges, include the following operations :—

Taking books from cutter, glueing back, lining flat with mull, rounding by hand, backing in Starr machine, second lining, glueing down, building up in hydraulic press, and pumping same by power; but do not include cutting of linings, rounding of cases, or taking books out of press.

If any of the included operations are omitted, varied, or performed in different order, additions or deductions shall be made according to Table A.

Extra payment for gilt, burnished coloured, and burnished marble edges, round or square corners, shall be as follows :—

Up to and including 3s. 3d.	a minimum of 3d.		
From 3s. 4d. to 4s. 3d.		„	„ 4d.
„ 4s. 4d. „ 5s. 3d.		„	„ 5d.
„ 5s. 4d. „ 6s. 3d.		„	„ 6d.

on the total forwarding price.

Gilt tops and uncut heads, one-half the above extra rates. All other work to be charged at “cut edge” rate, excepting such books as may require “guarding” with set-off sheet, or special treatment as “untouched” fore-edge and tail, the extra payment for which shall be mutually arranged.

It is (as will have been seen) provided, that if any of the operations included in the definition of the work to which the scale prices are applicable are omitted, varied, or performed in different order, additions to or deductions from those prices are to be made in accordance with a table annexed to the scale. This table shows, in the first place, what is to be the value assigned to each of the different operations included in the total work for which a price is fixed by the scale, and, in the second place, what are the additions to, or deductions from the scale prices, which are to be made under the circumstances above referred to. The table starts with the lowest price named in the scale (2s. 7d. per 100), and goes on, price by price (with intervals of one half-penny), until the price of 7s. per 100 is reached.

TRANSPORT, DOCK AND WATERSIDE LABOUR.

RAILWAYS.

In November, 1907, a threatened dispute between railway servants and their employers was settled at the Board of Trade—without recourse to a strike—by the adoption of a scheme for conciliation and arbitration, the nature of which is explained in the full account of this dispute given in the *Report on Strikes and Lock-outs of 1907* (Cd. 4254 of 1908). The following Railway Companies have formed Conciliation Boards under this agreement:—Alexandra (Newport and South Wales), Barry, Brecon and Merthyr, Cambrian, Cardiff, Cheshire Lines, Cockermouth, Keswick and Penrith, East and West Yorkshire Union, Furness, Great Central, Great Eastern, Great Northern, Great Northern and City, Great Western, Hull and Barnsley, Lancashire and Yorkshire, London and North Western, London and South Western, London, Brighton and South Coast, London, Tilbury and Southend, Maryport and Carlisle, Metropolitan, Midland, Midland and Great Northern Joint, Neath and Brecon, North London, North Staffordshire, Port Talbot, Rhondda and Swansea Bay, Rhymney, Somerset and Dorset Joint Line, South Eastern and Chatham, Taff Vale, Caledonian, Glasgow and South Western, Great North of Scotland, Highland, North British, Portpatrick and Wigtownshire Joint, Belfast and County Down, Cork, Bandon and South Coast, Dublin and South Eastern, Great Northern (Ireland), Great Southern and Western, Midland Great Western of Ireland, and Northern Counties Committee (Midland). In addition the North Eastern Railway Company (which was not signatory to the agreement) adopted a conciliation scheme of its own. The total number of railway servants, with whose conditions of employment these Conciliation Boards are concerned, is about 420,000.

Under these schemes awards have been made in relation to the London and North Western, the Midland, the Great Western, the Great Eastern, the North Eastern, the Great Northern, the North British, the Great Northern and City, the North Staffordshire and the Caledonian Railway Companies, while in the case of thirty-three Companies settlements were arrived at by the Conciliation Boards without resort to arbitration. In the case of the City and South London Railway, the London Underground Electric Railways, and the Metropolitan District Railway no Conciliation Boards have been formed, but settlements have been arrived at by representatives of the Companies and their employees. Details of all these awards and settlements will be found in the *Statement of Settlements regarding Questions of Rates of Wages and Hours of Labour of Railway Servants* (Cd. 5332 of 1910), but their general character will be seen from the examples which will now be set forth.

London and North Western.

The award in relation to the London and North Western Railway Company was issued on February 2, 1909, by the arbitrator, the Right Hon. Sir Edward Fry, G.C.B. The conditions of employment fixed by this award (which came into operation on April 1, 1909, and is binding until January 1, 1913) are as follows :—

DRIVERS, FIREMEN AND CLEANERS.

1. That no man be called to book on more than once for one day's work, except in the case of men working on the trip system.

2. That no man be called out for duty with less than nine hours' rest, except in case of emergency, to be decided by the responsible officer of the company, and that in that case the time worked before the expiration of the nine hours be paid for at a rate and a half.

3. That an advance of one shilling and sixpence per week be made to every fireman employed on locomotive engines with a heating surface of more than 1,500 square feet.

4. That the men in the London district be paid a sum per week in advance of the wages paid to the like men in the country districts, as follows :—The unmarried men, one shilling per week ; the married men at Willesden, two shillings and sixpence per week ; and the married men at Camden, three shillings per week. Provided that this shall not prejudice the right of the company to advance the rents of cottages or houses occupied by men, or the right of any man to agree with the company to accept the continuance of his present rent in lieu of the said advance.

5. That the cleaners' scale of pay per week of 54 hours be as follows :—

Age.	s.	d.	Age.	s.	d.
14 to 15 years	...	6 0	18 to 19 years	...	14 0
15 " 16 "	...	8 0	19 " 20 "	...	15 0
16 " 17 "	...	10 0	20 " 21 "	...	16 0
17 " 18 "	...	13 0	21 and upwards	...	18 0

Provided that the locomotive foremen be free to modify the foregoing scale by raising the rate of wages as local conditions and circumstances may appear to them to warrant, and provided also that this scale shall not apply to any cleaner who entered the service of the company on or before the 9th day of July, 1908.

6. That any man working in a higher grade than his own for more than a day consecutively be paid not less than the minimum pay of the higher grade.

SIGNALMEN AND POINTSMEN.

1. That a minimum of a rate and a quarter be paid for all time worked over the fixed hours.

2. That a minimum of a rate and a quarter be paid for all time worked between midnight of Saturday and midnight of Sunday. Provided that in the case of a man working on Sunday in a box of a different number of hours from his week-day box (*e.g.*, a man from a ten-hour box working on Sunday an eight-hour box), the rate shall be that of the Sunday box.

3. That any man working in a higher grade or higher paid box than his own for more than a day consecutively be paid not less than the minimum pay of the higher grade or box.

4. That a minimum of a rate and a quarter be paid for all time worked over the standard hours for the week.

BRAKESMEN AND SHUNTERS OF GOODS AND MINERALS BY ENGINES OR GRADIENTS.

1. [Provision as to nine hours' rest same as in the case of drivers, firemen and cleaners, but not applying to men working on the trip system.]

2. [Provision as to sums in advance of wages of men in country districts to be paid to the brakemen and shunters at Willesden same as in the case of drivers, firemen and cleaners at Willesden.]

3. That no man work for more than eight hours in the day at shunting goods or minerals by engines or gradients, but this will not interfere with the employment of men for more than eight hours in the day partly in such shunting as above mentioned and partly in other work.

4. [Provision as to working in a higher grade than own same as in the case of drivers, firemen and cleaners.]

PASSENGER GUARDS, PLATFORM PORTERS, WAGON EXAMINERS AND GREASERS, AND CARRIAGE DEPARTMENT OUTDOOR STAFF.

1. That a minimum of a rate and a quarter be paid for all time worked over the standard hours.

2. [Provision as to working in a higher grade than own same as in the case of drivers, firemen and cleaners.]

3. That passenger guards be paid at a rate and a quarter for Sunday duty as under :—

Not exceeding $\frac{1}{4}$ of a day	...	...	...	$\frac{1}{4}$ day's pay as above
Over $\frac{1}{4}$ of a day and not exceeding $\frac{1}{2}$ of a day	$\frac{1}{2}$	"	"	"
" $\frac{1}{2}$	"	"	$\frac{3}{4}$	"
" $\frac{3}{4}$	"	"	one day	1

with a minimum of one quarter of a day's pay at a rate and a quarter for each time the man books on duty. In estimating Sunday duty, ten hours to be considered a day's work for a guard.

4. That the present weekly pay of platform porters shall be deemed to represent their wages for six working days, and that they shall be paid in addition for work done between 12 o'clock midnight Saturday and 12 o'clock midnight Sunday, at the same rate in proportion to the time actually worked, with a minimum of one quarter of a day's pay for each time the man books on duty. Provided that this clause will not apply to the case of men finishing their week's work on Sunday and not recommencing work till after a rest of twenty-four hours, and also of men commencing their week's work on Sunday after 12 o'clock at noon and after a previous rest of twenty-four hours.

PERMANENT WAY DEPARTMENT.

1. [Provision as to working in a higher grade than own same as in the case of drivers, firemen and cleaners.]

GOODS STAFF ELSEWHERE THAN IN MANCHESTER.

1. That seventy-two hours per week, less three hours each day to be deducted therefrom for meals and rest, be the maximum working week, provided that of the three hours daily for meals and rest two hours shall be successive.

2. [Provision as to working in a higher grade than own same as in the case of drivers, firemen and cleaners.]

3. That employees under the age of 21 years not employed on adult work be not entitled to claim adult wages, or any wages exceeding the following scale :—

Age.	London.	Liverpool.	Other large Cities and medium Towns.	Small Towns.	Country Stations.
Years.	s.	s.	s.	s.	s.
14	8	8	8	8	8
15	10	10	10	10	10
16	12	12	12	12	12
17	14	14	14	14	13
18	16	16	16	15	14
19	18	18	17	16	15
20	19	20	18	17	16

Provided that this clause shall not apply to employees who entered the service of the company before the first day of January, 1908.

4. That a minimum of a rate and a quarter be paid for all time worked over the standard working week of seventy-two hours.

5. That a minimum of a rate and a quarter be paid for all time worked between midnight of Saturday and midnight of Sunday, except in the case of men finishing their week's work on Sunday and not recommencing work till after a rest of twenty-four hours, and also of men commencing their week's work on Sunday after 12 o'clock at noon and after a preceding rest of twenty-four hours.

6. That an immediate advance of 2s. (two shillings) per week be made to all capstanmen.

GOODS STAFF IN MANCHESTER.

That an immediate advance of 2s. (two shillings) per week be made to all capstanmen in Manchester.

2. [Provision as to working in a higher grade than own same as in the case of drivers, firemen and cleaners.]

3. That the standard hours of a week's work be the same in Manchester as elsewhere on the line.

4. That a minimum of a rate and a quarter be paid for all time worked over the standard working week.

DRAYMEN, CARMEN, AND LURRYMEN, AND ALSO CARTERS, CARMEN, DRAYMEN AND LURRYMEN IN MANCHESTER.

1. That sixty hours per week be the maximum hours of work, inclusive of one hour a day for dinner, but exclusive of other meal times.

2. That a minimum of a rate and a quarter be paid for all time worked over the standard week.

3. [Provision as to payment for Sunday work same as in the case of the Goods Staff elsewhere than in Manchester.]

CARTAGE STAFF IN LIVERPOOL.

1. That overtime be paid for at the rate of 6½*d.* per hour before 7 a.m., and after 6 p.m. until 9 p.m., and thenceforth at the rate of 9*d.* per hour.

2. That 1s. (one shilling) be paid to each man for stable duty done by him on Sunday, and that all other work done on a Sunday between 12 o'clock midnight of Saturday and 12 o'clock midnight of Sunday be paid for at a rate and a quarter.

Midland Railway.

The award in the case of the Midland Railway Company was issued by the arbitrator, the Right Hon. the Earl of Cromer, G.C.B., O.M., G.C.M.G., K.C.S.I., C.I.E., on April 1, 1909, came into operation on May 28, 1909, and is binding until December 31, 1913. The conditions of employment fixed by the terms of this award are as follows:—

DRIVERS, FIREMEN AND CLEANERS.

1. That engine-drivers and firemen are not to receive less than a day's pay if sent out with a train on shunting duty, and that engine-drivers and firemen coming on duty by order, whose services are not required, are in no case to receive less than a quarter of a day's pay.

2. That, in so far as the necessities of the service will permit, arrangements are to be made for all engine-drivers, firemen and cleaners to remain off duty for at least nine consecutive hours.

3. That in the case of engine-drivers, firemen and cleaners who are called out for duty before the nine consecutive hours of rest, as aforesaid, have expired, they are to be paid at a rate and a half for the unexpired portion of the nine hours.

4. That overtime is to be paid at the rate of eight hours per day, to commence after ten hours duty.

5. That all time between 12 midnight on Saturday and 12 midnight on Sunday shall be paid, in the case of engine-drivers and firemen employed on passenger trains, at a rate and a quarter, and in the case of engine-drivers and firemen employed on mineral or goods trains at a rate and a half ;

Provided that engine-drivers and firemen employed on mineral or goods trains, who finish at or before 7 a.m. on Sunday the work commenced on the previous Saturday are to be paid at a rate and a quarter.

6. Having taken note of the declaration made by the representative of the company in the course of the proceedings, that it is the intention of the company to abolish the trip system at present applicable to the express passenger trains between London and Leicester and between Birmingham and Bristol, the arbitrator awarded that engine-drivers and firemen who work express passenger trains and are paid on a mileage basis be granted the following allowances :—

(A) Drivers working and paid on the mileage basis of 150 miles as equivalent to a day of 10 hours to receive 6*d.* extra for each time signing on for a booked mileage turn, subject to such allowance not exceeding 2*s.* per calendar week.

(B) Firemen working and paid on the mileage basis of 150 miles as equivalent to a day of 10 hours to receive 3*d.* extra for each time signing on for a booked mileage turn, subject to such allowance not exceeding 1*s.* 6*d.* per calendar week.

7. That an advance of 3*d.* a day be made to every firemen employed on locomotive engines with a heating surface of more than 1,500 square feet except to firemen working and paid on the mileage basis as laid down in clause 6 (B) of this portion of the award.

8. That the following times be allowed to engine-drivers and firemen for preparing engines at the commencement of the day's work, and for disposing of them at the close of it :—

1. For Preparing Engines.

	If coal is not required.	If coal is required.	
		New stage.	Old stage.
	Minutes.	Minutes.	Minutes.
For any class of engine working short trip or shunt trains, and No. 1 class passenger and goods engines ...	30	35	40
For No. 1 class engines with leading bogies, Nos. 2 and 3 class passenger, for goods engines working main line trains, also for 2,000 class tank engines	35	40	45
2. For Disposing of Engines.			
For any class of engine working short trip or shunt trains, and No. 1 class passenger and goods engines ...	30	35	40
For No. 1 class engines with leading bogies, Nos. 2 and 3 class passenger, for goods engines working main line trains, also for 2,000 class tank engines	35	40	45
For main line passenger or goods engines working 150 passenger or goods miles, or over	40	45	50

Drivers and firemen taking more than three tons of coal to be allowed five minutes more than the above-mentioned times.

9. That engine-drivers, firemen, passed cleaners and cleaners stationed at the company's locomotive depôts at Kentish Town and Cricklewood are to receive a minimum of the following sums above the wages paid in the country districts, and that the same arrangement should apply to Hendon :—

1. *Kentish Town.*

- (A) All men employed at Kentish Town who are now married, or single men who may hereafter marry, to receive an allowance of 3s. per week over the standard rates of wages paid in the country districts.
- (B) All unmarried men employed at Kentish Town at the date of the award to continue to receive, so long as they are employed at Kentish Town, such allowances over the standard rates of wages paid in the country districts as they are enjoying at the date of the award, subject to such allowance not exceeding 3s. per week in any case. All other unmarried men employed at Kentish Town to receive an allowance of 1s. per week over the standard rates of wages paid in the country districts.

2. *Cricklewood.*

- (A) All married men employed at Cricklewood to receive an allowance of 3s. per week over the standard rates of wages paid in the country districts ; subject to all such married men as may now or hereafter reside in the company's cottages paying the company's standard rents for such houses.
- (B) All unmarried men employed at Cricklewood to receive an allowance of 1s. per week over the standard rates of wages paid in the country districts.

10. That any passed fireman or passed cleaner having done 313 days' driving or firing, shall be entitled to his advances as per existing regulations dealing with drivers' and firemen's wages.

CARRIAGE AND WAGON EXAMINERS AND GREASERS, CARRIAGE CLEANERS AND WASHERS, BRAKESMEN AND GAS LABOURERS.

1. That any carriage or wagon examiner, greaser, carriage cleaner or washer, brakesman or gas labourer who is called out to work shall receive not less than one day's pay. This does not apply to work performed on Sundays.

2. That a minimum of a rate and a half be paid for all time worked between 12.0 midnight on Saturday and 12.0 midnight on Sunday.

SIGNALMEN.

1. That any signalman called out to work on any day, including Sunday, shall receive not less than one day's pay.

2. That overtime be paid at a rate and a quarter on the basis of the standard day.

3. That a minimum of a rate and a quarter be paid for all work between 12.0 midnight on Saturday and 12.0 midnight on Sunday ;

Provided that signalmen who are called on duty and who work for six hours or less between 12.0 midnight on Saturday and 12.0 midnight on Sunday, are to be paid at ordinary rates, receiving not less than one day's pay.

PASSENGER GUARDS.

1. That 11 hours constitute the standard day for all passenger guards.

2. [Provision as to receipt of not less than one day's pay, if called out to work, same as in the case of signalmen.]

3. [Provision as to nine consecutive hours off duty same as in the case of drivers, firemen and cleaners.]

[Provisions as to payment, if called out before the nine consecutive hours of rest have expired, same as in the case of drivers, firemen and cleaners, and as to overtime and payment for Sunday work same as in the case of signalmen.]

PORTER GUARDS AND PLATFORM STAFF.

1. That 11 hours constitute the standard day for all porter guards and members of the platform staff, and that an aggregate time of one hour and a half be allowed in the course of those 11 hours for meals.

[Provisions as to receipt of not less than one day's pay, if called out to work, and as to overtime and payment for Sunday work, same as in the case of signalmen.]

PARCELS PORTERS, CLOAK-ROOM PORTERS AND PARCELS VANMEN.

1. [Provision in regard to parcels porters and cloak-room porters as to length of standard day and time to be allowed for meals, same as in the case of porter guards and platform staff.]

2. That 72 hours per week, less an aggregate of 18 hours each week to be deducted for meals, be the maximum working week for all parcels vanmen :

Provided that the gross booked hours on any one day shall not exceed 12.

3. [Provision as to receipt of not less than one day's pay, if called out to work, same as in the case of signalmen.]

4. [Provision as to overtime same as in the case of signalmen.]

5. [Provision as to nine consecutive hours off duty, same as in the case of drivers, firemen and cleaners.]

6. [Provisions as to payment, if called out before the nine consecutive hours of rest have expired, same as in the case of drivers, firemen and cleaners, and as to payment for Sunday work, same as in the case of signalmen.]

PASSENGER SHUNTERS.

1. That 11 hours constitute the maximum working day for all foremen passenger shunters and passenger shunters.

2. That in the case of all shunters whose working day is 10 hours, an aggregate of not less than one hour and a quarter, and in the case of all shunters whose working day is 11 hours, an aggregate of not less than one hour and a half be allowed for meals.

3. [Provision as to receipt of not less than one day's pay, if called out to work, same as in the case of signalmen.]

4. [Provision in regard to all foremen shunters and passenger shunters as to nine consecutive hours off duty, same as in the case of drivers, firemen and cleaners.]

5. [Provision in regard to all foremen shunters and passenger shunters as to payment, if called out before the nine consecutive hours of rest have expired, same as in the case of drivers, firemen and cleaners.]

6. That overtime be paid at a rate and a quarter on the basis of an 11, 10, or eight hours' day, according to the standard hours at the respective stations.

[Provisions as to payment for Sunday work same as in the case of signalmen.]

MEMBERS OF THE GOODS DEPARTMENT.

1. That 72 hours per week, less an aggregate of 18 hours each week to be deducted therefrom for meals, be the maximum working week for all men employed in the Goods Department :

Provided that the gross booked hours on any one day shall not exceed 12.

2. [Provision as to receipt of not less than one day's pay, if called out to work, same as in the case of signalmen; but not applying to men called out for ordinary and indispensable stable duty on Sunday.]

3. [Provision as to nine consecutive hours off duty, same as in the case of drivers, firemen and cleaners.]

4. [Provision as to payment, if called out before the nine consecutive hours of rest have expired, same as in the case of drivers, firemen and cleaners.]

5. That overtime be paid at a rate and a quarter on the basis of the standard week.

[Provision (not applying to men employed on stable duties) as to payment for Sunday work same as in the case of signalmen.]

7. That 1s. (one shilling) be paid to each man performing ordinary and indispensable stable work on Sunday.

8. That an immediate advance of 2s. (two shillings) per week be made to all capstanmen.

AS REGARDS GOOD FRIDAY AND CHRISTMAS DAY.

1. That, in respect to hours of labour and rates of wages, Good Friday and Christmas Day are, in all branches of the service of the company, to be treated as if they were Sundays.

The arbitrator further declared and awarded "that, although the company should make every effort to confine the hours of work to those laid down as respectively applicable to each class of employees, they are at liberty in cases where the adoption of this course is, for whatsoever reasons, impossible or highly inconvenient, to keep the men at work for a longer period than the standard hours on payment of overtime at the rates laid down in this award."

Great Western.

In regard to the Great Western Railway, the arbitrator, Mr. H. E. Duke, K.C., issued his award on June 11, 1909. Except as therein mentioned, the award took effect on June 26, 1909; it is to continue in force until June 28, 1913. The conditions of employment fixed by this award are as follows:—

EXAMINERS AND GREASERS.

OVERTIME AND SUNDAY DUTY.

(I.) Overtime shall be paid for at the rate of time-and-a-quarter in respect of all time worked in excess of 10 hours in any day's work or turn of duty.

(II.) In case a week's work ends on Sunday within 24 hours of the commencement of the next week's work or begins on Sunday within 24 hours of the completion of the previous week's work payment shall be made at the rate of time-and-a-quarter for all time at work within either such period of 24 hours.

(III.) Work in addition to the usual week's work required to be done between Saturday midnight and Sunday midnight, shall be paid for at the rate of time-and-a-half, with not less than three-eighths of a standard day's wages for each time of going on duty if the turn of duty is not continuous.

SIGNALMEN AND SIGNAL PORTERS.

Booking on.—The hours of each day's duty or turn of duty shall be reckoned continuously from the time of first booking on for that day or turn of duty, without interruption except for any appointed interval for meals.

OVERTIME AND SUNDAY DUTY.

(I.) Payment shall be made at the rate of time-and-a-quarter for all time worked in each day or turn of duty at any cabin or post in excess of the allotted hours of the day or turn of duty at such cabin or post.

(II.) In case the last turn of duty in a week's work ends on Sunday within 24 hours of the commencement of the first turn of duty of the next week's work, and in case the first turn of duty in a week's work commences on Sunday within 24 hours of the completion of the last turn of duty of the previous week's work, payment shall be made at the rate of time-and-a-quarter for all time at work within such period of 24 hours.

(III.) [Provision as to payment for Sunday work in addition to the usual week's work, same as in the case of examiners and greasers.]

CHRISTMAS DAYS AND GOOD FRIDAYS.

Each employee who shall have been or who shall be on duty on Good Friday, and in the same year shall be required to do duty on Christmas Day, shall be paid for his Christmas Day's duty one day's pay at the rate of and in addition to his usual weekly wages.

WAGES.

As from Saturday the thirty-first day of July, 1909, the scales of pay of signalmen employed in the classes of cabins hereafter mentioned, where the turn of duty in such cabins then exceeds eight hours of continuous duty, shall be amended so that (so long as the turn of duty in such cabins exceeds eight hours of continuous duty)—

(I.) Signalmen in Principal Main Line Special Cabins with three years' satisfactory service in such cabins at wages of 30s. per week shall be entitled to receive wages of not less than 31s. per week.

(II.) Signalmen in Secondary Main Line Special Cabins with three years of satisfactory service at wages of 29s. per week shall be entitled to receive wages of not less than 30s. per week.

(III.) Signalmen in Principal Main Line First Class Cabins, with three years' satisfactory service at wages of 27s. per week shall be entitled to receive wages of not less than 28s. per week, and signalmen in such cabins with five years' satisfactory service at wages of 27s. per week or more shall be entitled to receive wages of not less than 29s. per week.

"Satisfactory service" in the three preceding directions shall be such service as qualifies a signalman for his advance of wages in the ordinary course under existing scales of wages.

GOODS GUARDS, BRAKESMEN AND SHUNTERS.

OVERTIME, ETC.

(I.)—(i.) Goods guards and brakemen shall be entitled to reckon the time of each week's work for the purpose of ascertaining what overtime, if any, is to be paid upon such week's work by adding the following items, that is to say, (a.) time from booking on to booking off during the week's turns of work, and (b.) one-third of all time not exceeding ten hours in one day during which the guard or brakeman is booked as "waiting orders" or otherwise required to be at the disposal of his officers, and for all time whereby the sum total of the said items exceeds sixty hours, payment shall be made at the rate of time-and-a-quarter.

(ii.) Further, in any case where the last turn of duty in a week's work ends on Sunday within 24 hours of the commencement of the first turn of duty of the next week's work, or the first turn of duty in a week's work commences on Sunday within 24 hours of the completion of the last turn of duty of the previous week's work, payment shall be made at the rate of time-and-a-quarter for all time at work within either such period of 24 hours.

(iii.) And in any case when the first turn of any week's work has commenced on Sunday before two o'clock in the afternoon, and in the next

succeeding week the first turn of the week's work again commences on Sunday before two o'clock in the afternoon, payment in addition to the week's wages shall be made in the latter week at the rate of time-and-a-quarter for all time at work on the Sunday in that week before two o'clock in the afternoon.

(II.)—(i.) Shunters working in shunting yards where shunting is carried on by means of engines or gradients or by both such means, and the standard working day exceeds eight consecutive hours shall be paid in addition to and at the rate of their standard wages for all time in the week's work exceeding 54 hours and not exceeding 60 hours. This direction does not apply to foremen whose duties are mainly supervisory or to men not mainly employed in shunting work.

(ii.) All shunters shall be paid at the rate of time-and-a-quarter (*a.*) for all time in the day's work exceeding 10 hours exclusive of allotted time for meals, and (*b.*) in cases where the last turn of duty in a week's work ends on Sunday within 24 hours of the commencement of the first turn of duty of the next week's work, or the first turn of duty in a week's work commences on Sunday within 24 hours of the completion of the last turn of duty of the previous week's work, for all time at work within either such period of 24 hours.

[Provisions as to payment for Sunday work in addition to the week's work same as in the case of examiners and greasers, and as to payment for work done on Christmas Days and Good Fridays same as in the case of signalmen and signal porters.]

PASSENGER GUARDS, PLATFORM STAFF AND PASSENGER SHUNTERS.

OVERTIME, &c.

(I.) Passenger guards shall be paid at the rate of time-and-a-quarter (*a.*) for all time in excess of 60 hours in the week's work; and (*b.*) in cases where the last turn of duty in a week's work ends on Sunday within 24 hours of the commencement of the first turn of duty of the next week's work, or the first turn of duty in a week's work commences on Sunday within 24 hours of the completion of the last turn of duty of the previous week's work for all time at work within either such period of 24 hours.

(II.) Passenger shunters shall be paid at the rate of time-and-a-quarter for all time in excess of 54 hours in the week's work, exclusive of any allotted meal times; and in cases where a week's work begins or ends on Sunday, for all time at work within any such period of 24 hours, as is with regard to passenger guards above defined.

[Provisions as to payment for Sunday work in addition to the usual week's work same as in the case of examiners and greasers, and as to payment for work done on Christmas Days and Good Fridays same as in the case of signalmen and signal porters.]

WAGES.

To passenger guards whose present scales of wages give a maximum wage or fixed wage of 27*s.* per week, increased wages shall be paid on the following scale, that is to say:—To guards with three years' satisfactory service at the said rate, 28*s.* per week. To guards with five years' satisfactory service at the said rate, 29*s.* "Satisfactory Service" shall be such service as qualifies a guard for his advance of wages in the ordinary course under existing scales of wages.

PLATELAYERS AND OTHERS.

WAGES.

The scales of wages for platelayers shall be amended to provide for, and there shall be paid:—

(*a.*) In the case of platelayers with four years' service and upwards, whose wages do not exceed 17*s.* 6*d.* per week, 1*s.* 6*d.* per week of increased wages.

- (b.) In the case of Platelayers with four years' service and upwards, whose wages exceed 17s. 6d. but do not exceed 18s. per week, 1s. per week of increased wages.

OVERTIME.

Payment shall be made at the rate of time-and-a-quarter for all time of work in excess of the standard hours of the week's work.

SUNDAY DUTY.

Payment shall be made for Sunday duty at the rate of time-and-a-half for the time actually occupied.

GOODS WORKERS AND OTHERS.

OVERTIME, &C.

(I.) Payment shall be made to carmen at the rate of time-and-a-quarter for the time occupied on a week-day by any duty or duties required of them in addition to the turns of duty comprised in their standard week's work, which is computed at 60 hours, exclusive of any time allotted for meals, and not more than 72 hours, inclusive of any times so allotted.

(II.) Payment for overtime shall be made to goods workers other than carmen at the rate of time-and-a-quarter ; (a) for all time exceeding 60 hours in the week, or 11½ hours in any day, exclusive of allotted meal times ; and (b) in cases where the last turn of duty in a week's work ends on Sunday within 24 hours of the commencement of the first turn of duty of the next week's work, or the first turn of duty in a week's work commences on Sunday within 24 hours of the completion of the last turn of duty of the previous week's work, for all time at work within either such period of 24 hours.

[Provisions as to payment for Sunday work in addition to the week's work same as in the case of examiners and greasers, and as to payment for work done on Christmas Days and Good Fridays same as in the case of signalmen and signal porters.]

Lancashire and Yorkshire.

The questions which, in the case of the Lancashire and Yorkshire Railway Company, had been referred to the Central Conciliation Board, were settled by an agreement entered into by the representatives on that Board of the company and of its employees on June 17, 1909. This agreement, which came into operation on July 16, 1909, and is to continue in force until November 7, 1914, provides, in the majority of cases, for the payment of a minimum of a day's pay to each employee whenever brought on duty on week-days, overtime being paid for hours worked in excess of the standard weekly hours, and provision is generally made that no man shall be called out for duty with less than nine hours' rest, except in cases of emergency. It is also provided in most cases that payment at the minimum rate of a higher grade shall be paid to each man temporarily employed therein.

The agreement also provides in the case of the majority of the grades that each man is to be allowed a holiday on Good Friday and on Christmas Day, with pay, and that any man who may be required to come on duty on Good Friday or Christmas Day shall be granted pay at the ordinary rate for the time worked, and shall be allowed a day's holiday afterwards, with pay.

Other provisions of the agreement are as follows :—

DRIVERS AND FIREMEN.

Continue to pay at the rate of time-and-a-quarter for overtime over standard day, except for "travelling time," after being relieved of responsible duty, which is to be paid for at the ordinary rate.

Concede that a minimum rate of 6s. 6d. per day shall be paid to drivers rated at 6s. per day, and also to firemen when acting as drivers of other than shunting or ballasting engines. The rate for the work now done by engines performing pilot trips, for which a driver's rate is 6s. per day, not to be altered.

CLEANERS.

Concede that each cleaner after 313 days' firing shall be paid 3s. 6d. per day, whether firing or cleaning, and remain at that firing rate for six months, after being booked as a fireman, before being advanced to 3s. 9d. per day.

Each day of 10 hours or over to count as one of the 313 days of firing duty.

For any less period than 10 hours the actual completed hours to be added together, and converted into days of duty by dividing those hours by 10.

Concede that cleaners of 19 years of age and two years' service shall, when firing, be paid 3s. 3d. per day instead of 3s. per day as at present.

CARRIAGE AND WAGON DEPARTMENT OUTDOOR STAFF.

Concede payment at rate of time-and-a-quarter for all time worked on week days in excess of the standard weekly hours, viz., 60, exclusive of meal times.

Concede that when men are not allowed to leave the company's premises for meals they shall be paid as for continuous duty at the rate of 10 hours per day.

Concede payment at rate of time-and-a-quarter for all time worked between 12 midnight Saturday and 12 midnight Sunday.

SIGNALMEN.

Reduce hours of duty at Brighthouse Exchange Sidings Box from 12 to 10 per day, and concede advance of 1s. per week to each of 129 signalmen employed in connection with signal boxes mentioned in list supplied to Employees' Representatives at Private Committee Meeting of Members of Central Conciliation Board held on May 28th, 1909.

Concede payment at the rate of time-and-a-quarter for all time worked between 12 midnight Saturday and 12 midnight Sunday, with a minimum payment of half a day's pay to each signalman brought on duty on Sunday.

GOODS GUARDS.

Concede that a goods guard employed on any occasion in shunting continuously for nine hours or more shall be paid for such time at the rate of nine hours per day. The term "shunting continuously" to be regarded as including light running of a shunting engine from one station to another, but not running of a shunting engine on the main line from one station to another with wagons and brake van attached.

Concede payment at the rate of time-and-a-half for all time worked between Saturday midnight and Sunday midnight, but payment for time employed on a Saturday night turn, including the time worked on Sunday morning on such a turn, to be taken into account in making up a goods guard's guaranteed weekly wage.

Concede that each goods guard who is not brought on duty on Good Friday shall be paid for the time actually worked during Easter week, plus an extra day's pay for Good Friday. Each goods guard required to take duty on Good Friday to be paid at ordinary rate for the actual time worked, and to be allowed a day's holiday subsequently with pay. The total payments made to a goods guard in respect of Easter week, including payment for Good Friday, to be not less than a full week's wages if he has not been off duty sick, injured, or for his own purposes.

The foregoing arrangement to be also applied to Christmas Day, and the week in which Christmas Day occurs.

Guarantee a full week's wages each week to each goods guard (who has not been off duty sick, injured, or for his own purposes) irrespective of payment for *Sunday time* worked on a turn of duty which commences between Saturday midnight and Sunday midnight.

GOODS SHUNTERS.

Concede that the standard hours of duty of goods shunters at Extra First, First and Second Class Stations shall be reduced from 10 hours per day to 9 hours per day, or 54 hours per week. No allowance to be made in respect of meals, but goods shunters at such stations to take their meals as opportunity permits.

Concede that the standard hours of duty of goods shunters employed at Third Class Stations shall be reduced from 12 per day (including two hours for meals per day or night) to 11 hours per day, including one hour for meals per day or night, such meals to be taken at the most convenient times.

Concede payment at the rate of time-and-a-quarter for all time worked on week-days in excess of the standard weekly hours, viz., 54 at Extra First, First and Second Class Stations, and 66 at Third Class Stations.

[Provision as to payment for Sunday work same as in the case of Carriage and Waggon Department Outdoor Staff.]

PASSENGER SHUNTERS.

Concede that the standard hours of duty of passenger shunters at the following Extra First and First Class Stations shall be reduced to nine hours per day. No allowance to be made in respect of meals, but passenger shunters at such stations to take their meals as opportunity permits :—

Extra First Class Station.—Victoria.

First Class Stations.—Accrington, Bradford, Blackburn, Bolton, Blackpool (T.R. and Cen.), Colne, Fleetwood, Liverpool, Low Moor, Preston, Southport and Wakefield.

Concede payment at the rate of time-and-a-quarter for all time worked on week days in excess of the standard weekly hours.

[Provision as to payment for Sunday work same as in the case of Carriage and Waggon Department Outdoor Staff.]

Concede an advance of 1s. per week to all foremen passenger shunters and all passenger shunters; scales of pay of ordinary shunters and classification of stations to be as shown hereafter :—

CLASSIFICATION OF STATIONS.

Extra First Class.—Victoria.

First Class.—Accrington, Bradford, Blackburn, Bolton, Blackpool (Talbot Road and Central), Colne, Fleetwood, Liverpool, Low Moor, Preston, Southport, and Wakefield.

Second Class.—Wigan, Rochdale, Halifax, Mirfield, Sowerby Bridge, and Dewsbury.

Third Class.—Kirkham, Poulton, and South Shore.

Scales of Pay.

Year of Service as Shunter.	Classification.			
	Extra First Class.	First Class.	Second Class.	Third Class.
1st year	s. d. 22 0	s. d. 22 0	s. d. 21 0	s. d. 20 0
2nd „	23 0	23 0	22 0	21 0
3rd „	24 0	24 c	23 0	22 0
4th „	25 0	—	—	—
5th „	26 0	—	—	—

PASSENGER GUARDS.

Concede that 60 shall be regarded as the standard weekly hours of Passenger guards.

Concede a minimum of a day's pay whenever brought on duty on week-days, with the proviso that only such time shall be paid for as overtime as is worked in excess of the standard hours, viz., 60—and on the understanding that in the case of Passenger guards and other men working excursion or other trains, a day's pay is not to be allowed for the outward trip and another day's pay for the return trip, except where the total time from signing on to signing off at the home station (including time resting between the completion of the outward and the commencement of the return journey) amounts to, or exceeds 20 hours. Men working ordinary passenger trains who sign off between the completion of the outward and the commencement of the return journey, but whose time from signing on to signing off at the home station does not amount to 20 hours, to be granted the same allowances for day expenses as are now made to men working excursion or special trains.

Concede payment at the rate of time-and-a-quarter for all time worked on week-days in excess of the standard weekly hours, viz., 60 per week.

Concede payment at the rate of time-and-a-quarter for all time worked between 12 midnight Saturday and 12 midnight Sunday, with the following minimum payments to each guard brought on duty on Sundays :—

For under 2 hours' duty ... ..	...	...	...	...	$\frac{1}{4}$ day's pay.
„ 2 hours and under 4 hours' duty	...	...	...	...	$\frac{1}{2}$ „
„ 4 „ „ 6 „	...	...	...	...	$\frac{3}{4}$ „
„ 6 „ „ 8 „	...	...	...	...	1 „

Adopt the following improved scale of pay for both Steam and Head Motor Guards :—

Year of Service as Guard.	Rate per Week.	
	s.	d.
1st year	22	0
2nd „	23	0
3rd „	24	0
4th „	25	0
5th „	26	0
6th and 7th year ...	27	0
8th „ 9th „ ...	28	0
10th „ 11th „ ...	29	0
After 11th „ ...	30	0

No man to be advanced more than 1s. in any year. The last three advances under this scale not to be conceded until two years have elapsed from the date on which the previous advance was given.

TICKET COLLECTORS, TICKET EXAMINERS, AND EXCESSMEN.

Concede that 11 hours per day and 66 hours per week (including one hour daily for meals) shall be the standard hours of duty.

Concede payment at the rate of 11 hours per day for all time worked on week-days in excess of the standard weekly hours, viz., 66 per week, inclusive of meal times.

Concede payment at ordinary rate of 11 hours per day whenever brought on duty on Sunday, with the following minimum payments for each separate turn of duty :—

For under 2 $\frac{3}{4}$ hours' duty	...	...	...	$\frac{1}{4}$ day's pay.
„ 2 $\frac{3}{4}$ hours and under 5 $\frac{1}{2}$ hours' duty	...	...	...	$\frac{1}{2}$ „
„ 5 $\frac{1}{2}$ „ „ 8 $\frac{1}{4}$ „	...	...	...	$\frac{3}{4}$ „
„ 8 $\frac{1}{4}$ „ „ 11 „	...	...	...	1 „

FOREMEN PASSENGER PORTERS, PASSENGER PORTERS, FOREMEN PARCEL PORTERS, PARCEL PORTERS, FOREMEN LAMPMEN, LAMPMEN AND POINT CLEANERS.

Concede that staff now rated at seven days per week shall in future be rated at six days per week.

Concede that 11 hours per day and 66 hours per week (including one hour daily for meals) shall be the standard hours of duty.

Concede payment at the rate of 11 hours per day for all time worked on week-days in excess of the standard weekly hours, viz., 66 per week.

[Provision as to Sunday work same as in the case of ticket collectors, ticket examiners and excessmen.]

Concede to foremen passenger porters employed at stations where ticket collectors are located an advance at the rate of one shilling per week per annum to bring them up to the maximum of the ticket collectors' scale at such stations.

GOODS CHECKERS, GOODS PORTERS, LOADERS, SHEETERS, and all other persons 20 years of age and over employed in Grades included in Grade Group No. 5.*

Payment to be made at ordinary rate for time worked on week-days in excess of the standard weekly hours at present prevailing at each station.

Concede to each man in receipt of 17s., 18s., 19s., 20s., 21s., 22s., or 23s. per week an advance of 1s. per week, and to each man in receipt of 24s. per week an advance of 6d. per week.

CARTERS.

Concede that 57 hours per week shall be regarded as the standard hours of work, inclusive of stable duty on week-days, but exclusive of meal times.

Concede payment at the rate of time and a quarter for all time worked on week-days in excess of the standard weekly working hours, viz., 57 exclusive of meal times.

Existing arrangements as to payment for Sunday duty (other than stable duty) to be continued, with the proviso that in no case shall a man be paid for Sunday duty at less than rate and a quarter.

Allowance for Sunday stable duty to be a minimum of 1s. for attending to any number of horses not exceeding eight. Wherever more than eight horses have to be attended to by one man, a special arrangement to be made.

* *I.e.*, Goods checkers, goods porters (permanent), goods extra porters (of over six consecutive months' service), loaders, sheeters, scalemen, tonnage recorders, and number takers.

SHUNT HORSE DRIVERS.

[Provision as to payment for overtime on week-days same as in the case of goods checkers, goods porters, &c.]

Existing arrangements as to payment for Sunday duty (other than stable duty) to be continued, with the proviso that the minimum payment for Sunday duty shall be at the rate of eight hours per day.

[Provision as to payment for Sunday stable duty same as in the case of carters.]

Concede to each man in receipt of 17*s.*, 18*s.*, 19*s.*, 20*s.*, or 21*s.* per week, an advance of 1*s.* per week

CAPSTANMEN.

[Provision as to payment for overtime on week-days same as in the case of goods checkers, goods porters, &c.]

Existing arrangements as to payment for Sunday duty to be continued with the proviso that the minimum payment for Sunday duty shall be at the rate of eight hours per day.

Concede to each capstanman an advance of 2*s.* per week.

CRANE DRIVERS.

Concede a minimum payment of 2*s.* 6*d.* for each occasion on which a crane driver is brought on duty specially on week-days.

Concede to each crane driver an advance at the rate of 1*s.* per week.

PARCEL VANMEN, ASSISTANT VANMEN, AND BUSMEN.

Concede payment at the rate of time and a quarter for all time worked on week-days in excess of the standard weekly working hours, viz., 63, exclusive of meal times.

Concede payment at the rate of time and a quarter for all other than Sunday stable duty worked between 12 midnight Saturday and 12 midnight Sunday.

[Provision as to payment for Sunday stable duty same as in the case of carters.]

Concede to each man an advance of 1*s.* per week.

Great Central.

During June and July, 1909, agreements were arranged by the Conciliation Boards in connection with the Great Central Railway dealing with the conditions of labour of various classes of workmen employed on that railway. The principal provisions of these agreements (which came into operation, some on July 1, the others on August 1, 1909, and all of which are to continue in force until December 31, 1913) are as follows :—

PASSENGER GUARDS.

1. That 11 hours constitute the standard day for all passenger guards.
2. That any passenger guard called out to work on any day, including Sunday, shall receive not less than one day's pay. Ten hours to constitute a day's work on Sunday.
3. That in so far as the necessities of the service permit, arrangements are to be made for passenger guards to remain off duty for at least nine consecutive hours.

4. That in the case of passenger guards who are called out for duty before the nine consecutive hours of rest, as aforesaid, have expired, they are to be paid at a rate and a quarter for the unexpired portion of the nine hours.

(The term "unexpired" shall not apply to guards working special and excursion trains, when existing conditions shall continue.)

5. That overtime be paid at a rate and a quarter on the basis of the standard day.

SHUNTERS.

1. That the grade of "travelling shunter" in future be designated "brakesman."

2. That the hours of duty of shunters be eight per day at the following places:—Ardwick, Ashburys, Guide Bridge, Dewsnap, Dunford Bridge, Barnsley Junction, and Sheffield.

3. That the hours of duty of shunters be 10 per day at the following places:—Nottingham, Leicester, Rotherham, Woodford, Neasden, and Marylebone goods.

4. That all Sunday duty be paid for at the rate of eight hours per day.

SUPERINTENDENT'S DEPARTMENT.*

1. That 11½ hours, with 1½ hours for meals, except at the stations where not more than three porters are employed, constitute a day's work.

2. Overtime to be paid for at the ordinary rate after the completion of a weekly total of 60 hours working time.

3. [Provision as to nine consecutive hours off duty same as in the case of passenger guards.]

4. Sunday duty.—Work in addition to the usual week's work required to be done between Saturday midnight and Sunday midnight shall be paid for at the ordinary rate, with a minimum of a day's pay.

5. Where a porter guard works as a passenger guard either on weekdays or on Sundays, he shall take the booked time of the turn of duty as his day's work.

6. Temporary duty.—That any man working in a higher grade than his own for not less than one whole day be paid not less than the minimum pay of the higher grade.

LOCOMOTIVE DEPARTMENT.†

1. Hours.—That no man be called upon to book on more than once for one day's work.

(Note.—This clause does not apply to gas makers and gas firemen.)

2. Sunday duty:—

(a.) That Sunday duty be regarded as distinct from the ordinary week's work.

(b.) That a minimum of time and a quarter be paid for all time worked between midnight Saturday and midnight Sunday.

3. [Provision as to temporary duty same as in the case of Superintendent's Department; this provision applies not only to the classes of workmen specified in note † but also to electric light men (carriage and wagon) employed in the Locomotive Department.]

* Joint passenger and goods porters, passenger porters (including foreman porters), station porters, porter guards, porter shunters, parcel porters, left luggage porters, train starters, passenger hoistmen, signal cleaners and lighters, ticket examiners and collectors, carriage cleaners, including gas fillers and lampmen in the Carriage Cleaning Department.

† Carriage and wagon examiners, oilers and greasers, gas makers, gas firemen, gas fitters, bogie shackle, &c., cleaners.

ELECTRICAL ENGINEER'S DEPARTMENT.*

Provision as to temporary duty same as above.

GOODS WORKERS.†

1. Hours.—(a) That 60 hours, exclusive of meal times, constitute a week's work. (b) That no goods worker be called upon to book on more than once for one day's work.

2. Rest.—That no goods worker be called out for duty with less than nine hours' rest.

3. Overtime.—That a minimum of time and a quarter be paid for all time over 60 working hours per week. The week to terminate at midnight Saturday.

4. [Provision as to Sunday duty same as in the case of the Locomotive Department.]

5. Wages.—That the scales at present in operation be continued, but the maximum of each be raised to the present maximum of the L. and N.W. Company at places where the Great Central and L. and N.W. Company have depôts.

6. [Provision as to temporary duty same as above.]

(Note.—This settlement does not apply to Grimsby Dock Workers.)

PERMANENT WAY, &c.‡

Provision as to temporary duty same as above.

SIGNALMEN.

1. Week's Work.—That a week's work of six days be between Sunday midnight and 6 a.m. the following Sunday, 48 hours to constitute a week at 8 hour boxes, 60 hours a week at 10 hour boxes, and 72 hours a week at 12 hour boxes.

2. Overtime.—Overtime incurred in excess of 48, 60, or 72 hours respectively per week to be paid at the rate of time and a quarter. Provided that all overtime incurred for extra time worked during change of duty and to suit the men's convenience when absent from duty beyond their authorised holidays be paid for at the ordinary rate.

3. Sunday Duty.—All time worked between midnight Saturday and midnight Sunday to be calculated at the rate of time and a quarter, the minimum payment to be as for a quarter of a day each time a man is brought on duty. Sunday time and overtime not to run concurrently.

4. [Provision as to temporary duty same as above.]

(Note.—Porter Signalmen and Pointsmen are not included in this settlement.)

Great Eastern.

The Conciliation Board in connection with the Great Eastern Railway having been unable to agree upon certain matters, these matters were referred to the decision of the Right Hon. Lord

* Electric light men (engine drivers, stokers, boiler cleaners, trimmers and wiremen) and telegraph men.

† Checkers (including bonded storesmen, grain deliverers, and wagon tracers), callers off, loaders, horse shunters (including wagon spraggers), sheeters, vanmen, and draymen, stablemen, number takers, goods porters (including assistant foremen, cattle pen and wagon cleaners, weighmen, and lighter dischargers), hydraulic men, and capstan men (including crane drivers).

‡ Permanent way gangers, platelayers (including sub-gangers, relaying sub-gangers, ballastmen and relayers, and labourers), including signal fitters' assistants, and ordinary labourers only in the engineer's department.

Gorell of Brampton. The following are the principal provisions made by his award, which was issued on August 19, 1909, came into operation on September 24, 1909, and is to be binding until December 31, 1913.

SIGNALMEN.

(a) That a minimum of rate and a quarter be paid for all time worked over the standard hours for the week. (b) That a minimum of rate and a quarter be paid for time worked on Sunday where the turn of duty exceeds five hours, and is an additional turn of duty to the ordinary week day turns, but this clause (b) shall not apply when one of the ordinary week's turns of duty is allowed off.

PASSENGER GUARDS.

(a) That passenger guards shall be paid at the rate of time and a quarter for all time worked in excess of 63 hours in the week's work, but this is not to be taken as making any alteration in the number of the standard hours per week. (b) That a minimum of rate and a quarter be paid for all time worked between midnight of Saturday and midnight of Sunday.

Provided that this clause (b) shall only apply to cases where a Sunday turn of duty is in addition to the usual work for the week, and commences and ends on the Sunday, and to cases (1) where the last turn of duty in a week's work ends on Sunday and at least 18 hours' interval is not allowed before the commencement of the first turn of duty of the next week's work; (2) where the first turn of duty in a week's work commences on Sunday, and at least 18 hours have not elapsed since the end of the last turn of duty of the previous week's work.

GOODS GUARDS.

(a.) [Provisions as to payment for overtime in excess of standard hours same as in the case of signalmen.] (b.) That a minimum of rate and a quarter be paid for all time worked between midnight of Saturday and midnight of Sunday, except where a turn of duty commencing on Saturday finishes at or before 3 a.m. on Sunday. (c.) That so far as the necessities of the service will permit, arrangements are to be made for goods guards to have an interval of rest of nine consecutive hours from the finish of one day's turn of duty to the commencement of another day's turn of duty, and where under this clause nine consecutive hours' rest should be allowed, and less is, in fact, allowed, the difference shall count at the rate of time and a quarter.

SHUNTERS AND POINTSMEN.

(a.) [Provision as to payment for overtime in excess of standard hours same as above.] (b.) That a minimum of rate and a quarter be paid for any time at work on the duty of shunting and pointsman's work commencing on Sunday and finishing on the same day if such turn of duty exceeds eight hours, but if it does not exceed eight hours it shall be paid for at ordinary rates. This clause shall not apply when a continuous period of twenty-four hours off duty is allowed at some time in the seven days.

FOREMEN PORTERS, TICKET COLLECTORS, ACTING GUARDS, PORTERS, AND OTHER MEMBERS OF THE PLATFORM STAFF, AND PARCELS CARMEN.

Provision as to payment for overtime in excess of standard hours same as above. But no award is made with regard to turns of duty on Sunday which are in addition to the turns of the ordinary week's duty.

DRIVERS, ACTING DRIVERS, FIREMEN AND ACTING FIREMEN WHEN FIRING.

(a.) That, in so far as the necessities of the service will allow, arrangements are to be made that men of these classes are to have an interval of rest of at least nine consecutive hours from the finish of one day's turn of duty

to the commencement of another day's turn of duty, and where under this clause nine consecutive hours' rest should be allowed and less is in fact allowed the difference shall count at the rate of time and a quarter. (b.) That drivers and firemen on engines running, with passenger trains, more than 250 miles on one turn of duty shall be paid at the rate of time and a half for overtime beyond the standard hours. The distance is to be calculated from the place where the turn of duty begins to that at which it ends. (c.) That drivers and firemen on engines running, with goods or mineral trains, more than 150 miles on one turn of duty shall be paid at the rate of time and a half for overtime beyond the standard hours. The distance is to be calculated as in clause (b). (d.) That an extra payment of 6*d.* shall be made to every fireman employed on an engine (other than one worked by liquid fuel) running with a main line passenger train or main line passenger trains for each turn of duty on which he fires such engine for a distance of 225 miles or over when running as aforesaid. The distance is to be calculated as in clause (b). (e.) That, having taken notice that the company propose to abolish payment for trips run, which they are at liberty to do, I award and determine that if the payment for trips run be abolished the rates of payment of the men at present performing such trips shall be respectively adjusted so as to properly correspond with that of other men of similar respective grades and standing, and that arrangements are to be made that so far as the working of the service will conveniently permit drivers and firemen working on the runs in respect of which the payment for trips run is abolished shall not be kept at work longer than the standard hours, and if so kept shall be paid for overtime at the rate of time and a half, and that every reasonable effort should be made to confine their hours of work to the standard hours. (f.) That acting drivers who drive for five hours or more in 24 hours shall be paid for the day's turn of duty on which they so drive at the minimum driver's rate for their district. (g.) That the company be at liberty to vary the rates of pay of drivers on the small branch lines mentioned in the proposals of the company in Part B. of the schedule hereto provided that they are not altered so as to be less than the minimum driver's rate for the district.

CLEANERS.

That acting firemen who fire for four and a half hours or more in 24 hours shall be paid for the day's turn of duty on which they so fire at the minimum fireman's rate for their district.

North Eastern.

The award made by Sir J. T. Woodhouse, the umpire, in relation to the North Eastern Railway Company, was issued by him on November 4, 1909. The award which, as regards all advancements of wage, took effect as on and from September 1, 1909, and in all other respects from December 1, 1909, and is binding until December 31, 1913, fixed the following conditions of employment:—

Locomotive Department.

LOCOMOTIVE ENGINE DRIVERS, FIREMEN, MOTORMEN AND CLEANERS.

That the standard hours of drivers and firemen working 150 train miles per shift shall be reduced to 9 hours per day exclusive of 1 hour's interval for rest, such interval not to begin earlier than the beginning of the fourth hour and not to finish later than the seventh hour of the shift; provided that if any such interval shall exceed 1 hour the excess shall be reckoned as time on duty during that shift.

That so far as the necessities of the service will allow drivers, firemen and cleaners are not to be called out on duty without an interval of at least 9 consecutive hours between the finish of one shift of duty and the commencement

of another shift of duty, and where less than the said interval is allowed, the unexpired portion thereof shall be paid for at the rate of time and a half.

Firemen.—That the scale of wages for train firemen be revised and be as follows :—

Rate per day.			Rate per day.		
s. d.			s. d.		
For 1st year ...	...	3 6	For 6th year ...	...	4 6
„ 2nd „ ...	...	3 9	„ 7th „ ...	...	4 9
„ 3rd „ ...	...	4 0	„ 8th „ ...	...	5 0
„ 4th „ ...	...	4 3	„ 9th „ ...	...	5 0
„ 5th „ ...	...	4 3	„ 10th „ ...	...	5 0

Firemen to pass for drivers during their 8th year as heretofore.

Cleaners.—That the scale of wages for cleaners be revised and be as follows :—

Age.	Rate per week.	Age.	Rate per week.
s. d.		s. d.	
16 to 17 years	... 10 0	19 to 20 years ...	... 15 0
17 to 18 „	... 11 0	20 to 21 „ ...	... 17 0
18 to 19 „	... 13 0		

and that an advance of 1s. per week be made for each subsequent year up to a maximum of 20s. per week.

That 5s. 6d. per day be the maximum for any driver regularly employed on preparing and stabling work only, but this is not to be applied so as to cause any reduction in the wage of any driver now employed on this work.

That 6s. per day be the maximum to be paid to any driver regularly employed in the work of shunting, but this is not to cause any reduction in the wage of any driver now employed on this work.

That the time allowed to drivers and firemen for preparing and stabling engines be as follows :—

Class.	Preparing.	Stabling.
	Minutes.	Minutes.
4. C.C., V.S.St., R.R.I., Q.Q.I., M.M.I., T.T.I.	... 50	70
All other tender, engines and W.	... 40	60
Tank engines ...	... 35	50
Shunting engines	... 30	35

Traffic Department.

GOODS AND MINERAL GUARDS AND PILOT GUARDS.

That pilot guards, where more than 50 per cent. of the shift is occupied in shunting work, shall be rated at 9 hours per day instead of 10 hours as at present.

[Provision as to intervals between shift same as in the case of locomotive engine drivers, &c.]

That the wages of all goods and mineral guards be increased as follows :—

- (a.) The wages of those who have been in receipt of 30s. per week (the maximum of the existing scale) for not less than 2 years shall be increased to 31s. per week.
- (b.) The wages of those who have been in receipt of the said maximum for not less than 5 years shall be increased to 32s. per week.

That the bonus for working with large engines on freight trains at present paid to goods and mineral guards be discontinued from and after the time any guard becomes entitled to the maximum wage of 32s. per week.

GOODS AND MINERAL SHUNTERS.

That the standard hours of duty of goods and mineral shunters be reduced from 10 hours to 8 hours at the following 12 additional stations :— Bishop Auckland, Crook (mineral), Cargo Fleet (mineral), Castleford, Consett (mineral), Dunston (mineral), Ferryhill (mineral), Middlesbro' (Marsh

Branch), Redheugh, South Shields, Teams (mineral), Sunderland South Dock (mineral).

That when head shunters and shunters in yards where the hours are not reduced from 10 hours to 8 hours per day by this award, have been in receipt of the maxima of the existing scales for not less than two years their wages be increased 1s. per week.

That the yards at Carlisle and Tweedmouth, which are now in Class 3 for wages, be raised to Class 2.

SIGNALMEN.

That rate and a quarter be paid for all time worked between midnight Saturday and midnight Sunday at standard week-day pay, subject to the minima set out below.

That the Sunday "Passing Trains Scale" at present in force be abolished, and that the following minima rates be paid for broken periods of duty, viz.:—For 1 call, $\frac{3}{8}$ ths of standard week-day's pay; for 2 calls, $\frac{2}{3}$ ths of standard week-day's pay; for 3 calls, one standard week-day's pay; and for 4 or more calls, $1\frac{1}{4}$ th of standard week-day's pay.

The above minima will not apply in those cases where a week-day shift extends into Sunday, or a Sunday shift extends into a week-day. The week-days of such shifts will be paid for at the week-day rate, and the Sunday hours at the Sunday rate.

That the time to be paid for shall be ascertained by adding together the various actual periods of duty, but no interval of less than two hours between separate calls shall be deducted.

PASSENGER GUARDS.

That the practice at present in force as to Sunday duty and the payment therefor shall continue, provided that a minimum of half-a-day's pay at the standard week-day rate shall be paid for a shift falling entirely within a Sunday.

[Provision as to intervals between shifts same as in the case of locomotive engine drivers, &c.]

That 1s. per week extra be paid to passenger guards employed on the following lines:—Newcastle and Carlisle, Newcastle and Darlington, Newcastle and Sunderland, Newcastle and South Shields, Darlington and York, Leeds and Hartlepool, York and Scarborough, York and Leeds, and Leeds and Hull.

That the classification for wages of passenger guards, so far as regards Classes 2 and 3, be revised, and that the following lines be transferred from Class 3 to Class 2, viz.:—Newcastle and Blackhill *via* Lintz Green or Annfield Plain, Darlington and Blackhill, Malton and Whitby, Northallerton and Hawes, Leeds and Ilkley, and Leeds and Castleford.

That the maximum wage of Class 3 be increased to 27s. per week.

PASSENGER SHUNTERS.

That the hours of passenger shunters at Leeds New Station be reduced to 8 per shift (exclusive of intervals allowed for meals).

That the passenger shunters at Leeds New Station be classified with Newcastle (Central) and York as to wages and Sunday duty.

That the existing Sunday duty "Passing Trains Scale" be abolished, and that the following rates be paid as the minima for broken periods of duty, viz.:—For 1 call, $\frac{3}{8}$ ths of standard week-day's pay; for 2 calls, $\frac{2}{3}$ ths of standard week-day's pay; for 3 calls, one standard week-day's pay; for 4 or more calls, $1\frac{1}{4}$ th of standard week-day's pay, provided that these minima shall not apply in cases of a week-day shift extending into Sunday or a Sunday

shift extending into a week-day. The week-day hours of such shift shall be paid for at the week-day rate and the Sunday hours at the Sunday rate.

The time to be paid for to be ascertained by adding together the various actual periods of duty, but no interval of less than two hours between separate calls shall be deducted; provided that when such intervals are for the purpose of meals, then the minimum shall be one hour.

Meal hours must commence as under:—Breakfast between 7 a.m. and 9 a.m.; dinner between noon and 2 p.m.; tea between 4 p.m. and 6 p.m.; and supper between 8.30 p.m. and 10.30 p.m.

PASSENGER STATION STAFF.

That the standard hours of parcels porters at Leeds New Station be reduced to 8 hours per shift (exclusive of intervals for meals).

That the standard hours of passenger station staff at the following stations be reduced from 10½ hours to 10 per shift (exclusive of intervals allowed for meals). [Here follows a list of 97 stations.]

That the standard hours of the passenger station staff at the following stations be reduced from 11 hours to 10½ hours per shift (exclusive of intervals allowed for meals). [Here follows a list of 54 stations.]

[Provision as to intervals between shifts same as in the case of locomotive engine drivers, &c.]

That the "Passing Trains Scale" providing for minima rates of pay for broken periods of Sunday duty be abolished, and that the revised scale providing for broken periods of duty as set forth under the head of passenger shunters be applied to the passenger station staff.

That the advance of 1s. per week granted under minute of Conference in 1900 to platform porters at the subjoined stations be withdrawn, but this alteration shall not apply to any of the porters at present employed at the said stations:—Carville, Felling, Ferryhill, Hetton, St. Peters, Scotswood, Millfield, and Monkseaton.

That all ticket collectors at the following stations, viz., Gateshead, Elswick, Manors, and Sunderland, who have been in receipt of the present maxima rates for not less than one year, be paid an additional sum of 1s. per week.

That Class 4 in the classification for wages of ticket collectors be abolished, and that the men at the stations in that class, viz., Belford, Morpeth and Tweedmouth, be transferred to Class 3.

That the ticket collectors at Leeds be included in the same class as York.

That the wages of all ticket examiners be increased 1s. per week.

That the wages of all gate ticket collectors be increased 1s. per week.

GOODS WAREHOUSE STAFF.

[Provision as to intervals between shifts same as in the case of locomotive engine drivers, &c.]

That the "Passing Trains Scale" providing minima rates of pay for broken periods of Sunday duty be abolished, and that the revised scale providing for broken periods of duty as set forth under the head of passenger shunters be applied to the goods warehouse staff.

That the following be the scale of pay for rulleymen and horse shunters for Sunday stable duty:—

For 1 or 2 horses	...	s.	d.	For 9 or 10 horses	...	s.	d.
" 3 " 4 "	...	1	0	" 11 " 12 "	...	3	0
" 5 " 6 "	...	1	6	" over 12 "	...	3	6
" 7 " 8 "	...	2	0			4	0
" 7 " 8 "	...	2	6				

Engineering Department.

PLATELAYERS.

[Provision as to intervals between shifts same as in the case of locomotive engine drivers, &c.]

That the scale of pay for lengthmen and point oilers be revised and be fixed as follows:—

Class.	1st year.		2nd year.		Class.	1st year.		2nd year.	
	s.	d.	s.	d.		s.	d.	s.	d.
Special A. ...	25	0	26	0	1 ...	21	0	22	0
" B. ...	24	0	25	0	2 ...	20	0	21	0
" C. ...	23	0	24	0	3 ...	19	0	20	0
" D. ...	22	0	23	0	4 ...	18	0	19	0

That the classification for wages of platelayers be revised, and that the 5 lengths on the main line between Chester-le-Street and Lamesley be transferred from Class 2 to Class 1 for wages.

That the men on the 10 lengths in the Gateshead, Dunston and Low Fell District, which come within a 2 mile radius of Newcastle, be paid according to the following scales, viz.:—

	1st year.		2nd year.	
	s.	d.	s.	d.
Chargemen	25	0	26	0
First lengthmen	23	0	24	0
Lengthmen and point oilers	22	0	23	0

The lengthmen and point oilers when promoted to the grade of first lengthmen in the same class be paid an additional sum of 1s. per week, provided that at the time of promotion they are not receiving the maximum rate of the position to which they are promoted.

That standard rate and a quarter be paid to platelayers for Saturday afternoon duty—but this modification shall not be applied to the existing platelayers.

Great Northern.

The award in relation to the Great Northern Railway Company was issued by the arbitrator, the Right Hon. Lord Macdonnell, G.C.S.I., K.C.V.O., on November 5, 1909. The conditions of employment fixed by this award, which came into operation on December 1, 1909, and is binding until December 31, 1913, are as follows*:—

GENERAL.

1. That all work done between Saturday midnight and Sunday midnight, hereinafter called Sunday duty, shall be treated as distinct from the week's work, provided that when part of a turn of work, beginning on Saturday, falls within the following Sunday, such part shall be included in the (preceding) week's work.

2. That when part of the week's work as aforesaid falls within a Sunday such part shall be paid for at the rate prescribed for Sunday duty, unless the men employed on it have been allowed at least 18 hours' rest either before booking on for the work, or after booking off from it.

3. That a man working for a full day consecutively in a higher grade than his own shall be paid at that rate of such higher grade, which is next above the rate he is drawing in his own grade.

* The arbitrator also suggested (but not as part of his award) the promotion to a higher grade of a specified number of men in relation to certain classes of employees.

4. That temporary service in a higher grade for a year entitles a man during such service to the increment (if any) to which a regular member of such higher grade would be entitled.

5. That as a rule all men are entitled to nine hours' rest in the day; but if, in particular cases, the company find it necessary to call a man on duty before his nine hours' rest is complete, the unexpired part of the nine hours' rest which is occupied by duty shall be paid for at a rate and a half.

6. That the hours of labour hereinafter mentioned are exclusive of time for meals.

SIGNALMEN.

1. That the standard hours of work shall be :—

(a.) Eight hours per day and 48 hours per week at signal boxes classed by the company as first class.

(b.) Ten hours per day and 60 hours per week at signal boxes classed by the company as second class; and

(c.) Twelve hours per day and 72 hours per week at signal boxes classed by the company as third class.

2. That there shall be only one booking on for one week-day's work except, at the company's discretion, in the case of men working between two second class boxes.

3. That a minimum of a rate and a quarter be paid for all time worked over the standard hours for the week.

4. That Sunday duty be paid for at a minimum of a rate and a quarter, provided that if a man is required to book on more than once for Sunday duty he shall not be paid less than one-fourth of a day's pay, at such rate, for each time of booking on.

5. That Christmas Day and Good Friday be treated in all respects as Sunday, no pay being due if no work is done.

6. That an addition of 1*s.* be made to the following grades in the scale of weekly wages for signalmen :—18*s.*, 19*s.*, 20*s.*, and 21*s.*

PASSENGER GUARDS AND BRAKESMEN.

1. (a.) That 10 hours shall constitute the standard working day, and 60 hours the standard working week.

(b.) That a guard or brakeman travelling as a passenger from his home to a turn of work, or travelling from a turn of work to his home, shall be deemed to be on duty, provided that overtime made by such travelling shall be paid for at ordinary rates.

2. That no man be required to book on twice for one week-day's work, except in cases of necessity, of which the company shall be the judge.

3. That, save as provided in Clause 1 (b) above, a minimum of a rate and a quarter be paid for all time worked over the standard hours for the week.

4 and 5. [Provisions as to payment for Sunday duty and as to Christmas Day and Good Friday, same as in the case of signalmen.]

6. That an addition of 1*s.* be made to the following grades in the scale of weekly wages for passenger guards and brakemen :—22*s.*, 23*s.*, 24*s.*, and 25*s.*

7. That an additional allowance of 1*s.* per week be made to each passenger guard and brakeman stationed in the London district.

GOODS GUARDS AND BRAKESMEN.

1 and 2. [Provisions as to length of working hours, as to travelling to or from a turn of work, and as to payment for overtime, same as in the case of passenger guards and brakemen.]

3. That a goods guard or brakeman, booking on more than once for a day's work shall, in addition to the wages for the day (and any "overtime"

that may be earned, as disclosed at the week's end), be paid 10 per cent. on such wages for every time of booking on after the first.

4. That a minimum of rate and a quarter be paid for Sunday duty.

5. [Provision as to Christmas Day and Good Friday, same as in the case of signalmen.]

6. That an addition of 1s. be made to the following grades in the scale of weekly wages for goods guards and brakesmen:—21s., 22s., 23s., 24s., 25s., and 26s.

7. [Provision as to allowance to men stationed in the London district, same as in the case of passenger guards and brakesmen.]

SHUNTERS, ASSISTANT SHUNTERS, POINTSMEN AND MINERAL PORTERS.

1. That steps be taken, as far as possible and as early as practicable, to bring the men now working for 10 hours in the day, including meal time, on to a working basis of 8 hours per day, exclusive of meal time, upon which more than three-fifths of the men work at present. Until this change is effected the standard working day and week for all men not on the 8 hour basis shall be 9 hours and 54 respectively.

2. That no man shall be required to book on more than once for one day's work.

3. [Provision as to payment for overtime same as in the case of signalmen.]

4. [Provision as to payment for Sunday duty same as in the case of goods guards and brakesmen.]

TICKET COLLECTORS.

1. [Provision as to length of working hours same as in the case of passenger guards and brakesmen.]

2. That no man be required to book on more than once for one week-day's work.

3. That a minimum of a rate and a quarter be paid for all time worked over working hours for the week.

4 and 5. [Provisions as to payment for Sunday duty and as to Christmas Day and Good Friday, same as in the case of signalmen.]

6. That the following grades in the scale of ticket collectors' weekly wages (excluding foremen ticket collectors) be increased by 1s. per week:—21s., 22s., and 23s.

7. [Provision as to allowances to men (other than foremen) stationed in the London district, same as in the case of passenger guards and brakesmen.]

CARMEN, DRAYMEN, VANMEN, CHAIN HORSE DRIVERS, AND HORSE SHUNTERS.

1. [Provision as to length of working hours same as in the case of passenger guards and brakesmen.]

2. That no man be required to book on more than once for one day's work, except in cases of necessity, of which the company shall be the judge.

3. [Provision as to payment for overtime same as in the case of signalmen.]

4. That Sunday duty be paid at a rate and a quarter; provided that stable duty shall be paid for at 6d. a visit.

5. That an addition of 1s. be made to the following grades in the scale of pay for horse shunters:—19s., 20s., and 21s.

GOODS PORTERS, CHECKERS, LOADERS, CALLERS-OFF, SHEETMEN, AND NUMBER TAKERS.

1. That 60 hours constitute the standard working week.

2. [Provision as to payment for overtime same as in the case of signalmen.]

3. [Provision as to payment for Sunday duty same as in the case of goods guards and brakesmen.]

PARCELS PORTERS.

1. [Provision as to length of working hours same as in the case of goods porters, &c.]
2. [Provision as to payment for overtime same as in the case of signalmen.]
3. [Provision as to payment for Sunday duty same as in the case of goods guards and brakemen.]
4. That an addition of 1s. per week be made to the following grades in the scale of wages for parcels porters :—18s., 19s., 20s., and 21s.
5. [Provision as to allowances to men (other than foremen) stationed in the London district, same as in the case of passenger guards and brakemen.]

CARRIAGE CLEANERS.

1. [Provision as to length of working hours same as in the case of goods porters, &c.]
2. [Provision as to payment for overtime same as in the case of signalmen.]
3. [Provision as to payment for Sunday duty same as in the case of goods guards and brakemen.]
4. That an addition of 1s. be made to the following grades in the scale of pay for carriage cleaners, excluding foremen :—17s. and 18s.

PLATELAYERS, EXTRA GANGS, AND BALLAST TRAIN GANGS.

1. (a.) That an addition of 1s. be made to the weekly pay of all second men and under men whose pay is 18s. per week or less.
- (b.) That an addition of 6d. be made to the weekly pay of all second men and under men whose rate of pay is over 18s. and less than 21s. ; and
- (c.) That an addition of 1s. be made to the pay of all guards, flagmen, and greasers of ballast trains whose rates of pay are less than 21s per week.

SIGNAL LINESMEN'S ASSISTANTS AND LABOURERS.

No award except as under Chapter I. (*i.e.*, General).

CARRIAGE AND WAGON EXAMINERS AND GREASERS.

1. [Provision as to length of working hours same as in the case of passenger guards and brakemen.]
2. [Provision as to booking on same as in the case of shunters, &c.]
3. [Provision as to payment for overtime same as in the case of signalmen.]
4. [Provision as to payment for Sunday duty same as in the case of goods guards and brakemen.]
5. [Provision as to Christmas Day and Good Friday same as in the case of signalmen.]

North British.

Sir Francis Hopwood, G.C.M.G., K.C.B., the arbitrator to whom certain claims were referred, which the Conciliation Boards in connexion with the North British Railway had been unable to settle, issued his award on December 9, 1909. The text of the operative part of the award (which came into operation on April 1, 1910, and is binding until March 25, 1915) is as follows :—

GENERAL.

1. That in accordance with the existing practice of the company no man shall be called out for duty with a less interval for rest than nine hours, but that in future if, owing to exceptional circumstances, the company find it

necessary to call out a man before the said period of nine hours has expired, then the balance of time up to nine hours shall be calculated and paid for at the rate of time and a half.

2. That the hours of labour hereinafter mentioned are exclusive of recognised meal times except where otherwise stated.

3. That payment for overtime, hereinafter called "overtime," except where specifically defined, shall from the date of operation of this award, *videlicet*, first April, One thousand nine hundred and ten, until the thirty-first March, One thousand nine hundred and twelve, inclusive, be calculated and paid for at a minimum of a rate and a fifth, and thereafter at a minimum of a rate and a quarter.

GOODS GUARDS.

1. That goods guards working as second guards shall be graded as such, and that future entrants to the grade shall be subject to the following scale, *videlicet* :—

Upon appointment as second guard	...	...	22s.	per week.
After one year	...	...	23s.	„
After two years	...	...	24s.	„
After three years	...	...	25s.	„
Upon appointment as first guard	...	...	26s.	„

rising to the maximum of thirty shillings per week by annual increment of one shilling per week.

2. That the standard hours of duty of goods guards shall be : Ten hours per day and sixty hours per week.

3. That all time worked over the standard hours for the week shall be considered as overtime and be paid for accordingly, with the exception that in the case of a goods guard relieved on the journey and travelling home spare, any overtime incurred during such travelling shall be paid for at the ordinary rate.

4. That Sunday duty, that is to say turns of duty *commencing* and *finishing* between the hours of twelve midnight on Saturday and twelve midnight on Sunday, shall be treated as distinct from the ordinary week's work and be paid for at a minimum of rate and a quarter. No man to receive less than three-eighths of a day's pay for each time of booking on duty.

SHUNTERS.*

1. That the standard hours of duty of shunters working other than the eight-hours' shift shall be :—

(a.) Ten hours per day at second class yards and stations.

(b.) Twelve hours per day, with an allowance of two hours for meals, at small yards and stations.

The classification of the yards and stations to be left in the discretion of the company.

2. That all time worked over the standard hours for the day by shunters, irrespective of class, shall be considered as overtime, and be paid for accordingly.

3. [Provision in regard to Sunday duty performed by shunters, irrespective of class, same as in the case of goods guards.]

ENGINE DRIVERS AND FIREMEN.

1. That the standard hours of duty of engine drivers and firemen working other than the eight-hour shift shall be :—Ten hours per day and sixty hours per week.

2. That all time worked over the standard hours for the day, in the case of men working the eight-hour shift, and for the week in the case of men working other than the eight-hour shift, shall be considered as overtime and be

* Includes goods and locomotive shunters only.

paid for accordingly, except that in the case of engine drivers and firemen relieved on the journey and travelling home spare, any overtime incurred during such travelling shall be paid for at the ordinary rate.

The arbitrator also placed on record an agreement that the trip system applying to engine drivers and firemen should be abolished from the date of his award.

LIGHTERMEN.

Lightermen.—River Thames.

The conditions of employment of licensed men and apprentices employed in working lighters on the river Thames (about 2,500 men and 500 apprentices) are governed by the award and agreements which will be described. In 1889, the Lightermen and their employers agreed to accept the principle, that a day's work should be 12 hours and a day's pay 6s., and to refer to Lord Brassey as umpire certain questions in relation to the conditions of employment which were at issue between the parties. Lord Brassey gave his award on September 24, 1889, in the following terms:—

1.—That the day shall be from 6 a.m. to 8 p.m.; give and take according to the tides; but in all cases where the docks, wharves, and ships commence work at a later hour than 6 a.m. (say 8 or 9 a.m.), the men shall only be expected to be in attendance with their craft, for loading or discharging, at the time when the ship, wharf, or dock to which they are sent commences work.

In accordance with the terms already accepted in principle, payment to be at the rate of 6s for 12 hours' work.

When the circumstances require that the lighterman shall work or be in attendance more than 12 hours, such additional work or attendance shall be at the rate of 1s. per hour.

2.—Orders to be given out between 6.30 and 8 o'clock p.m.: men waiting orders shall, after 8 o'clock, be paid at the rate of 1s. an hour, while in attendance by request. The compensation for detention shall not be payable where a night's work is given.

Where a man's work closes earlier than 7 o'clock p.m., he shall remain for half an hour at the office, waiting orders, without claiming payment for so waiting.

3.—That for night work, from 8 p.m. till midnight, the payment shall be 4s.

For a full night's work, from 8 p.m. till 6 a.m., the payment shall be 6s.

The foreman, or others giving orders, to define before the night's work commences whether it shall be a long or short night.*

4.—The early turn out from 5 a.m. to 6 a.m. shall be paid 2s. extra.

5.—That Sunday work be paid up to 10 a.m. 4s.; a whole day, 8s.

Men called upon to work after 12 o'clock, noon, to be paid 6s.

6.—That expenses be arranged between each master and his own men.

7.—That the apprentices be paid at the following rates:—

3rd year apprentices	3s.	per day,	2s. 6d.	per night.
4th " "	3s. 6d.	"	3s.	"
5th " "	4s.	"	3s. 6d.	"

8.—This award to come into force on the 4th November, 1889.

* At the close of a dispute which took place between the lightermen and their employers (beginning October 12, 1900 and ending January 24, 1901) both parties agreed to accept "the principle that one job shall constitute a night's work. Any work required to be done in one barge to be a job within the meaning of this clause."

Subsequently, on November 21, 1889, a supplementary agreement was made between employers and employed, which (as amended in one clause by an agreement between the parties made at the conclusion of the dispute referred to in note * on p. 341 in January, 1901, and subsequently by an award made on December 20, 1907, by the London Labour Conciliation and Arbitration Board, which came into operation on March 2, 1908) is in the following terms:—

1. For an early turn out the lightermen shall not be expected to go a distance beyond four miles from the office or place where they receive their orders. That the radius for starting and finishing the day's work shall be, in the case of master lightermen having an office or usual place for giving orders in the City, Nine Elms, and Victoria Docks respectively; and in the case of firms whose office or usual place for giving orders is outside the City, four miles from such office or place, subject, however, to the employees going to and returning from their work within the radius in their own time. If work is commenced or finished beyond the radius the employees shall be paid for the time ordinarily and reasonably required to reach ^{and} _{or} return from their place of work at the rate of 6s. for twelve hours work for the distance outside the radius.

2. That the moveable hours of from 6, 7, or 8 a.m. until 6, 7, or 8 p.m., as provided for in Lord Brassey's award, be adhered to; but where a lighterman's day closes at 6 or 7 o'clock p.m. he shall receive his orders within half an hour after reporting himself and being in attendance at the office, or be paid overtime at the rate of 1s. per hour for all such time as he may be awaiting orders up to 9 o'clock.

3. That a lighterman who has not been employed during the day will accept orders for the night's work upon condition that he shall receive 6s. for the night's pay, and shall be guaranteed the next day's work.

The Committee, on behalf of the Association of Master Lightermen and Bargeowners, hereby pledge themselves to recommend that when a lighterman's day ends at 6 p.m. at a distance outside of the usual or ordinary places of work, he shall, as far as possible, receive his orders at the place where he finishes his work.

The award of the London Labour Conciliation and Arbitration Board referred to above also dealt with the question of additional payment for handling goods at night, with respect to which the arbitrators stated that it had been proved to their satisfaction that, independently of the award of Lord Brassey above set forth, there previously existed a custom of many years' standing which had continued to the date of the award by which, in addition to the payment made by the master lightermen under Lord Brassey's award, employees had also received, and then received, an additional payment from shipowners or others of 1s. per hour overtime when they handled goods at night, and that employees looked upon this additional payment as part of their wages or remuneration, and awarded that, if the master lightermen shall require the employees to handle cargo direct to or from a ship into or from a lighter between the hours of 6 p.m. and 6 a.m., they shall be primarily responsible to them for the extra payment of 1s. per hour by shipowners or others, according to the custom above mentioned; this clause not to apply to the tranference of goods from one barge to another. As to the question of overtime for handling goods on to or from a wharf

into or from a lighter, the arbitrators awarded, that if the master lightermen shall require the employees to handle cargo alongside a wharf either in loading or discharging a lighter between the hours of 6 p.m. and 6 a.m., the master lightermen shall be primarily responsible to the employees for an extra payment of 6*d.* per hour in addition to their ordinary pay.

With respect to the conditions of employment of lightermen's apprentices, an agreement was arrived at at a Conference held at the Board of Trade on January 11, 1897, between representatives of the Association of Master Lightermen and Bargeowners and the Amalgamated Society of Lightermen and Watermen, which was in the following terms :—

(1.) Unless under circumstances beyond the control of the employer (to be allowed in case of complaint by the umpire provided under section 3), no boy under the age of 18 years shall be employed on or about a "dumb" barge*—

(a.) On Sunday ;

(b.) Between the hours of 8 p.m. and 6 a.m. on more than two nights in any week, such nights not to be consecutive ;

(c.) After the termination of the boy's night work until an interval of 10 clear hours has elapsed.

(2.) The above provisions not to apply to any boy who is already apprenticed and ordinarily employed on or about a "dumb" barge before the date of this agreement, and who expresses his desire in writing to the Board of Trade within three months from this date to be exempt from the restrictions, nor to a boy who, having a two years' certificate, applies to the Board of Trade to be exempt.

(3.) Any question of interpretation or of breach of this agreement may be referred by either Association to the decision of an umpire appointed by the Board of Trade. The parties undertake to furnish all reasonable information required by the umpire, who may direct the reasonable costs of the reference to be paid by either Association at his discretion.

(4.) Nothing in this agreement shall interfere with Lord Brassey's award.

(5.) Clause 1 (b.) and (c.) shall not apply to firms working on the Tide System, *i.e.*, from high tide to high tide or low tide to low tide, provided that every boy shall be allowed 10 unbroken hours free from work or attendance at the office between the end of one period of employment and the beginning of the next.

In 1909, a dispute arose between the Employers' Association and the Trade Union as to the hours of labour of apprentices ; and in relation thereto two conferences of the parties were held at the Board of Trade, under the chairmanship of Mr. G. R. Askwith, C.B., K.C., and it was ultimately agreed between them that it should be referred to one of His Majesty's Counsel, to be nominated by the Board of Trade, to decide, whether, under the terms of Lord Brassey's award, the apprentices were entitled to a twelve hours' working day, or whether the employers had the right to call upon the apprentices for work from 6 a.m. to 8 p.m. ; and in the event of a twelve hours' day being fixed by the award, whether such twelve hours' day was from 7 a.m. to 7 p.m., or at such moveable hours between 6 a.m. and 8 p.m. as the employers might decide. The Board of Trade accordingly appointed Mr.

* A "dumb" barge is one which has no sails or rudder, and is propelled by oars or towed by a steam tug.

J. A. Simon, K.C., M.P., to decide these questions. Mr. Simon's decision was as follows :—

(1.) The day referred to in paragraph 7 of the said award means a twelve hours' working day.

(2.) Such twelve hours' working day is not under the terms of the said award fixed between 7 a.m. and 7 p.m., but (apart from special agreement or fixed custom) is such consecutive period of twelve hours between 6 a.m. and 8 p.m. as the employers may from time to time decide.

A difference subsequently arose between the parties as to whether there was any fixed custom, and, by agreement between the parties, the following question was referred to Mr. Simon for decision :—“ Was there a fixed custom existing at the time of Lord Brassey's award and since continued, fixing the hours of the apprentices' day from 7 to 7, or are the hours of apprentices moveable like those of freemen ? ”

Mr. Simon decided that there was no such fixed custom, and that the apprentices' day is not a fixed day beginning at 7 a.m. and ending at 7 p.m., but is a moveable twelve hours' day, beginning at 6 a.m., 7 a.m., or 8 a.m., at the employer's option, in the same way as in the case of freemen.

DOCK AND WATERSIDE LABOUR.

The majority of dock and waterside labourers engaged in unloading and loading ordinary cargoes are paid by the hour. In relation, however, to certain classes of work, which are in some districts paid for by the piece, agreements, often embodying elaborate lists of prices, have been made with their employers by timber porters, corn porters, coal trimmers, and other classes of labourers. These agreements are too voluminous to be printed in full, but a few typical agreements or extracts from such agreements are given below, which will suffice to show the nature of the arrangements made in these cases.

Timber Porters.—London.

The work of landing, sorting, and piling wood goods and delivering them into barges or land carriage in the Surrey Commercial Docks is performed by gangs of labourers consisting of (1) contractors who take the work at a piece price, (2) day labourers (termed “strappers”) who are employed by the contractors at a time rate of 1s. per hour. The gangs consist of a varying number of men, according to the conditions under which the work is carried on. The contract piece rates (which are for labour only) are settled by agreement between the contractors and the Port Authority. The following extracts are from the list of piece rates dated April, 1904, the agreement made in each year since then having renewed the conditions stated in that list with

only a few alterations and additions. This agreement regulates the wages of between 450 and 500 men. The terms used are for the most part easily understood and require no detailed explanation.

RATES PAID BY THE PORT OF LONDON AUTHORITY FOR THE FOLLOWING WORK IN THE SURREY COMMERCIAL DOCKS.

	Land- ing, Sorting, Piling, and placing under cover when re- quired.	Deliv- ery into Barges or Land Carriage.	Re- piling, &c.	Extra Distance— beyond 200 ft.	
				Land- ing.	Deliver- ing.
Deals, planks, battens, and ends, 3 inches and under, at per Petersburg standard hundred, viz., 120 pieces of 12 feet $1\frac{1}{2}$ by 11 inches.	s. d. 2 4	s. d. 1 4	s. d. 1 4	s. d. 1 0	s. d. 0 6
Deals, planks, battens and ends, 5 inches and upwards in thickness } at per Peters- burg standard } hundred. }	2 10	1 9	1 6	1 0	0 6
Deals, planks, battens and ends, 4 inches in thickness } Do.	2 7	1 ;	1 4	1 0	0 6
Deals, planks, battens and ends, 3 inches and under, hemlock, hackmatac, tamarac, and larch .. } Do.	3 0	1 6	1 6	1 0	0 6
Deals, planks, battens, and ends, 4 inches and upwards, hemlock, hackmatac, tamarac, and larch } Do.	3 3	1 6	1 6	1 0	0 6
Scantling, 6 inches and under in width } Do.	3 7	1 8	1 4	1 0	0 6
Scantling, 6 inches and under in width, hemlock, hackmatac, tamarac, and larch } Do.	3 10	1 9	1 6	1 2	0 7
* * * * *					
Trellis, architraves and mouldings, in cases or bundles } per load of } 50 feet. }	1 0	0 9	0 7	0 4	0 3
Sticking mouldings } at per 120 } bundles. }	—	—	1 2	—	—
Deck deals, 25 feet and upwards in length, not exceeding 3 inches, at per Petersburg standard hundred, viz., 120 pieces of 12 feet $1\frac{1}{2}$ by 11 inches.	2 10	2 6	1 6	1 1	0 7
Deck deals, 25 feet and upwards in length, exceeding 3 inches, at per Petersburg standard hundred, viz., 120 pieces of 12 feet $1\frac{1}{2}$ by 11 inches.	3 3	2 9	1 7	1 2	0 7
Pitch pine and Oregon pine deals, 4 inches in thickness, 20 feet and upwards in length, or 5 inches and upwards in thickness of all lengths, per Petersburg standard hundred, viz., 120 pieces of 12 feet $1\frac{1}{2}$ by 11 inches.	4 4	3 1	2 0	1 6	0 9
Pitch pine and Oregon pine deals, under 4 inches in thickness, 20 feet and upwards in length, at per Petersburg standard hundred, viz., 120 pieces of 12 feet $1\frac{1}{2}$ by 11 inches.	3 7	2 10	1 10	1 2	0 7
Pitch pine and Oregon pine deals, 4 inches and under in thickness and under 20 feet in length } at per } Petersburg } standard } hundred }	3 2	1 9	1 4	1 1	0 7
Pitch pine boards, $1\frac{1}{2}$ inch thick and under, above 5 inches in width .. } Do.	1 4	2 0	2 0	1 2	0 7
Pitch pine boards tied in bundles 1 by 5 and under, or equivalent } Do.	5 0	2 0	2 0	1 2	0 7
Pitch pine boards loose, 1 by 5 and under, or equivalent } Do.	7 0	2 0	2 0	1 2	0 7

		Land- ing, Sorting, Piling, and placing under cover when re- quired.	Deliv- ery into Barges or Land Car- riage.	Re- piling, &c.	Extra Distance beyond 200 ft.	
					Land- ing.	Deliver- ing.
		s. d.	s. d.	s. d.	s. d.	s. d.
Pitch pine boards, stocking out	at per Petersburg standard hundred	—	—	2 8	—	—
Pitch pine boards, scantling, 6 inches and under in width and 19 feet and under in length	Do.	4 6	1 9	1 4	1 1	0 7
Selecting deck deals, 25 feet and upwards, pitch pine and Oregon pine deals 20 feet and upwards in length, of any width or thickness, at per Petersburg standard hundred, viz., 120 pieces of 12 feet 1½ by 11 inches.		—	—	0 9	—	—
Extra allowed on repiling to land, 2d. per Petersburg standard hundred.						
Fir timber and balk, 7 inches and under 9 inches square	per load of ..	1 0	0 10	0 6	0 5	0 4
Railway sleepers exceeding 5 feet cube each	50 feet					
Fir timber and balk, 6 inches and under, and railway sleepers under 5 feet cube	Do.	0 11	0 9	0 5½	0 5	0 3
Balk, landed by steam crane, 2d. off above rates	Do.	—	—	0 4	—	—
Extra on balk landed from rafts, without crane	Do.	—	—	0 4	—	—
Jarrah and Karri	Do.	1 6	1 1	0 9	—	—
Jarrah and Karri sorting	Do.	—	—	0 3	—	—
Hardwood, timber and plank, by steam crane and steam traveller, commer- cial warehouses	Do.	0 8	0 7	0 6	—	—
Hardwood, timber and plank, by steam crane and hand traveller, com- mercial warehouses	Do.	1 0	0 10	0 6	—	—
Hardwood, timber and plank, without steam crane or traveller, com- mercial warehouses	Do.	1 2	1 0	0 8	—	—
Hardwood, timber and plank	Do.	1 2	1 0	0 8	—	—
Hardwood, timber and plank, Baltic gantry	Do.	0 6	0 6	0 3	—	—
Hardwood, timber and plank, Lower Quebec gantry sheds, with assis- tance of Port Authority's driver	Do.	0 8	0 7	0 6	—	—
Hardwood, boards	Do.	1 5	1 0	0 8	0 5	0 3
Laths, per standard of 4 feet in length, in bundles of 100 each	at per 120 bundles	2 2	1 6	1 1	0 11	0 7
Laths, tying into bundles of 100 each	at per bundle	—	—	0 0¼	—	—
Laths, sorting .. .. .	.. .. .	—	—	0 6	—	—
Spade handles	per 1,200	3 6	3 0	1 9	1 6	1 1
Broom handles, in cases or bundles	at per load of 50 feet	1 2	0 10	0 6	0 4	0 3
Broom handles, tying into bundles	at per bundle	—	—	0 0¼	—	—
Doors, 7 feet in length (other sizes in proportion)	each	0 0½	0 0¼	—	—	—
Pine butts, of regular lengths, Deal and board ends, 5 feet and under in length, and firewood	same as deals at per cubic fathom	6 0	2 9	2 0	1 6	1 0
Framing at landing or on delivery	Do.	—	—	2 9	—	—

	Land- ing, Sorting, Piling, and placing under cover when re- quired.	Deliv- ery into Barges or Land Curi- age.	Re- piling, &c.	Extra Distance beyond 200 ft.	
				Land- ing.	Deliver- ing.
Repiling, when not specified, half landing rate.					
Extra on cargoes of battens, if more than 14 parcels ..	} at per Petersburg standard	—	—	0 2	—
Marking timber and deals (for delivery) ..		} per 120 pieces (when ordered.)	—	—	1 0
Uncovering or covering square piles of deals ..	} Do.		—	—	0 10
Uncovering or covering Bristol piles of deals, 3 to 5 pieces wide and upwards		} Do.	—	—	0 4
Uncovering or covering Bristol piles of deals, 6 pieces wide and upwards	} Do.		—	—	0 6
Uncovering or covering square piles of deal ends		} Do.	—	—	0 5
Uncovering or covering Bristol piles of deal ends, 3 to 5 pieces wide ..	} Do.		—	—	0 2
Uncovering or covering Bristol piles of deal ends, 6 pieces wide and upwards		} Do.	—	—	0 3
Deals, battens, &c., delivered direct from quay to craft, at per Petersburg standard hundred of 120 pieces of 12 feet 1½ by 11 inches.			—	1 7	—
Deals, battens, &c., when stocked out and sorted for size or quality before delivery, at per Petersburg standard hundred of 120 pieces of 12 feet 1½ by 11 inches.		—	2 0	—	—

These prices include all necessary implements and gear, also laying proper dunnage, and covering at piling.

In measuring steamers for extra distance, one-sixth of the length of vessel to be deducted, men to choose which end.

The length of the bulk on the quay to be measured, then from the end selected by the gang one-sixth of the entire length to be deducted, and from that point, allowing half the width of the quay for the turn on all goods carried down the alley, the measurement is to be taken.

In stocking out on the quay the measurement for the run to be taken from the same point and the same allowance made for width of quay.

No turn allowed on goods carried down the alley after being stocked out.

Exceeding 300 feet, double the amount allowed for extra distance.

Goods landed *ex* craft, 40 feet allowed in measuring distance.

When goods are landed from craft across the main road of the yard, 5s. per day will be allowed.

Landing cargoes without a specification, 1s. per Petersburg standard hundred extra.

Landing from craft, 3d. per Petersburg standard extra.

Landing cargoes over 700 Petersburg standard hundred discharged on quay, 4d. per standard extra, on the quantity over 700 standards. The rate also to apply to any portion of such cargoes taken into craft, if landed at the same yard.

Corn Porters.—London.

The work of unloading corn in the Millwall Docks is (except where mechanical elevators are employed) carried out by men working in gangs composed of seven men if for overside delivery, or gangs composed of three men if engaged on skip work—irrespective as to whether it be light or heavy grain.

Arrangements are provided for in the working rules of the men's Union for the equalisation of work by rotation of gangs.

Under the agreement made May 24, 1900, between these men and the Dock Company (now the Port of London Authority) the work is paid for by piece-prices, and the money is divided equally among the members of each gang by the ganger in whose name the contract is made out and who alone receives the money from the Port Authority.

When grain is stowed in fore-peak, lazarette, or store-room, it is usually worked at day-work rates, piece-work rates not being applicable owing to the position of the grain in the ship. Extra rates are paid for exceptionally dusty or damaged cargoes as per agreement with the men's Union.

It will be noticed that the list also provides for cotton-seed, which is handled by corn porters. The number of men affected by this agreement is about 200.

MILLWALL DOCKS.

Rates of Pay.

1. *Overside* (or hand work) :—

(The work includes bushelling into sacks in the ship's hold, winching up, and landing into lighters.)

<i>Grain</i> ...	Heavy labour	20s.	per 100 qrs.
	Light labour	16s. 6d.	„
<i>Cotton seed</i> ...	Black (loose or sack work)...	11½d.	per ton
	White („ „)...	1s. 2d.	

2. *Hopper*² *Work* :—

(The work includes bushelling into tubs in ship's hold and landing into lighters. Tubs lifted by Port Authority per crane.)

<i>Grain</i> ...	Heavy labour (sack or loose)...	8s.	per 100 qrs.
	Light labour („)...	6s. 6d.	„
<i>Cotton seed</i> ...	Black	9s.	„

² Hoppers and skips are mechanical arrangements, which diminish the amount of manual work required.

3. *Skip*^c *Work* :—

(Work includes attending skip in ship's hold and landing into lighters Port Authority's crane and craneman.)

<i>Grain</i> ...	Heavy labour ...	...	...	4s.	per 100 qrs.
	Light labour ...	...	...	3s. 3d.	„
<i>Cotton seed</i> ...	Black ...	...	...	4s. 6d.	„

The above rates are increased for work after 6 p.m. as follows :—

1. *Overside Work* :—

<i>Grain</i> ...	Light and heavy	...	...	½d.	per qr.
<i>Cotton seed</i> ...	Black and white	...	...	20 per cent.	

2. *Hopper Work* }
Skip Work ... } Double rates.

Double rates are paid for work during meal times.

Grain Porters.—Bristol.

As another example of a collective agreement between dock labourers and their employers with regard to grain work may be cited the agreement which governs the conditions of employment at Bristol. This agreement was made through the Bristol Corn Trade Arbitration Board,† and took effect as to weighers from July 2, 1900, and in other respects from August 13, 1900; it was slightly amended by agreements between the Bristol Channel and West of England Corn Trade Association and the Dockers' Union (Bristol District) made on February 22 and October 22, 1902. The agreement, as at present in force, is printed below in full; it regulates the conditions of employment of some 1,200 men. It will be seen that the number of men to be employed in carrying out particular kinds of work is fixed by the agreement.

RULES, RATES AND CONDITIONS OF LABOUR.

1. *Weighers*. To be paid for weighing any kind of grain or seed up to 1,400 bushels, 4s. 6d.; 1,500 bushels, 4s. 9d.; 1,600 bushels, 5s. With 3½d. per hundred bushels after that quantity has been weighed. Minimum pay: If starting before 10 a.m. and retained the whole day, 4s. 6d.; half day 2s. 3d., and 3½d. extras after 700 bushels.

2. *Truckers, trimmers in sheds, and bag starters on vessels*, to be paid for any kind of grain or seed up to 1,400 bushels, 4s. 3d.; 1,500 bushels, 4s. 6d.; 1,600 bushels, 4s. 9d.; and 3½d. per hundred bushels after that quantity has been weighed. Minimum pay: If starting before 10 a.m. and retained the whole day, 4s. 3d.; half a day, 2s. 2d. and 3½d. extras after 700 bushels.

^c Skips and hoppers are mechanical arrangements, which diminish the amount of manual work required.

† The rules of this Board are printed at pp. 263-5 of the *Second Report on Conciliation and Arbitration Boards* (Cd. 5346 of 1910). These rules provide for the deposit of £300 caution money by the employers, and a similar sum by the Dockers' Union. This caution money is to be available to recoup loss sustained by the non-compliance of either party with the terms of the Strike Settlement Agreement of July 7, 1900, or of any award given by the Board.

3. *Bag Starters.* Two men to be employed by the merchant and two by the stevedore, when the bushellers are measuring from bags only ; but when there are part bags and part bulk, then one man from the stevedore and one from the merchant and be paid same rate as above.

4. *Heated Cargoes.* When the temperature is over 102 degrees of heat an extra man is to be allowed by the merchant and one by the stevedore to each gang, but when the temperature falls below 102 the extra man will be withdrawn at the expiration of the current half day.

5. *Truckers.* The number of truckers according to distance.

6. *Trimmers.* One trimmer to be employed to each gang taking into store.

7. Overtime rate for weighers, truckers, bag starters, and trimmers (in stores) for any kind of grain or seed, per hundred bushels, $5\frac{1}{2}d.$ each.

8. *Meters ex Ship and Hulk.* Three men shall be employed in each gang to measure heavy grain and seeds, and to be paid at the rate of $4\frac{1}{4}d.$ per hundred bushels, and for light grain and seeds $4d.$ per hundred bushels each man. Irish oats and open barges, two men in each gang, and be paid $4\frac{1}{2}d.$ per hundred bushels each. Truckers and trimmers are to be employed as soon as the meters have reached the between decks or the bottom of the vessels.

9. *Heated Cargoes.* When the temperature of grain in cargoes (other than African or Asian) exceeds 102 degrees of heat, an extra man shall be allowed. A thermometer shall be placed in the bulk as near as possible to each gang (by authorised persons as provided for in arbitration cases) morning and afternoon, not less than half-an-hour after work is commenced, and kept in the bulk three feet from the surface for five minutes. When the temperature is found to be less than 102 degrees, the extra man at the expiration of the current half day shall be withdrawn.

10. *Asian and African cargoes of grain.* Should the men demand an extra busheller and the employers refuse to concede him, the dispute shall be settled by arbitration, all extra labour to be paid for as above.

11. Overtime for meters $6\frac{1}{2}d.$ per hundred bushels. Minimum rate of pay $2s.$

12. *Samplers* to be paid $6s.$ per day. Minimum rate $3s.$ Overtime : Time and half ; Sundays, &c., double time.

13. *Day Workers* in the grain trade, when starting before 10 a.m. $4s. 6d.$ per day ; half a day, $2s. 3d.$ Overtime, if employed for the whole night, $7s. 6d.$

14. *Landers.* The rate of pay shall be $5d.$ per hundred bushels for all kinds of heavy grain and seeds, and for all light grain and seeds, $4\frac{1}{2}d.$ per hundred bushels each man. That to ship's rail or hopper, from scales on the shore side one man, from the off side two men. Overall from near side to railway trucks or wagons two men, from the off side three men, the wagons to be brought alongside of vessel if convenient. Outside of vessel when the fender is down, one man from each gang, except below the big crane (harbour railway wharf) when two men are allowed to load railway trucks, and three men for wagons, when they are outside the railway lines, such wagons to be brought alongside the vessel when possible.

15. That landers on hulks be paid $4d.$ per hundred bushels per man.

16. *Heated cargoes.* That in the case of heated cargoes of grain when the temperature is over 102 degrees of heat, the landers be allowed $\frac{1}{2}d.$ per hundred bushels per man, but the extra payment shall be disallowed on the same basis as that applicable to extra bushellers.

17. That landers *ex ship* at Avonmouth only shall be allowed three landers to fill shed throughout after the fender is down,

18. Overtime rate for landers, $6\frac{1}{2}d.$ per hundred bushels each man. Minimum rate of pay $2s.$

19. That at Avonmouth only, when lowering over ship's sides in sacks (from American liners only) an extra man is to be allowed to each gang for snorting and lowering, directly same becomes necessary, and to be paid same rate as truckers; this does not apply to vessels of a smaller type than the steamship *Lycia* now running to Avonmouth. Overtime $5\frac{1}{2}d.$ per hundred bushels.

20. *Fixing Gangs on Vessels.* When there is even numbers of gangs, they must be placed equal number on each side of the vessel, but if there is an odd gang, it shall be placed on either side as required by the employer.

21. *Turning out ex Stores.* That $3\frac{1}{2}d.$ per hundred bushels per man be paid for deliveries from all stores where the sieve is used, but when the bushel is used $4d.$ per hundred bushels per man shall be paid. The number of men engaged for such work shall not be less than six in each gang, but if there is bag starting, then eight men to each gang. Overtime, $5\frac{1}{2}d.$ per hundred bushels.

22. *Stack Deliveries.* Four men shall be employed when in same sacks, but if started six men, and be paid $4d.$ per hundred bushels each man. Overtime $6d.$ per hundred bushels.

23. *Trimming to and from Elevators.* Each man to be paid $5s. 6d.$ per day. Overtime, time and half.

24. *Taking into Store from Railway Trucks or Wagons.* Four men to be employed and be paid $3\frac{1}{2}d.$ per hundred bushels per man. Overtime, $5\frac{1}{2}d.$ per hundred bushels.

25. *Weighing grain or seeds in bags.* When bag cargoes are weighed in ship's bags, the weight shall be averaged into bushels and paid for at same rates as bulk cargoes.

26. *Extra weight.* Should any kind of grain or seeds be weighed above the recognised standard of weights, it shall be averaged into bushels and be paid for same rates as above.*

27. *Oil Cake ex Ship.* Two men to each gang shall be employed carrying into railway trucks, wagons or overside, and be paid $3d.$ per ton each man. Landers to mark the bags. The weigher to be paid $2d.$ per ton.

28. *Oil Cake ex Store.* Five men to be employed in each gang when taking into store, each man to be paid $2d.$ per ton, but when delivering from store $1\frac{1}{4}d.$ per ton each man; if carrying is necessary, two men in the gang shall be paid $3d.$ per ton each. Overtime, $1d.$ per ton extra each man.

29. *Flour ex Ship.* Three men shall be employed to load railway trucks or wagons, but if going overside, two men, and be paid $2d.$ per ton each, and the weigher $2d.$ per ton.

30. *ex Store.* Four men to deliver ex store and to be paid $2d.$ per ton each man; if going distance any other men are required they shall be paid at the same rate. Overtime, $1d.$ per ton extra each.

31. *Winching.* Each man employed winching shall be paid $4d.$ per hundred bushels heavy or light grain or seed. Overtime, $1d.$ per hundred bushels each man extra.

* For the purpose of calculating wages payable on oats the following standards of weights shall be adopted:—black, mixed, and tawney oats, 38 lbs. per bushel; white oats, 40 lbs. per bushel. White oats may be worked at less than 40 lbs, but not lower than 38 lbs. per bushel.

32. The hours of the men employed by stevedores working on grain vessels to be the same as corn porters.

33. *Rate of Pay for Holiday Work.* Sunday, Christmas Day and Good Friday, double pay. Bank Holidays, night work rates.

34. *Hours of Labour.* From and including March 1st to October 31st, 8 a.m. to 6 p.m.; from and including November 1st to February 28th, 8 a.m. to 4 p.m.; Saturdays, 8 a.m. to 1.30 p.m. Overtime to commence half-an-hour after the above hours.

35. *Meal times by Day.* Allowance from 10.30 to 11 a.m., dinner from 1 to 2 p.m., allowance from 4 to 4.30 p.m. in the March to October hours. Allowance from 10.30 to 11 a.m., dinner from 1 to 1.30 p.m. in the November to February hours. Night work, tea from 6 to 6.30; supper from 10 to 11 p.m., and refreshments from 3 to 3.30 a.m.

36. The Board has resolved that until further notice, should an Arbitration be demanded by either the merchants or the men, the Dockers' Union be asked to name an Arbitrator to meet the Merchants' Arbitrator, and in case of disagreement between the said Arbitrators, and their failure to choose an Umpire, the Board proceed at once to name one. Should the Board be unable to agree, the Chairman of the Chamber of Commerce be asked to nominate an Umpire to act in the case, whose decision shall be final. Four Members of the Board to constitute a quorum for the selection of an Umpire.

Coal Trimmers.—Cardiff and Newport.

At Cardiff and Newport the work of "trimming" coal, *i.e.*, distributing it evenly in the holds and bunkers of vessels, is carried out under collective agreements between the workmen and their employers, which specify in detail the prices to be paid per ton, according to the circumstances under which this work is performed in different cases—circumstances which vary greatly according to the class of vessel to be dealt with and the facilities afforded.

The agreements in these two ports, which regulate the conditions of employment of about 1,800 men at Cardiff, and about 500 at Newport, are of a generally similar character. The Cardiff agreement of December 15, 1890, was revised by an agreement made on January 22, 1902; certain further amendments were made on April 14, 1902, and the agreement was (so far as concerns cargo work) subsequently revised by a fresh agreement, which came into operation on January 1, 1907. The Newport agreement of July 1, 1890 (printed at pp. 270–272 of the *Report on Standard Piece Rates* of 1900, Cd. 144) was revised as to "self-trimming" steamers (vessels specially constructed in such a manner as to facilitate greatly the work of trimming) on April 25, 1901, as to bunker work on February 12, 1902, and again, as to cargo work, by a subsequent agreement which came into operation on April 3, 1908.

The full list of prices for ordinary vessels at Newport is given below.

I.—CARGO TRIMMING TARIFF.

STEAMERS.

	Per ton.
Cargoes tipped into the holds of one deck steamers—	<i>d.</i>
Registered since 1st January, 1898	2½
Other one deck steamers	2¾
Two deck steamers—	
Two deck steamers launched since 1896 and carrying not less than 5,000 tons cargo	3¼
Other two deck steamers	3½
Three deck steamers	4¾
Four deck steamers	5¾
One deck steamers with extended bridge decks, awning decks or shelter decks	2½
With ¼ <i>d.</i> per ton extra on coal tipped through such shelter, awning or bridge deck.	
Provided that where cargo is carried on the main deck, the two deck rate of 3½ <i>d.</i> per ton is to be paid on all coal shipped on such main deck and into the lower hold covered by such main deck.	
“Llanover,” “Shandon,” “Southport” and “Exmouth” type of Steamers—	
If the quantity of bunkers taken is 900 tons or more ...	2
If the quantity of bunkers taken is less than 900 tons ...	2¼
But should the whole of the thwart-ship bunker space be placed at the disposal of the trimmers, 2 <i>d.</i> per ton only to be charged.	
Single deck turret steamers	2
Provided that in the case of those turrets which, prior to the 3rd day of April, 1908, paid more or less than 2 <i>d.</i> per ton, the tariff shall be decided by a Trimming Board, and pending such decision the old rates shall apply.	
Single deck trunk steamers	1½

Self Trimmers—

The rates in force in the Port of Newport (Mon.) on the 2nd of April, 1908, for the respective “Self Trimming” steamers to apply to such steamers under this tariff. The Trimming Board to decide the rate for any “Self Trimmer” coming to the Port, the rate for which was not fixed at the 2nd April, 1908.

Tanks—

When coal is tipped into a tank, the tank to be counted as a deck.

Insulated Steamers—

The rates for Insulated steamers to be fixed by the Trimming Board, and pending the decision of the Board, the rates in force at the 2nd April, 1908, to apply.

STEAMERS PARTLY LOADED.

All coal on board as cargo, in steamers coming into Port, to pay the same rate as above tariff.

All steamers having on board iron, fuel, or other goods as part cargo, to pay 1½*d.* per ton in addition to the tariff, for all coal or coke shipped in any hold in which the iron, fuel, or goods had been previously shipped, but only in case the iron, fuel or other goods exceed one-third of the quantity taken in such hold.

COAL WHEELED.

All cargo coals wheeled to pay 4*d.* per ton in addition to the tariff.

SAILING VESSELS.

Cargoes tipped into vessels under 200 tons burden, 3*d.* per ton.

All available hatchways to be used, otherwise the ship will be charged according to the number of hatchways used.

Cargoes tipped into vessels over 200 tons and under 1,000 tons burden :

	Per ton.
1 deck vessels—	<i>d.</i>
When three or more hatchways are used	2 $\frac{3}{4}$
When two hatchways are used	3 $\frac{1}{4}$
When one hatchway only is used	3 $\frac{3}{4}$
1 $\frac{1}{2}$ deck vessels—	
When three or more hatchways are used	3
When two hatchways are used	3 $\frac{1}{2}$
When one hatchway only is used	4
2 deck vessels—	
When three or more hatchways are used	3 $\frac{1}{2}$
When two hatchways are used	4
When one hatchway only is used	4 $\frac{1}{2}$
2 $\frac{1}{2}$ deck vessels—	
When three or more hatchways are used	4 $\frac{1}{4}$
When two hatchways are used	4 $\frac{3}{4}$
When one hatchway only is used	5 $\frac{1}{4}$

Cargoes tipped into vessels over 1,000 tons burden :

1 deck vessels—	
When three or more hatchways are used	3 $\frac{3}{4}$
When two hatchways are used	4 $\frac{1}{4}$
When one hatchway only is used	4 $\frac{3}{4}$
1 $\frac{1}{2}$ deck vessels—	
When three or more hatchways are used	4
When two hatchways are used	4 $\frac{1}{2}$
When one hatchway only is used	5
2 deck vessels—	
When three or more hatchways are used	4 $\frac{1}{2}$
When two hatchways are used	5
When one hatchway only is used	5 $\frac{1}{2}$
2 $\frac{1}{2}$ deck vessels—	
When three or more hatchways are used	5 $\frac{1}{4}$
When two hatchways are used	5 $\frac{3}{4}$
When one hatchway only is used	6 $\frac{1}{4}$
3 deck vessels—	
When three or more hatchways are used	5 $\frac{3}{4}$
When two hatchways are used	6 $\frac{1}{4}$
When one hatchway only is used	7
3 $\frac{1}{2}$ deck vessels—	
When three or more hatchways are used	6 $\frac{1}{4}$
When two hatchways are used	6 $\frac{3}{4}$
When one hatchway only is used	7 $\frac{1}{2}$
4 deck vessels—	
When three or more hatchways are used	6 $\frac{3}{4}$
When two hatchways are used	7 $\frac{1}{4}$
When one hatchway only is used	8

All decks in sailing vessels to count, whether the hatchways are cased round or not.

SAILING VESSELS PARTLY LOADED.

All coal on board as cargo in sailing vessels coming in Port to pay the same rate as above tariff.

All sailing vessels having on board iron, fuel, or other goods as part cargo, to pay 1 $\frac{1}{2}$ *d.* per ton in addition to the tariff for all coals or coke taken on board, but only in case the iron, fuel, and other goods exceed one-third of the cargo.

WHEELED COAL.

All cargo coals wheeled to pay 4*d.* per ton in addition to the tariff.

EXTRA BULKHEADS.

All sailing vessels having extra bulkheads to pay $\frac{1}{2}$ *d.* per ton extra for each bulkhead all through the cargo.

LEVELLING.

When a vessel is partly loaded with coals, and the coals have to be levelled throughout in order to take in coke or other cargo, 3*d.* per ton for levelling must be paid on one-third of the whole quantity shipped in addition to the tariff; but if a small quantity only has to be levelled, 3*d.* per ton must be paid on the quantity so levelled.

SCREENING COAL.										Per ton.
										<i>d.</i>
For single screening a cargo	...	...	...	...	...	...	...	...	...	0 $\frac{3}{4}$
For double screening a cargo	...	...	...	...	...	...	...	...	...	1

COKE.

For vessels under 1,000 tons burden :

1 deck	...	...	...	...	...	...	...	...	...	7 $\frac{3}{4}$
1 $\frac{1}{2}$ decks	...	...	...	...	...	...	...	...	...	8 $\frac{1}{2}$
2 decks	...	...	...	...	...	...	...	...	...	9

For vessels over 1,000 tons burden :

1 deck	...	...	...	...	...	...	...	...	...	8 $\frac{3}{4}$
1 $\frac{1}{2}$ decks	...	...	...	...	...	...	...	...	...	9 $\frac{1}{4}$
2 decks	...	...	...	...	...	...	...	...	...	9 $\frac{3}{4}$
2 $\frac{1}{2}$ decks	...	...	...	...	...	...	...	...	...	10 $\frac{1}{4}$
3 decks	...	...	...	...	...	...	...	...	...	10 $\frac{3}{4}$

The coke tariff for vessels over 1,000 tons burden applies to vessels capable of carrying over 1,000 tons of coal or other cargo, and not to the actual amount of coke shipped.

All decks to count, whether the hatchways are cased or not.

HATCHWAYS.

All available hatches, both in sailing vessels and steamers, to be used.

LEAVING OFF WORK.

All work to cease at 5 p.m. on Saturday, Christmas Eve, and the day before Good Friday; but if the vessel can be finished by 8 p.m., this is to be done.

All work to recommence at 7 a.m. on Mondays.

In case of any new steamers which through their construction may be especially difficult to trim, or exceptionally easy to trim, owners or trimmers shall be entitled to refer same to a Trimming Board, which shall be constituted and which shall be empowered to determine the claims of the respective parties as to a special rate being fixed for such steamers.

II.—BUNKER TRIMMING TARIFF.

NEWPORT (MON.) BUNKER TRIMMING TARIFF.

Dated 12th of February, 1902.

It is hereby agreed by and between the representatives of the shipowners, coal shippers, and trimmers of Newport, that on and after the 1st day of

March, 1902, the charges for trimming bunker coals on board steam vessels at Newport shall be in accordance with the following scales :—

	Per ton.
Side Bunkers—	<i>d.</i>
One deck	5½
Two decks	6¾
Three decks	9¾
Four decks	1s. 0¼ <i>d.</i>
Bridge and all other decks to count.	
Thwartship Bunkers—	
One deck	3¼
Two decks	4
Three decks	5¼
Four decks	6¼
Bridge and all other decks to count.	

If the thwart bunker hatchway cannot be used, and the coal has to be passed through the side bunker hatch, the rate shall be according to the side bunker price.

All bunker coal wheeled to pay 4*d.* per ton extra on the quantity so wheeled.

When bunker coals are shipped in the 'tween decks only of thwartships, or around trunked cargo hatchways, the charge shall be 5¼*d.* per ton in either case.

Where no thwartship hatch exists, only side holes on weather deck, then the rate to be the same as side bunkers.

All bunker coals shipped in the lower holds of cargo hatches to pay cargo rates.

Bunker coal shipped in 'tween decks only of cargo holds to pay 1*d.* per ton more than cargo rates.

Any special agreement entered into between shipowners, shippers, and officials of the Coal Trimmers' Union for the trimming of bunker coal, prior to adoption of this tariff, shall not be interfered with.

This tariff is to apply to self-trimmers already frequenting the Port, and paying full bunker rates.

The foregoing being the agreed bunker tariff of the Port, any agreement made to work for less than the rates specified will not be binding, or recognised either by the Shipowners, Shippers, or the Coal Trimmers' Union.

Any question or dispute arising under this Tariff of Charges, or of the bunkering of any steamer which may not be provided for therein, shall be referred to and adjudicated upon by the Newport Conciliation Board, and should such a committee be unable to agree, the decision of an umpire selected by them shall be final and binding upon both shipowners, coal shippers, and trimmers.

Matters not dealt with in the above Cargo or Bunker Tariff.

Any difficulty arising in respect to any matter not provided for in the above tariffs to be decided by the Trimming Board, and pending their decision no stoppage of work shall take place.

SELF-TRIMMING STEAMERS.

The prices paid for tipping in self-trimming steamers depend on the size and shape of the steamer, and the printed list enumerates all the steamers with "self-trimmers" frequenting the port giving a special price for each. The prices paid go solely to the tippers, who work in gangs of about 10, and do

not include any charge for gear, &c. An overtime rate is in force, as in the case of the previous list.

The following extract from the list will be sufficient to show its general character :—

	£	s.	d.	
Abermead ...	5	0	0	and full bunker price.
Abertawe... ..	1½	d.		per ton for cargo and full bunker price (7¾d.).
Advance	10	0	0	bunkers included.
Advent	5	0	0	cargo and 5¾d. per ton bunkers.
Alassio	10	0	0	and full bunker price.
Alice Depeaux ...	7	0	0	and side bunkers to be paid for.
Alacrity	5	0	0	bunkers included.

It will be seen that the lump-price includes the filling of bunkers in some cases, but not in others where the full tonnage rate for bunkers (*see* previous list) is to be added.

With respect to rates for new self-trimming steamers, this agreement provides, that “charges for any self-trimmers not in this list must be fixed before or during the loading by two foremen, two coal-trimmers, and two shipowners (or their agents) all of Newport.”

General Dock Labour.—London.

As an illustration of a general agreement between employers and employed regulating the conditions of employment in relation to dock labour of various kinds (loading and discharging), the arrangements in force in London with regard to work done by members of the Amalgamated Stevedores' Labour Protection League may usefully be cited. The number of men, whose conditions of employment are regulated by this agreement, is about 4,000. In February, 1908, the London Master Stevedores' Association and the Trade Union just mentioned agreed to refer to the Arbitration of the London Labour Conciliation and Arbitration Board certain matters or questions in difference between them as to rates and conditions in the working rules of the League (some of these rates and conditions having already been agreed to between the parties, and the arbitrators being requested to include these agreed points in their award). On March 13, 1908, the arbitrators appointed by the Board issued their award, by which they adjudged, that on and from June 1, 1908, the working rules, rates and conditions of the League in the terms appended to the award should be binding upon the League and also upon the Association (except where otherwise provided)*, and that the conditions of this award should be binding upon the parties for three years from the last-mentioned date and thereafter until the expiration of six months' notice given by either party through the Board, in which event, and also in the event of any dispute as to interpretation or otherwise arising out of the award, which

* This refers to working arrangements of the League not included in the statement printed below.

the parties might be unable to settle by mutual agreement, the same should stand referred to the Board. The conditions of employment referred to in this award are as stated below :—

* * * * *

TIMES OF CALL.

Sec. 1. There shall be five times of calling, viz. :—1st, 6.45 a.m. ; 2nd, 7.45 a.m. (for discharging only) ; 3rd, 8.45 a.m. ; 4th, 12.45 p.m., and 5th, 5.45 p.m. No member shall allow himself to be taken on before these times, but shall enter the dock gates at the hour, and no non-member shall be taken on before the hour.

Sec. 2. Tilbury Docks only : 1st, 7 a.m. ; 2nd, 8 a.m. (for discharging only) ; 3rd, 9 a.m. ; 4th, 1 p.m., and 5th, 6 p.m.

Sec. 3. Members required to discharge perishable cargoes may be taken on at any time during the day, on the arrival of the ship, due notice having been given at the previous time of call. Members required to start work after 6 p.m. may be taken on at 5.45 p.m., and ordered for the time required. Every member so ordered to receive one hour's pay in addition to the ordinary pay for the time worked, and if not required to start, to receive three hours' pay (unless stopped by weather, in which case he shall receive one hour's pay in addition to the hour's pay for being taken on), and if required to stand by longer than these times, to be paid as if at work ; but no member shall be entitled to receive double pay for meal times when standing by.

Sec. 4. Members required to start work (loading or discharging) on a Sunday night, may be engaged at 5.45 on the previous evening and ordered for the time required, subject to the conditions embodied in the preceding paragraph. Any member breaking this rule to be fined not less than 6s. for each offence.

* * * * *

RATES OF PAY.

Sec. 1. No member of this society to work more than nine hours for a day's work (between 7 a.m. and 5 p.m.) or to receive less than 6s. for the same, for loading, discharging, or any description of stevedore work.

Sec. 2. No member of this society shall work for less than 8d. per hour, or fraction of an hour, between 7 a.m. and 5 p.m.

Sec. 3. No members taken on to be paid off with less than three hours' pay, unless stopped by weather, in which case they shall receive one hour's pay if unable to start (and shall go to the ship and stand by for the hour if required) ; but, if detained longer, to be paid as if at work, such pay to be according to day or night pay.

Sec. 4. All members to be paid within half an hour of the termination of their employment. If detained longer to be paid as if at work. No member shall allow himself to be paid aboard ship or to receive another member's money, and no member shall remain aboard the ship during meal hours.

STEAM WINCH, &c.

Every member driving a steam winch, steam crane or hydraulic crane or derrick or holding on runners on winch ends or bodies, to receive 6d. per day extra, or fraction of a day, and the same at night, or fraction of a night (members working piecework, or turning on steam, excluded). The fraction of a day to be any time between 7 a.m. and 5 p.m., and the fraction of a night any time between 5 p.m. and 7 a.m. Extra rate for driving winch to apply when driving guy winch. Every member having charge of a donkey engine to be paid 7s. per day, steam or no steam, and all overtime.

EXTRA RATES.

Members working at the undermentioned goods to receive 1s. a day or fraction of a day extra. The fraction of a day to mean any time between 7 a.m. and 7 p.m., the fraction of a night any time between 7 p.m. and 7 a.m.

Members knocked off by weather during the day, and starting again before 7 p.m. shall only be entitled to receive one extra shilling for that day, under this rule.

Timber (discharging only)	50 pieces per gang per day.
Pickled timber or sleepers (wood or iron).	
Sleepers	} Discharging only (50 pieces or upwards).
Poles (3 in. butts or upwards)	
Pulpwood (heartwood excluded)	
Pitprops	
Lathwood	
Cement	} Bag or cask.
Hydraulic Lime	
Boiler covering	} Bag or bulk.
Pebbles	
Pitch	
Asphalte	
Manure	
Nitrate of soda	
Sulphur	
Chalk (any kind)	
Flints	
Ground glass	
Coke	
Coals	
Fuller's earth (any kind)	
Oxide of iron	
Whiting	
Charcoal	
Plumbago or graphite	
Scrap iron	} In casks or cases excepted.
Barbed wire	
Bricks (any shape or make)	
Malt, 10 tanks or 68 quarters,	bags excluded except when cut and started.
Flour (discharging only).	
Pig-iron.	
Dates (100 boxes or mats or upwards, irrespective of the number of parcels or consignments).	
Salted sealskins	} Bulk or bundles.
Wet hides	
Tar	} (if 50 casks and upwards per gang).
Tallow (other than foreign or colonial).	
Oil (any kind, except in drums or cases)	
Resin	
Frozen meat (ships' stores excepted.)	
Asbestos powder	} In bags.
Sumac	

LIMITS AND DEFINITIONS OF FOREGOING.

Pitch, cement, manure, nitrate of soda, Fuller's earth, chalk, whiting, charcoal, oxide of iron, plumbago or graphite, pig-iron, asbestos powder, and sumac, upwards of one ton.

Barbed wire, upwards of 20 reels or bundles.

Bricks, where a total quantity of 25,000 is loaded into or unloaded from a vessel (irrespective of the number of parcels or consignments), members shall receive the extra pay for each fraction of a day or night that they are so engaged.

Manure, any production intended for fertilization of land.

Scrap iron, any description of old iron, or old or new iron cuttings requiring re-smelting before manufacture.

Definition of timber to be 6 feet long and 6 inches thick.*

MEAL TIMES.

Dinner from 12 till 1 (Sundays, Christmas Day, and Good Friday, from 1 to 2) ; tea from 5 to 6 ; supper from 10 to 11 p.m. in the Victoria, Albert, and Tilbury Docks, other docks from 11 till 12 p.m. ; breakfast from 6 till 7 a.m. when working all night or part of night.

Every member working meal hours to receive double pay, such double pay to be according to day or night pay. Every member breaking this rule to be fined not less than 5s. for each offence.

OVERTIME.

Sec. 1. No member of this society to work overtime for less than 1s. per hour or fraction of an hour between 5 p.m. and 7 a.m. (meal hours included). Members working all night to have three hours for meals. Every member commencing work before 10 p.m. to be paid for the first meal hour. Every member working after 10 p.m. to be paid for the second meal hour ; or if working after 2 a.m. to be paid for the third meal hour, or commencing work before 4 a.m. to be paid for the hour previous. Every member required to work after 7 a.m. after working all night, shall receive overtime pay until finished, provided he starts work at or before 1 p.m. on the previous day.

Sec. 2. All members working piecework (loading or discharging), if required to work meal-time or overtime, shall receive in addition to the piecework rate half the rate they would receive if working by the hour.

TILBURY DOCK.

Sec. 1. Members working at Tilbury Dock to receive 6s. per day (from 7 a.m. to 5 p.m.), and if sent from London their fares to be paid to and from the dock.

Sec. 2. Members sent to Tilbury Dock shall receive not less than five hours' pay and to have an hour's pay riding the return journey, the same to apply to any broken time less than one day. If working one day or beyond that, the hour's trainage to be waived.

Sec. 3. This rule to apply to vessels in river from Charlton to Northfleet, inclusive.

GRAVESEND.

Members going to Gravesend, or any place below Tilbury Dock, to be paid the usual pay while absent from London ; 5s. per night to be paid if detained all night, yet not working. No member to be paid double pay while in the train or other conveyance.

If members are ordered to stand by the ship during the night they shall be paid as if at work.

* On November 23, 1908, it was decided by arbitrators appointed by the London Labour Conciliation and Arbitration Board, that certain workmen were entitled under these rules to receive 1s. extra per man for loading cement before 7 p.m., the quantity having been upwards of 1 ton. On November 30, 1909, arbitrators similarly appointed to decide whether certain workmen working oil must, according to the correct interpretation of these rules, handle 50 casks of oil before 7 p.m., and 50 casks after 7 p.m. to entitle them to receive an extra shilling for the fraction of a day and an extra shilling for the fraction of a night, adjudged, that the men who were engaged in loading oil after 7 p.m. on the occasion in question were not entitled to receive 1s. extra per man for loading oil after 7 p.m., the quantity being less than 50 casks.

SUNDAYS, CHRISTMAS DAY, &C.

No member of this society to work on Sunday, Christmas Day or Good Friday for less than double pay, to commence at midnight and cease at midnight, such double pay to be double day or double overtime. Members working piecework, shall receive, in addition to the piecework rate, half the rate they would receive if working by the hour.

BANK HOLIDAYS.

All members required to work on any Bank Holiday shall be paid at the rate of time and half for any time worked between the hours of 7 a.m. and 5 p.m. Members working piecework, shall receive, in addition to the piecework rate, half the rate they would receive if working by the hour.

PIECEWORK.

DISCHARGING RATES.

Employer in all cases to find all gear and be responsible for the same.

The question of whether work be done at daywork or piecework rates to be settled by arrangement between employers and members. In the event of a dispute arising, members are to proceed with the work on the lines suggested by the employers (who will at once notify the Amalgamated Stevedores' Labour Protection League) until the point in dispute is settled by the society.

Sec. 1. All members working piecework, discharging or loading, to be paid day-work rate while the job is proceeding, the surplus to be shared equally at the termination of the job.

Sec. 2. No member to work for less than the following rates :—

Deals, Boards, Battens, &c. (Outside Work).

	Per standard.
Deals (all goods upwards of 2½ by 7, and 5 ft. and upwards in length)	10 <i>d.</i>
All goods rating from 2 by 4 to 2½ by 7, including Canadian and American rough boards	11 <i>d.</i>
Planed boards, slating battens, scantlings, mouldings, and short ends under 5 ft. in length ; and rough boards other than Canadian and American	1 <i>s.</i>

All members working outside at the above goods to receive not less than 1*s.* per hour (from 7 a.m. to 5 p.m.). All members working overtime (from 5 p.m. to 7 a.m.) at the above goods, to receive 1*s.* 6*d.* per hour (meal hours included).

Sec. 3.* Larch, birch, oak, pitch pine, Oregon pine, and all classes of hard wood 1*s.* 3*d.* per standard.

Members working day-work outside at these goods to receive 1*s.* per hour from 7 a.m. to 5 p.m., and 1*s.* 6*d.* per hour from 5 p.m. to 7 a.m. (meal hours included).

Members working inside at these goods to receive 1*s.* extra for each fraction of a day or night. The fraction of a day or night to be as per Rule 5.

	Not less than	
	<i>s.</i>	<i>d.</i>
Sec. 4. Stone (any kind) and iron	0	9
Phosphate rock	0	11
" rock (Pensacola)	1	6
Pig lead	0	8
Copper ore	0	9

And for breaking down large copper ore 2*d.* per ton extra, for the quantity in the hold where the breaking down is necessary.

* By an award made on August 14, 1908, by arbitrators appointed by the London Labour Conciliation and Arbitration Board, it was adjudged that, during the period specified in the award of March 13, 1908, the terms and conditions of this section should remain unaltered.

			Not less than	
			s.	d.
Guano in bulk (including stitching)	...	...	1	8 per ton.
Nitrate of soda	...	...	1	0 "
Asphalte (in bulk)	...	...	1	4 "
" (block)	...	...	1	0 "
Pitch (in bulk)	...	...	1	4 "
" (in casks)	...	...	0	10 "
Cheese ..	...	...	0	9 "
Paper (bales, reams and reels)	...	...	0	9 "
Oil (any kind) turpentine, resin and tar (in casks) (when going ashore or into craft by hydraulic)	...	...	0	8 "
Oil (when going into craft, by steam)	...	...	0	9 "
Black cottonseed (loose)	...	...	0	11 "
" (sackwork)	...	...	1	0 "
White "	...	...	1	2 "
Esparto grass (weighed or not)	...	...	0	10 "
Valonia (loose)	...	...	2	0 "
" (sackwork)	...	...	2	6 "
Sulphur	...	...	1	0 "
Locust beans (loose)...	...	...	1	3 "
" " (sackwork)	...	...	2	6 "
Sugar (with crew driving winches)	...	...	0	7 "
" (and find own winch driver)	...	...	0	8 "
Flour (with steam)	...	...	0	9 "
" (with Dock Co.'s crane)	...	...	0	8 "
Oilcake (with steam)	...	...	0	8 "
" (with Dock Co.'s crane)	...	...	0	7 "
Onions...	...	...	0	10 "
Meal (with steam)	...	...	0	9 "
" (with Dock Co.'s crane)	...	...	0	8 "
Oxide of iron (with steam)...	...	...	1	6 "
" (with Dock Co.'s crane)	...	...	1	4 "
Grain or seed in bags (from South American ports, weighed or not, including picking up loose and needling)	...	...	1	0 "
Grain or seed in bags from other ports (with steam)	...	...	0	8 "
" or seed in bags (with Dock Co.'s crane)	...	...	0	7 "
Scrap iron	...	...	1	4 "
Glass	...	...	1	0 "
Spelter	...	...	0	8 "
Paper pulp	...	...	0	8 "
Poles (excluding telephone and telegraph poles), not exceeding 30 ft in length	...	...	7	0 per 100
Poles (excluding telephone and telegraph poles), exceeding 30 ft. in length	...	...	8	0 "
* Sleeper blocks (two halves to count as one)	...	...	8	4 "

In exceptional cases, or where the work is done by hand winch, additional rates may be made.

Where necessary to use both steam and crane in discharging, the employer shall pay the winchman in addition to the rate for Dock Company's crane.

LOADING RATES.

Employer in all cases to find all gear, and to be responsible for same.

The question of whether work be done at daywork or piecework rates to be settled by arrangement between employers and members. In the event of

* Not to apply to sleeper blocks or sleepers unloaded direct from vessels on to sleeper wharves. By an award made on November 5, 1908, by arbitrators appointed by the London Labour Conciliation and Arbitration Board, it was adjudged, that the meaning is, that this price applies "in all cases, and irrespective of sizes."

a dispute arising members are to proceed with the work on the lines suggested by the employers (who will at once notify the Amalgamated Stevedores' Labour Protection League) until the point in dispute is settled by the society.

						Not less than		
						s.	d.	
Chalk and pig lead	...	...	...	...	...	0	10	per ton.
Cement (pockets)	...	...	...	...	...	1	0	"
" (in bags)	...	...	...	...	...	0	9	"
Pitch (in bulk) (not to apply to pitch loaded direct at tar distilling works)	...	...	...	...	...	1	4	"
Pitch (in casks)	...	...	...	...	...	0	10	"
Scrap iron	...	...	...	...	...	1	4	"
Galvanised iron (cases and bundles)	...	...	...	...	...	1	4	"
Iron and steel (bars, bundles, rails, plates, &c.)	...	...	...	...	...	1	0	"
Rice (in bags 200 lbs. weight and upwards)	...	...	...	...	...	0	9	"
" (in bags under 200 lbs. weight)	...	...	...	...	...	0	10	"
Coals and sulphur	...	...	...	...	...	1	0	"
Coke (measurement only)	...	...	...	...	...	2	0	"
Copra, in bulk (including trimming)	...	...	...	...	...	1	4	"
" in bags or bales	...	...	...	...	...	0	9	"
Pebbles (in bulk)	...	...	...	...	...	1	1	"
Tallow, oil (any kind) in casks, turpentine, resin and tar	...	...	...	...	...	0	10	"
Bricks (not less than 12 men in a gang) $3\frac{1}{2}d.$ per man per 1,000	...	...	...	...	...
* Pickled sleepers, not exceeding 4 ft. 6 in. in length	...	...	...	...	...	3	9	per 100
* " not exceeding 6 ft. 6 in. in length	...	...	...	...	...	4	6	"
* " exceeding 6 ft. 6 in. in length	...	...	...	...	...	7	6	"

In exceptional cases, or where work is done by hand winch, additional rates may be made.

DELAY IN STARTING (PIECEWORK).

All members engaged for a piecework job, whether loading or discharging, if unable to start shall receive three hours' pay (unless stopped by weather, in which case they shall receive one hour's pay, and shall go to the ship and stand by for the hour if required); but if detained or ordered to stand by longer than these times shall be paid as if at work.

LIMITS OF PIECEWORK.

Every member working piecework at any goods other than those mentioned in Rule 12 and Rule 13 [*i.e.*, those specified above under "Discharging Rates" and "Loading Rates" respectively] or for less than the rate mentioned therein, or with less than eight men in a gang (twelve men for bricks, and nine men for phosphate rock or copper ore), or taking a piecework job and wilfully leaving it unfinished, shall be summoned before the Executive Council and dealt with accordingly.

The Executive Council shall have power from time to time, by agreement with the employers, to make such additions to the piecework rules and rates (both loading and discharging) as may be found necessary.

NUMBER OF MEN IN GANGS FOR TIMBER AND STONE (DISCHARGING).

Sec. 1. In the case of steamers discharging timber there shall be not less than three men per gang in each hold.

Sec. 2. In the case of steamers discharging stone there shall be not less than three men in the hold per gang discharging kerb and prepared blocks, and not less than four men in the hold per gang discharging pitchings.

RESTRICTIONS AS TO WORKING.

No member to work more than one day and one night continuously, unless the ship can finish by 10 a.m., and any vessel leaving the dock after 7 a.m., and requiring men to go to Gravesend, fresh men to be engaged.

* Not to include sleepers loaded direct into vessels at sleeper wharves.

Every member commencing work at or before 1 p.m. and finishing after midnight shall not allow himself to be employed before the expiration of at least 24 hours from his time of ceasing work.

Members commencing work at 6 p.m. shall not work after 6 p.m. on the following day unless the ship can finish by 9 p.m.

No members shall work after 10 p.m. for two nights in succession.

No member of this society shall be allowed to handle runners, falls, or guys on winch ends or bodies, whether piecework or daywork, and also turn on steam.

No member to work with member of ship's crew handling cargo, explosives alone excepted.

No member will be allowed to start work under the influence of drink.

In the case of a trade dispute arising members are not to cease work without instructions from the Executive or its representative, and any member knocking off between the hours of call without just cause, to be summoned before the Council and dealt with accordingly.

Every member breaking either of the foregoing clauses to be fined not more than 10s. for each offence.

After a gang of men is taken on, no member of that gang to be knocked off, unless with just cause, to make room for other men to take their places. Any member taking the place of another so knocked off during the day or night to be summoned before the Council and dealt with to the extent of compensating the member so knocked off for his loss of time.

ABUSIVE LANGUAGE.

Every member making use of abusive language to a fellow member or to an employer or his representative will be liable to be summoned before the Executive Council, and dealt with accordingly, and in the event of any employer or his representative using abusive language to any member or members, they shall communicate with the General Secretary.

BROACHING CARGO.

Every member charged by an employer with broaching cargo shall be summoned before the Executive Council, and if the charge is proven, shall be dealt with by the Council, even to the extent of expulsion from the Society, if no legal proceedings are taken.

WOODWORKING TRADES.

COOPERING.

The agreements, under which the conditions of employment in the coopering trade are regulated, provide, for the most part, for piece-wage payment, although in some districts the payment of time-wages is usually adopted for the whole or part of the work. The piece lists mentioned below relate to Burton-on-Trent and Liverpool. In the case of the former the list deals with work, the bulk of which is done for brewers, and the extracts selected for publication relate to classes of work carried on in the Burton district; while from the Liverpool list extracts are given, which relate to work done in connection with the shipping industry.

Burton-on-Trent.

The piece list current in this locality was agreed to between representatives of the brewers and master coopers and the local Journeymen Coopers' Philanthropic Society on March 19, 1898, and has taken the place of the list which had been in operation since 1890. About 600 workpeople are paid according to the list.

The following extract from the list shows the rates paid for making the best brewers' work. The terms "tonguers," "doublets," and "straight cuts" are used to denote staves cut and shaped in particular ways, which it is unnecessary to describe in detail. "Undersized," as the term implies, signifies specially narrow staves. "Crown" and "Brack" denote first and inferior quality of staves respectively.

BREWERS' EXTRA STOUT WORK.

Description of Cask.	Tonguers or Doublets.		Straight Cuts.	
	Crown.	Brack or Undersized.	Crown.	Brack or Undersized.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Butts	6 9½	7 0½	6 9½	7 1
Puncheons	5 6¾	5 9¾	5 9	5 11
Hogsheads	4 6	4 10¼	4 5½	4 9½
Barrels	3 11¼	4 1¼	4 0	4 2½
½-Hogsheads and 24 gallons ...	3 9¼	3 11¼	3 10	4 0
Kilderkins	3 2¼	3 4½	3 1½	3 3½
12 Gallons	2 10¼	2 11¼	2 10½	2 11½
Firkins and all under	2 7	2 8	2 7½	2 8½

BREWERS' EXTRA STOUT WORK—FLAT CUT.

Description of Cask.	Tonguers or Doublets.		Straight Cuts.	
	Crown.	Brack or Undersized.	Crown.	Brack or Undersized.
Butts	<i>s. d.</i> 7 3 $\frac{3}{4}$	<i>s. d.</i> 7 7 $\frac{1}{4}$	<i>s. d.</i> 7 4	<i>s. d.</i> 7 7
Puncheons	6 2 $\frac{1}{2}$	6 4 $\frac{3}{4}$	6 3	6 6 $\frac{1}{2}$
Hogsheads	4 11 $\frac{1}{4}$	5 2 $\frac{1}{2}$	4 10 $\frac{1}{2}$	5 2
Barrels	4 3	4 4 $\frac{1}{2}$	4 3 $\frac{1}{2}$	4 5 $\frac{1}{2}$
$\frac{1}{2}$ -Hogsheads and 24 gallons ...	4 0 $\frac{1}{4}$	4 3	4 1	4 3
Kilderkins	3 7 $\frac{1}{2}$	3 9 $\frac{1}{4}$	3 7	3 8
12 Gallons	3 1 $\frac{1}{4}$	3 1 $\frac{1}{4}$	3 1 $\frac{1}{2}$	3 1 $\frac{1}{2}$
Firkins and all under	2 11 $\frac{1}{4}$	3 0 $\frac{1}{4}$	2 11 $\frac{1}{2}$	3 0 $\frac{1}{2}$

SUBSTANCE OF STAVES—EXTRA STOUT WORK.

Butts, puncheons, hogsheads, and barrels not to exceed 1 $\frac{7}{8}$ in. in the chimb, and not to exceed 1 $\frac{1}{2}$ in. in the bulge. Kilderkins and all under not to exceed 1 $\frac{1}{2}$ in. in the chimb, and not to exceed 1 $\frac{3}{8}$ in. in the bulge.

All rough or inferior timber to be considered brack.

All staves averaging less than 5 in. wide to be considered brack.

All to be flatted from staves not less than 5 in. wide; if under, 2*d.* per cask extra.

Substance of all flat cut staves same as broad.

Short staves, 1*d.* per set extra.

With regard to the terms used in the above clauses, it should be explained that the "chimb" of a stave is the thickest part (the ends), the "bulge" being the thinner part (in the middle).

The width and "gauge" of hooping for extra stout work are as follows:—

	Width.			Width.	
	Inches.	Gauge.		Inches.	Gauge.
Butts—End ...	2 $\frac{3}{4}$	... 12	Kilderkins—End	2 $\frac{1}{2}$	... 12
Upper Quarter	1 $\frac{3}{4}$	... 14	Bulge	2	... 13
Lower Quarter	1 $\frac{3}{4}$	... 14	12 Gallons—End	2 $\frac{1}{4}$	... 12
Bulge ...	2 $\frac{1}{4}$	... 13	Bulge	1 $\frac{3}{4}$	... 14
Hogsheads—End	2 $\frac{1}{2}$	... 12	Firkins—End ...	2 $\frac{1}{4}$	... 12
Quarter	1 $\frac{3}{4}$	... 14	Bulge ...	1 $\frac{3}{4}$	... 14
Bulge	2	... 13	6 Gallons and under—		
Barrels—End ...	2 $\frac{1}{2}$	... 12	End ...	1 $\frac{7}{8}$	... 13
Quarter	1 $\frac{3}{4}$	... 14	Bulge ...	1 $\frac{3}{4}$	... 14
Bulge ...	2	... 13			

All hoops over the above width or gauge, $\frac{1}{2}$ *d.* per hoop extra.

The prices stated above are given as an illustration of the part of this list dealing with new work made by hand. But to a great extent machine-made casks have taken the place of hand-made; and a large proportion of the work paid for under the list now consists in repairs. The prices for repairing brewers' casks depend upon the number of staves or heads that are defective. Single repairing price is paid up to three staves, or one and two staves and one head; one-and-a-half repairing

price for four staves, three staves and one head, or two heads ; double repairing price for five or six staves, four or five staves and one head, one, two or three staves and two heads ; two-and-a-half repairing price for seven or eight staves, six or seven staves and one head, four staves and two heads ; treble repairing price for nine staves, eight staves and one head, five or six staves and two heads.

It is provided that :—

As the Brewers are the owners of the casks, the decision, as to what repairs should be done to their own property, naturally rests with them ; it is therefore agreed, that the brewers—

1st.—Should examine all casks for themselves, and condemn those not worth repairing.

2nd.—Should chop the defective parts.

3rd.—Should hand over the casks to the journeymen coopers with instructions merely to take out the parts chopped by the Brewers' Trimmers. The coopers are at liberty to call the further attention of the Trimmer to any casks where the chopped parts do not properly represent the necessary repairs required. In all cases the decision of the Trimmer must be final.

The single repairing prices are as follows :—

	Ordinary.		Drawn Joints.	
	s.	d.	s.	d.
Butts	1	0 $\frac{3}{4}$	1	1 $\frac{1}{4}$
Hogsheads	0	9 $\frac{3}{4}$	0	10 $\frac{1}{4}$
Barrels	0	7 $\frac{1}{4}$	0	7 $\frac{3}{4}$
Kilderkins and all under	0	6	0	6 $\frac{1}{2}$

It is provided, that certain kinds of work are to be done on time wages, while as to work for which a piece price is stated in the list, any such work "may, at the option of the employer, be done day work." The following are the day work rates :—

DAY WORK.

	per day	s.	d.
Regular day work		5	9
Regular day workmen holding a block	"	6	3
Repairing brewing utensils	"	6	3
All piece-workmen holding a block required for day work	"	6	9
Men taken from piece-work not holding a block to be paid	"	6	3
Repairing Union casks	"	7	3
Vat and mash tun making and repairing	"	8	0

Tools for country work to be supplied by the employer.
Fifty-four hours to constitute a week.

The Burton agreement also contains the following special and general provisions :—

Employers to supply and keep in repair Horses, Bickirons, Joints, Inside Planes, Cressets, Truss Hoops, Gas, and Grindstones.

Cresset making—Hogsheads and all over, 1s. ; all sizes under, 9d. each, or Day Work.

Rolled Hoops are included in all prices mentioned for Old Work.

Laying up Heads to be done Day Work.

All Timber which, besides being under average, is also rough and inferior, is to be paid double the extra price payable for under average Timber.

Coopers to give and receive one week's notice.

Prices for labour which are not specified in this Book shall be agreed upon by the Masters and Journeymen mutually, with a Referee or Referees by each party, if necessary ; but no reference to be binding on the whole trade unless it shall have consisted of six persons.

N.B.—The prices stated in this Book to be binding on Employers and Journeymen. Should either require to make alterations, six months' notice to be given, accompanied by a list of the proposals, previous to such alterations being made.

Liverpool.

The Liverpool agreement in the coopering trade dates back to August 7, 1875, when the "list of prices and regulations" was agreed to by 13 employers and 11 representative journeymen. In 1902 a revised agreement was entered into between employers and employed, to take effect on April 7, 1902, and this agreement was in 1908 amended in certain particulars. About 500 workpeople are paid according to this list. For the purpose of illustrating the method adopted for fixing piece prices the following extracts from the Liverpool list are given :—

TURNING OFF BUTTS FOR PALM OIL OR WATER.

—		—	Length.	End.	Bilge.	Cock.	Pass.
Galls.							
Old.		<i>s. d.</i>	in.	in.	in.	in.	in.
500	From State staves ...	11 1	67	46	54	55	57
	Packing... ..	0 9					
400	From State staves ...	9 8	66	41	49	50	52
	Packing... ..	0 8					
350	From State staves ...	8 2½	66	39	46½	48	50
	Packing... ..	0 8					
300	From State staves ...	7 4½	64	36	44	45	47
	Packing... ..	0 8					
250	From State staves ...	6 7	61	34	41	42	44
	Packing... ..	0 7					
200	From State staves ...	6 2	55	32	38	39	41
	Packing... ..	0 6					
150	From State staves ...	5 1½	50	30	36	36½	38
	Packing... ..	0 6					

Sap to be left on the staves at these prices ; if taken off, 4*d.* per 100 gallons extra.

Heads to be laid out for the maker at the above prices.

Turning off with pitch pine heads, 2*d.* per 100 gallons extra.

Substance of Timber :—Above 1½ inch to be considered extra strong, and to be paid 6*d.* per cask extra from 150 to 250 gallons ; and from 300 to 500 gallons to be paid 1*d.* per 100 gallons extra.

If oak heads be put in the above casks, to be paid the same price for cutting them as for laying them out from entire staves, less the price for cutting the common pine heads.

Cutting common pine heads, same price as laying them out.

The above casks to be paid by old measure ; if charged by imperial measure, to be paid one-fifth more.

Making up old palm oil or water butts to be done by the day.

HOOPING BUTTS FOR PALM OIL OR WATER.

Galls.		s.	d.	Galls.		s.	d.
500	With strong hoops ...	4	0	250	With strong hoops ...	2	2
	Extra strong ...	4	6		Extra strong ...	2	5½
400	With strong hoops ...	3	2½		Common ...	1	11
	Extra strong ...	3	8½	200	With strong hoops ...	1	11
350	With strong hoops ...	2	7½		Extra strong ...	2	1½
	Extra strong ...	2	11½		Common ...	1	8½
300	With strong hoops ...	2	5	150	With strong hoops ...	1	10½
	Extra strong ...	2	8½		Extra strong ...	2	0
					Common ...	1	7

1½ inch to be considered as common hoops ; 1¾ and 2 inch to be considered strong ; above 2 inch extra strong.

Hooping the above description of casks for dry goods, 1*d.* per 100 gallons less than for wet.

Hooping over 500 gallons, 9*d.* per 100 gallons extra.

Hooping with iron wider than 2½ inches and stronger than 13 wire gauge, to be paid by special agreement.

TURNING OFF PUNCHEONS FOR PALM OIL OR WATER.

—	—	Length.	End.	Bilge.	Cock.	Pass.
In.	s. d.	in.	in.	in.	in.	in.
28 ...	3 0	42	28	33	33½	35
29 ...	3 0½	42	29	34	34½	36
30 ...	3 1	42	30	35	35½	37
31 ...	3 2½	42	31	36	36½	38
32 ...	3 3½	42	32	37	37½	39
33 ...	3 5	42	33	38	38½	40
34 ...	3 6½	42	34	39	39½	41
35 ...	3 7½	42	35	40	40½	42
36 ...	3 9	42	36	41	41½	43
37 ...	3 10	42	37	42	42½	44
38 ...	4 0	42	38	43	43½	45
39 ...	4 2	42	39	44	44½	46
40 ...	4 4	42	40	45	45½	47
41 ...	4 8	42	41	46	46½	48
42 ...	4 9½	42	42	47	47½	49
43 ...	5 0	42	43	48	48½	50
44 ...	5 2½	43	44	49	49½	51
45 ...	5 5	43	45	50	50½	52
46 ...	6 6	43	46	51	51½	53
47 ...	7 1½	43	47	52	52½	54
48 ...	7 10½	43	48	53	53½	55
49 ...	8 11	43	49	54	54½	56
50 ...	10 1½	43	50	55	55½	57

Extra strong 42 inch casks, 7*s.*, substance of staves 2 inch entire, from 1st class staves.

Making shakes for repairing palm oil or water casks to be paid less the price for cutting the heads.

The sap to be left on the staves at these prices ; but if taken off from a 28 to a 39 inch cask, 3½*d.* per cask extra ; 40 to 43 inch, 4½*d.* per cask extra ; 44 inch and upwards, 6*d.* per cask extra.

Heads to be laid out for the maker at the above prices.

All rough and inferior staves to be paid not less than 6*d.* per cask extra. Extra rough and inferior staves to be paid by special agreement.

Turning off with pitch pine heads, from 28 to 35 inch, 1*d.* per cask extra ; 36 to 40 inch, 2*d.* per cask extra ; 41 to 44 inch, 3*d.* per cask extra ; 45 to 50 inch, 4*d.* per cask extra.

If oak heads be put in the above casks, to be paid the same price for cutting them as for laying them out from entire staves, less the price for cutting the common pine heads.

Cutting common pine heads same price as laying them out.

Turning off palm oil or water casks less than 28 inches in the end, to be paid $\frac{1}{2}d.$ per inch less.

Staves cut 44 and 45 inches to be paid $2d.$ per inch extra.

Substance of timber for palm oil or water casks and shakes. From 28 inches to 35 inches not to exceed $1\frac{1}{4}$ inches at the stoutest part; from 36 inches to 50 inches not to exceed $1\frac{1}{2}$ inches at the stoutest part.

Slabbing staves to be done by the day. Men to be paid $7s.$ a day.

All casks above 45 inches in length to be considered as stention casks.

The prices set down in the above list are for a fair average stave. Turning off casks from old staves to be paid the same prices as for turning off from new.

PACKING PUNCHEONS FOR PALM OIL OR WATER.

From 28 to 35 inch	per cask, $4\frac{1}{2}d.$
" 36 " 39 "	" $5d.$
" 40 "	" $5\frac{1}{2}d.$
" 41 to 43 "	" $6d.$
" 44 " 45 "	" $6\frac{1}{2}d.$

Including skidding.

Square packs $\frac{1}{2}d.$ extra to the price of round.

More than two hoops on a pack, $\frac{1}{2}d.$ per hoop extra; strapping $\frac{1}{2}d.$ extra.

Making up new palm oil casks packs for hooping:—From 38 to 42 inches, $1s. 3d.$; all under 38 inches, $1s.$

Making up imported packs for hooping, to be paid the same price as for turning off new.

Laying out Heads for Palm Oil or Water from Common Pine.				Laying out Heads for Palm Oil or Water from Pitch Pine.			
Not above $1\frac{1}{2}$ inch substance.		Above $1\frac{1}{2}$ inch substance.		Not above $1\frac{1}{2}$ inch substance.		Above $1\frac{1}{2}$ inch substance.	
In.	s. d.	In.	s. d.	In.	s. d.	In.	s. d.
25 } 0 4		25 } 0 4 $\frac{1}{2}$		25 } 0 5		25 } 0 5 $\frac{1}{2}$	
26 } 0 4		26 } 0 4 $\frac{1}{2}$		26 } 0 5		26 } 0 5 $\frac{1}{2}$	
27 } 0 4		27 } 0 4 $\frac{1}{2}$		27 } 0 5		27 } 0 5 $\frac{1}{2}$	
28 } 0 4 $\frac{1}{2}$		28 } 0 5		28 } 0 5 $\frac{1}{2}$		28 } 0 6	
29 } 0 4 $\frac{1}{2}$		29 } 0 5		29 } 0 5 $\frac{1}{2}$		29 } 0 6	
30 } 0 5		30 } 0 5		30 } 0 5 $\frac{1}{2}$		30 } 0 6	
31 } 0 5		31 } 0 5 $\frac{1}{2}$		31 } 0 6		31 } 0 6 $\frac{1}{2}$	
32 } 0 5 $\frac{1}{2}$		32 } 0 5 $\frac{1}{2}$		32 } 0 6		32 } 0 6 $\frac{1}{2}$	
33 } 0 5 $\frac{1}{2}$		33 } 0 6		33 } 0 6 $\frac{1}{2}$		33 } 0 7	
34 } 0 6		34 } 0 6		34 } 0 6 $\frac{1}{2}$		34 } 0 7	
35 } 0 6		35 } 0 6 $\frac{1}{2}$		35 } 0 7		35 } 0 7 $\frac{1}{2}$	
36 } 0 6 $\frac{1}{2}$		36 } 0 6 $\frac{1}{2}$		36 } 0 7		36 } 0 7 $\frac{1}{2}$	
37 } 0 6 $\frac{1}{2}$		37 } 0 7		37 } 0 7 $\frac{1}{2}$		37 } 0 8	
38 } 0 7		38 } 0 7 $\frac{1}{2}$		38 } 0 8		38 } 0 8 $\frac{1}{2}$	
39 } 0 7		39 } 0 7 $\frac{1}{2}$		39 } 0 8		39 } 0 8 $\frac{1}{2}$	
40 } 0 7 $\frac{1}{2}$		40 } 0 8		40 } 0 8		40 } 0 9	
41 } 0 7 $\frac{1}{2}$		41 } 0 8 $\frac{1}{2}$		41 } 0 9		41 } 0 9 $\frac{1}{2}$	
42 } 0 8		42 } 0 8 $\frac{1}{2}$		42 } 0 10		42 } 0 10 $\frac{1}{2}$	
43 } 0 8 $\frac{1}{2}$		43 } 0 9		43 } 0 10 $\frac{1}{2}$		43 } 0 11	
44 } 0 8 $\frac{1}{2}$		44 } 0 10		44 } 0 11		44 } 0 11	
45 } 0 9		45 } 0 10 $\frac{1}{2}$		45 } 0 11		45 } 0 11	
46 } 0 10		46 } 0 11 $\frac{1}{2}$		46 } 1 0		46 } 1 0	
47 } 0 10 $\frac{1}{2}$		47 } 1 1		47 } 1 0		47 } 1 0	
48 } 0 11		48 } 1 1 $\frac{1}{2}$		48 } 1 1		48 } 1 1	
49 } 0 11 $\frac{1}{2}$		49 } 1 2		49 } 1 1		49 } 1 1	
50 } 0 12		50 } 1 2 $\frac{1}{2}$		50 } 1 2		50 } 1 2	
50 } 1 3 $\frac{1}{2}$		50 } 1 3		50 } 1 2		50 } 1 2	

$1d.$ per inch extra for every inch above 50 inches wide.

Laying out heads from old timber to be paid $1d.$ per pair extra.

HEADS LAID OUT.

28 to 31 inches, if more than 5 pieces ...	6	} To be paid $\frac{1}{2}d.$ per piece extra.
32 " 42 " " " 6 " ...	7	
43 " " " " 7 " ...		

HOOPING PUNCHEONS FOR PALM OIL OR WATER.*

Size and Number of Hoops.	Piece Price.	Size and Number of Hoops.	Piece Price.
	s. d.		s. d.
28 to 30 inch, hooped with 10 hoops ...	1 3	38 and 39 inch, 10 2-inch hoops	1 7 $\frac{1}{2}$
Ditto ditto, with 8 hoops ...	1 1	Ditto, 8 ditto ...	1 4
31 to 33 inch, hooped with 10 2-inch hoops ...	1 4	Ditto, 10 1 $\frac{1}{2}$ ditto common ...	1 4
Ditto, 8 ditto ...	1 1 $\frac{1}{2}$	Ditto, 8 ditto ...	1 2
Ditto, 10 1 $\frac{1}{2}$ -inch common ditto ...	1 1 $\frac{1}{2}$	40 and 41 inch, hooped with 10 2-inch hoops ...	1 9
Ditto, 8 ditto ...	1 0	Ditto, 8 ditto ...	1 5
34 and 35 inch, hooping with 10 2-inch hoops ...	1 4 $\frac{1}{2}$	Ditto, 10 1 $\frac{1}{2}$ ditto common ditto ...	1 5
Ditto, 8 ditto ...	1 2	Ditto, 8 ditto ...	1 3
Ditto, 10 1 $\frac{1}{2}$ -inch common ditto ...	1 2	42 and 43 inch, hooped with 10 2-inch hoops ...	2 0
Ditto, 8 ditto ...	1 0	Ditto, 8 ditto ...	1 7 $\frac{1}{2}$
36 and 37 inch, hooping with 10 2-inch hoops ...	1 6	Ditto, 10 1 $\frac{1}{2}$ ditto common ditto ...	1 7 $\frac{1}{2}$
Ditto, 8 ditto ...	1 3	Ditto, 8 ditto ...	1 4
Ditto, 10 1 $\frac{1}{2}$ -inch common ditto ...	1 3	44 and 45 inch, hooped with 10 2-inch hoops ...	2 2 $\frac{1}{2}$
Ditto, 8 ditto ...	1 1	Ditto, 8 ditto ...	1 10
		Ditto, 10 1 $\frac{1}{2}$ -inch common hoops ...	1 10
		Ditto, 8 ditto ...	1 6

Hooping casks over 45 inches, to be paid 2d. per inch extra.

Hooping the above casks with hoops above 2 inch, from 28 to 35 inch to be paid 2d. per cask extra; 36 to 40 inch, 3d. per cask extra; 41 to 45 inch, 4d. per cask extra.

Hooping the above casks for dry goods 2d. less than for wet.

Hooping butts or puncheons for palm oil or water with old hoops, to be paid the same as with new.

Blowing off to be done by the day.

Piecing hoop ends, old or new, to be done by the day, or to be paid 3d. per dozen rivets; to apply to palm oil or water casks only.

The agreement contains the following general provisions:—

That all piece-work be paid according to the list of prices herein set forth, and that the standard wages for journeymen coopers be 6s. 6d. per day, for the first five days of the week (Monday to Friday), to commence at 6 a.m. and leave off at 5 p.m. from April 1st to October 31st, and at 7 a.m. and leave off at 5 p.m. from November 1st to March 31st, with half-an-hour for breakfast and one hour for dinner; and 4s. for Saturday, to commence at 6 a.m. and leave off at 1 p.m. from April 1st to October 31st, and at 7 a.m. and leave off at 1 p.m. from November 1st to March 31st, with half-an-hour for breakfast.

From 6 a.m. to 4 p.m. on Saturday, to be paid as a full day (6s. 6d.) with half-an-hour for breakfast and one hour for dinner.

Overtime to be paid 10d. per hour, with half-an-hour for tea for working to 7 p.m.; when working to 11 p.m., to be allowed half-an-hour for tea and one hour for supper.

* Sizes same as palm oil puncheons.

Double pay for piece-work, day-work or overtime, on Sunday, Good Friday, or Christmas Day.

Men to be paid between 1 and 2 o'clock on Saturday.

If a man be taken on between the hours of 8 and 12 o'clock, to be paid for the whole day.

Any man taken from piece-work between the hours of 6 and 10 o'clock, to be paid not less than half a day, or 1s. per hour.

That all journeymen, previous to leaving an employer (working piece or day work), shall give one week's notice of such their intention; and the employer shall in like manner give a similar notice to the men before their discharge.

That if any man is found intoxicated during working hours, his employer shall be at liberty to discharge him forthwith.

Greasy staves in new casks to be paid as follows:—Puncheons, 3*d.* per dozen staves; hogsheads, 2*d.* per dozen staves.

Working excessively greasy staves, or staves covered by any very dirty substance, to be paid by special agreement.

All rough and inferior staves to be paid by special agreement. Palm oil or water casks and harness casks excepted.

Splitting staves to be done by the day. Men to be paid 7*s.* a day.

Orleans staves, sawn or split, to apply to rum, palm oil, or water puncheons only.

Extra work on ships' water casks:—Shaving up and cornering hoops to be paid 4*d.* per 100 gallons extra.

No piece-work cooper to stop worm holes except under the hoops.

Making turning off hoops to be done by the day.

All defective casks to be returned to the maker or hooper.

Employers to find and keep in repair truss hoops, bickiron, horse, grindstone, and gas.

Grindstone to be turned at employers' expense.

Employers to find saw and edge tools for day work.

Prices for labour which are not specified in this book shall be agreed upon by the employers and journeymen coopers mutually, with a referee or referees by each party if necessary, but no decision to be binding on the whole trade; in all cases the chairman of the society to be notified.

In case of frivolous objections, the losing party to pay expenses.

Any member of this society breaking any of the above resolutions shall be dealt with by the committee.

The prices stated in this book to be binding on employers and journeymen. Should either party be required to make alterations, six months' notice to be given previous to such alterations being made.

COOPERS WORKING OVERTIME AT SHIPS DISCHARGING OR LOADING CARGOES
TO BE PAID AT THE FOLLOWING RATE.

	<i>s.</i>	<i>d.</i>
From 6 p.m. to 4 a.m. to be paid as 12 hours	10	0
Supper hour to be from 10.30 p.m. to 11.30 p.m.		
From 4 a.m. to 6 a.m. to be paid as 4 hours	3	4
From 6 p.m. to 10.30 p.m. to be paid as 6 hours	5	0
Working hour between 5 and 6 p.m. to be paid as 2 hours	1	8
Working on to 9 p.m. without tea to be paid as 6 hours	5	0
Working after 9 p.m. without meals to be paid 2 hours for each hour worked.		
Working overtime between 4 and 5 p.m. on Saturday to be paid as 2 hours	1	8
For working on to 8 p.m. on Saturday without tea to be paid as 6 hours	5	0
After 8 p.m. to be paid double hours for each hour worked.		
Coopers ordered out at any hour between 6 and 12 p.m. and not started to be paid 2 hours	1	8
If ordered out after 12 p.m., and not started, to be paid as for half-a-night.		

APPRENTICES.

1. Master coopers employing less than six journeymen coopers to be allowed three apprentices.

2. Master coopers employing from six to fifteen journeymen to be allowed six apprentices.

3. Master coopers employing from fifteen to thirty journeymen for an average of three years to be allowed eight apprentices.

4. Master coopers employing over thirty journeymen coopers for an average of three years to be allowed one additional apprentice for every five journeymen employed over and above thirty; the maximum to be twelve apprentices. In the event of the number of journeymen employed falling below the average, no more apprentices to be taken until the minimum number, namely, three, be reached.

5. Master coopers taking advantage of clauses 3 and 4 to notify the Society of such their intention.

6. Master coopers to dispense with the use of boys as labourers.

7. That no journeyman shall in any case be allowed to join the club, or work in any shop in town, unless he can produce his indenture, or a note of his time that he has served his full seven years' apprenticeship.

 FURNITURE TRADES.

As examples of collective agreements between employers and employed in the furniture trades, may be cited those made in 1908, in relation to cabinet-making and French polishing at Liverpool.

Cabinet-making.—Liverpool.

The agreement in regard to cabinet-making was signed by representatives of the Liverpool and District Cabinet Makers, Chair Makers, Upholsterers and French Polishers Employers' Association, and of the Amalgamated Union of Cabinet Makers and the National Amalgamated Furnishing Trades' Association, and came into operation on May 1, 1908; an amendment of one of its clauses was agreed to between the parties in November, 1909. The terms of this agreement, which governs the conditions of employment of about 400 workpeople, are as follows :—

1.—HOURS OF WORK.

The ordinary hours of work shall be 47 hours per week apportioned as follows :—Monday, Tuesday, Wednesday, Thursday, and Friday, from 8 a.m. to 5.30 p.m., less an hour for dinner, and on Saturdays, from 8 a.m. to 12.30 p.m. Breakfast on all days to be taken before starting work in the men's own time

2.—OUTDOOR WORK.

For outdoor work the hours of work shall be as above.

Where artificial light is not provided, no reduction to be made when men cannot see the full time.

That a mile-and-half radius shall be the starting and leaving off place, such radius to be taken from each employer's shop, that the railway termini and Liverpool Landing Stage shall be the boundary for men travelling by rail or across the Mersey, the first portion of this to apply to jobs lasting more than one day.

When men are not paid on the job, the men shall travel back to shop in order to receive wages. If Friday be usual pay-day, they shall arrive at pay table at 5.30 p.m., if paid on Saturday they shall arrive at 12.30 o'clock, such time taken in travelling to be paid for.

3.—DINNER HOUR.

Dinner 12 noon to 1 p.m.

4.—RATE OF WAGES.

The wages shall be paid by the hour at the rate of 10*d.* per hour all the year round.

5.—STARTING TIMES.

Times of starting, from Monday to Friday, 8 a.m. and 1 p.m. Saturdays, 8 a.m. all the year round.

6.—OVERTIME.

Overtime to be time-and-a-quarter after working a possible 47 hours per week till 57 hours are worked, afterwards time-and-a-half. That all time worked on Saturday after the usual leaving off time till the usual time of starting on Monday morning be paid time-and-a-half, and that all time worked on Bank Holidays be time-and-a-half, except Good Friday and Christmas Day, which shall be double time. These special days of Christmas Day, Good Friday and Saturday standing by themselves.

7.—COUNTRY JOBS. OVERTIME.

After working a possible 47 hours per week, to be paid at the rate of time-and-a-quarter to 66, over 66 time-and-a-half. Travelling to and from country jobs to be paid at the usual rate of wages. Jobs to be considered as country ones when payment of 1*s.* 6*d.* is made. Sleeping accommodation to be provided for men travelling by water at night.

8.—DINNER MONEY.

1*s.* dinner money to be paid on Saturdays only, if working till after two o'clock, provided no notice has been given on the previous day.

9.—COUNTRY MONEY.

Country money to be 10*s.* 6*d.* per week of seven days or 1*s.* 6*d.* per day. The day of the men's return shall not be counted as a day.

10.—DISPUTES IN SHOPS.

Should any difference arise between employee and employer, the men shall send up a deputation to their employer; failing satisfaction, the matter shall be reported to the Secretary of the Cabinet Makers' Employers' Association, who shall arrange a meeting between the representatives of the above associations within seven days to settle same; failing an amicable settlement, an arbitrator to be appointed whose decision shall be final; pending this decision the man shall be withdrawn. In no case shall a man be withdrawn from a shop until the above rule is complied with. On no account is a shop to be struck, pending the decision of the arbitrator.

11.—APPRENTICES.

Apprentices to be legally bound for not less than five years, and to be limited to one to every three men, the average to be taken for twelve months.

12.—NOTICE OF DISMISSAL.

Before men leaving or having been discharged, one hour's notice to be given on either side, the same to be devoted to grinding tools, or putting them in order.

It has been agreed that Rule 12, "Notice of Dismissal" rule, should be interpreted for the future as follows :—

1. That there should be no suspension—a man must be discharged in all cases according to the rule.
2. That the rule as to what should be done during the hour when notice has been given, should be read as follows :—

"The time to be devoted to the tools or worked. If these duties are evaded the employer or foreman may stop the one hour's pay."

13.—SHIP WORK.

That any man working on board ship be paid at the port of Liverpool rates.

14.—NOTICE OF ALTERATION OF AGREEMENT.

Six months' notice to be given on either side, to expire on 1st May in any year, of any proposed alteration of these rules.

French Polishers.—Liverpool.

The agreement in relation to French polishing was entered into in June, 1908, between the same Employers' Association as in regard to cabinet-making, the Liverpool French Polishers' Association, and the Amalgamated Society of French Polishers, and came into operation on January 1, 1909. The terms of this agreement, which affects about 60 members of the first-named, and some 120 members of the last-named Trade Union, are as follows :—

1.—TIME OF STARTING.

Time of opening shops to be left to each individual employer.

2.—WAGES.

Wages to be 8½*d.* (eightpence-halfpenny) per hour.

3.—HOURS.

The number of hours to be forty-seven per week.

4.—COUNTRY MONEY.

Country money to be 10*s.* 6*d.* per week of seven days or 1*s.* 6*d.* per day. The day of the man's return shall not be counted as a day.

5.—OVERTIME.

Overtime to be time and a quarter after working a possible 47 hours per week till 57 hours are worked, afterwards time and a half. That all time worked on Saturday after the usual leaving off time till the usual time of starting on Monday morning be paid time and a half, and that all time worked on Christmas Day, Good Friday, and Bank Holiday be time and a half. Country job overtime, after working a possible 47 hours per week, to be paid at the rate of time and a quarter until 66 hours are worked, over 66 time and a half. Travelling to and from country jobs to be paid at ordinary rate of wages. Jobs to be considered as country ones when payment of 1*s.* 6*d.* is made. Sleeping accommodation to be provided for men travelling by water at night.

6.—DINNER MONEY.

Should a man be sent to a job without notice being given to him on the previous day, one shilling be allowed for dinner money. Master polishers to be exempt from paying same, but cabinet makers, upholsterers, &c., are to pay dinner money.

7. DISPUTE IN SHOPS.

Should any difference arise between any employee, fellow-employee, or employer, the men shall send a deputation to their employer, failing satisfaction the matter shall be reported to the Secretary of the Cabinet Makers Employers' Association, who shall arrange a meeting between the representatives of the undermentioned Associations, within seven days, to settle same; failing an amicable settlement an arbitrator be appointed, whose decision shall be final, pending his decision the man to be withdrawn.

8.—PIECEWORK ON BOARD SHIP.

Piecemasters working on board ship shall work to these Rules, and not to the Shipping Rules.

9.—PAYMENT OF WAGES.

When men are paid at the job or ship they shall work till noon on Saturdays, but if paid at the shop they shall be present by the usual leaving-off time; the employer to commence paying the wages not later than that time, or payment to be made for time waiting.

10.—NOTICE OF ALTERATION OF AGREEMENT.

Three months' notice on either side to be given of any proposed alteration. Should notice be given of alteration, two meetings, at least, shall be held of the Conciliation Board, consisting of representatives of the undermentioned Associations, before the time expires.

Men working within a three mile radius of the Liverpool Town Hall start and leave off work at the usual starting and leaving-off time, and go to and from their job in their own time; but tram, omnibus, or train fare to be paid when the distance is two miles or more from the shop.

The herein stated Associations agree to co-operate for the purpose of compelling employers to abstain from adopting any unfair means of competing and underselling, or anything which, in the opinion of the Joint Committee, would be detrimental to the trade generally. The initiation of such cases may be taken by either side.

GLASS MAKING.

GLASS BOTTLE MAKING.

This industry is principally located in Yorkshire and Lancashire—Castleford and St. Helens, and in the North of England—Sunderland and Seaham Harbour. London* is the chief centre of the small bottle trade, the industry outside London being mainly concerned with the manufacture of the larger-sized bottles, such as those used for wine, spirits, beer, aerated waters, &c.

The following description applies to the large bottle trade.

The workmen usually work in gangs of three, who are respectively called the maker or finisher, the blower, and the gatherer. They are assisted by two boys, who are respectively known as the wetter-off and the taker-in. The mode of working is briefly as follows:—The gatherer gathers the molten glass (or "metal," as it is called) from the furnace on to the end of a hollow blow-pipe about 4 ft. 6 in. in length, which he then hands to the blower. The blower twists or draws the metal off to the end of the pipe by means of a sharp corner on a stone

* In the London trade the conditions of employment are not regulated under any formal general agreement between employers and employed.

termed a "marver." Then the blower rolls the metal on the front surface of the marver into a solid mass ("paraison"), until it is sufficiently cooled for him to perform the work of blowing. This consists in blowing down the pipe into the lump of molten glass, with the result of causing the metal to swell out to a glass bubble of whatever size the blower wishes (according to the size of the bottle being made). At the same time the blower also shapes the metal; if a flat or oval bottle is required, he will flatten the bottle; if a round bottle is being made, he will keep the glass bubble as round as possible. He also cuts the glass on the edge of the marver to form the neck of the bottle. After this he puts the hollow glass into a mould, and again blows down the pipe, so as to blow the metal into the exact shape of the mould, and at the same time puts the trade mark and certain usual letters on to the bottle. The blower then hands it to the wetter-off, whose duty is to break off the bottle from the iron pipe, using for that purpose a small quantity of water. The maker finishes the bottle by adding a piece of molten metal to the top of the neck, out of which the top or brim is made, and he throws it out of the gauge upon a stand, upon which a few ashes are strewed, if the bottle is light and thin (to prevent it from cracking); but if the bottle has been made strong and thick, and of a round shape, then it is put on a roller. The taker-in then carries it to the leer, which is a kind of oven with a fire in front only, where the bottle is allowed to cool gradually.

The general system adopted in relation to the remuneration of the workmen is to fix certain rates of weekly wages for the maker, the blower, and the gatherer respectively, to obtain which a specified number of dozens of bottles must be made. Numbers made in excess are paid for as "overwork" at so much per gross, the prices varying according to the size of the bottle and the amount of labour required to manufacture it, and being shared between the workmen in agreed proportions. In some districts, *e.g.*, in the North of England, with the exception of Blaydon,* the weekly rates are guaranteed by the employer, and are paid whether the stipulated number of bottles is made or not. In Lancashire, the workmen are guaranteed sufficient metal to enable them to make their time-wages rates. In other cases the practice is, that if less than the specified number necessary to secure payment of the standard rate is manufactured, a *pro ratâ* deduction at the standard rate, and not at the rate for overwork is made.

In the North of England, with the exception of Blaydon,* all bottles drawn out of the kiln or arch are paid for; in other counties only those that are saleable are paid for.

* Blaydon is treated as being within the Yorkshire district, the Blaydon workpeople having some years ago become affiliated to the Yorkshire Trade Union.

The boys are paid weekly wages by the employers, and, in addition, also receive from the workmen a fixed proportion of whatever sum is earned in respect of overwork. Thus, for example, at St. Helens, out of every £1 earned for overwork, the taker-in gets 10*d.*, the wetter-off 1*s.* 0½*d.*, the gatherer 3*s.* 8*d.*, the blower 6*s.* 1½*d.*, and the finisher 8*s.* 4*d.*

Yorkshire.

A list giving the number of bottles constituting a day's work and the rates for overwork per gross, came into force in this district on December 31, 1888. These overwork rates were subsequently affected by general percentage changes, and in some cases the details of this list were altered, and in February, 1904, a new list was drawn up, and, together with an agreement containing all the terms and conditions of working in force to date, was agreed to by employers and workmen. So far as dark glass bottles were concerned, the 1904 agreement provided that "the Lancashire Dark Metal Rates be adopted in lieu of the Yorkshire Rates for Dark Metal. The Lancashire Dark Metal Rates to apply to Black and Dark Green, but not to Amber, Blue, or Vegetable Green." This agreement continued in operation for twelve months, it being the practice to reconsider the conditions of employment annually. In 1905 no agreement was arrived at, but the employers "gave a promise in writing not to take any undue advantage from there being no agreement." In 1906, and again in 1907 and 1908, the 1904 agreement was renewed, with certain alterations and additions; in 1909, the 1904 agreement, as thus amended, and with some slight further alterations, was again adopted by employers and employed; whilst in 1910 no further change was made. This agreement regulates the wages of about 2,500 workpeople.

With regard to the Lancashire rates, illustrative details are given further on pp. 385-387; and before giving details in regard to the Yorkshire rates (for pale metal) it will be convenient in the first place to set forth the agreements on general questions now in force in this district.

TERMS AND CONDITIONS OF WORKING.

RECKONING CLAUSE.

Every journey's work shall be reckoned separately where practicable. When two or more kinds of bottles are made in a shift, halves shall be taken in the Number when practicable, but when halves cannot be taken in the Number then thirds shall be taken where practicable, and when halves or thirds cannot be taken, less quotients, viz. :—fourths, fifths, sixths, and up to sevenths shall be taken. Should larger sizes be made with small bottles of which there are less than thirds and sufficient small for the Number, then the Number shall be taken out of the small and the larger sizes be paid as overwork. If there should be sufficient for the Number of larger sizes, and less than one-third of small, then the Numbers shall be taken out of the larger sizes, and the small paid as overwork.

When the Number is not drawn through neglect or bad work then the Number shall be made up out of the other journeys.

ODD BOTTLES.

That in all cases of odd bottles seven bottles shall count a dozen, either marble or other ordinary kinds of bottles.

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.

FLOWN MARBLES.

The workmen shall be paid for all bottles defective by reason of Flown Marbles, beyond two dozen in a journey, and so on in proportion for any part of a journey.

CRACKED AND MELTED BOTTLES.

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

BOTTLES BROKEN THROUGH DEFECTIVE KILNS.

The workmen shall be paid for all bottles broken through Kilns being out of repair.

BOTTLES DRAWN TOO HOT.

The workmen shall be paid for all bottles broken through being drawn too hot.

HOURS OF WORKING AND MEAL TIMES.

The working hours at each Factory shall not exceed $9\frac{1}{4}$ hours, and $10\frac{1}{2}$ hours from the time of Opening Out, but the workmen shall be at liberty to leave off work before the expiration of $10\frac{1}{2}$ hours from Opening Out, in cases of late starts.

It is understood that the journey shall not exceed $10\frac{1}{2}$ hours from Opening Out to finish.

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.†

FINISHING WEEK'S WORK.

"That the bottle hands who work at continuous furnaces finish the week's work on Saturday morning at the usual time for giving over."

"That the workmen employed at Box Tanks and Pot Furnaces finish the week's work not later than 5 o'clock on Saturday morning."

ACCIDENT CLAUSE.

In cases of accidents to furnaces or to any plant connected with a furnace (except from causes hereinafter specified), whereby the workmen are

* The "teazer" is a workman whose duty it is to look after the arch of the furnace.

† The furnace will be melting glass all the time, but the glass produced in excess of 5 journeys is not to be used for working into bottles except for the purpose stated in this clause.

prevented from starting work at the usual time, they shall not wait more than *three* hours after the usual starting time. In the event of starting within the said *three* hours they shall finish work at the usual time.

Should no start be made, no half-wages shall be paid for journeys not worked, but the men commence sharing work as soon as practicable or Transfer Clause to be applied.

But in the event of an accident taking place after the men have started work and the management wish the men to remain at the works until the necessary repairs be made they shall be paid at the rate of 10 dozens per hour after waiting the first hour in addition to the wages expressed in the second paragraph.

Should the workmen be stopped work by accident after having once started they shall be entitled to payment of half-wages if less than 10 dozen bottles be made, and full wages shall be paid if 10 dozen or more be made. One dozen bottles made by any hole [group of workmen] shall constitute a start for that hole. But for succeeding journeys, the Transfer Clause may be applied by the management if practicable. The only exceptions shall be when the manufacturers are really unable to obtain fuel or other raw materials, or through failure of water supply, or in case of violent storms arising to prevent the men from working, or from being unable to find hands to fill up holes.

BAD METAL OR OTHER CAUSES.

In all cases of bad or faulty metal the men shall immediately send for the manager to take the responsibility, but continue working until they receive instructions what they shall do. Any bottles made of faulty metal of any kind shall be paid for if the men are allowed to work it. Also any bottles made of faulty metal not visibly known to either men or manager shall be paid for. The manager may order the men to leave off work at any time during a journey if the metal is not good or not workable. But if the men are kept waiting at the works skimming, bubbling, or lading beyond a period or periods of time exceeding on the whole one hour in a journey, they shall be paid at the rate of ten dozen pints per hour for such loss of time beyond one hour. No allowance shall be paid for the first hour lost in any journey, during which time the men shall use any means suggested by the management to get the metal into good condition. If the men do not start work on account of bad metal or from want of metal they shall receive Half-Wages. Half-Wages shall be paid in addition to the ten dozens per hour for loss of time beyond an hour. Full wages shall be paid after having made a start, ten dozens bottles made by any hole shall constitute a start for that hole. The transfer clause may be applied in respect to bad metal or want of metal if practicable. Any workman commencing to work knowing the metal to be bad without skimming it according to the established custom of the trade, or failing to carry out the conditions herein specified shall not be entitled to payment for the bottles put out.

SAFEGUARD AGAINST WANTON MISCHIEF.

If the metal shall be found to have been made unfit to make into saleable bottles by reason of the act of any of the hands employed in making bottles, although every effort is made by the men to put it in good order, and they fail in so doing, and also if the management are unable to transfer the men to another hole in the same yard, and conveniently fitted up, no Half-Wages shall be paid for the time the metal is bad from such cause.

Should it be found that the metal is made bad by any malicious person or persons not Bottle Hands, then the Bottle Hands shall only be paid for the bottles they have made, plus an allowance for the time spent in trying to get the metal in good condition at the rate of 10 dozen pint bottles per hour for

such loss of time. But provided the men be transferred to another Hole, then they shall be paid under the "Bad Metal Clause," and forfeit the 10 dozen rate per hour allowance.

TRANSFER OF HOLES.

In cases of men being unable to work on account of bad metal or other causes they may be transferred to another suitable and convenient hole, fitted up in the same yard, and on the same shift to make their Number or more, providing always that such transference does not occupy more than an hour. In all cases of hands being transferred suitable moulds shall be supplied. If the management be unable to find suitable holes for the men to work in, in the same yard, and on the same shift, the men shall be paid Half-Wages for that day in cases of not making a start, but it be understood that the Bottle Hands shall not work in the same shop as the Machine Hands.

That in all cases of transfer the management shall have all tools and the things ready for the men to commence work in the hole to which they are transferred (with the exception of the pipes and ring irons which shall be removed from one hole to the other if the management so require) but the hands shall not be transferred more than once in a given journey.

That in the event of a hole not being able to get the Number within the specified working hours through bad metal and transfer, they shall be paid their wages in such cases for that day.

That the workmen be paid full wages after making a start when short of metal to make the Number.

HOLES SHORT-HANDED, HOLES UNABLE TO WORK, AND HALF-WAGES.

Men on Half-Wages shall hold themselves in readiness for *three hours* from the starting time if called to fill up vacancies at their own firm, and on their own shift, and shall go to work, or forfeit Half-Wages. But provided men be called back to finish a journey after having been sent home, they shall receive their Half-Wages in addition to what they earn. This Clause shall apply to all cases when men are on Half-Wages.

Holes short of hands shall not be broken up to let hands take their places who cannot work on account of bad metal or other causes. Such holes shall be filled up with hands who are unable to work on account of bad metal or other causes.

APPRENTICES.

That the maximum number of Apprentices at any time shall not be more than 4 to 5 holes, filling stages of the trade, that is to say—employed at gathering-and-wetting-off, or gathering all, blowing, or making. And in the event of a furnace stopping for repairs, slack trade, or other causes, then in such case the said Apprentices shall work full time up to the maximum number of 4 to 5 holes.

No Apprentice shall be advanced to a higher stage at any firm during sharing work, provided there is the maximum number in proportion to the holes working. And that no Journeyman shall be discharged for the purpose of advancing Apprentices. It is to be understood that two Apprentices gathering-and-wetting-off count as one whilst so employed.

STOPPAGE OF FURNACES AND 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 work—provided, nevertheless, that if after a furnace has been out for four months the master can discharge the surplus workmen.

METHODS OF WORKING.

That the workmen are willing to adopt other methods of working than the Yorkshire method, providing satisfactory terms and conditions be agreed upon between the manufacturers and the workmen through their representatives.

SUB-COMMITTEE TO CONSIDER COMPLAINTS.

All cases of grievances arising out of Bad Metal, construction of factories, or management shall be reported and brought before the Sub-Committee of Employers and Workmen, for them to consider and settle, failing which the matter shall be brought before the full board.

PAYING UP IN DISPUTED CASES.

In case of dispute arising as to payment for any bottles, the rate of payment agreed upon shall be retrospective to the time the claim was made by either workman or manufacturer.

NOTIFICATION OF DECISIONS AGREED UPON.

The Manufacturers' Secretary shall notify the Manufacturers in their Association of changes agreed upon or decisions given affecting any particular firm.

BLOW PIPES.

That the condition of the blow pipes be inquired into by the Manufacturers, with a view to improving them.

SANITATION, VENTILATION, &C.

In case of suggested alteration in any of the above, the workpeople shall first apply to the employers at the factory, and subject to no satisfactory arrangement being come to, the workpeople may bring the matter before the Sub-Committee.

The following is the scale of wages at present in force :—

			£	s.	d.
Bottle-maker, per week	...	...	1	16	0
Blower	„	...	1	14	0
Gatherer	„	...	1	9	0

The rates for overwork are at present the "normal" rates stated in the List of 1904. The following extracts from that list (which is of very considerable length) will suffice to illustrate the method adopted in the wage arrangements in force in this trade. (It will be understood that all the items refer to pale metal, the agreement providing that for dark metal the workmen shall be paid according to the Lancashire list.) In the second column will be seen the number of bottles which, by agreement, are to constitute the standard minimum day's work. Five days constitute a week's work in this trade; and consequently, if we wish to ascertain the quantity of output that corresponds with the scale of weekly wages obtaining in this district (as stated above) we must multiply these "Numbers" by five. In the third column are stated the piece prices paid for all output produced in excess

of the stipulated *quantum* (set forth in column 2). Out of their receipts in respect of overwork the men pay to the boys 1d. out of every shilling (or, in some of the Yorkshire glass-making centres, $\frac{1}{2}d.$).

Description of Bottle.	Number constituting a Day's Work.	Overwork, per Gross.
SODA WATER BOTTLES.		
Split sodas, C.M., egg or flat bottom, not exceeding 12 ozs. medium weight.	67	s. d. 3 6
Sodas, C.M., exceeding 12 ozs., medium weight, egg or flat bottom.	63	4 6
Bombay sodas, 28 ozs. weight	48	5 6
ORDINARY BOTTLES.		
All narrow-necked bottles over 12 ozs., but less than 20 ozs. in contents and exceeding 12 ozs. up to and including 16 ozs. medium weight.	65	4 0
Also all wide-necked bottles over 10 ozs., but less than 20 ozs. contents and exceeding 12 ozs. up to and including 16 ozs. medium weight.	65	4 0
ORDINARY PINTS AND QUARTS.		
All ordinary bottles, 20 ozs. contents, and less than Imperial quarts, but under or over 16 ozs., medium weight.	63	4 6
REPUTED QUARTS.		
Reputed quarts if made more than half-day ...	60	5 0
SQUARE WINE AND WHISKEY QUARTS.		
Reputed Square Wine quart	}	Exceeding 26 ozs. medium weight
" Whiskey quart		
" Ye Auld Toun Whiskey quart.		
If made more than half-day	55	5 6
IMPERIAL QUARTS.		
Imperial quarts	55	5 6
If made more than half-day, they be paid at ...	55	6 6
JAMS OR MARMALADES.		
Round quart jars, not exceeding 25 ozs. medium weight, and under 38 ozs. contents.	63	4 6
1 lb. and 2 lb jam jars, C.M. neck, $2\frac{1}{2}$ inches wide	63	4 6
1 lb. jam jars, C.M. neck, $2\frac{3}{4}$ inches wide	60	5 0
2 lbs. jam jars, C.M. neck, $2\frac{3}{4}$ inches wide	57	5 0
3 lbs. jam jars, C.M. neck, $2\frac{3}{4}$ inches wide	57	5 0
3 lbs. jam jars, neck not exceeding $2\frac{1}{2}$ inches wide	60	5 0
3 lbs. jam jars, P.S. neck, $2\frac{3}{4}$ inches wide	50	6 0
$3\frac{1}{2}$ lbs. jam jars, C.M. neck, $3\frac{1}{2}$ inches wide, contents 40 ozs.	45	6 0
4 lbs. jam jars, C.M. neck, $3\frac{1}{2}$ inches wide, contents 44 ozs.	45	6 0
7 lbs. jam jars, C.M. neck, $3\frac{1}{2}$ inches wide	28	10 6
8 lbs. jam jars, C.M. neck, $3\frac{1}{2}$ inches wide	26	11 0

Description of Bottle.	Number con-stituting a Day's Work.	Overwork, Per Gross.
PATENT ÆRATED WATER BOTTLES.		
<i>Codd's Patents.</i>		
5 ozs. contents 60 7½ ozs. ,, 60 8 ozs. ,, 57 10 ozs. ,, 57 11 ozs. ,, 52 12 ozs. ,, 52 14 ozs. ,, } 16 ozs. ,, } 50 20 ozs. ,, } 46 24 ozs. ,, } 40 25 ozs. ,, } 37 26 ozs. ,, } 36	Doz.	s. d.
<i>Intermediate sizes of Codd's bottles to be paid at the next higher rate.</i>		
5 ozs. Codd's Extra Heavy Ring, and broad at the top. 53 10 ozs. do. do. do. 50 10 ozs. Codd's Without Marble, per List rates, all sizes. 10 ozs. Codd's Screw 50		
Codd's VALVE PATENT : ÆRATED BOTTLES.		
18 ozs. Codd's—Carraras 48 Codd's Valve Splits 55 " " 10 ozs. 48 " " 12, 14, and 16 ozs. 46 " " Over 16 ozs. 32		
Inside Screw—Ledge Mouth and Marble, to be paid at Codd's rates, according to size.		
FILLING POINT : CODD'S BOTTLES.		
The top of the gullet or bottom of marble to be the filling point.		
<i>(All valves are made with Codd's tools.)</i>		
BULB ASSOCIATION BOTTLES.		
Without marbles, ledge mouths,* made with bent plug—5 ozs. contents to filling point, or 6 ozs. to top of neck, not exceeding 12 ozs. (medium weight). 70		3 0
Splits, exceeding 5 ozs. contents, and not exceeding 12 ozs. (medium weight). 67		4 0
10 ozs. contents 63 If made with glass marble, the same rate as Codd's Patents in all sizes.		4 6

* Mouths of bottles in the form of a cup with cork lining.

Lancashire.

In this district the method of wage-payment is generally similar to that prevailing in Yorkshire, except that (as already mentioned) the Lancashire employers undertake to provide a sufficient supply of metal to enable the workmen to make their standard time-wages. As is the case in Yorkshire, the conditions of employment in Lancashire are fixed by annual agreements between employers and employed. By these agreements it is settled what shall be the weekly wages for the current year, and whether overwork shall be paid for at the "normal" prices printed in the current list, or at prices higher or lower than these by a stated percentage. The general framework of the list is practically identical with that of the Yorkshire list, extracts from which have been printed above. Thus, in the part of the Lancashire list (which came into operation on February 4, 1907) dealing with dark metal, we read, that for "Reputed Quarts, English or Flat Bottom Clarets, Brandies, Wines, Champs., Ordinary Apollinaris, Ales, Porters, Holland's Gin, and Ordinary Whiskies not made with Spring Punty, and all Ordinary Bottles 29 ozs. top weight," the "Number" (of dozen bottles to be made as the standard day's work) is 63; that the normal price per gross for overwork in relation to this class of bottle is 4s. This 1907 agreement was renewed without alteration in the items just referred to in 1908 and 1909. The 1907 agreement increased the wages of each man by 2s. a week and added 5 per cent. to the overwork rates, which thus became 10 per cent. above normal list prices. The agreement of 1908 increased each man's weekly wages by 2s., and added 2½ per cent. to overwork rates, these becoming 12½ per cent. above normal prices, at which figure they now stand, no changes having been made by the 1909 and 1910 agreements.

At the conferences, at which these annual agreements are entered into, any changes in particular items in the list that may be requisite are settled between employers and employed. These changes take the form of alterations either in the standard output corresponding with the standard time-wages or in the piece price to be paid for overwork, or in both of these items. Thus, an advance in the rate of pay may take the form either of a reduction in the standard "Number" (of bottles), or in an increase in the price per gross payable for overwork, or of a simultaneous reduction in "Numbers" and increase in "overwork" rates.

With regard to general questions, the agreement between the Lancashire glass bottle manufacturers and their workpeople (about 700 in number) is embodied in a set of Rules, from which the extracts which follow have been made :—

"Any bottles made out of bad metal, whether stony, thick, boiley, or rawky, shall be paid for if made by the Manager's order; but when no such order is given, the men shall make the number and leave off. No House or Hole to wait for bad metal more than one hour after the usual time of starting . . . , only in cases of breakdown to the furnace (or anything in

connection therewith) and the men shall skim the metal and use every reasonable means advised by the Management, and if at the expiration of that period, viz., one hour, the metal is still unfit for making into saleable bottles, the men may be transferred to another suitable and convenient hole, fitted up in the same yard and on the same turn, and in all cases of hands being transferred, suitable moulds must be provided; but if the Management be unable to find suitable holes and metal for the men to work on the same turn, that half-wages be paid for that day, that is if a start cannot be made; but if a start be made and cannot get the Numbers, that full wages be paid.

"If after commencing work the bottle-maker shall think the metal is unfit for work into the kind of bottles they are making, he shall at once report to the Management, who shall decide what is to be done, whether they shall proceed with that kind of bottle or have another mould given them; and if the workmen have no reason at any time to believe that the metal is unfit for working and the bottles be put out, it shall be left with a deputation from the same factory or District to decide whether they shall be paid for them or not.

"In all cases the workmen shall be allowed to be paid up to eight dozens per journey, and any bottles beyond this quantity to be lost by the workmen, unless the bottle-maker gets an order from the Management to go on and make overwork with the metal.

"The Factory or District Deputation may decide whether or not the bottles ought to have been put out for bad metal, if not, that the workmen shall be paid for them.

"That in all cases of transfer the Management shall have all things ready for the men to start work in the hole to which they are transferred, but the same workmen shall not be transferred more than once in a given journey.

"That in the event of a hole not being able to get the Number within the specified working hours through bad metal and transferring, they shall be paid their wages for that day in such cases.

"That this transfer does not apply to removing from one house to another in case of changing furnaces, such as is the usual custom of moving the things from one house to another, but that the usual method remain.

"In case of an accident to a furnace whereby men are prevented from starting work at the usual time, the Day Turn shall wait no longer than 9 a.m., and the Night Turn to 9 p.m. In the event of them starting previous to that time they shall finish at five o'clock as usual. But should no start be made, they receive half-wages for that journey.

"Should the workmen be prevented from working in consequence of the furnace being let out for repairs, half-wages shall be paid according to the Lancashire custom.

"In case of a furnace being put out and the men discharged, on the allegation of depression of trade, an additional house shall not be started within a period of three months, unless half-wages be paid to the workmen employed in the furnace put out for the time they have lost through the stoppage of the same. It may, however, be mutually agreed between employer and employees to start the furnace within that period without such payments. Each case to be dealt with upon its own merits.

"In all cases when a workman is engaged to work in another house whilst on half-wages, he shall receive his full wages for that time worked, in addition to the half-wages agreed upon.

"Should any workman start work and then be ordered to leave off by the foreman in consequence of the metal being bad or the furnace out of order, he shall receive full wages for that journey.

"Any hole having an incompetent apprentice, not regularly doing journeyman's work, shall be allowed to work moulds suitable to the circumstances.

"In all cases where employers insist upon putting apprentices in journeyman's places, they will be required to pay for the bad work produced by the said apprentice for the first six months to the other workmen in the hole.

"The system of working shall be as follows:—Six o'clock shall be the hour of commencing work on Monday morning; and two o'clock on Saturday morning shall be the hour of finishing in St. Helen's Branch; and six o'clock

and five o'clock respectively, in the Newton Branch. Each branch to arrange to suit their circumstances.

"In no case shall the men of any house be called to work a succeeding journey under an interval of 10½ hours from the time of finishing the previous journey.

"When an employer wishes to discharge a workman, or when a workman wishes to leave his situation, one week's notice shall be given by either party, and any violation to be submitted to the District Secretary.

"Every matter relating to the trade not embodied in the foregoing Rules shall be regulated by the custom of Lancashire, and dealt with by the employer's and workmen's associations jointly."

Agreements of a nature generally similar to those in Yorkshire and Lancashire just described are in operation, in relation to the glass bottle making industry, at Bristol, Seaham Harbour and Sunderland, and in Scotland. Among pressed glass makers a system of pure piece wage is in force under arrangements which will now be described.

PRESSED GLASS MAKING.

Six firms, carrying on at Gateshead and various other places in the County of Durham, and at Glasgow, the manufacture of pressed glass, have for many years had in operation an agreement with the workmen employed at their respective works (in all about 470 in number) and with the Trade Union (the Pressed Glass Makers' Friendly Society of Great Britain), under which piece prices are fixed for a very long list of articles, while the price for new articles is, as occasion arises, settled between the workmen concerned and their employers, on the basis of these list prices. The "Revised List of Making Prices for use in the Pressed Glass Trade," adopted on June 14, 1890, was renewed, with only slight alterations, on December 18, 1899; and this list remains in force up to the present time. The terms of this agreement are as follows:—

The articles, of which the warehouse numbers are specified, are accepted as standards of the articles defined and priced. It is intended that the making prices quoted in connection with the described and specified articles shall also be the making prices for all articles similar in nature and size to the standards; but this scale of prices applies to articles brought out on and after this date, and has no retrospective action, and does not affect the price of any jobs accepted and in use previous to this date.

New Designs.—The price for new work (not renewals of old moulds; but new designs) may be arranged at each manufactory in accordance with the rates of this catalogue by the mutual agreement of the glass workers in conjunction with their employers, determining between them to which standard in the list the new article corresponds, which will determine the price; or, in case of need, they may arrange an intermediate price for new work of an intermediate size, having due regard to the nearest standard and its price.

On the determination of a price for a new article in the above manner, the Local Secretary shall forward to the Central Pricing Board a specimen of the article ticketed with the price, for registration by the Central Board as a standard for general use, or use in common,

In the event of the workman and the employer at any of these works not being able to agree upon the price of a new job, the pricing of that article shall be referred to the Central Pricing Board.

The employers concerned herein engage forthwith to furnish each other and the Central Pricing Board with specimens of all the standards herein mentioned, and from time to time to furnish any of the parties hereto (who may have the question of pricing a new job before them) with a specimen of any article and the price paid for making the same.

FOOD TRADES.

BAKING.

The conditions of employment in the baking industry are in some cases regulated under collective agreements between employers and employed, of which examples will be given.

Liverpool.

The conditions of employment provided by the agreement in force at Liverpool, which was settled between the employers and the operatives on November 12, 1901, and by which about 500 operatives are affected, are as follows:—

1. The hours agreed upon are 66 per week, including six hours for meals. For factories, 60 hours net day work and 48 hours net night work. In case general shops require night work, 48 hours to be a week's work.

2. *Meal-times*.—The first to be fixed to suit the work; the second preferable five hours after.

3. *Rates of Wages*.—36s. per week to be the minimum for a forehand, and 28s. per week the minimum for all other adult hands. Wages above the minimum not to be interfered with.

4. *Overtime*.—Day work, 8d. per hour for forehands; 7d. per hour for other adult hands. Night work, time and a quarter for every night except Friday midnight. Jobbers' overtime 8d. per hour, forehands; 7d. per hour for other adult hands. Time of starting work for regular hands and jobbers to be 5 a.m. each day, except Saturday.

5. Public baking to be abolished on Saturdays and Sundays.

6. Sunday labour, of whatever character, to be paid for at time and a half.

7. Jobbers to be paid 6s. 6d. per day for forehands, and 5s. 6d. per day for other adult hands, for 10 working hours (day) and eight working hours (night).

8. Should any member be called out to job, and not allowed to start work from any cause, he shall demand payment of a half day's wages for the job he was called out to perform. This payment shall be received either from employers or members of the Union who may call out a jobber to go to work.

9. When a man's work falls short of the daily number of hours, he shall not be called upon to work up more than three hours per week, on Friday or Saturday, at the employer's option.

Definitions.—1. Sixty working hours; meal times, two half hours each day.

2. When the 10 hours are worked the two half hours must be taken.

3. One week or more night work, 48 hours to be the week's work.

4. Any member going to job as extra hand on Friday night, his time shall be eight working hours with two breaks of a half hour each time for meals, making nine hours in workshop. But should he go to job for a member on Friday night his time shall be 10 working hours with two half hours for meals, making eleven hours.

Glasgow.

The current agreement between the employers and the operatives in the baking trade at Glasgow, which came into operation on July 1, 1910, to be binding until June 30, 1911, and which regulates the conditions of employment of about 1,300 men, is in the following terms:—

Wages.—That the minimum wage of Journeymen Bakers be 35s. per week, unless specially agreed upon between employer, workman, and Local Committee.* Wages to be paid weekly. 37s. per week to be the minimum wage for early men.

That jobbers for table hands receive 6s. 6d. per day; but when only engaged for half-day, they receive for the first half, 4s., for the latter, 3s.; and on no condition will jobbers be allowed to accept anything but a half or a whole day. That the above applies to the first five days of the week—4 hours' work for the first half, 4 hours for the second half; and in houses working 53 hours—first half to be 4½; second half, 4½ hours.

That on Saturdays, and all days before holidays, jobbers receive 7s. 6d., no half days being allowed. Overtime at the expiry of any day to be paid at the rate of 1s. per hour for constant men and jobbers in 48 hours a week places, and in 53 hours a week shops 10½d.

Working Time.—That the week's work shall consist of 48 hours per week where early men are employed—8 hours for each day of the week. 53 hours per week where no early men are employed—9 hours for the first five days of the week, and 8 hours on Saturdays. 53-hour houses not to be allowed early men before their usual starting hour.

That the day's work commence at 4 o'clock in the morning first five days of the week, and 3 o'clock on Saturdays and all days before holidays; but that a minimum number of men be allowed to commence 3 hours earlier for the purpose of having dough ready only. No breaking out or weighing off. All days before holidays to be treated the same as ordinary days in houses working 53 hours per week, in regard to number of hours wrought should the holiday be other than a Monday.

On application to the Operatives' Committee special terms as regards the hour of starting may be granted to any employer who, on account of temporary curtailment of his manufacturing capacity, may require to begin work at an earlier hour in order to enable him to deliver his bread at the same time as if he were working under his normal conditions; but in no case shall any such grant be given, in the first instance, for a longer period than a fortnight; and, in the event of any extension of such grant, such extension shall be forthwith intimated to the executive of the employers, and no extension shall be for a longer period than a fortnight at a time.

Meals.—That in no case shall the stoppage for meals be less than half-an-hour. Stoppage for meals be not sooner than 3 hours nor longer than 5 hours from time of starting.

Apprentices.—That two apprentices be allowed where there are five or less men, and one additional for every five journeymen.

That the Operatives' Committee have power to make inquiry so as to ascertain that the apprentice is not an underpaid journeyman.

Holidays.—That all holidays be paid for in lieu of Sunday sponging.

That the holidays arranged be as follows:—Spring, Autumn, Victoria Day, New Year's Day, and two days at Glasgow Fair.

N.B.—The Fair Holidays must be two consecutive working days and may be effected either by allowing the men away in the aggregate or by apportioning them off to suit the employer. In the latter case it must be arranged to have the entire body of men relieved *within ten days* following Fair Saturday.

* The special agreements referred to are those made in the case of men who are growing old, or who have met with serious accident.

THE FISHING INDUSTRY.

The conditions of employment in the sea fishing industry are in some respects of a peculiar nature. For while in some instances the primitive method, under which fishermen are remunerated, not by wages, but by shares in the value of the fish caught, still obtains, in numerous other cases men engaged in this industry are paid time-wages, or receive in the first place fixed rates of time-wages and, in addition, a share in the value of the catch.*

Aberdeen.

As an example of a collective agreement between employers and employed in the fishing industry, may be cited the "Scale of Payments and Conditions of Employment" awarded by the Aberdeen Conciliation Board on October 25, 1905, which remains in force unaltered, and regulates the wages of about 2,000 men. The text of this agreement is as follows:—

All fish (excluding livers and roes, which shall be a perquisite of the deck crews) shall be sold. From the gross price realised there shall be deducted:—Salesmen's commission, at the rate of five per cent.; discount to the fish-buyers at the rate of 2*d.* per £ on said gross price; one penny for every box used for the fish landed; the cost of all labour handling the fish till they are taken over by the buyers; all ice and coals required for the trip on which the fish were caught; all harbour, market and water dues; the cost of watching, Dan outfit,† baskets and stores. The net balance shall be divided into 14 shares, whereof:—

The master shall be paid one and three-eighths of such shares.

The mate or first fisherman shall be paid one and one-eighth of such shares.

The second fisherman, on a vessel 97 feet in length (B.P.) and under, shall get 5*s.* per day, with 4*d.* per £ on the foresaid net balance, and on a vessel 97 feet in length (B.P.) and upwards, 5*s.* per day, with 3*d.* per £ on the foresaid net balance.

The first deckhand shall get 5*s.* per day, and, in addition, a bonus, in terms of the annexed table.

The second deckhand shall get 5*s.* per day, and, in addition, a bonus, in terms of the annexed table.

The cook shall get 3*s.* 9*d.* per day, and, in addition, a bonus, in terms of the annexed table.

The engineer shall get 8*s.* 4*d.* per day.

The second engineer shall get 6*s.* 6*d.* per day.

The trimmer and assistant deckhand shall get 5*s.* per day, and, in addition, a bonus, in terms of the annexed table.

* For a full account of the different methods of remuneration prevailing in British sea fisheries, see the details given in the *Report on Profit-sharing* issued by the Board of Trade in 1894 (C. 7458), pp. 6-13.

† This outfit consists of buoy, light, line, and anchor, which the trawl fishermen buoy off their fishing ground.

Bonus Table.

	£	£	s.
If the trip shall last for seven days, and the gross proceeds of the fishing shall be	100 and under	150	... 5 0
	150	" 200	... 7 6
	200 and upwards		... 10 0
Do. for eight days	120 and under	180	... 5 0
	180	" 240	... 7 6
	240 and upwards		... 10 0
Do. for nine days and upwards	140 and under	210	... 5 0
	210	" 280	... 7 6
	280 and upwards		... 10 0

Wages in Port.

When any vessel is in port cleaning boilers or under repair, and the attendance of the crew or any of them is required, the scale of wages shall be as follows :—

	Per day.
	s. d.
Master	6 0
Engineer	6 0
First fisherman	5 0
Second engineer	5 0
Second fisherman	4 6
Trimmer	4 0
First deckhand	4 0
Second deckhand	4 0
Cook	4 0

No fish shall be given away by the crew to fish labourers or to any one else.

BASKET AND CHAIR MAKING.

The conditions of employment in the basket and chair making industry are in some centres of this trade regulated under collective agreements embodying piece price lists, the general nature of which may be illustrated by the extracts which will be given from the agreement which has been in operation at Birmingham for some thirty years. By an agreement between the employers and the workmen made on April 17, 1899, the Birmingham piece price list was revised, the alterations made being stated to have resulted in an advance of 10 per cent. in the earnings of those paid by it. Since then the list, under which the wages of some 45 workpeople are regulated, has remained without alteration.

The following explanation of technical terms occurring in this agreement may be of service. A basket is said to "spring" when it is made longer and wider at the top than it is at the bottom. A "clog" means a strip of wood attached lengthways

under a basket in order to keep the wicker bottom off the ground. "Lays," or "layers," are rods put across oval and round bottoms crosswise. The "foot" is a term applied to any basket-work structure, generally a rim, which raises the bottom of the basket from the ground. The word "rand" is applied to a certain special kind of stroke in weaving close basket work (the corresponding term for open basket work being "fitch"). The "upset" is the first round, or the first few rounds, worked in making the side of a basket after fixing the "stakes" or upright rods into the bottom." It is so called from the fact that it serves to set up the stakes in their proper position. "Whaling," or "waling," is a term applied to a ridge formed by working three or more rods alternately. "Slewed" work is a term applied to coarse weaving in which more than one rod is worked at a time in each stroke. The letters "L" and "W" respectively signify length and width. "Opened" at end refers to rods opened out at the ends so as to make the rounded oval ends. A "slath rod" is a rod laid lengthwise under and over the cross sticks and backwards and forwards, to hold the bottom sticks together.

Birmingham Basket Makers.

Instructions to List.

THE NUMBER OF INCHES IN A BASKET.

The number of inches to be reckoned by the length and width of the bottom, and the depth of the basket added together. The depth for all baskets is under the border inside.

DIFFERENCE BETWEEN FLEWED AND UPRIGHT WORK.

All baskets that are sprung sufficient to pack into each other to be paid for by the Flewed Scale, and those that will not pack to be paid for by the Upright Scale.

PAYING FOR HALF-INCHES.

Should there be an odd half-inch in a basket, to be paid for in proportion to the next inch in the scale.

CANE WORK.

All cane work to be paid for extra, according to specifications stated under the different sections of work. Cane runners, $\frac{1}{2}d.$ each. Lapping borders, with cane or buffalo, 8 laps a penny. The cane to be split ready for use.

Wood staves worked up the sides of upright baskets to be $2d.$ per stave extra.

Day work, $7d.$ per hour from leaving the shop till returning again; $9d.$ for one single hour only during the week.

If two bars of iron are worked up the sides of wind-ups, for handles, to be $6d.$; if four, $1s.$ extra.

CLOGGING.

All clogs with two nails in each clog to be *1d.* ; with three or four nails in each clog, *2d.* If single nails, three in each clog for *1½d.* If fastened on with nuts and bolts, to be *½d.* per bolt ; and if holes countersunk, to be *½d.* per set extra. All tools for same to be found by the employer.

BUFFALO HIDING CORNERS.

All hampers up to 18 inches deep to be *1s.* ; all above 6 inches for *4d.* ; to give and take two inches.

EXTRA BANDS ON LIDS.

Rods, iron, cane, or buffalo bands on lids to be the same price, viz., *½d.* per band. For lock bands, four for *1d.* All brown stuff to be boiled or soaked ready for use.

Slide bar fasteners, *2d.* Spring locks, *3d.*

List of Prices, &c.

OVAL ROD WORK.

* * * * *

Clothes Baskets, Best.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
					<i>s. d.</i>
12	7	19	28	3	0 7
14	8	22	32	4	0 9
16	9	24	36	4	0 11½
18	10	26	36	4	1 1½
20	11	28	36	4	1 5½
22	12	30	40	4	1 10
24	13	33	40	4	2 2
26	14	35	40	4	2 6

If chain ribbed, the 12, 14 and 16 to be *½d.* each extra, and *1d.* each extra for all the other sizes. All footing extra, the 12, 14 and 16, *2d.* each ; 18, 20 and 22, *3d.* each ; 24 and 26, *4d.* each.

Clothes Baskets, Light Randed.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
					<i>s. d.</i>
12	7	19	28	3	0 6½
14	8	22	28	3	0 7½
16	9	24	30	4	0 9
18	10	26	32	4	0 10½
20	11	28	36	4	1 0½
22	12	30	36	4	1 4
24	13	33	36	4	1 7
26	14	35	36	4	1 10

If footed, to be the same price as best. The first five sizes to have two rounds of upsetting, all others three ; one round of whaling on the first five sizes, all others two.

Clothes Baskets, Slewed.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
12	7	19	27	3	<i>s. d.</i> 0 5
14	8	22	27	3	0 6
16	9	24	29	3	0 7½
18	10	26	31	4	0 8½
20	11	28	33	4	0 10½
22	12	30	35	4	1 1
24	13	32	37	4	1 3
26	14	34	37	4	1 6

If footed, the two first sizes to be 1½*d.* each, the two second, 2*d.*, the two third 2½*d.*, and the two largest 3*d.* each extra. All to be five rod slewed. One round of upsetting on the first three sizes, all others two. All to have one round of whaling. Extras for cane, on all clothes baskets to be ½*d.* per pair for handles, footing, one fourth of rod footing extra.

Oval Hand Baskets, Bellied.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
7	5	11	28	3	<i>s. d.</i> 0 6
8	6	12	28	3	0 6½
9	7	14	28	3	0 7
10	8	15	28	3	0 7½
11	9	16	28	3	0 8

To have cross handles (if cane 1*d.* extra). To have two rounds of upsetting, one round of whaling.

Shrimps, Shallows, Light Randed.

L. Bottom.	W. Bottom.	Depth.	Stakes.	Lays.	—
14	11	3	32	3	<i>s. d.</i> 0 6
16	13	3½	36	3	0 7
18	15	4	36	3	0 8½
20	17	5	40	4	0 10

Two rounds of upsetting, one round of whaling. The two first sizes to spring three inches, the others four inches.

Oval Spoon Baskets, Strong.

L. Bottom.	W. Bottom.	Depth.	Top.	Stakes.	Lays.	—
12	9	7	15	28	3	<i>s. d.</i> 0 8
13	10	8	16	28	3	0 9

Two rounds of upsetting, one round of whaling. Four slath rods in each size. If made with handles 1*d.* extra, if cane handles 1*d.* more.

Asses' Panniers for Children.

—	L. Bottom.	Depth.	Top.	Stakes.	Lays.	Per pair.
Single ...	15-9	16-9	22	39	4	<i>s. d.</i> 3 9
Double ...	18-10	16	26	44	5	5 3

Six holes, the small size to be opened four pairs at one end, and three pairs at the other. Four rounds of upsetting and one of whaling.

Butchers' Baskets, Bellied.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
					<i>s. d.</i>
12	9	18	28	3	0 8
13	10	19½	28	3	0 9
14	11	21	28	3	0 10
15	12	23	28	3	1 0
16	13	24	32	3	1 2
18	15	26	32	4	1 5

Two rounds of upsetting, one round of whaling. If handled with cane 1*d.* extra. If made with side handles, the first three sizes 1*d.* extra.

Butchers' Baskets, Flewed.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
					<i>s. d.</i>
10	5	15	28	3	0 6
12	6	17	28	3	0 7½
14	7	20	32	3	0 9½
16	8	22	36	4	0 11½
18	9	25	36	4	1 1½
20	10	27	36	4	1 4½

All side handles, 1*d.* each extra. If eight rod handles, 1*d.* each extra; cane extras, cross handles 1*d.*, side handles ½*d.* Upsetting ½*d.* extra to rods. If bands to handles ½*d.* extra, two rounds of upset on four first sizes, three the other sizes; all to have two rounds of whaling.

Linen Hampers, Trunk Lidded.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
					<i>s. d.</i>
18	13	20	36	4	3 0
20	14	22	36	4	3 3
22	15	24	36	4	3 6
24	17	26	36	4	4 0

If footed, two first sizes 3*d.* each; and the two larger sizes 4*d.* extra each. Eight slath rods in the bottom, 12 slath rods in the lid, three rounds of upsetting, depth to turn in whale.

Fish Hand Baskets, Light Randed.

Bottom.	Depth.	Top.	Stakes.	Lays.	—
12	5	19	28	3	<i>s. d.</i> 0 7
14	6	21	28	3	0 9
16	7	23	32	4	0 11

Handle across, if cane 1*d.* extra ; two rounds of upsetting, two of whaling.

* * * * *

REPAIRS—OVAL SHOP WORK.

Clothes Baskets, Bottoming.

				Each.					Each.
				<i>s. d.</i>					<i>s. d.</i>
12	...	...	...	0 3½	20	...	...	...	0 7
14	...	...	...	0 4	22	...	...	...	0 8
16	...	...	...	0 5	24	...	...	...	0 9
18	...	...	...	0 6	26	...	...	...	0 10

If footed 2*d.* extra, and if footed without bottoming 2*d.* each the first four sizes, and 3*d.* each the four large sizes.

Butchers' Baskets.

				<i>s. d.</i>					<i>s. d.</i>
10 to 12	...	...	...	0 4	20	...	...	...	0 8
14 to 16	...	...	...	0 6	22	...	...	...	0 9
18	...	...	...	0 7					

Handling, 12 in. and 14 in. 2*d.* ; 16 in. and 18 in. 3*d.* And if with cane ½*d.* each extra. Bordering, 12 in. 2*d.* ; 14 in. 3*d.* ; 16 in. 4*d.* ; 18 in 5*d.*

Stewed Clothes Baskets.

				<i>s. d.</i>					<i>s. d.</i>
12 to 14	...	...	...	0 2½	22	...	...	...	0 6
16 to 18	...	...	...	0 4	24	...	...	...	0 7
20	...	...	...	0 5	26	...	...	...	0 8

Footed with bottoming, 2*d.* each extra. The four larger sizes footed without bottoming, 3*d.* each.

BRUSH MAKING.

The collective agreements in force in the brush making trade take the form of piece price lists, fixing the wages to be paid for the different operations involved in the work. With respect to kinds of brushes not provided for in the agreed price list, it is in many cases provided that these shall be based on the prices of the articles mentioned in the lists, or else paid for by time wage. In some agreements it is provided that, if any dispute should arise with respect to work not mentioned in the list, or as to the qualities of hairs (*see below*), the matter shall be referred to two employers and two workmen, and, if they disagree, to an umpire appointed by them.

The brush-making trade includes distinct branches, and most of them are carried on in separate factories. These branches are known as ivory, bone (or tooth), toilet, household, painters',

and wire or flue brushes or brooms (pan or set work), each being supplied with prepared materials for manufacture by a special branch of bristle dressing known as "hairs."

London is the chief centre of this industry; and the London list of prices for "pan" and "hair" work may be taken as illustrating the method upon which the piece price lists in this industry are drawn up (the rates paid varying in different districts). This list was agreed upon between the Associated Masters and the United Society of Brushmakers in 1872, and since that time little or no alteration has been made in it. Where alterations or modifications have become necessary, owing to changes in fashion or other causes, they have been made in the particular locality or shop affected. The price list provides for two branches, namely "pan" work and "hair" work. The former derives its name from the fact that the workpeople, usually six in number, sit round a pan of hot pitch, into which they dip the "knots" or whisks of hair or fibre before inserting them into holes which have been previously made in the stock of a brush or broom. The "hair" branch, as its name indicates, is a term applied to the various processes used in manipulating the hair, bristles, or fibre.

A separate list of prices for making painting brushes was agreed upon between the Master Brushmakers' Association and the Painting Brushmakers' Provident Society, in January, 1891. The section of this list giving the prices for making sash tools was revised in January, 1894, the new list coming into operation in July, 1894. An addition to the painting brushes list was agreed to in July, 1909.

A list of prices for fashioning tooth brush stocks was agreed upon between the Associated Masters and the Bone Brushmakers' Trade Society, in August, 1890. In February, 1896, an arrangement was made between the parties to this agreement that in future the employers should either supply the material ready "cropped" (*i.e.*, cut into lengths) or else should pay to them (in addition to the prices specified in the agreement of 1890) an extra 3*d.* per gross. After a dispute of six months' duration, during the winter of 1898-99, a new agreement was, in February, 1899, made between a majority of the employers and the Trade Union, by which a rise of 6*d.* per gross upon the prices previously agreed to was conceded.

"Pan" work, "hair" work, paint brush making, and tooth brush fashioning are carried out by men; but on "pan" work women are sometimes employed. A seven years apprenticeship obtains in all the branches except the tooth brush fashioning, in which case it is for a shorter period. "Drawn" work is now done almost exclusively by women, and is not regulated by any general scale.

With reference to earnings, it is stated that those of the London men, who are employed in accordance with the scale for pan and hair work, average about 32*s.* a week when fully

employed. About 380 men are said to be working to the list. Those employed in making painting brushes earn more than the sum named.

The following extracts from the London lists for pan and hair work and for painting brushes will suffice to show the nature of the arrangements in force in these branches.

London Brushmakers' List.

PAN WORK.		*Knots per penny.
Brooms with stocks up to 11 ins. long, inclusive	...	19
Do. do. 11½ to 13½ ins.	...	18
Do. do. 14 to 16 ins.	...	16
Do. do. 16½ to 20 ins.	...	14
Do. do. 20½ to 24 ins.	...	12
Do. do. All above 24 ins.	...	10
Dutch brooms	...	16
Winging brooms	...	10
Turk's head and wall brooms made in a similar style	...	10
Bannisters	...	18
Common dust	...	20
Beech do.	...	18
Bannisters and dust, with handles 20 ins. and above	...	16
Carpet brooms and bannisters, tops cut	...	12
Do. do. no tops cut	...	13
Common black hearth	...	14
Gilt and fancy hearth	...	12
Crutch hearth	...	18
Bell picture dust	...	12
Toy do.	...	10
Toilet bannisters	...	10
Bed brooms	...	9
Water-closet brushes set with hair, bass, fibre, or whisk	...	9
Set spoke	...	10
Gun-brushes, up to 9-in. stock, hair	...	10
Do. above 9-in. stock, hair	...	9
Paper hangers or flatteners...	...	12
Paper stainers	...	12
Satin stainers	...	5
Cylinders, cut off	...	10
Do. not cut off	...	12
Seed brushes	...	12
Set cloth	...	12
Do. roached face	...	10
Boat brushes, round face	...	12
Do. flat face	...	14
Bass brooms, under ½-in. hole	...	15
Do. ½-in. hole and over	...	13
Middles and outsides each to be charged according to the size of the hole.		
Bass bannisters	...	14
Do. do. cut off	...	12
Bass hearth	...	10
Whisk work, including cutting of whisk	...	10
Do. excluding do.	...	12
Whisk toilet work	...	8
Cocoa fibre brooms and bannisters...	...	12
Mexican do. do. not cut off	...	17
Do. do. do. for Dutch brooms	...	15

* Bunches of hair or bristle inserted in holes in the stock.

								*Knots per penny.
Tiering brushes	...	...	...	...	...	...	...	11
Stiplers' do.	...	...	...	...	...	...	...	8
Whalebone brooms and bannisters	...	...	...	...	...	...	...	12
Sweeps' machine heads	...	...	...	...	...	...	...	8
Telescope hearth, up to 27 knots, 3 <i>d.</i> each brush ; over 27 knots, 4 <i>d.</i> each, if not fitted up.								

								Per doz.
								<i>s.</i>
								<i>d.</i>
Set pastry	...	...	...	...	...	...	...	0 6
Socket do.	...	...	...	...	...	...	...	0 9
do. pointed up	...	...	...	...	...	...	extra	0 3
Dutching stocks	...	...	...	...	...	...	...	0 4
Half do. do.	...	...	...	...	...	...	...	0 2
Brooms and bannisters, japanned	...	...	...	...	...	...	extra	0 3
Double bannisters	...	...	...	...	...	...	...	0 6
All odd brushes up to ¼ dozen to be charged extra, ½ <i>d.</i> each.								

HAIRS.

								Per
								doz. lbs.
								<i>s.</i>
								<i>d.</i>
Rough hairs, dressed to 2¾ ins.	...	...	...	...	...	...	...	5 0
Do. do. 3 ins.	...	...	...	...	...	...	...	4 3
Do. do. 3¼ ins.	...	...	...	...	...	...	...	3 9
Do. do. 3½ or 3¾ ins.	...	...	...	...	...	...	...	3 3
Do. do. 4 or 4¼ ins.	...	...	...	...	...	...	...	3 0
Do. do. 4½ or 4¾ ins.	...	...	...	...	...	...	...	2 9
Do. do. 5 ins.	...	...	...	...	...	...	...	2 6
Do. do. above 5 ins.	...	...	...	...	...	...	...	2 3
All sizes not mixed up	...	...	...	...	...	...	less	0 3
Sorting	...	...	...	...	...	...	extra	0 4
† Jumping dressed hairs, 3½ ins.	...	...	...	...	...	...	...	2 0
Do. do. 4 ins.	...	...	...	...	...	...	...	1 9
Do. do. 4½ ins.	...	...	...	...	...	...	...	1 6
Do. do. 5 ins. and above	...	...	...	...	...	...	...	1 4
‡ Dragging one size to be the same price as jumping								
Mixing the sizes of the above to be the same price as jumping.								
‡ Dragging two or more sizes to be the same price as rough hairs.								
† Jumping rough hairs, 3½ to 3¾ ins.	...	...	...	...	...	...	...	3 0
Do. do. 4 ins.	...	...	...	...	...	...	...	2 6
Do. do. 4¼ and 4½ ins.	...	...	...	...	...	...	...	2 3
Do. do. above 4½ ins.	...	...	...	...	...	...	...	2 0
Short seconds, Dons, American	...	...	...	...	...	...	} extra	0 3
Common Leck	...	...	...	...	...	...
Do. Polish	...	...	...	...	...	...
Do. Elbin	...	...	...	...	...	...
Do. Wilnas	...	...	...	...	...	...
Do. Lassoff	...	...	...	...	...	...
Do. Hambro'	...	...	...	...	...	...
Do. Moldavian	...	...	...	...	...	...
Do. German	...	...	...	...	...	...
Do. Silesian	...	...	...	...	...	...
All hairs upon which the extra is charged that shall be given out to mix with other hairs shall be charged the extra on job.								
Mixing dressed hairs, one colour, 3½ and 3¾ ins.	...	...	...	...	...	...	...	2 3
Do. do. 4 and 4¼ ins.	...	...	...	...	...	...	...	2 0
Do. do. 4½ and 4¾ ins.	...	...	...	...	...	...	...	1 9
Do. do. 5 ins. and above	...	...	...	...	...	...	...	1 6

* See note on preceding page.

† Extracting the short hairs by means of knocking the right hand on the left wrist and allowing the short hairs to fall.

‡ Extracting the short hairs by means of dragging or pulling them out and arranging them according to lengths,

						Per		
						doz. lbs.		
						s.	d.	
Two or more distinct colours	...	...	...	...	extra	0	3
Mixing short tops with dressed hairs,	3 ins.	...	...	...	...	4	0
Do.	do.	3¼ ins.	...	...	...	3	6
Do.	do.	3½ to 3¾ ins.	...	...	...	3	0
Do.	do.	4 to 4½ ins.	...	...	...	2	9
Do.	do.	above 4½ ins.	...	...	...	2	6
Mixing even tops with dressed hairs,	3½ in. tops,	3½ in. hair	...	...	...	2	9
Do.	do.	3½ in. tops,	4 in. hair	...	...	2	6
Do.	do.	3½ in. tops,	4½ in. hair, and above	...	...	2	0
Mixing tops with rough hairs, extra to above prices	...	...	...	...	...	0	9
Mixing dressed hairs with drafts* and riflings†,	3 ins.	...	...	...	...	3	9
Do.	do.	3¼ ins.	...	...	...	3	3
Do.	do.	3½ to 3¾ ins.	...	...	...	2	9
Do.	do.	4 to 4½ ins.	...	...	...	2	6
Do.	do.	4½ ins.	...	...	...	2	3
Do.	do.	above 4½ ins.	...	...	...	2	0
Riflings† and drafts,* mixed together, to be charged more than rough hairs	...	...	...	...	extra	0	3
Mixing drafts* and riflings,† either or both, with rough hairs to be charged the same price as rough hair dressing.								
Mixing Kittool, Mexican fibre or bone with rough hair to be charged							extra	0 3
Mixing Kittool, Mexican fibre, or bone with dressed hair,	3 ins.	...	...	...	...	4	0
Do.	do.	do.	3¼ ins.	...	...	3	6
Do.	do.	do.	3½ to 3¾ ins.	...	...	3	0
Do.	do.	do.	4 to 4½ ins.	...	...	2	9
Do.	do.	do.	4½ ins.	...	...	2	6
Do.	do.	do.	above 4½ ins.	...	...	2	3

List of Prices for Painting Brushes.

Ground Brushes.

Size.	Weight.	Price per Gross.
10/0	8 ozs.	s. d. 19 0
8/0	7¼ "	18 0
6/0	6½ "	17 0
4/0	6 "	16 0
3/0	5½ "	15 0
2/0	5 "	14 0
1/0	4½ "	13 0
1	4 "	12 0
2	3½ "	11 0
3	3 "	10 0
4	2½ "	9 0
5	1¾ "	8 0
6	1¼ "	7 0
7	1 "	6 0

The above charges are exclusive of finishing, but include hair through metal ferrule or ring.

Ground Brushes
—cont.

If made oval :		Extra Price per doz.	
		s.	d.
Sizes 10/0 to 1/0	...	0	6
Sizes below 1/0	...	0	4

Dusters.

Size.	Price per gross.
10/0	s. d. 13 0
8/0	12 0
6/0	11 0
4/0	10 0
3/0	9 0
2/0	9 0
1/0	8 6
1	8 0
2	7 6
3	7 0
4	6 6
5	6 0
6	5 6
7	5 0

* Horsehair drawn into lengths and straightened.

† Waste hairs from the floor, &c.

<i>Two-knot Copper-bound Ground Distemper.</i>				<i>One-knot Copper-bound Ground Distemper—cont.</i>			
Weight.			Price per dozen.	Weight.			Price per dozen.
			<i>s. d.</i>				<i>s. d.</i>
12 ozs.	...	...	3 6	4½ ozs.	...	...	2 0
11 "	...	...	3 4	4 "	...	...	1 11
10 "	...	...	3 2	3½ "	...	...	1 10
9 "	...	...	3 1	3 "	...	...	1 9
8 "	...	...	3 0	2½ "	...	...	1 8
7 "	...	...	2 11	2 "	...	...	1 7
6 "	...	...	2 10	1½ "	...	...	1 6
5 "	...	...	2 9	1 "	...	...	1 6

String-bound, 8*d.* per dozen less.

<i>One-knot Copper-bound Ground Distemper.</i>			
Weight.			Price per dozen.
			<i>s. d.</i>
8 ozs.	...	...	2 4
7 "	...	...	2 4
6½ "	...	...	2 3
6 "	...	...	2 2
5½ "	...	...	2 2
5 "	...	...	2 0

The intermediate ¼ oz. weights shall be charged as the weight above.

Price per doz. *s. d.*

Bevelling :

8 ozs. to 3½ ozs.	...	extra	1 0
3 " " 2½ "	...	"	0 9
2 " " 1½ "	...	"	0 6
Below 1½ ozs.	...	"	0 4

If bevelled on the flag in a mould, 3*d.* per dozen extra.

Bridling, 6*d.* per dozen extra.

Sash Tools.				Socket Sash Tools.			
Size.			Price per Gross.	Size.			Price per Gross.
			<i>s. d.</i>				<i>s. d.</i>
0, 1 and 2	...	...	7 0	0	...	...	6 0
3 and 4	...	...	8 0	1	...	...	6 0
5	...	...	9 0	2	...	...	6 0
6	...	...	10 0	3	...	...	7 0
7	...	...	11 0	4	...	...	7 0
8	...	...	13 0	5	...	...	8 0
9	...	...	15 0	6	...	...	9 0
10	...	...	17 0	7	...	...	10 0
12	...	...	19 0	8	...	...	11 0
14	...	...	22 0	9	...	...	13 0
16	...	...	24 0	10	...	...	15 0
18	...	...	29 0	12	...	...	17 0
20	...	...	32 0	14	...	...	19 0
22	...	...	35 0	16	...	...	21 0
24	...	...	38 0	18	...	...	26 0

Finishing extra.

Addition to Price List, July, 1909.

Revelled varnish, in tin, made dry, one row of nails if possible. To include two rows of nails and up to ⅜ in. thickness. This is new work—

1 in	1½ in.	2 in.	2½ in.	3 in.	3½ in.	4 in.
2 <i>s.</i>	2 <i>s.</i> 8 <i>d.</i>	3 <i>s.</i> 4 <i>d.</i>	4 <i>s.</i> 3 <i>d.</i>	5 <i>s.</i> 0 <i>d.</i>	5 <i>s.</i> 6 <i>d.</i>	6 <i>s.</i> per doz.

Flat and round French tools, in tin. To include any handles polished or unpolished—

1 to 6.	7 and 8.	9.	10.	11 and 12.
5s.	6s. 6d.	8s.	8s.	9s. 6d. per gross.

Fibre distemper (copper wire)—

5 and 6 oz.	7 and 8 oz.	9 oz.	10 oz.	11 and 12 oz.
1s.	1s. 3d.	1s. 6d.	1s. 9d.	2s. per doz.

Small levelled metal band or 1 knot varnish or paint, put on wheel, pegged or not, but not finished glue, or cement—

$\frac{1}{2}$, $\frac{3}{4}$, or 1 oz.	1 $\frac{1}{4}$ oz.	1 $\frac{1}{2}$ oz.	2 oz.	2 $\frac{1}{2}$ oz.	3 oz.
1s. 5d.	1s. 6d.	1s. 9d.	2s. 5d.	2s. 7d.	2s. 9d. per doz.

3-knot fibre stock—

5 and 6 oz.	7 and 8 oz.	9 oz.	10 oz.	11 and 12 oz.
1s. 9d.	2s.	2s. 4d.	2s. 7d.	2s. 10s.

All round ground $\frac{2}{6}$ and upwards, 1s. per gross advance on existing prices. Ovals to be the same price as round

Where ferrules are required to be made oval, 2d. per dozen extra.

Nail stock and limers, 2d. per dozen advance on existing prices on all sizes.

Three-knot stock, 2d. per dozen advance on existing prices 7 oz. and upwards.

Four-knot stock, 4d. per dozen extra on these prices.

Tar brushes, if made of pure bristle, 2s. per gross advance on existing prices for each description—short, long, tar heads. This will also apply to the Admiralty contracts.

The prices for fastening tooth brush stocks are as shown below. The prices stated are per gross, and it should be remarked that in all cases, in which the material is supplied to the workmen by the employers ready cut to length, the prices payable are less by 3d. per gross than those shown below (see *ante*, p. 397). The prices relate to "profiled" work (the shape being carved out roughly by machinery); the list also contains prices for work done by hand (the shape being created by the workman from the piece of bone without the assistance of machinery), but these rates are stated not to be operative at the present time and are therefore omitted here.

List of Prices for fashioning Tooth Brush Stocks.

	Child's.	3 rows and Ladies'.	4 rows.	5 rows.
	s. d.	s. d.	s. d.	s. d.
Common ...	Not done	6 3	6 6	—
Regulars ...	5 9	7 3	7 3	9 9
Corners ...	6 3	7 9	8 9	10 9
Pierrepont ...	7 3	8 9	9 9	12 9

The Society agrees to maintain the above prices, and to make good any work left unfinished by a Society man.

The employers agree to recognise the Society by employing its members in preference to non-society men.

APPENDIX I.

PIECE PRICE LISTS.

The following are the COLLECTIVE AGREEMENTS relating to PIECE PRICE LISTS reported to the Department as being in existence in various districts and industries at the end of September, 1910. It should be understood that many of the Collective Agreements relating to Piece Price Lists contain, in addition, provisions in relation to rates of time-wages, and also provisions relating to hours of labour and other conditions of employment.

Trade.	Locality covered by Agreement.	Date of Agreement.
BUILDING TRADES.		
Slating and Tiling:—		
Slaters and tilers	Great Yarmouth	Aug. 1, 1894. Amended May 1, 1896.*
„ „	Leicester	Feb. 7, 1898.* Re-vised April, 1906.
MINING AND QUARRYING (See Note † below).		
METAL, ENGINEERING, AND SHIPBUILDING.		
Textile Machinery Fittings, &c., Manufacture:—		
Card wire drawers	Halifax and Cleckheaton.	Revised 1898, and Oct. 11, 1907.
„ setting machine tenters (wire).	Halifax, Cleckheaton, and Huddersfield.	July 24, 1907. Re-vised Feb. 29, 1908.
Carriage straighteners (lace machinery).	Nottingham	Jan. 4, 1897.* Am-ended Apr. 7, 1902; May 20, 1907*; May 20, 1908.*
Boilermaking and Shipbuilding:—		
Anglesmiths	Barrow (one firm)	Sept. 3, 1888.
„	Belfast (one firm)	July 24, 1907.*
„	Stockton-on-Tees (one firm).	Jan., 1890.
„	Stockton-on-Tees (one firm).	„

* Date when list came into operation.

† For the most part the collective agreements relating to piece prices in the Mining and Quarrying Industries relate to individual mines and quarries and are therefore too numerous for a list of them to be given in this place. For further particulars, see *ante*, pp. 36-46.

Trade.	Locality covered by Agreement.	Date of Agreement.
METAL, ENGINEERING, AND SHIPBUILDING—cont.		
Boilermaking and Shipbuilding—cont.		
Anglesmiths	Wear	Aug. 3, 1892.
Blacksmiths	Blyth (one firm) ...	Oct. 12, 1891.
Caulkers	Ayr (one firm) ...	Sept. 24, 1897.*
"	Barrow (one firm) ...	Mar. 10, 1897.
"	Belfast (one firm) ...	Aug. 5, 1897.
"	" (") ...	June 6, 1900.*
" (old work)	Cardiff, Penarth, and Barry.	Sept. 1, 1893.
" (shipbuilding) ...	Middlesbrough (one firm).	Mar. 22, 1890.
" (repair work) ...	Passage West (one firm)	1902.
"	South Shields (one firm).	Mar. 11, 1892.
"		Amended June 15, 1893.
Caulkers and chippers ...	Renfrew (one firm) ...	Jan 1903.
Caulkers and cutters ...	Clyde District and Leith.	Aug. 30, 1889.
"		Amended Aug. 26, 1898.*
" " (repair work) ...	Mersey	Dec. 3, 1895.
" " (repair work) ...	South Shields (one firm)	May, 1908.
" "	Tyne and Wear ...	Aug. 7, 1884.
"		Amended April 2, 1885, April 28, 1890, and Dec. 23, 1890.
"		Mar. 8, 1907.*
Drillers (repair work) ...	Cardiff, Penarth, Barry, Swansea, Newport, and Port Talbot.	Mar. 8, 1907.*
" (hand)	Goole (one firm) ...	Aug. 18, 1902.
" (hand — boilershop) ...	Hull (one firm) ...	July 2, 1897.
" (hand)	Selby (one firm) ...	Aug. 7, 1902.
"	Southampton	Jan. 1904, with addition Aug. 20, 1909.
Platers	Barrow (one firm) ...	May 12, 1888.
"	Belfast	July 24, 1907.*
" (repair work) ...	Cardiff, Penarth, Barry, Newport, Port Talbot, and Swansea.	Feb. 18, 1908.
" (shipyards)	Hull	July 21, 1898.*
" (mercantile repairs) ...	Jarrow (one firm) ...	Aug. 4, 1894.
"	Stockton-on-Tees (one firm).	Jan., 1890. Revised Jan. 4, 1907, and Oct. 14, 1907.
"	" (")	Jan., 1890. Revised Jan. 4, 1907, and Oct. 17, 1907.
" (boiler shop) ...	Sunderland (one firm)	May 11, 1908.*
" (shipyards)	Sunderland	Feb. 16, 1891.
"	Tees and Hartlepool ...	Jan. 4, 1907.
"		Amended May 7, Oct. 17, and Dec. 4, 1907.
" (shell)	Tyne and Blyth ...	May 29, 1907.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
METAL, ENGINEERING, AND SHIPBUILDING— <i>cont.</i>		
Boilermaking and Shipbuilding—<i>cont.</i>		
Platers	West Hartlepool ...	Jan., 1890. Revised Jan. 4, 1907, and April 30, 1907.
Riveters (merchant ships) ...	Barrow (one firm) ...	April 19, 1888. Revised Nov. 22, 1902.
"	Belfast (one firm) ...	Feb. 10, 1899. Revised June, 1899.
"	" (") ...	April 26, 1899. Revised 1908.
" (mercantile repairs)	Blyth (one firm) ...	Nov., 1900.
" (repair work) ...	Cardiff, Penarth, Barry, Newport, and Swansea.	Mar. 12, 1896. Amended April 4, 1910.*
Riveters	Clyde	Dec. 28, 1898. Amended April 12, 1901, and Aug. 27, 1906.†
"	Dundee	Oct. 13, 1899.
" (boiler shop) ...	Hull	Sept. 13, 1888.
" (shipyards) ...	"	Sept. 22, 1897.
" (mercantile repairs)	Jarrow (one firm) ...	Jan. 14, 1893.
" (battle ships and 1st, 2nd, and 3rd class cruisers).	Liverpool and Birkenhead.	Oct. 18, 1902.
"	Birkenhead (one firm)	July 15 and 21, 1890.
"	Mersey	Oct. 18, 1902.
"	Southampton	Aug. 10, 1898.
"	South Shields (one firm)	Mar. 11, 1893.
"	Stockton-on-Tees (one firm).	June, 1891.
"	" (")	May 31, 1905.
" (mercantile repairs)	Tyne and Blyth ...	1905 (about).
"	Tyne and Wear ...	1884. Revised Jan. 31, 1895.†
"	West Hartlepool (one firm).	Jan., 1890.
Riveters and caulkers (boiler shop).	Wallsend (one firm) ...	Feb. 26, 1888.
Riveters and chippers (ordnance dept.).	Barrow (one firm) ...	April 16, 1904. Revised July 3, 1907.
Shipwrights	Cardiff, Penarth, Barry, Swansea, Newport, and Port Talbot.	Dec. 21, 1894. Amended July 12, 1897.*
Riggers and Hobblers ...	Newport	May 4, 1897. Amended May 4, 1899, and Sept. 29, 1907.
" " ...	Barry Dock	Jan. 1, 1908.*

* Date when list came into operation.

† Also by settlements of Wages Committee.

‡ Date of revised list coming into operation. Also amended by settlements of Wages Committee.

Trade.	Locality covered by Agreement.	Date of Agreement.
METAL, ENGINEERING, AND SHIPBUILDING—cont.		
Nail and Rivet Making:—		
Wrought nail makers ...	Old Hill, Dudley, Bromsgrove and district.	June 23, 1892.
Nut and Bolt Making:—		
Nut and bolt makers ...	South Staffordshire ...	Aug. 17, 1881, with amendments.
Chain and Cable Making:—		
Chain and cable makers :		
Admiralty, side - welded cables, &c.	Saltney, Pontypridd, and Staffordshire.	Mar. 5, 1908.*
Admiralty, end - welded cables, &c.	" "	" "
Trinity House and Irish lightships, buoy, stud and short-link chains.	" "	Aug., 1900.
Hammered and coil chain makers.	Cradley Heath... ..	Jan. 1, 1900.
Dollied chain makers (factory operatives and journeymen).	Cradley Heath and district.	Feb. 17, 1902.
Low Moor, compo. and steel chain (end-welded) makers.	" "	" "
Dollied (open and short link) chain makers.	" "	Mar. 10, 1902.
Anchor Making:—		
Anchor and grapnel making	Cradley Heath, Tipton, Round Oak, Old Hill and district, Gateshead, Chester, and Pontypridd.	April, 1897.
" makers (oval) ...	" "	" "
Anvil and Vice Making:—		
Anvil and vice makers ...	Dudley and district ...	Jan. 1, 1897. Revised Jan., 1900; Mar. 19, 1907.
File Making:—		
File grinding	Sheffield	May 26, 1873.*
File and rasp forgers and cutters.	"	July 29, 1873.
Needle, Trap, &c., Making:—		
Needle makers	Nottingham	July 17, 1882.*
Trap makers	Wednesfield and Old Hill.	May 20, 1890. Revised or amended Oct., 1897.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
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METAL, ENGINEERING, AND SHIPBUILDING—*cont.***Tin Plate and Sheet Manufacture:—**

Tin plate and sheet makers ...	South Wales, Monmouthshire, and Gloucester.	1874, with amendments made in 1890 and 1891, 1899, 1900, 1902, 1903, 1904, 1905, 1907, 1908, 1909 and 1910.
Sheet millmen	Newport (one firm) ...	Oct. 1, 1899.

Tin and Iron Plate Working:—

Tin and ironware, bath, &c., makers.	London	Revised Oct. 1, 1900.
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TEXTILE TRADES—COTTON.

Cotton Spinning:—

Spinners	Ashton-under-Lyne ...	May, 1860. Amended 1873 and 1876.
"	Bolton, Chorley, Manchester, Farnworth, Reddish and Leigh.	Oct. 1, 1858. Revised July 1, 1887. Reprinted with amendments and additions, May 1, 1905.
"	Blackburn	April 15, 1867.
"	Burnley	Mar. 23, 1867.
"	Hyde	Jan., 1872.
"	Oldham and district, Rochdale, Heywood, Littleborough, Salford and Warrington.*	Jan., 1876. Amended May 5, 1892, and Dec. 5, 1907.
"	Huddersfield	Jan., 1876.
"	Preston	May 11, 1866.
Doublers	Huddersfield	May, 1890. Amended Mar. 20, 1891.
Twiners (mule)	Oldham	Sept. 25, 1897.
Roller coverers	"	Mar., 1896.
Tenters (slubbing, intermediate and roving).	Blackburn	Jan. 6, 1873.
Card room operatives (flat cards).	Lancashire (except Bolton), Cheshire and Derbyshire.	Mar. 13, 1903, with supplementary agreement of Dec. 13, 1903.
Card room operatives (frames)	Lancashire (except Bolton), Cheshire and Derbyshire.	April 17, 1907.

* This list is also partially operative in Preston, Bury, Burnley, Blackburn, Hyde, Stockport, Darwen, Pendlebury, Bolton, Ripponden, Manchester, Mossley, and Stalybridge.

Trade.	Locality covered by Agreement.	Date of Agreement.
TEXTILE TRADES—COTTON— <i>cont.</i>		
Cotton Weaving:—		
Uniform list for weaving plain goods (with additions upon plain cloth prices for other classes of goods).	N. & N. E. Lancashire...	June 24, 1892, subsequently amended and added to.
Weavers, coloured goods (with additions upon prices for variation from standard).	Colne district	July 16, 1890, subsequently amended and added to.
Weavers, coloured goods (with additions upon prices for variation from standard).	Radcliffe district	April 29, 1892. Amended Feb. 5, 1906; Sept. 1, 1907.*
Weavers, velvets	Oldham	May 3, 1888 (partial adoption); June 18, 1890 (full list adopted). Amended Mar. 14, 1900.
,, quilts, toilet and satin covers.	Bolton	Dec. 14, 1861, subsequently amended and added to. Revised and enlarged July and Nov., 1903. Revised 1907.
Weavers, sheeting (certain size looms).	Heywood	July 9, 1894.
Weavers (Northrop looms) ...	Hyde (one firm)	June 29, 1908.
,, fustian	Bury	Nov. 25, 1898, with addition of Aug., 1906.
Winding and beaming	Burnley... ..	Revised June 16, 1894; June, 1899; May 1, 1906.
Winders (quilts)	Bolton	Mar., 1902.
Warp dressers	Colne and Nelson	Sept., 1893, with amendments to date.
Twisters and drawers	Blackburn, Preston, Great Harwood, Darwen, Chorley, Padiham, Acrington, Haslingden, Ramsbottom, and Clitheroe.	June 22, 1894; amended June 16, 1899. Revised April 24, 1906, and July, 1907.
Twisters and drawers ...	Ramsbottom	Nov. 21, 1899.
,, ,, ...	Bury	May 1, 1899.
,, ,, (grey work)	Heywood	Aug. 1, 1899.
,, ,, "	Nelson and district	May 28, 1901. Amended July, 1907.
,, ,, "	Colne (three firms)	Aug., 1903*
,, ,, "	Burnley	July 11, 1905.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
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TEXTILE TRADES—COTTON—*cont.***Cotton Weaving—*cont.***

Twisters and drawers (grey taped goods)	Todmorden (one firm)	April 2, 1906.*
Twisters and drawers (coloured dressed work).	Colne	April 10, 1900. Revised Nov. 4, 1907.
Twisters and drawers (coloured work).	Radcliffe and district	Sept. 1900.* Revised Mar. 6, 1906.
Twisters (grey loomwork, terries, honeycombs, tapes-tries, and alhambras).	Bolton and district ...	Mar. 22, 1897. Revised June, 1907.
Twisters, drawers, and beamers.	Rochdale, Littleborough and district.	Feb. 3, 1903. Revised (and beamers added) July 10, 1906.
" " " " " " " "	Bacup and district ...	Nov. 16, 1906.
Twisters and drawers, velvets	Oldham	Dec. 16, 1896. Amended Mar. 14, 1900.
Ring winders	Bacup district	May 3, 1906.
" " (straight lift)	" "	July 4, 1906.

Woollen and Worsted Weaving:—†

Weavers of wool shawls, fall and antimacassar makers.	Hucknall Torkard and district.	Jan. 1, 1897.* Amended June 4, 1901.* Revised June 1, 1902.*
Weavers of white-faced worsteds, &c.	Huddersfield	Dec. 18, 1907.
Weavers of woollens, cotton warp goods and worsteds.	Ravensthorpe (one firm).	Jan. 21, 1897.*
Weavers of shawls	Saddleworth	Feb. 27, 1900.
" rugs	"	Sept., 1900.
"	Yeadon and Guiseley district.	Aug., 1893.
" of woollens (pat-tern lengths).	Huddersfield and Colne Valley.	April 10, 1908.
Weavers (worsted)	N. & N. E. Lancashire...	—

TEXTILE TRADES—HOSIERY, LACE MAKING, &c.

Hosiery Trade:—

Workers on coloured and white rib work.	Hinckley	June 10, 1891.
Workers on rotary work ...	"	
Workers on hose	Leicester	July 30, 1895.
Workers on shirts, pants, dresses, vests, and trousers.	"	Sept. 27, 1895.

* Date when list came into operation.

† See also under "Cotton Weaving."

Trade.	Locality covered by Agreement.	Date of Agreement.
TEXTILE TRADES—HOSIERY, LACE MAKING, &c.— <i>cont.</i>		
Hosiery Trade—<i>cont.</i>		
Workers on hose, half-hose, feet, and rib tops (Cotton's frames).	Nottingham and Daybrook.	Feb. 17, 1896.
Workers on pants, shirts, vests, &c. (Cotton's frames).	" "	"
Workers on military pants ...	Nottingham and Leicester.	April 28, 1899. Revised Dec. 13, 1900, and Dec. 17, 1903.*
Trimmers	Leicester	Revised July 4, 1895; July 1, 1901.
Knitters	Hinckley	June 10, 1891.
Menders	"	May, 1895, with amendments to date.
Countermen	"	"
Seamers (German)	"	Aug. 6, 1896.*
Makers of Cardigan jackets on Lamb frames.	Leicester	1890.
30-gauge sock hands in Cotton's patents.	"	1887.
Niantic footing on patent frames and seamless work.	Hinckley	May 12, 1898.
Lace Making:—		
Lace makers (levers branch)	Nottingham	July 27, 1891, with subsequent alterations. Revised Sept. 27 and Dec. 11, 1905. Amended Oct. 16, 1908.
Lace makers (plain net branch).	"	Nov. 11, 1889. Revised Mar. 8, 1901. Amended May 25 and Nov. 9, 1909.
Lace makers (curtain machine branch).	"	Revised Nov. 7, 1869; Jan., 1891; Sept. 20, 1897. Amended Sept. 5, 1905; Dec. 13, 1905; April 12, 1907.
Auxiliary workers (levers branch).	"	Mar. 14, 1899.
Auxiliary workers (curtains branch).	"	May 16, 1899.
Auxiliary workers (plain net branch).	"	Oct. 31, 1906.
Auxiliary workers (lace pattern readers and piano punchers).	"	June 27, 1901, Revised Nov. 28, 1904.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
TEXTILE TRADES—HOSIERY. LACE MAKING, &c.—cont.		
Silk Weaving:—		
Weavers (dress bands &c.) ...	Leek	April, 1901, —with amendment*, Jan. 6, 1904.
„ (other goods) ...	„	Amended Nov. 23, 1909.*
„ (hand loom, scarves, &c.)	Macclesfield	1849; 1855. Amended 1868; 1870; 1872; 1876; 1880; Dec. 8, 1909.
Carpet Making:—		
Weavers (hand loom) ...	England and Scotland	July 1, 1886,† and alterations of May, 1894.
„	Kidderminster ...	Sept., 1882, with additions as to wide looms of Oct., 1907.
„	Halifax	1882.
Elastic Web Weaving:—		
Weavers	Leicester and South Wigston.	Aug. 13, 1888. Revised and reprinted April 16, 1890.‡ Revised Aug. 1, 1905.† Amended Aug. 9, 1907; Oct. 3, 1907.
Printing, Dyeing, &c.:—		
Block printers	South of England ...	Mar. 9, 1900.
Dyers	Radcliffe and district ...	June 24, 1902. Revised Jan. 4, 1905, and 1st pay, July, 1907.†

* The two lists mentioned above have taken the place of the following earlier lists:—

Weavers (bindings, bands, &c.)	Leek	Revised Oct. 16, 1901.
„ (smallware) ...	„	Revised Feb. 28, 1899.
„ (ribbons)	„	Revised 1899.
„ (fancy goods and dress bands).	„	Sept. 8, 1898.

† Date when list came into operation.

‡ In February, 1898, a revised list was agreed to for a particular establishment at which improved machinery had been introduced.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—BOOT AND SHOE.		
Boot and Shoe Manufacture:—		
<i>ENGLAND AND WALES.</i>		
<i>Hand-sewn Work—</i>		
Makers	Ashton-under-Lyne ...	June 12, 1894.
Repairers (co-operative society's statement).	" ...	Mar. 23, 1905.
" "	Barnsley	Revised Jan. 11, 1909.
Closers, makers, and repairers	Barrow-in-Furness ...	June 1, 1896. Amended Mar., 1904.
Makers (1st rate statement)	Birmingham	June 23, 1891. Revised May 11, 1897.
Operatives (co-operative society's statement)..	Bishop Auckland ...	Nov., 1901.
Makers	Blackburn	July 1, 1901.
Repairers (statement of 2 co-operative societies).	"	Oct. 12, 1908.
Makers	Bolton and district ...	May 27, 1890.
" (repairs)	Bolton	April 30, 1904.
"	Bradford	May 2, 1892.
" (co-operative society's statement).	"	May 26, 1892. Amended (as to repairs) Oct. 2, 1902.
Makers (1st and 2nd class statements).	Bristol	Dec. 12, 1889. Revised June 10 1901.
Makers (1st rate statement)	Burnley	June 1, 1901.
Makers (repairs — statement of co-operative society).	"	April 28, 1905.
Makers (repairs)	Bury	Oct., 1875.
"	Cambridge (two firms)	Oct., 1891.
" (1st class statement)	Cheltenham (one firm)	Aug., 1900.
"	Dewsbury	May 20, 1901.
"	Eccles and district ...	July 11, 1900.
Makers (repairs — statement of co-operative society).	Eccles	May 6, 1908.*
Repairers (co-operative society's statement).	Great Horton	Feb. 19, 1906.
"	Heckmondwike	Feb., 1905.
Makers	Huddersfield	June 16, 1890.
Makers (repairs—statement of two co-operative societies).	"	Mar. 5, 1906.
Makers	Hyde and district ...	Aug. 20, 1906.
Makers (repairs — statement of co-operative society).	"	June 24, 1907.
Makers	Leeds	May, 1891. Revised May 28, 1901.
Makers (1st and 2nd rate statement).	Liverpool	May 25, 1900.
Operatives (wholesale sew-round trade).	London	Nov. 10, 1890. Revised Ang. 1, 1892. Revised Sept., 1894. Amended Nov., 1894. Revised Sept., 1898.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—BOOT AND SHOE— <i>cont.</i>		
Boot and Shoe Manufacture—<i>cont.</i>		
<i>ENGLAND AND WALES—cont.</i>		
<i>Hand-sewn Work—cont.</i>		
Closers (long work)	London (West)	1901.
" (short work)... ..	London (West) (one firm).	1908.
Makers	London (West)	May 7, 1900. Re-vised May 16, 1907.
Makers (turned boots and shoes, Louis XV. heel work).	London	April 20, 1905. Amended June 6, 1905.
Closers (1st rate)	Manchester	1876.
Makers (1st and 2nd rate statements).	Manchester and Salford	May 13, 1890. Re-vised July 11, 1900.
Makers (3rd rate statement)	" "	May 30, 1890. Re-vised (as to re-pairs) July 23, 1900.
Makers	Nelson, Colne and dis-trict.	June 17, 1893 (Nel-son). Amended Mar., 1895 (Nel-son and Colne).
Repairers (co-operative so-ciet's statement).	Nelson	April 28, 1910.
Slipper makers	Newcastle (one firm) ...	April 21, 1892
Makers	Northampton	July 12, 1889.
Makers (1st and 2nd rate statements).	Nottingham	June 25, 1883. Re-vised July 1, 1901.
Makers (cordwainers) ...	Oldham	May 8, 1890.
"	Oxford	1890.
Makers (1st and 2nd rate statements).	Preston	June 18, 1891.
Makers (repairs—co-operative so-ciet's statement).	"	Dec. 16, 1903.
Makers (repairs—co-operative so-ciet's statement).	Radcliffe	July 30, 1908.
Makers (1st class statement)	Reading	Oct. 7, 1903.
Closers and makers (1st class statement).	Sheffield	Revised Aug. 6, 1890.
Makers	Stafford... ..	Mar. 1, 1890. Re-vised Dec. 16, 1900.
" (combination work)	" (one firm)	Oct. 8, 1909.
Repairers (co-operative so-ciet's statement).	Stockport	Nov. 9, 1909.
Makers	Sunderland	June 10, 1901.
" (co-operative so-ciet's statement).	Windhill (Yorks.) ...	Sept. 29, 1896. Am-ended (as to re-pairs) Jan. 1, 1906.
Closers and makers	Woolwich (one firm) ...	May 30, 1908.*

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—BOOT AND SHOE— <i>cont.</i>		
Boot and Shoe Manufacture—<i>cont.</i>		
<i>SCOTLAND.</i>		
<i>Hand-sewn Work—</i>		
Makers (1st and 2nd class statements).	Aberdeen	Revised May, 1896.
Makers (1st rate statement)...	Edinburgh	June, 1889. Re-vised May, 1894, and May, 1901.
,, (2nd rate statement)	,,	June, 1889. Re-vised July, 1894.
,, (3rd rate statement)	,,	July, 1894.
,, (jobbing work) ...	,,	Mar. 4, 1897.
,, (1st, 2nd, and 3rd rate statements).	Glasgow	May, 1897.
Makers (repairs — statement of 4 co-operative societies).	,,	Nov., 1902.*
<i>IRELAND.</i>		
<i>Hand-sewn Work—</i>		
Makers	Drogheda	Sept. 7, 1892.
,, (1st and 2nd class statements).	Dublin	1876. Revised May, 1900.
<i>ENGLAND AND WALES.</i>		
<i>Machine Work—</i>		
Riveters and finishers ...	Anstey	Mar. 19, 1891.† Amended Nov. 11, 1898, and Oct. 18, 1899.
Lasters	,,	Dec. 20, 1909. Amended July 18, 1910.
Operatives	Armley (one firm) ...	May 1, 1895. Am-ended Feb. 4, 1901.
Makers and finishers ...	Birmingham	Feb. 10, 1899.
Riveters	Chesterfield (one firm)	Jan. 6, 1902.†
Lasters	Daventry (one firm) ...	Jan. 1, 1907. Am-ended April, 1907.
Closers (1) { co-operative } Lasters (2) { society's } ,, (hand)	Desborough	{ (1) —
Riveters and finishers ...	Heckmondwike (one firm).	{ (2) Jan. 30, 1900.
Pressmen	Hiuckley	Aug. 17, 1891.† 1908.
Riveters and finishers ...	Hinckley and district	May 28, 1894.
Lasters	Hucknall Torkard ...	Dec. 29, 1905.†
	Kettering	Revised June 22, 1906.

* In the case of one of the co-operative societies referred to, this was a revision of an earlier agreement.

† Date when list came into operation.

‡ Taking the place of the three earlier lists mentioned in the *Report on Standard Piece Rates* of 1900, Cd. 144 (p.297): but finishing is now done as "day-work" at the minimum rate of 30s. per week.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—BOOT AND SHOE— <i>cont.</i>		
Boot and Shoe Manufacture—<i>cont.</i>		
<i>ENGLAND AND WALES—cont.</i>		
<i>Machine Work—cont.</i>		
Clickers Rounders and finishers (strong work).	Kettering and district Kingswood ..	July 30, 1909. Sept. 25, 1893, with amendments and additions to date.
Rivettters and finishers ...	Leeds	Mar. 1878. Revised and reprinted 1881, 1896, Sept. 1, 1900. Amended Mar. 22, 1901.* Revised Jan 19, 1909.
Machinists (on ankle straps, bar shoes and slipper work).	"	Mar. 5, 1909.
Upper makers... ..	"	Oct. 29, 1909.
Rivettters and finishers ...	Leicester	June 27, 1892.†
Finishers (in conjunction with machinery).	"	May 5, 1904. Revised Jan. 2, 1905, with additions and amendments of Jan. 5, 1905, and Mar. 30, 1909.
Operatives (nursery work, rivetted, machine-sewn and needle-sewn).	"	Dec. 19, 1893.
Machine lasters	"	Nov. 9, 1898, with amendments to date.
Operatives (canvas work) ...	"	Feb., 1893.
Clickers (1) Men's and boys' work.†	"	Sept. 26, 1893. Revised Aug. 1, 1903, with amendments to date.
" (2) Women's and girls' work.†	"	Mar. 23, 1903, with amendments to date.
Lasters and finishers (1st class statement).	London	1872. Revised and reprinted 1890.
Lasters and finishers (2nd class statement).	"	1875. Revised 1883.
Lasters and finishers (uniform statement).	"	Mar. 24, 1891. Revised and reprinted Sept., 1898. Amended Dec. 5, 1899.
Lasters	Northampton	Dec. 29, 1905. Revised June 22, 1906.
Operatives (machine-welted work).	"	Feb. 19, 1894.†

* Date from which amendment took effect.

† Date when list came into operation.

‡ See note * *ante*, p. 228.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—BOOT AND SHOE—cont.		
Boot and Shoe Manufacture—<i>cont.</i>		
<i>ENGLAND AND WALES—cont.</i>		
<i>Machine Work—cont.</i>		
Clickers Operatives (Government work—hand and machine).	Northampton County of Northampton	Aug. 12, 1909. Dec. 12, 1905. Revised Jan. 11, 1907, and Mar., 1909.
Riveters and finishers and operatives on machine-sewn turn-shoe work.	Norwich and district...	July 26, 1890. Amended June 23, 1893. Revised Nov. 5, 1908.
Riveters and finishers ...	Nottingham	Aug. 22, 1882.* Revised and reprinted July, 1894.
" " ... Lasters and finishers (hand and machine—black work).	Plymouth Raunds and district ...	1891. Feb. 18, 1907.
Operatives Lasters (pulling over on "dilly jack").	Stanningley Wolverhampton ...	Sept. 6, 1900. June 10, 1907
<i>SCOTLAND.</i>		
<i>Machine Work—</i>		
Operatives (uniform statement for benching and finishing—machine and hand welting).	East Coast of Scotland	Sept. 7, 1891. Revised and amended June 1, 1895.
Benchers and finishers (repairs—co-operative society's statement).	Edinburgh	Jan. 1, 1903.
Benchers and finishers (repairs—co-operative society's statement).	Leith	July 2, 1906.
<i>IRELAND.</i>		
<i>Machine Work—</i>		
Benchers and finishers ...	Belfast	Amended Sept., 1887. Revised Sept. 16, 1893.
Clickers, pressmen, lasters, and finishers.	Cork (one firm) ...	Sept., 1900. Revised Mar. 16, 1909.
Lasters and riveters ...	Dublin (one firm) ...	Nov. 27, 1908.
CLOTHING TRADES—CLOG MAKING.		
Clog Making:—		
Cloggers	Accrington and district (including Great Harwood).	Nov., 1891. Revised Nov. 12, 1900* ; Dec. 12, 1904.*
"	Ashton	Nov. 2, 1893. Revised Oct. 16, 1899

* Date when list came into operation

Trade.	Locality covered by Agreement.	Date of Agreement.
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CLOTHING TRADES—CLOG MAKING—*cont.*Clog Making—*cont.*

Cloggers	Bacup	Sept., 1890.
"	Barnsley	May, 1888. Amend- ed Oct. 14, 1901.
"	Blackburn	Mar. 3, 1894. Re- vised Jan. 21, 1899.
"	Bolton	Oct. 1, 1894. Re- vised Oct. 14, 1907.
"	Bradford	Dec. 2, 1907.
"	Burnley	Sept., 1890 (part), and Feb., 1894 (other part). Re- vised Nov., 1899, and Oct. 8, 1907.
"	Bury	Jan., 1896. Revised Dec. 4, 1901; Nov. 1, 1909.
"	Chorley	Oct., 1891.
"	Colne	Nov. 11, 1895. Revised Mar. 2, 1908.
"	Darwen	Dec., 1887. Amend- ed Oct. 5, 1909.
"	Farnworth and Walk- den.	Oct. 10, 1895. Re- vised May 6, 1907.
"	Halifax	Oct., 1889.
"	Haslingden	Jan., 1891. Revised 1901.
"	Heywood	Dec., 1895; now according to Bury list.
"	Horwich	1895; now accord- ing to Bolton list.
"	Hyde, Gee Cross, and Newton.	Feb. 5, 1896. Re- vised Jan. 1, 1907.
"	Leeds	1874, with amend- ments to date.
"	Leigh	Jan. 17, 1895. Re- vised Oct. 15, 1900.*
"	Manchester, Salford, and district.	Nov. 1, 1894. Re- vised Nov. 14, 1907.
"	Middleton	Nov. 17, 1896. Amended Nov. 1, 1909.
"	Mossley	Sept. 9, 1895.
"	Nelson	Oct. 5, 1896. Re- vised Jan. 21, 1908.
"	Northwich	Nov., 1897.
"	Oldham	Nov. 19, 1895. Amended Nov. 27, 1906.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
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CLOTHING TRADES—CLOG MAKING—*cont.*Clog Making—*cont.*

Cloggers Padiham —
" Preston Dec. 12, 1900.
"	... .. Radcliffe	... .. Jan. 1, 1907.*
"	... .. Ramsbottom —
"	... .. Rochdale	... .. Oct. 19, 1895, Amended Nov., 1899. Revised Jan. 1, 1906.
"	... .. Runcorn	... .. Oct., 1876.
"	... .. Shaw	... .. Jan., 1896; now according to Oldham list.
"	... .. Sheffield	... .. April, 1886. Re- vised Oct. 8, 1906.
"	... .. St. Helens	... .. Sept., 1890.
"	... .. Stalybridge	... .. Oct. 5, 1892; Nov. 26, 1900.*
"	... .. Stockport	... .. Jan. 13, 1897.
"	... .. Swinton, Pendlebury, and Clifton.	... .. Jan. 22, 1896.
"	... .. Tottington	... .. Jan., 1896; now according to Bury list.
"	... .. Walkden	... .. Oct. 10, 1895; now according to Farnworth list.
"	... .. Wigan and Ince	... .. Nov. 14, 1895. Re- vised Jan. 4, 1909.*
"	... .. Workington	... .. Oct., 1908.

CLOTHING TRADES—TAILORING.

Tailoring:—

Tailors (time log)	... .. Aberdare	... .. May 1, 1902.
" (machine money log)	... .. Aberystwith	... .. Revised, April 10, 1902.
" (money log)	... .. Accrington	... .. April 29, 1897.
" (general money log)	... .. Ballina	... .. April 10, 1903.
" (for outside employers, money log).	... .. "	... .. April 10, 1903.
Tailors (time log)	... .. Bangor	... .. Revised Mar. 20, 1894.
" (hand and machine time logs).	... .. Barry Dock and district	... .. April 4, 1902. Re- vised Mar. 13, 1907.
Tailors (machine money log)	... .. Blackburn	... .. Nov. 1, 1901.*
" "	... .. Blackpool	... .. May, 1902.
" (time log)	... .. Blyth	... .. April, 1890 (money log); May 1, 1894* (time log). Amended May 12, 1899.
" "	... .. Bolton	... .. Jan. 3, 1903.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—TAILORING— <i>cont.</i>		
Tailoring—<i>cont.</i>		
Tailors (time log)	Brecon (two firms)	Mar., 1894.
" "	Bristol	Oct. 27, 1873; with additions of Nov., 1882. Amended 1883.
" (machine money log)	Burnley... ..	May 9, 1904.*
" (money log)	Bury	Mar., 1906.*
" (time log)	Carmarthen	April 26, 1884.
" (" and machine log)	Chester	April, 1899.
" (" log)	Chester-le-Street and district.	Mar. 24, 1891.
" (money log)	Chorley	April 1, 1894.
" (time log)	Cirencester	Oct. 19, 1896. Re- vised Dec. 13, 1906.
" (machine money log)	Colne	April 5, 1897.*
" (time and ")	Cookstown	1900. Amended May 26, 1902.
" (time log)	Denbigh	July 20, 1907.
" "	Dublin	1872. Revised 1877. Reprinted, with amendments, 1889; and with alterations to Aug. 4, 1898.
" (money log)	Dundalk	Amended April 14, 1906.
" (time and money log)	Dungannon	April 27, 1902. Amended May 26, 1902.
" (" log)	Exeter	April 21, 1894.
" (gentlemen's ma- chine money log).	Farnworth, Walkden, and Little Hulton.	April 26, 1897. Amended (con- tract work) Feb., 1902.
Tailors (ladies' machine money log).	"	Dec. 8, 1902.
Tailors (money log)	Fleetwood	May 15, 1899.
" (time log)	Haverfordwest	May 11, 1904. Re- vised Sept. 1, 1908.
" "	Houghton - le - Spring and district.	April 21, 1902.
" (money log)	Huddersfield	May 8, 1897.*
" (time log)	Hyde	April 1, 1891, with supplement of Mar. 9, 1904.
" (machine time log)... ..	Jarrow	April 27, 1901.*
" (time log)	Jersey	June 2, 1890. Amended May 8, 1905.
" (money and time log)	Keady	May 7, 1895.
" (time log)	Kidderminster... ..	April, 1875.
" (money log)	Kilkenny	Revised 1906.
" "	Lancaster	April, 1901.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
CLOTHING TRADES—TAILORING—<i>cont.</i>		
Tailoring—<i>cont.</i>		
Tailors (time log)	Leeds	Mar. 28, 1872.
" (co-operative society's money log).	"	April 9, 1892. Re-vised Mar. 23, 1896.
Tailors (time log)	Leicester	Nov. 11, 1896.
" (money log)	Leigh and district	Feb. 23, 1902.
" (time log)	Liverpool	May 18, 1882.
" (money log)	Llangefni	May, 1901.
" (livery, gentlemen's trousers and waistcoat time log).	London	1891, with additions of April 1, 1897, and July 15, 1908.
Tailors (gentlemen's and ladies' time logs).	"	1891, with additions of May 31, 1900, April 6, 1906, July 15, 1908, and May 20, 1909.
Tailors (time log)	Macclesfield	Aug. 6, 1907.
" "	Maesteg	Revised April 6, 1903.
" (time and machine log).	Manchester district	April 21, 1890, with amendments.
Tailors (time log)	Merthyr Tydvil	Mar., 1890.
" (machine time log)...	Middleton (co. Cork)...	April 11, 1904. Re-vised Mar., 1907.
" (time log)	Mountain Ash and Penrhiwceiber.	April 13, 1902.*
" (machine and hand money logs).	Nelson	May 10, 1902.
Tailors (time log)	Newcastle and Gateshead.	Mar. 20, 1890.
" "	Newton Abbot	April 10, 1897.
" "	Newtownards	April 17, 1905. Amended May, 1909.
" "	North Shields	April, 1882. Re-vised 1898.
" (hand and machine time log).	Oldham and district	1899.
Tailors (time log)	Omagh	April 1, 1907.*
" "	Oxford	May 9, 1904. Amended May, 1907.
" (machine money log).	Padiham	April 12, 1909.*
Tailors	Perth	April 9, 1898.
" (hand and machine time logs).	Preston	April 21, 1896.
Tailors (time log)	Rhondda	April 16, 1901.
" (money log)	Rhyl	Revised April 20, 1896. Amended 1901.
" (time log)	Ruthin	April 1, 1902.
" "	Skipton	May 1, 1894.

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
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CLOTHING TRADES—TAILORING—*cont.*Tailoring—*cont.*

Tailors (gentlemen's and ladies' time logs).	Southport	Gentlemen's, 1877 Ladies', May 6, 1901.
Tailors (time log)	Spennymoor	April 15, 1907.
" (money log)	Stockton	April 10, 1897.*
" (time log)	Swansea	Mar. 9, 1901.
" (money log)	Tipperary	Revised April 28, 1908.
" (gentlemen's and ladies' time logs).	West Hartlepool	Gentlemen's log, Mar., 1891. Ladies' log, April 1, 1900. Combined revised log, 1907.
Tailors (time log)	Weston-super-mare	April, 1880. Revised 1886, with supplement of April 2, 1907.
" (money log)	Wexford	May 1, 1903, with additions of April 25, 1904.
" (hand and machine money logs).	Windsor and Eton	Revised 1907.
Tailors (time log)	Wolverhampton	May 4, 1896.*
" (military log)	Woolwich	July 14, 1902.
" (hand and machine time logs).	Wrexham	May 22, 1899.
Tailors (time log)	York	May 21, 1894.
" (time log)	Scotland	April 9, 1867. Revised and reprinted Mar. 24, 1890. Amended Feb. 25, 1898.
" "	Douglas, Isle of Man...	Mar. 30, 1895.

CLOTHING TRADES—HAT MAKING.

Hat Trade:—

Makers (wool hats)	Bury	April, 1892.
" (wool and fur hats)...	Denton district (including Hyde).	Oct. 5, 1891, with additions and amendments.
" (wool hats)	Hyde	Nov. 2, 1891.
" (silk hats and pull-overs).	London	Feb. 5, 1889. Amended Feb., 1899.*
Makers (silk hats, pull-overs, &c.).	Provincial districts	Dec. 18, 1899.

CLOTHING TRADES—FUR SKIN DRESSING.

Fur Skin Dressing:—

Fur skin dressing	London	Revised 1897, and Dec., 1901.
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* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES.		
Letterpress Printing:—		
Compositors	Aylesbury, Gravesend, Guildford, Hertford, Luton, Maidstone, Reading, Redhill, St. Albans, Tonbridge, Tunbridge Wells, Watford and Windsor.	Nov. 1, 1904.
„ (jobbing and news).	Belfast	June, 1898.
„	Bolton	Dec. 14, 1907.
„ (book, jobbing, and news).	Edinburgh	Dec. 31, 1866. Amended Jan. 8, 1872; Feb. 13, 1873; Dec. 27, 1877; April 19, 1890; Jan. 12 and Jan. 18, 1892. Revised Aug. 31, 1894. Amended Oct. 21, 1901.
Compositors and pressmen (book and jobbing).	Glasgow	April 28, 1892. Amended Nov. 15, 1907.
Compositors—machine (book and jobbing).	„	Feb. 12, 1897. Revised Feb. 29, 1908.
Compositors (hand)	„	Dec. 16, 1899.
„ —hand and machine (news).	„	April 30, 1898 (machine); Aug. 3, 1907 (hand and machine).
Compositors	Lancaster and Morecambe.	June 28, 1900.
„ (news)	Leeds	May 15, 1893.
„ —machine (news)	„	June 27, 1895; Aug. 30, 1905.
„ (book, parliamentary, and news).	London	Feb. 18, 1891, and Minute of Interpretation of Sept. 1, 1891. Amended June 1, 1894; April 1900; Mar. 8, 1901; Jan. 30, 1906; July 24 and Nov. 30, 1907; Sept. 21 and Nov. 11, 1908; Nov. 12 and 18, 1909.
Compositors—machine (news and book).	„	June 7, 1894. Revised and extended July 27, 1896. Minute of Interpretation of Jan. 25, 1898. Amended June 26, 1900; July 24, 1907; Sept. 21, 1908; Feb. 26 and Nov. 12, 1909.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES—cont.		
Letterpress Printing—cont.		
Compositors (Hattersley machines).	Londonderry	Aug., 1900. Amended Feb., 1902.
Compositors	Plymouth (one firm)...	15 Mar., 1909.
"	Warwick and Leamington.	Jan. 4, 1908.*
"	Isle of Man	Jan. 1, 1896. Amended May 1, 1898.
Linotype operators	England (except London), Wales, and Ireland (except Dublin).†	Oct. 7, 1903.
Monotype operators	England (except London), Wales, and Ireland (except Dublin).†	Aug. 30, 1905.
Linotype operators	Londonderry	Feb., 1902.
Bookbinding :—		
Bookbinders (case-making)...	London	Dec. 13, 1893. Amended April 30, 1904.‡
" (cloth forwarding and cutting).	"	Dec., 1903 (cloth forwarding), extended, with additions for cutting, July, 1904.
Warehouse women (stitchers, folders, &c.).	St. Albans (two firms)	Jan. 10, 1907.
Transport, Dock, and Water-side Labour :—		
Coal porters	London and suburbs ...	Aug. 28, 1889. Revised Dec. 28, 1899, and April 23, 1901.
Lightermen	Hull	Sept. 1, 1900.
Flatmen	Mersey	June 7, 1900.
"	Mersey and Dee (one firm).	April 12, 1901.
Licensed boatmen	Barry Dock	Mar. 4, 1907.
Coal and coke trimmers ...	Briton Ferry	Sept. 1, 1896.*
Coal and coke trimmers (bunker and cargo).	Cardiff, Penarth, and Barry.	Dec. 15, 1890.* Revised Jan. 22, 1902. Amended April 14, 1902. Revised (as to cargo) Jan. 1, 1907.*
Boatmen, trowmen, lightermen, and quay porters.	Gloucester district (one firm).	Jan., 1892.*
Trowmen	Gloucester district (one firm).	Oct. 1, 1892.

* Date when list came into operation.

† This scale has been adopted in the following localities :— Leeds (except one office), and Guildford.

‡ This scale has been adopted at Guildford.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES— <i>cont.</i>		
Transport, Dock, and Water-side Labour—<i>cont.</i>		
Coal and coke trimmers (bunker and cargo).*	Newport	July 1, 1890. Revised (as to self-trimming steamers) April 25, 1901 (as to bunkers) Feb. 12, 1902, (as to cargo) April 3, 1908.†
Coal and coke trimmers ...	Swansea	July 6, 1891.† Amended Mar. 13, 1893.
" " ...	Tyne and Blyth ...	Feb. 1, 1878.† Revised April 18, 1898. Amended July 18, 1898; Oct. 8, 1900†; Aug. 13, 1901; Jan. 1, 1907.†
Stevedores (timber discharging).	Cardiff (six firms) ...	July 19, 1897. Revised July 12, 1907.
Stevedores (loading and discharging).	London	Mar. 13, 1908, with awards of Aug. 14 and Nov. 5, 1908.
Stevedores and dock labourers	Newport	Mar. 1, 1890. Amended June 26, 1893. Revised July 25, 1901, with amendments to date.
Stevedores (loading, including bunkering, and discharging).	Tyne (seven employers)	Aug. 1, 1908.
Deal yard workers	Grimsby	May, 1896. Revised May, 1903. Amended May, 1906.
Deal porters	London	May, 1893. Amended Aug., 1894, and Sept. 2, 1897. Revised and reprinted April, 1898, and April, 1904. with amendments to date.
"	Sharpness	Aug. 10, 1903. Revised Feb. 21, 1905.
Timber porters (shore labour)	Swansea	Aug. 10, 1909.
" (board labour)	" (five firms) ...	Feb. 19, 1909.

* Formerly the trimmers at Newport, who worked in the river, worked under a separate agreement (dated Mar. 13, 1895) from that which regulated the wages of those employed in the port; now both work under the same agreement.

† Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES—cont.		
Transport, Dock, and Water-side Labour—cont.		
Timber porters	Gloucester	Aug. 10, 1903.
Grain porters	Bristol	Aug. 22, 1900. Amended Feb. 22, and Oct. 22, 1902.
"	Londonderry (four firms).	June 5, 1902.
Corn porters	London (Millwall) ...	1890. Revised, May 24, 1900.
Dock labourers	Aberdeen	June 11, 1900.*
"	Barry Dock (one firm)	Sept. 1, 1908.
"	Cardiff	1894. Amended Feb. 14,* and July 12, 1907.
General dock labourers, lightermen, and hobblers.	Gloucester	Jan., 1892. Amended May 24, 1897,* and Sep., 1901.
Dock labourers	Gloucester (one firm)	May 15, 1901.
"	Llanelly	June 30, 1909.
General dock labourers ...	Newport	Jan. 1. 1901.* Amended Jan. 16, 1905. Re- vised April 27, 1908.
Tippers, hoistmen, and discharging gangs.	Port Talbot	Mar., 1900. Re- vised Sept. 4, 1907.
General dock labourers ...	Swansea	June, 1890. Re- vised 1901. Amended Feb. 21, 1902.* Re- vised Aug. 1, 1907.
Tinplate packers	Swansea (one firm) ...	Mar. 10, 1902.
"	" " " " " "	Mar., 1907.
Dock labourers	Workington (one firm)	June 1, 1907.*
"	" " " " " "	April 15, 1909.
Coopering :—		
Coopers	Belfast	Nov. 1, 1890. Re- vised Sept., 1896. Mar. 25, 1899.
"	Birmingham, Wolverhampton, and district.	Feb. 12, 1890. Re- vised and re- printed Mar. 19, 1898.
"	Burton-on-Trent ...	Aug. 7, 1875. Re- vised April 7, 1902.* Amended Mar., 1908.
"	Liverpool	

* Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES— <i>cont.</i>		
Coopering—<i>cont.</i>		
Coopers	London	Oct. 30, 1886. Revised June 30, 1892, and June 21, 1900. Amended Nov. 21, 1900, and May 18, 1906. 1904.* Amended Aug., 1905.* July 26, 1900. Mar. 2, 1908. Feb. 17, 1872. Revised May 24, 1899.
"	"	
"	Manchester	
" (machine work)	" (one firm)	
"	Swansea	
Coachbuilding:—		
Coach and wheelwrights ...	London	1873.
Lath Splitting:—		
Lath splitters	Glasgow	Oct. 4, 1909.
Glass Bottle Making:—		
Glass bottle makers (dark metal).	Sunderland and Seaham Harbour.	Revised and re-printed May 25, 1897. Revised Feb. 23, 1900. Amended Aug. 3, 1900; Mar. 11, 1908; June 22, 1909.
Glass bottle makers (pale metal).	" "	
" "	Yorkshire	May 25, 1897. Amended Aug. 7, 1901.† Dec. 31, 1888.* Revised Feb. 1, 1904,* with alterations and additions to date.
Glass bottle makers	Lancashire	
" "	Bristol	Feb. 1, 1890. Revised Nov. 20, 1894; Mar. 21, 1901; and Jan. 24, 1907; with alterations to date. May 28, 1903.‡ Amended Feb. 8, 1904* ; Feb., 1907* ; and Feb. 4, 1908.*

* Date when list came into operation.

† Mainly follows the next (Yorkshire) list.

‡ This is the date of the first printed list; lists agreed upon between employers and employed have been in force in the Bristol Glass Bottle Trade during the last 40 years or more.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES—cont.		
Glass Bottle Making—cont.		
Glass bottle makers	Scotland*	May 13, 1901.† Revised Feb. 3, 1908.†
" "	Dublin	1891. Revised Jan. 6, 1896. Amended May, 1899; Dec. 30, 1899; Sept. 3, 1900; and Dec., 1908.
Glass Bevelling:—		
Bevellers (lantern and carriage lamp).	Birmingham	Dec. 1, 1891. Re- vised Jan. 1, 1900.†
Bevellers	Bristol (one firm)	Feb. 27, 1904.
Pressed Glass Making:—		
Pressed glass makers... ..	Gateshead (six firms)... ..	June 14, 1890. Re- vised and re- printed Dec. 18, 1899.
Coke Making:—		
Coke Workers... ..	County of Durham	Feb. 27, and Dec. 13, 1882. Amend- ed Sept. 12, and Dec. 7, 1891; Sept. 21, 1893; Mar. 10, 1896; Oct. 5, 1898; May 29, 1903; Nov. 24, 1904; June 17, 1905; April 10, 1906; June 21, 1907; May 4, and June 17, 1908; Dec. 8, 1908.
Pottery Manufacture:—		
Turners	Glasgow	April 16, 1908.
Corn Milling:—		
Corn Millers	Swansea (one firm)	Oct. 20, 1900.
" "	Swansea (two firms)	Jan. 22, 1908.
Tobacco Manufacture:—		
Cigar makers	London	Revised 1889, with amendments to date.

* Up to 1901 separate lists were in operation at different centres (Alloa, Glasgow, Portobello).

† Date when list came into operation.

Trade.	Locality covered by Agreement.	Date of Agreement.
MISCELLANEOUS TRADES—cont.		
Basket Making:—		
Basket makers	Birmingham	Revised April 17, 1899.
" "	Edinburgh, Leith, Kirkcaldy, and Falkirk.	Reprinted Aug., 1906.
Skipmakers	Lancashire and Cheshire	May 4, 1908.*
Basket makers	London	May 1877. Revised June, 1896, with amendments to date.
Brush Making:—		
Brushmakers (hair-dressing, panwork, finishing and boring).	Birmingham	1892. Revised 1895, and 1899.
Brushmakers	Bristol	Feb., 1872. Amended 1878, and June and July, 1900.
" (hair-dressing, panwork, finishing and boring).	Dublin	Jan., 1891, with additions to date.
Brushmakers (hair-dressing, panwork, drawing and boring).	Glasgow	July 11, 1890. Revised Sept. 18, 1896. Amended Oct. 3, 1905.
Brushmakers	Lancashire	1907.
"	Leeds	Nov. 1, 1906.
" (pan and hair work).	London	1872.
Brushmakers (fashioning toothbrush stocks).	London	Aug. 4, 1890. Amended Feb. 10, 1896, and Feb., 1899.
Brushmakers (painting brushes and sash tools).	"	Jan. 7, 1891. Revised (as to sash tools) Jan. 10, 1894. Amended July, 1909.
Leather Trades:—		
Saddle and harness makers...	London	Revised and reprinted 1897.
Brown saddle making ...	Walsall, Birmingham, and district.	Reprinted 1904. 1898. Revised Mar. 1, 1901,* Dec. 1, 1903,* and Sept. 1, 1907.
Saddlers (gig)	Walsall	Feb. 22, 1890.* Amended April 26, 1897.
Saddle, harness, and collar makers.	Manchester	1893. Revised July 2, 1900,* and Mar. 9, 1901.
Portmanteau makers ...	"	Revised Sept. 7, 1891.
Horse collar makers ...	Walsall	May 2, 1891. Amended 1901 and 1902.
Other Trades:—		
Chemical and manure workers	Briton Ferry (one firm)	July 30, 1902.
Patent fuel workers	Cardiff (one firm) ...	Oct. 1, 1899.*
Seed crushers... ..	Hull	Nov. 20, 1891. Amended Dec. 24, 1896.

* Date when list came into operation.

APPENDIX II.

SLIDING SCALES.

The following is a list of the SLIDING SCALES established under COLLECTIVE AGREEMENTS and in existence in the United Kingdom at the end of September, 1910 :—

Trade.	District.	No. of workpeople whose wages are regulated by scale.	Date.
MINING, &c., AND QUARRYING.			
Coke Making (at Coal Mines):—			
Coke workers	Leeds district (one firm)	50	April 16 1909.
Iron Mining and Pig Iron Manufacture :—			
Miners and blastfurnacemen	North Lincolnshire (six firms).	2,500	May 10, 1909.
Quarrying :—			
Ironstone getters	Woolsthorpe, Harston, Wartonaby, and Holwell (one firm).	300	Oct., 1907.
Limestone quarrymen ...	Stainton (one firm) ...	60	Aug. 11, 1892. Revised June 20, 1908, and June 4, 1910.
METAL TRADES.			
Pig Iron Manufacture :—			
Blastfurnacemen and engine-men.	Ardsley (one firm) ...	114	Nov. 6, 1909.
Blastfurnacemen	Barrow-in-Furness (one firm).	430	1888. Amend- ed 1895 and 1897.
"	Cleveland and Durham	5,500	Dec. 7, 1897.
"	West Cumberland and North Lancashire.	1,550	April 23, 1903.
"	Ulverston (one firm) ...	132	—
"	North Staffordshire ...	600	Oct. 9, 1899. Amended Oct. 6, 1905, and 18 Feb., 1910.
"	West Scotland	3,500	April 13, 1900. Amended Jan. 23, 1907.
"	Prior's Lee, Shropshire (one firm).	100	Jan. 10, 1902.
"	Nottingham district ...	600	Oct. 26, 1906.
Furnacemen (spelter) ...	Swansea (one firm) ...	140	Aug. 21, 1906.

Trade.	District.	No. of workpeople whose wages are regulated by scale.	Date.
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METAL TRADES—*cont.*

Iron and Steel Trades:—

Iron and steel workers ...	North of England ...	3,400	July 1, 1889.
" " ...	Midlands, South Lancs., South Yorks., and South Wales.*	20,000	June 14, 1906.
Blastfurnacemen and iron and steel workers.	South Wales and Monmouthshire.	6,250	Sept. 1, 1895. Amended Sept. 25 1909.†
Ironworkers ...	West of Scotland ...	3,000	June 27, 1898.
Steelmakers ...	N.E. and N.W. Coasts, Midlands, Lincolnshire, South Yorks., and West of Scotland.	2,260	April 1, 1905.‡
Wire and hoop millmen ...	Barrow (one firm) ...	290	June 12, 1908.
Rail millmen ...	" "	500	Nov., 1895. Amended Nov. 4, 1909.§
Steel millmen ...	Consett, Jarrow, and Newburn (one firm at each place).	1,184	April, 1888. Amended April, 1890,‡ and Mar., 1896.
Steelworkers ...	Eston, Cleveland (one firm).	1,250	Aug. 1, 1894.
" ...	Middlesbrough (one firm).	770	Oct. 5, 1891.
" ...	" "	218	Dec. 30, 1906.
" ...	West of Scotland ...	2,750	Sept. 15, 1905.
Gas producermen and charge wheelers.	" ...	1,000	Oct. 20 and 24, 1905.
Enginemmen and cranemen ...	Jarrow (one firm) ...	128	Oct. 25, 1905.
" " &c.	West of Scotland ...	1,750	Nov. 25, 1908.

MISCELLANEOUS TRADES.

Benzole stillmen ...	Middlesbrough (one firm).	3	July, 13, 1909. Amended Aug. 20, 1909.
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* In addition, the wages of the day-wage subordinates of the millmen employed in Welsh sheet mills are regulated under an agreement which came into operation on May 18 1903. (See *ante* pp. 76, 77.)

† Came into operation Jan., 1910.

‡ Date on which operation of scale commenced.

§ The scale of 1895, which, when its operation ceased in April, 1908, applied to rail and wire and hoop millmen, was replaced as to rail millmen by the scale of Nov., 1909, and as to wire and hoop millmen by a separate scale (of June, 1908), mentioned in the text.

APPENDIX III.

WORKING AGREEMENTS.

The following are the COLLECTIVE AGREEMENTS relating to matters other than Piece Price Lists and Sliding Scales reported to the Department as being in operation at the end of September, 1910.

NOTE.—The principal subjects dealt with in the Agreements are given in the last column. The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B. T., arbitration by Board of Trade.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement
United Kingdom	Bricklayers, Masons, Carpenters and Joiners.	5th Dec., 1904; amended 2nd Oct., 1905.	100,000	C.
England and Wales, Glasgow and Dumfries.	Plasterers	12th June, 1899; amended 12th April, 1904,* and 1st September, 1909.*	7,000	W., A., C.
BUILDING TRADES.				
<i>ENGLAND AND WALES.</i>				
Aberavon	Stonemasons	1st May, 1896	20	W., H., A.
Aberdare	Painters	1st May, 1910	50	W., H., A., Arb.
Abergavenny	Carpenters and Joiners	1st June, 1904	75	W., H., A., Arb.
Accrington	Carpenters and Joiners	1st May, 1896	15	W., H., A., Arb.
Adlington	Carpenters and Joiners	1st April, 1907	140	W., H., A.
	Stonemasons	1st May, 1899	25	W., H., A.
	Carpenters and Joiners	1st June, 1900	20	W., H., A.
	Bricklayers	1st May, 1900	20	W., H., A., Arb.
	Stonemasons	1st May, 1903	20	W., H., A., C.
Alderley Edge	Carpenters and Joiners	25th March, 1900	100	W., H., Arb.
	Plumbers	June, 1908	20	W., H., A.
	Plasterers	<i>See</i> Wilmslow.		

* Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES— cont.</i>				
Alnwick ...	Painters ...	1st May, 1899 ...	45	W, H.
	Bricklayers ...	1st May, 1908 ...	95	W, H, A, C.
Altrincham ...	Stonemasons ...	1st May, 1899 ...	20	W, H, A, C.
	Plasterers ...	1st May, 1900 ...	20	W, H, A, C.
	Painters ...	1897; amended 10th April, 1900, and 20th April, 1901.	120	W, H, A, Arb.
Anlaby ...	Bricklayers ...	} See Hull.		
	Stonemasons ...			
	Labourers ...			
Ashton-in-Makerfield ...	Bricklayers ...	1899 ...	25	W, H, A, C, Arb, Arb, B, T.
	Painters ...	See Earlestown.		
	Bricklayers ...	1st May, 1897 ...	400	W, H, A, Arb.
	Stonemasons ...	1st May, 1899 ...	150	W, H, A, C.
Ashton-under-Lyne ...	Carpenters and Joiners	2nd May, 1899 ...	500	W, H, A.
	Plasterers ...	1st March, 1900 ...	40	W, H, A.
	Painters ...	1st April, 1899 ...	150	W, H, A, Arb.
Atherton ...	Bricklayers ...	See Tyldesley.		
	Carpenters and Joiners			
	Plumbers ...	} See Leigh.		
Audenshaw ...	Stonemasons ...	See Ashton-under-Lyne.		
	Carpenters and Joiners	See Rossendale District.		
Bacup ...	Plumbers ...	See Haslingden.		
	Painters ...	1899 ...	40	W, H, Arb.
Bakewell ...	Stonemasons ...	17th November, 1897 ...	40	W, H.

Bangor ...	Carpenters and Joiners	June, 1898 ...	55	W., H.
	Bricklayers ...	1st May, 1900; amended 22nd April, 1904.	450	W., H., A., C., Arb.
Barnsley	Stonemasons ...	1st May 1896; amended 13th March, 1900, and 1st May, 1904.	85	W., H., A.
	Slaters and Tilers ...	10th March, 1900 ...	15	W., H., Arb.
	Plasterers ...	4th May, 1901 ...	30	W., H., C.
	Bricklayers', Masons', and Plasterers' Labourers,	27th April, 1904 ...	60	W., H.
Barnstaple	Bricklayers ...	1905 ...	40	W., H.
	Masons ...	1906 ...	100	W., H., A., C., Arb.
	Bricklayers ...	June, 1908 ...	40	W., H., A., C.
	Stonemasons ...	1905 ...	200	W., H., A., Arb.
Barrow ...	Carpenters and Joiners	1st January, 1900 ...	40	W., H., A.
	Plumbers ...	1907 ...	25	W., H., A., C., Arb.
	Painters ...	25th April, 1900†	150	W., H., A., Arb.
Barrowford	Carpenters and Joiners	See Burnley.		
	Bricklayers ...	9th November, 1903 ...	40	W., H., A., C.
	Stonemasons ...	1st May, 1898; amended 11th Nov-ember, 1898, and 1st May, 1905.	15	W., H., A., C.
Barry ...	Labourers and Navvies	8th May, 1897; amended 1903 ...	50	W., H., C.
	Bricklayers ...	25th May, 1901 ...	50	W., H., A., C., Arb.
	Stonemasons ...	25th May, 1901 ...	200	W., H., A., C., Arb.
Bath ...	Carpenters and Joiners	1st July, 1900 ...	300	W., H., C., Arb.
	Plumbers ...	1st January, 1904 ...	50	W., H., C., Arb.
	Plasterers ...	1st July, 1901 ...	90	W., H., A., C., Arb.
	Painters ...	23rd May, 1902 ...	250	W., H., C., Arb.
Bedford ...	Labourers ...	8th June, 1903 ...	300	W., H., C., Arb. B.T.
Belvedere	Carpenters and Joiners	22nd July, 1899	250	W., H., C., Arb.
Beverley ...	Carpenters and Joiners	See Erith.		
	Painters ...	28th March 1908 ...	40	W., H.
Bideford ...	Bricklayers ...	1st May, 1902 ...	80	W., H.
	Carpenters and Joiners	1st May, 1899 ...	40	W., H., A.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Birkdale...	Carpenters and Joiners	{ See Southport.	250	W., H., A., C., Arb.
	Painters	1st May, 1907; amended 1st Nov-ember, 1907, and 12th July, 1909.		
	Bricklayers	1st July, 1908		
Birkenhead	Stonemasons	1st June, 1908	250	W., H., A., C.
	Carpenters and Joiners	1st May, 1909	1,000	W., H., A., C., Arb.
	Plumbers	27th April, 1909	110	W., H., A., C., Arb.
	Painters	9th August, 1909	500	W., H., A., C., Arb.
	Bricklayers', Plasterers', and Slaters' Labourers.	1st May, 1909; amended 1st April, 1910.	200	W., H.
Birmingham	Bricklayers	1st May, 1909	2,000	W., H., A., C.
	Stonemasons	1st May, 1909	260	W., H., A., C.
	Carpenters and Joiners	1st April, 1907	1,800	W., H., A., C.
	Plumbers	1st May, 1909	180	W., H., A., C., Arb.
	Plasterers	1st April, 1902; amended 1st April, 1908.	350	W., H., A., C.
	Painters	1st May, 1909	700	W., H., A., Arb.
Bishop Auckland	Labourers	1st May, 1909	1,800	W., H., C.
	Carpenters and Joiners	5th April, 1899	150	W., H., A.
	Bricklayers	22nd May, 1905	195	W., H., A., Arb.
	Stonemasons	27th July, 1898	140	W., H., A.
Blackburn	Carpenters and Joiners	14th June, 1898; amended 7th July, 1908, and 27th September, 1909.	400	W., H., A., C., Arb., Arb. B.T.
	Flaggers and Slaters	1903	60	W., H., A., C., Arb.

Blackburn— <i>cont.</i>	Plumbers	1st April, 1899 ...	...	...	...	...	W., H., A.	150
		23rd July, 1903	...	...	...	...	W., H., A.	50
Blackheath (Staffs.)	Painters	25th June, 1908	...	...	...	...	W., H., A., C., Arb.	315
		1st October, 1900	...	...	...	...	W., H.	45
		1st September, 1899	...	...	...	...	W., H., A.	75
		2nd May, 1898 ...	...	...	...	...	W., H., A., Arb.	120
		20th November, 1899	...	...	...	...	W., H., A.	60
Blackpool	Carpenters and Joiners	1st January, 1910	...	...	...	...	W., H.	350
		1st October, 1901	...	...	...	...	W., H., A., Arb.	80
Blaydon ...	Carpenters and Joiners	<i>See</i> Tyne and Blyth.	...	...	...	...	...	...
		<i>See</i> Tyne and Blyth.
Blyth ...	Carpenters and Joiners	<i>See</i> Tyne and Blyth.	...	...	...	...	...	...
		<i>See</i> Tyne and Blyth.
Bolton ...	Painters	1901; amended 1902	...	...	...	...	W., H., A.	30
		<i>See</i> Tyne and Blyth.	...	...	...	...	...	...
		1st May, 1909 ...	...	...	...	...	W., H., A., C.	250
		1st May, 1904 ...	...	...	...	...	W., H., A., C.	200
		1st June, 1905 ...	...	...	...	...	W., H., A., C., Arb.	600
		6th May, 1903 ...	...	...	...	...	W., H., A., C.	30
		6th November, 1908	...	...	...	...	W., H., A., C.	165
		9th August, 1898; amended 1st July, 1899, and June, 1908.	...	...	...	...	W., H., A.	70
		1st May, 1908; amended 1st May, 1909.	...	...	...	...	W., H., A., Arb.	460
		21st May, 1900 ...	...	...	...	...	W., H.	80
Bowdon ...	Painters	<i>See</i> Altrincham.	...	...	...	...	...	...
		<i>See</i> Corsham.	...	...	...	...	...	...
		<i>See</i> Corsham.	...	...	...	...	...	...
		1st February, 1902; amended 8th September, 1903.	...	...	...	...	W., H., A., C.	1,000
		23rd August, 1902	...	...	...	...	W., H., A., C.	1,000
Bradford	Carpenters and Joiners	<i>See</i> Yorkshire.	...	...	...	...	...	...
		26th March, 1900	W., H., A., C., Arb.	200
		30th November, 1903	W., H., A.	190
		1st February, 1903	W., H., A., Arb.	500
		May, 1900	W., H.	110

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Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—cont.</i>				
Bridgnorth	Bricklayers	11th October, 1904	30	W., H., A. C., Arb. B. T.
	Bricklayers	1st June, 1894; amended 1st June, 1897.	35	W., H., A.
• Bridlington	Carpenters and Joiners	1st April, 1897	50	W., H., A.
	Slaters and Tilers	See Hull.		
Brierfield	Carpenters and Joiners	See Burnley.		
Brierley Hill	Bricklayers	1st May, 1900	60	W., H., A., C.
	Carpenters and Joiners	See Stourbridge.		
Brighton	Stonemasons	1st May, 1899	70	W., H., C.
	Bricklayers		780	
	Stonemasons		550	
	Carpenters and Joiners		1,380	
Bristol	Plumbers	14th July, 1906	100	W., H., A., C., Arb.
	Painters		480	
	Labourers		1,200	
Bromsgrove	Stonemasons	1st April, 1901	20	W., H., A., C., Arb.
	Painters	1st April, 1901	15	W., H., A., C., Arb.
	Bricklayers	1902	20	W., H.
Bronyard	Carpenters and Joiners	26th Aug., 1910	400	W., H., A.
	Plumbers	1st March, 1910	70	W., H., A.
	Painters	20th July, 1908	200	W., H., A., C., Arb. B. T.
Burnley	Bricklayers	11th September, 1899	165	W., H., A., Arb.
	Stonemasons	28th October, 1902	35	W., H., A., C.
	Carpenters and Joiners	1st May, 1899	300	W., H., A., Arb.
Burton-on-Trent	Painters	4th April, 1908	60	W., H., A., C.
	Labourers	1901; amended 29th June, 1903	120	W., H., C., Arb.

Bury	Stonemasons...	20th July, 1898	...	80	W, H., A., C., Arb.
	Carpenters and Joiners	1st June, 1901	...	200	W., H., C.
	Slaters and Tilers	1st August, 1901	...	30	W., H., A.
	Plumbers	1st July, 1897	...	70	W., H., A.
	Painters	April, 1901	...	150	W., H., A.
	Stonemasons...	6th June, 1901	...	40	W., H., A.
	Carpenters and Joiners	8th May, 1899	...	50	W., H., C.
	Plumbers	1st April, 1907	...	20	W., H., A.
	Painters	1st March 1899; amended 1st March, 1902.	...	75	W., H., A., Arb.
	Buxton	Labourers	1st May, 1902	...	150	W, H.
Bricklayers		See Tyne and Blyth.	...		
Bricklayers		4th December, 1891; amended 1st July, 1897 and 1st July, 1900.	...	250	W., H., A.
Cambridge	Stonemasons...	1st July, 1897; amended 1st July, 1900.	...	80	W., H., A.
	Plasterers	1st July, 1900	...	50	W., H., A.
Cardiff	Labourers, Stone Sawyers and Scaffolders.	26th June, 1897; amended 1st July, 1900.	...	150	W., H., A.
	Bricklayers	19th October, 1905	...	300	W., H., C., Arb.
	Stonemasons...	24th August, 1905	...	450	W., H., A., C., Arb.
	Carpenters and Joiners	24th August, 1905	...	800	W., H., A., C., Arb.
	Plumbers	2nd June, 1900†	...	120	W., H., A., C.
	Plasterers	30th November, 1905†	...	—	W., H., A., C., Arb.
	Painters	19th October, 1905	...	200	W., H., A., C.
	Bricklayers	1st May, 1903	...	100	W., H., A., C.
	Stonemasons...	1895	...	30	W., H., A.
	Carpenters and Joiners	1st March, 1899	...	170	W., H., A.
Carlisle	Painters	1st May, 1898	...	160	W., H.
	Painters	1st May, 1907	...	140	W., H., A.
Carmarthen	Carpenters and Joiners	1st January, 1909	...	30	W., H., A., Arb.
	Bricklayers	1st May, 1901	...	40	W., H., A., Arb.
Castleford	Bricklayers	2nd May, 1898	...	230	W., H., A., Arb.
	Carpenters and Joiners	1st June, 1898	...	215	W., H., Arb.
Chatham	Navvies and Labourers	8th August, 1900	...	220	W., H., Arb.

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 † Agreement with the Master Plumbers' Association.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Chelmsford	Plasterers	1908	15	W.
	Bricklayers	...	110	
	Stonemasons	...	135	
	Carpenters and Joiners	...	175	
Cheltenham	Plumbers	1st May, 1904	50	W., H., A., C., Arb.
	Plasterers	...	60	
	Painters	...	200	
	Labourers	...	325	
	Bricklayers	1st June, 1899	120	W., H., A., C., Arb.
	Stonemasons	2nd May, 1898; amended November, 1909.	80	W., H., A.
Chester	Carpenters and Joiners	1st May, 1899	170	W., H., C.
	Painters	April, 1901	200	W., H., A., Arb.
	Bricklayers	1st June, 1901; amended 2nd January, 1905.	180	W., H., A.
Chesterfield	Plumbers	13th December, 1897	10	W., H., A., Arb.
	Bricklayers	1908	20	W., H., A., C.
	Stonemasons	1st March, 1899	65	W., H., A.
Chorley	Painters	1st May, 1900	90	W., H., A., Arb.
	Stonemasons	1st May, 1898	45	W., H., A.
Clevedon	Labourers	18th November, 1901	100	W., H.
Clitheroe	Painters	2nd April, 1897; amended 1st April, 1901.	40	W., H., A., C., Arb.
Coalville	Bricklayers	April, 1906	30	W., H., A., C., Arb.

Colchester	Bricklayers ... Carpenters and Joiners ... Labourers ...	2nd July, 1900	...	...	850	W., H., C.
Coleford...	Stonemasons ... Carpenters and Joiners ...	15th July, 1905 See Burnley.	...	...	60	W., H., A.
Colne	Painters ... Bricklayers and Wallers ...	1st April, 1897 ...	...	...	35	W., H., A., C.
Colwyn Bay	Carpenters and Joiners ...	1st November, 1899	...	...	150	W., H., A., C., Arb.
Consett ...	Painters ...	1st April, 1898 ...	...	...	85	W., H., A.
Corsham	Stonemasons ... Bricklayers ...	1st April, 1901 ... 20th July, 1901	...	...	35	W., H., A.
Cottingham	Stonemasons ... Labourers ...	See Hull.	...	...	200	W., A.
	Bricklayers ... Carpenters and Joiners ...	1st April, 1907 ... 1st April, 1906; amended 28th March, 1907, and 22nd April, 1908.	...	...	400 350	W., H., C. W., H., A., C., Arb. B. T.
Coventry	Plumbers ... Plasterers ... Painters and Glaziers ...	1st April, 1907 ... 1897 ...	...	...	30 25	W., H., A., C., Arb. B. T. W., H., A., C.
	Labourers ... Carpenters and Joiners ...	1st April, 1907 ... See Stourbridge.	...	...	110 120	W., H., A., C., Arb. B. T. W., H., C.
Cradley Heath	Plasterers ...	1895 ...	...	...	10	W., H., A.
Crewe	Painters ...	1st May, 1897 ...	...	...	100	W., H., A., Arb.
Cromer ...	Plasterers ...	1900 ...	...	...	10	W., H., A.
Darlaston	Bricklayers ...	1st May, 1896 ...	...	...	35	W., H., C., Arb.
Darlington	Bricklayers ...	April, 1907 ...	...	...	105	W., H.
Dartford...	Painters ... Labourers, Scaffolders, and Timbermen.	1st March, 1904 ... 1st June, 1900 ...	...	...	100 20	W., H., A., Arb. W., H., Arb.
Darwen ...	Stonemasons ... Carpenters and Joiners ...	22nd May, 1899 ... 25th August, 1908	...	...	165 150	W., H., A. W., H., A., C., Arb., Arb. B. T.
Denbigh...	Painters ... Stonemasons ...	6th June, 1906 ... 1st May, 1907 ...	...	...	85 5	W., H., A. W., H., C., Arb.
Denton ...	Stonemasons ... Carpenters and Joiners ... Plasterers ... Painters ...	See Ashton-under-Lyne. See Hyde.		

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Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—<i>cont.</i>				
<i>ENGLAND AND WALES—<i>cont.</i></i>				
Derby ...	Stonemasons ...	1st July, 1900 ...	30	W., H., A.
	Carpenters and Joiners	1st May, 1898 ...	350	W., H., C.
	Plumbers ...	4th August, 1900 ...	70	W., H., A.
	Painters ...	28th April, 1893 ...	50	W., H., A.
Devonport ...	All Trades ...	<i>See</i> Plymouth.		
	Stonemasons ...	1st May, 1898 ...	250	W., H., A.
Dewsbury ...	Carpenters and Joiners	1st May, 1909 ...	150	W., H.
	Slaters and Tilers ...	<i>See</i> Yorkshire.		
Doncaster ...	Stonemasons ...	2nd April, 1900 ...	45	W., H., A.
	Plasterers ...	13th February, 1902 ...	15	W., H.
	Painters ...	1st July, 1900 ...	120	W., H., Arb.
Dowlais ...	Stonemasons ...	<i>See</i> Merthyr.		
Droylsden ...	Stonemasons ...	<i>See</i> Ashton-under-Lyne.		
	Bricklayers ...	24th October, 1908 ...	100	W., H., A., C.
	Carpenters and Joiners	24th October, 1908 ...	100	W., H., A., C.
Dudley ...	Painters ...	1st April, 1898 ...	50	W., H., C., Arb.
Dukinfield ...	Stonemasons ...	<i>See</i> Ashton-under-Lyne.		
	Carpenters and Joiners			
	Plasterers ...			
Durham ...	Stonemasons ...	1st April, 1898 ...	15	W., H.
	Carpenters and Joiners	24th June, 1900 ...	120	W., H., Arb.
	Carpenters and Joiners	20th July, 1897, amended 5th June, 1900.	30	W., H., A., Arb.
Earlestown ...	Painters ...	1st March, 1909 ...	30	W., H., A., C., Arb., Arb. B.T.

Eastbourne	..	..	..	7th October, 1901	..	..	40	W., H., A.
Eccles	..	..	..	1st May, 1896	..	..	10	W., H., A., Arb.
Erith	..	..	..	6th November, 1899	..	..	30	W., H., C., Arb.
Eton	..	..	..	1st April, 1908	..	..	120	W., H., Arb.
Exeter	..	..	..	1st June, 1897	..	..	80	W., H.
				} See Windsor.					
				1st March, 1898	..	..	140	W., H., A., C.
				1st March, 1898	..	..	10	W., H., A., C.
				1st March, 1898	..	..	300	W., H., A., C.
				17th March, 1900	..	..	35	W., H., A., C.
				13th July, 1901	..	..	55	W., H., A., C.
				3rd April, 1899	..	..	130	W., H., C.
				1st March, 1898	..	..	100	W., H., A., C.
				} See Bolton.					
Farnworth	..	..	..	See Bolton.	..	..	50	W., H., A., Arb., Arb. B. T.
				1st May, 1908	..	..	100	W., H., A.
Felixstowe	..	..	..	1st May, 1899	..	..	40	W., H., A.
Felling	..	..	..	See Walton	..	..	20	W., H., A., C.
Fleetwood	..	..	..	27th April, 1904	..	..	120	W., H.
Flint	..	..	..	See Tyne and Blyth	..	..	50	W., H., A.
Frodsham	..	..	..	1st May, 1898	..	..	10	W., H.
				1st May, 1900	..	..	
				See Blackpool.	..	..	
				1st May, 1903; amended April, 1906	..	..	
				24th May, 1897	..	..	
				} See Tyne and Blyth.					
				See Newcastle.	..	..	
				See Tyne and Blyth.	..	..	
				See Newcastle.			
				See Tyne and Blyth.			
				See Tyne and Wear.			
Glossop	1st May, 1899	50	W., H., A.	

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BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Gloucester	Bricklayers	24th June, 1899; amended 24th June, 1902.	200	W., H., A., C., Arb.
	Carpenters and Joiners	25th June, 1902	200	W., H., A., C., Arb.
	Plumbers	1st May, 1900	25	W., H., A., C., Arb.
	Painters	7th April, 1894	90	W., H., A., C., Arb.
Gornal	Bricklayers	1st June, 1901	350	W., H., A.
Gorton	Painters	<i>See</i> Manchester.		
Grantham	Bricklayers	1st May, 1899; amended 3rd August, 1900.	40	W., H., A., C.
Grays	Carpenters and Joiners	21st August, 1897	40	W., H.
Great Bridge	Stonemasons	<i>See</i> West Bromwich.	35	W., H., A.
Grimby	Painters	17th April, 1893; amended 1st May, 1900.	120	W., H., Arb.
Hadfield	Stonemasons	<i>See</i> Glossop.	60	W., H., A., C.
Halesowen	Bricklayers	1st May, 1904	300	W., H., A.
	Stonemasons	1898	350	W., H., A.
Halifax	Carpenters and Joiners	12th January, 1901	200	W., H., A., Arb.
	Painters	25th May, 1908	50	W., H., A., C.
Halstead	Bricklayers	17th April, 1895	25	W., H., A., C.
	Stonemasons	1st May, 1907	180	W., H., A.
	Carpenters and Joiners	4th May, 1901	20	W., H., A.
Harrogate	Slaters and Tilers	7th June, 1897	50	W., H., A., C., Arb.
	Plumbers	5th March, 1900; amended 12th February, 1910.		
	Painters	17th November, 1908	140	W., H., A., Arb., Arb. B. T.

Hartlepoons	...	...	...	24th July, 1901; amended 1st January, 1910.	250	W., H., A.
	...	...	...	<i>See</i> Tees and Hartlepool.	80	W., H., A., C., Arb.
	...	...	...	23rd February, 1901 ...	160	W., H., A.
	...	...	...	<i>See</i> Middlesbrough.	120	W., H.
	...	...	...	1st March, 1908 ...		
	...	...	...	23rd September, 1904; amended 1st January, 1910.		
	...	...	...	23rd September, 1904; amended 1st January, 1910.	30	W., H., A.
Hasingden	...	...	...	<i>See</i> Rossendale District.	10	W., H., A.
Haydock	...	...	...	1902 ...	40	W., H., A.,
Hazel Grove, Stockport	...	...	...	<i>See</i> Earlestown.	20	W., H.
Hebburn	...	...	...	1906 ...		
Hebden Bridge	...	...	...	1907 ...		
Hedon	...	...	...	<i>See</i> Tyne and Blyth.		
	...	...	...	<i>See</i> Tyne and Wear.		
	...	...	...	8th July, 1898 ...		
	...	...	...	<i>See</i> Hull.	95	W., H.
	...	...	...	5th November, 1898 ...	150	W., H., A.
Hereford	...	...	...	1st May, 1901 ...	80	W., H., Arb., Arb. B. T.
	...	...	...	1st May, 1903 ...		
Hessle	...	...	...	<i>See</i> Hull.		
Hexham	...	...	...	19th July, 1897; amended 10th September, 1900.	5	W., H.
	...	...	...	1st May, 1907 ...	80	W., H., C.
Heywood	...	...	...	March, 1896 ...	15	W., H., A., C., Arb.
	...	...	...	1st May, 1900 ...	60	W., H., A., Arb.
Hinckley	...	...	...	1st April, 1895 ...	25	W., H., A., C.
Horwich	July, 1900 ...	40	W., H., C., Arb.
Hoylake	1st April, 1902 ...	30	W., H., A., Arb.
	<i>See</i> Birkenhead.		

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BUILDING TRADES—cont.				
ENGLAND AND WALES—				
<i>cont.</i>				
Huddersfield	Stonemasons	1st April, 1905	300	W., H., A., C.
	Carpenters and Joiners	9th August, 1899	300	W., H., C.
	Plumbers	1st July, 1908	150	W., H., A.
	Plasterers	1899	70	H., A., C.
	Painters	April, 1898; amended 22nd April, 1908.	250	W., H., A., Arb., Arb. B. T.
Hull	Bricklayers	28th May, 1908	450	W., H., A.
	Stonemasons	16th October, 1899; amended 2nd June, 1902, 13th May, 1903, 14th September, 1908.	120	W., H., A.
	Carpenters and Joiners	21st May, 1902; amended 28th May, 1908.	975	W., H.
	Slaters and Tilers	October, 1909	70	W., H., C., Arb.
	Plumbers	1st January, 1906	170	W., H., A.
Hyde	Plasterers	1906; amended 28th May, 1908	70	W., H.
	Labourers	28th May, 1908	2,500	W., H.
	Bricklayers			
	Stonemasons			
	Plasterers			
Ilkeston	Carpenters and Joiners	} See Ashton-under-Lyne.		
	Painters	1st May, 1900	75	W., H., A., Arb.
	Bricklayers	1st May, 1902	50	W., H., C.
	Bricklayers	20th August, 1900	110	W., H., A., C., Arb.
	Stonemasons	1st June, 1899; amended 5th June, 1903.	30	W., H., A.
Ipswich	Carpenters and Joiners	14th July, 1897; amended 1st July, 1900.	350	W., H., A., C., Arb.

Ipswich—cont. ...	Plumbers ...	2nd September, 1899 ...	...	30	W, H., A., C., Arb.
	Plasterers ...	16th August, 1897; amended October, 1900.	...	25	W., H.
Jarrow ...	Labourers, Scaffolders, and Timbermen.	29th September, 1899...	...	800	W., H.
	Bricklayers ...	See Tyne and Blyth.	...		
	Stonemasons ...	See Newcastle.	...		
	Painters ...	See Tyne and Wear.	...		
	Painters ...	1st April, 1900...	...	90	W., H., A., C.
	Bricklayers ...	1st May, 1908 ...	...	30	W., H., A., C.
	Stonemasons ...	1st April, 1900 ...	...	10	W., H., A., C.
	Painters ...	1st April, 1901 ...	...	70	W., H., C.
	Bricklayers ...	2nd May, 1898 ...	...	75	W., H.
	Carpenters and Joiners	1st May, 1899 ...	...	100	W., H.
King's Lynn ...	Plasterers ...	1898; amended 1900 ...	...	40	W., H., A.
	Bricklayers ...	} See Hull.	...		
	Stonemasons ...		...
	Labourers ...	12th August, 1898	...	250	W., H., A., C.
	Stonemasons ...	29th June, 1900	...	75	W., H.
	Carpenters and Joiners	24th June, 1908	...	35	W., H.
	Plasterers ...	1st July, 1903 ...	...	75	W., H., A., Arb.
	Painters ...	1st April, 1898 ...	...	100	W., H., A., C.
	Bricklayers ...	1st May, 1899 ...	...	25	W., H., A., C.
	Stonemasons ...	1st June, 1898 ...	...	100	W., H., A., C.
Leamington ...	Carpenters and Joiners	1st May, 1899 ...	...	30	W., H., A., C., Arb.
	Plumbers ...	1st July, 1899 ...	...	25	W., H., A., C., Arb.
	Plasterers ...	1905 ...	...	50	W., H., C.
	Painters ...	1st May, 1905 ...	...	800	W., H., A., C.
	Bricklayers ...	1st May, 1910 ...	...	475	W., H., C.
	Stonemasons ...	1st May, 1905 ...	...	1,000	W., H., C.
	Carpenters and Joiners	1907 ...	...	275	W., H., A., C.
	Plumbers ...	May, 1899 ...	...	200	W., H., A., C.
	Plasterers ...	1st April, 1909 ...	...	800	W., H., C., Arb.
	Painters ...	1st May, 1905 ...	...	200	W., H., C.
Leeds ...	Bricklayers' Labourers	...	...
	Labourers ...	...	...
	Stonemasons ...	...	...
	Carpenters and Joiners	...	...
	Plasterers		
	Painters		
	Bricklayers		
	Stonemasons		
	Carpenters and Joiners		
	Plumbers		

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BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Leek	Stonemasons	1st May, 1896	5	W., H., A.
Leek	Painters	1st May, 1894; amended 1st May, 1900.	45	W., H., A., Arb.
Lees	Labourers	5th May, 1894	160	W., H., Arb.
Lees	Stonemasons	<i>See</i> Oldham.	600	W., H., A., C.
Lees	Bricklayers	3rd April, 1905; amended 19th April, 1909.	50	W., H., A., C.
Leicester	Stonemasons	11th June, 1901; amended 1st May, 1906.	630	W., H., A., C.
Leicester	Carpenters and Joiners	3rd April, 1905; amended 1st April, 1909.	120	W., H., A., C., Arb.
Leicester	Plumbers	1st November, 1898; amended 10th June, 1904.	50	W., H., A., C.
Leicester	Plasterers	1st April, 1898; amended 1st December, 1909.	285	W., H., A., C., Arb., Arb. B. T.
Leicester	Painters	11th June, 1904; amended 31st January, 1906.	850	W., H., C.
Leicester	Bricklayers' Labourers	4th May, 1909†	25	W., H., A.
Leicester	Masons' Labourers ...	27th April, 1897†	150	W., H., A., C., Arb.
Leicester	Plasterers' Labourers	26th September, 1898	30	W., H., A., C.
Leicester	Labourers and Navvies	4th May, 1909†	15	W., H., A., C.
Leicester	Bricklayers	1st May, 1903	100	W., H., A., C., Arb. B. T.
Leicester	Carpenters and Joiners	1st May, 1898		
Leicester	Plumbers	30th July, 1900		
Leicester	Plasterers	3rd March, 1905		
Leicester	Painters	1st May, 1910		

Lincoln	...	...	2nd May, 1898 ...	...	...	125	W., H., A.
	...	...	9th June, 1899†	...	...	30	W., H., A.
	...	...	1st May, 1898 ...	...	...	150	W., H., A., C.
	...	...	1st April, 1898 ; amended 2nd April, 1900.	...	...	100	W., H., A., C.
Liscard	...	...	1st November, 1907	...	...	50	W., H., A., C., Arb.
	...	...	See Birkenhead.	...	...
Littleborough	...	...	1st May, 1897	...	...	30	W., H.
	...	...	1904 ; amended 1905, August, 1907, and 1st June, 1909.	...	...	1,500	W., H., A., C., Arb.
	...	...	1st June, 1908 ...	...	...	330	W., H., A., C., Arb.
	...	...	1st June, 1908 ...	...	...	2,500	W., H., A., C., Arb.
	...	...	1st May, 1901 ; amended 1st May, 1907.	...	...	80	W., H., A., C., Arb.
Liverpool	...	...	June, 1907	...	...	450	W., H., A., C., Arb.
	...	...	20th January, 1898 ; amended 22nd February, 1906.	...	...	600	W., H., C., Arb.
	...	...	1st May, 1896 ; amended August, 1907.	...	...	2,000	W., H., A., C., Arb.
	...	...	13th March, 1900	...	...	2,100	Demarcation of work.
	...	...	1st April, 1901 ...	...	...	65	W., H., A., C., Arb.
	...	...	25th June, 1900	...	...	10	W., H., A.
Llandudno	...	...	1st November, 1906	...	...	20	W., H., A.
	...	...	1st March, 1903	...	...	30	W., H., A., Arb.
	...	...	2nd November, 1908	...	...	100	W., H., A., C., Arb.
	...	...	1st January, 1908	...	...	50	W., H., A., C.
Llanelly	...	...	26th September, 1905†	...	...	12,000	W., H., C., Arb., B. T.
	...	...	1st October, 1905	...	...	2,000	W., H., C., Arb., B. T.
	...	...	1st October, 1905	...	...	7,000	W., H., C., Arb., B. T.
London	...	...	{ 16th October, 1905‡ ...	...	...	{	W., H., C., Arb., B. T.
	...	...	{ 29th January, 1906§ ...	...	...	{	W., H., C., Arb.

* The abbreviations used denote W.; wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.
 ‡ Agreement with London Master Builders' Association.
 § Agreement with London Society of Associated Master Plumbers.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
London— <i>cont.</i> ...	Plasterers ...	26th April, 1906	6,500	W., H., A., C., Arb. B. T.
	Stone Carvers ...	1st August, 1908	275	W., H., A.
	Millsawyers and Wood Cutting Machinists.	14th March, 1907†	650	W., H., C., Arb. B. T.
	General Smiths and Fitters	1st October, 1905	850	W., H., C.
	Carpenters, Joiners, and Slaters.	4th October, 1900	—	Demarcation Agreement.
Long Eaton ...	Bricklayers ...	1902	65	W., H., A., C., Arb.
	Stonemasons ...	1st May, 1902	15	W., H., A.
	Carpenters and Joiners	1st May, 1899	55	W., H., C.
	Bricklayers ...	1st April, 1901	125	W., H., A., C., Arb.
	Stonemasons ...	1st May, 1899	30	W., H., A.
Loughborough ...	Carpenters and Joiners	1st May, 1899	100	W., H., C., Arb.
	Plumbers ...	1st April, 1900	15	W., H., C., Arb.
	Painters ...	1st July, 1909	30	W., H., A., C., Arb.
Lowestoft ...	Bricklayers ...	July, 1904	110	W., H., A.
Ludlow ...	Carpenters and Joiners	1st May, 1899	25	W., H., A.
Lytham ...	Plasterers ...	<i>See Blackpool.</i>		
	Bricklayers ...	1st May, 1900	45	W., H., A., Arb.
	Carpenters and Joiners	1st June, 1900	200	W., H., Arb.
Macclesfield ...	Plumbers ...	1st April, 1905; amended 1st April, 1907, and 1st January, 1908	35	W., H., A.
	Painters ...	30th April, 1901	70	W., H., A., Arb.

Maidstone	...	...	...	21st February, 1902	...	140	W., H., Arb., Arb. B. T.
	Bricklayers	...	...	...	...	20	W., H., A.
	Stonemasons	...	...	...	...	200	W., H., A., C.
	Carpenters and Joiners	...	...	...	...	30	W., H., A., C.
	Plumbers	...	...	...	...	160	W., H., C.
	Labourers	...	...	...	...	225	W., H., A., Arb.
Malton	...	...	...	15th October, 1892	...	10	W., H., A., C.
	Painters	...	...	...	...	10	W., H., A., C.
	Bricklayers	...	...	...	...	90	W., H., A., C.
	Carpenters and Joiners	...	...	...	...	90	W., H., A., C.
Malvern	...	...	...	11th March, 1901	...	250	W., H., A., Arb.
	Labourers	...	...	...	...	1,300	W., H., A., C.
	Bricklayers	...	...	...	...	400	W., H., A., C.
	Stonemasons	...	...	...	...	4,000	W., H., A.
Manchester	...	...	...	14th August, 1909	...	500	W., H., A., C.
	Carpenters and Joiners	...	...	...	...	480	W., H., A., C.
	Plumbers	...	...	...	...	1,450	W., H., Arb.
	Plasterers	...	...	...	...	160	W., H., A.
	Plasterers' Labourers	...	...	...	...	200	W., H., A.
	Concretors and Asphalters	...	...	30th October, 1897; amended 22nd May, 1899	...	45	W., H., A.
Mansfield	...	...	...	October, 1898	...	100	W., H., A.
	Stonemasons	...	...	...	...	45	W., H., A.
Marazion	...	...	...	22nd June, 1898	...	45	W., H., A.
	Stonemasons	...	...	...	...	40	W., H., A., Arb.
	Carpenters and Joiners	...	...	...	...	50	W., H., A., C., Arb.
	Stonemasons	...	...	...	...	95	W., H., A., C.
Market Drayton...	...	...	...	7th May, 1900	...	80	W., H., A., Arb.
Market Harborough	...	...	...	1st April, 1899	...	80	W., H., A., Arb.
	Bricklayers	...	...	...	...	80	W., H., A., Arb.
	Stonemasons	...	...	...	...	80	W., H., A., Arb.
Merthyr Tydvil	1st May, 1903	...	80	W., H., A., Arb.
	Carpenters and Joiners	80	W., H., A., Arb.
	Painters	80	W., H., A., Arb.

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+ Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES— cont.</i>	Middlesbrough ...	Bricklayers ...	500	W., H., A., C.
		Stonemasons ...	25	W., H., A.
		Carpenters and Joiners	...	...
		Plasterers ...	...	...
		Painters ...	...	...
		Builders' and Plasterers' Labourers.	...	...
		Carpenters and Joiners	...	...
		Plumbers ...	...	...
		Painters ...	...	...
		Stonemasons ...	...	...
Middleton, Lancs.	Bricklayers ...	19th September, 1904 ...	...	...
	Stonemasons ...	30th April, 1897 ...	...	...
	Carpenters and Joiners	} See Tees and Hartlepool.	...	...
	Plasterers ...	} See Stockton.	...	...
	Painters ...	23rd September, 1904 ...	...	...
	Builders' and Plasterers' Labourers.	...	...	...
	Carpenters and Joiners	1st May, 1897 ...	...	...
	Plumbers ...	1st May, 1900 ...	...	...
	Painters ...	} 2nd April, 1900 ...	...	...
	Stonemasons ...	3rd May, 1901 ...	...	...
Middleton, Derby	Bricklayers ...	1st November, 1891 ...	...	...
	Stonemasons ...	See Swansea.	...	...
	Painters ...	See Ashton-under-Lyne.	...	...
	Stonemasons ...	26th Aug., 1910 ...	...	...
	Stonemasons ...	1st May, 1900 ...	...	...
	Bricklayers ...	1st May, 1909 ...	...	...
	Stonemasons ...	See Burnley.	...	...
	Carpenters and Joiners	1st January, 1909 ...	...	...
	Painters ...	1st July, 1908 ...	...	...
	Stonemasons ...	1901; amended 1st May, 1906, and 1st May, 1907.	...	...
Morpeth ...	Bricklayers ...	2nd April, 1900 ...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Mossley ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Mumbles ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Nantwich ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Neath ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Nelson ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Neston ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
Newark ...	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...
	Painters ...	...	...	...
	Stonemasons ...	...	...	...
	Bricklayers ...	...	...	...
	Stonemasons ...	...	...	...

*ENGLAND AND WALES—
cont.*

BUILDING TRADES—cont.

Principal Subjects dealt with in Agreement.*

Estimated No. of Workpeople directly affected by Agreement.

Date when Agreement came into operation.

Occupation.

Town or District.

Newark—cont. ...	Carpenters and Joiners	1st October, 1907	...	...	100	W., H., A., C.
		25th April, 1899	...	...	15	W., H., A.
		1st April, 1907 ...	...	...	65	W., H., A., Arb.
New Brompton...	Carpenters and Joiners	See Chatham.	...	...
		See Tyne and Blyth.	...	...	300	W., H., C. Arb.
		29th May, 1905...	...	...
Newcastle	Carpenters and Joiners	See Tyne and Blyth.	...	...	300	W., H.
		1st October, 1898	...	...
		See Tyne and Blyth.	...	...
Newcastle, Gateshead and Tyne District.	Carpenters and Joiners	See Tyne and Wear.	...	...
		See Tyne and Blyth.	...	...
		Re-signed, 1906	...	...	—	Demarcation of Work.
Newmarket	Carpenters and Joiners	1st July, 1899; amended 1904, and 1st March, 1909.	...	October,	80	W., H., A., C., Arb.
		1st July, 1899; amended 1904, and 1st March, 1909.	...	October,	80	W., H., A., C., Arb.
		25th March, 1904	...	...	30	W., H., A., Arb.
New Mills	Carpenters and Joiners	1st May, 1909	...	...	20	W., H., A., Arb.
		3rd February, 1900	...	...	300	W., H., A., C., Arb.
		2nd November, 1899	...	...	70	W., H., A., C., Arb.
Newport, Mon. ...	Carpenters and Joiners	5th February, 1900	...	...	500	W., H., A., C., Arb.
		20th April, 1900	...	...	40	W., H., A., Arb.
		30th June, 1900	...	...	120	W., H., A., C., Arb.
Newton-le-Willows	Carpenters and Joiners	4th May, 1907 ...	...	...	150	W., H., A., C., Arb.
		24th March, 1900	...	...	500	W., H., C., Arb.
		See Earlestown.	...	...
Northampton	Carpenters and Joiners	2nd April, 1900...	...	...	25	W., H., A.
		2nd September, 1899	...	...	150	W., H., Arb.
		See Gravesend.	...	...
Northfleet	Carpenters and Joiners	See Tyne and Blyth.	...	...	20	W., H., C., Arb.
		29th May, 1905...	...	...
		See Tyne and Blyth.	...	...
North Shields	Carpenters and Joiners	See Tyne and Blyth.	...	...	100	W., H., A.
		1st March, 1909	...	...
		See Tyne and Blyth.	...	...

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
ENGLAND AND WALES—				
<i>cont.</i>				
Northumberland, Durham and part of Yorkshire.	Slaters and Tilers ...	24th October, 1904; amended 14th February, 1906.	350	W., H., A., C.
Northwich	Bricklayers ...	1st May, 1902 ...	85	W., H., A.
	Stonemasons ...	5th May, 1898 ...	25	W., H., A.
	Painters ...	1st April, 1900; amended 4th April, 1908.	70	W., H., A., Arb.
	Stonemasons ...	}	} See Malton.	
Norton	Painters ...	1st March, 1907	450	W., H., A.
	Bricklayers ...	1st March, 1907	85	W., H., A.
Norwich...	Stonemasons ...	May, 1907	225	W., H., A.
	Carpenters and Joiners ...	1st April, 1902 ...	45	W., H., A.
	Plumbers ...	1st June, 1908 ...	50	W., H., A.
	Plasterers ...	1st April, 1902 ...	250	W., H., A.
	Painters ...	2nd October, 1905	600	W., H., A., C., Arb., B. T.
	Bricklayers ...	2nd October, 1905	200	W., H., A., C.
Nottingham	Stonemasons ...	2nd October, 1905	750	W., H., A., C.
	Carpenters and Joiners ...	{ 2nd October, 1905	—	W., H.
	Plumbers ...	29th September, 1905†	225	W., H., A., C., Arb.
	Plasterers ...	March, 1899	140	W., H., A.
Nottingham	Painters ...	2nd October, 1905	500	W., H., A., C., Arb.
	Builders' Labourers...	26th March, 1897; amended 10th August, 1901.		W., H., A., C., Arb.
Nottingham	Builders' Labourers...	13th June, 1910...	1,100	W., H., C., Arb., B. T.

BUILDING TRADES—*cont.*

Nuneaton	...	...	...	28th September, 1897†	...	55	W., H., A., C., Arb.
Oldbury ...	...	...	...	<i>See</i> West Bromwich.	...	350	W., H., A.
	...	...	...	1st May, 1897	...	150	W., H., A., C., Arb.
	...	...	...	1st May, 1904	...	550	W., H., A.
	...	...	...	1st May, 1908†	...	105	W., H., A., C., Arb.
	...	...	...	1st November, 1899	...	50	W., H., A., C.
Oldham ...	...	...	...	14th August, 1900 ; amended	23rd April, 1910.	300	W., H., A., Arb., Arb. B. T.
	...	...	...	2nd July, 1908	...	300	W., H.
	...	...	...	1st May, 1897	...	75	W., H., A., C.
Old Hill ...	...	...	...	1st May, 1903	...	25	W., H., A.
Oswestry	...	...	...	May, 1900...	...	100	W., H., A.
	...	...	...	30th June, 1894	...	150	W., H., A.
	...	...	...	1st July, 1899	...	40	W., H., A.
Oxford ...	...	...	...	6th June, 1898	...	800	W., H., A.
	...	...	...	30th June, 1894 ; revised	1st June, 1900.	20	W., H., A.
	...	...	...	<i>See</i> Burnley.	...	40	W., H., A., Arb., Arb. B. T.
Padiham	...	...	...	1st January, 1907	...		
	...	...	...	1st February, 1909	...		
Patricroft	...	...	...	<i>See</i> Eccles.	...		
Penarth ...	...	...	...	<i>See</i> Cardiff.	...		
Pendlebury	...	...	...	<i>See</i> Swinton.	...		
	...	...	...	3rd October, 1903	...	40	W., H.
	...	...	...	April, 1899	...	20	W., H.
	...	...	...	29th April, 1899†	...	15	W., H.
Penrith ...	...	...	...	19th April, 1899†	...	30	W., H.
		
		
Penzance	...	...	...	29th April, 1897†	...	600	W., H.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C, conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
ENGLAND AND WALES— cont.	Plymouth	Bricklayers ...	80	W., H., A.
		Stonemasons ...	350	W., H., A.
		Carpenters and Joiners ...	500	W., H., A.
		Plumbers ...	60	W., H., A., C., Arb.
		Plasterers ...	130	W., H., A., C.
	Pontypool	Painters ...	285	W., H.
		Labourers ...	200	W., H.
		Stonemasons ...	5	W., H., A.
		Carpenters and Joiners ...	30	W., H., A., Arb.
		Plasterers ...	10	W., H., A.
Pontypridd	Stonemasons ...	30	W., H., A., C., Arb.	
	Plasterers ...	10	W., H., C.	
Portishead	Bricklayers ...	25	W., H., A.	
	Bricklayers ...	500	W., H., A., C.	
Portsmouth	Stonemasons ...	120	W., H., A., C., Arb.	
	Carpenters and Joiners ...	500	W., H., C.	
Potteries District	Painters ...	250	W., H., A.	
	Bricklayers ...	500	W., H., A., C.	
	Stonemasons ...	120	W., H., A., C.	
	Carpenters and Joiners ...	350	W., H., A., C., Arb.	
	Painters ...	215	W., H., A., Arb.	
	Labourers ...	1,200	W., H., C., Arb.	

Preston	...	...	...	13th May, 1907	...	150	W., H., A.
	...	...	...	1st August, 1908	...	80	W., H., A., C.
	...	...	...	18th September, 1909	...	350	W., H., A., C.
	...	...	...	1st August, 1908; amended 9th January, 1909.	...	90	W., H., A.
Prestwich	...	...	...	21st June, 1909	...	275	W., H., A., Arb.
	...	...	...	1st May, 1903	...	60	W., H., A., Arb.
	...	...	...	April, 1903; amended 1st September, 1908.	...	85	W., H., Arb., Arb. B. T.
Princetown	...	...	...	1st May, 1897	...	100	W., H., A.
Pudsey	...	...	...	1st April, 1902	...	20	W., H., A.
	...	...	...	1st May, 1900; amended 3rd September, 1905.	...	30	W., H., A., C., Arb.
Radcliffe	...	...	...	1st April, 1899	...	90	W., H., Arb.
Radcliffe Bridge	...	...	...	1st May, 1902	...	70	W., H.
Rawtenstall	...	...	...	} See Rossendale.			
	...	...	...	} See Haslingden.			
	...	...	...	1st May, 1904	...	350	W., H., A., C.
	...	...	...	11th May, 1898	...	60	W., H., A.
	...	...	...	1st May, 1904	...	600	W., H., C.
	...	...	...	1st May, 1904	...	20	W., H., C.
	...	...	...	1st May, 1904	...	60	W., H., C.
	...	...	...	1st May, 1904	...	200	W., H., C.
	...	...	...	1st May, 1904	...	500	W., H., C.
	...	...	...	1st May, 1903	...	80	W., H., A., Arb.
	...	...	...	27th July, 1898	...	55	W., H., A.
	...	...	...	12th July, 1909†	...	255	W., H., A.
	...	...	...	21st October, 1900	...	85	W., H., A., C., Arb.
	...	...	...	5th May, 1908	...	45	W., H., A., C.
	...	...	...	12th March, 1908†; amended February, 1909.	...	500	W., H., A., Arb.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B. T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Rochester	Bricklayers ... Carpenters and Joiners ... Navvies and Labourers ...	<i>See</i> Chatham.	120	W., H., A.
Rosendale	Painters ...	1st July, 1899 ...	40	W., H., A., Arb.
Rotherham	Bricklayers ... Stonemasons ... Bricklayers ... Stonemasons ...	29th April, 1901 ... 21st March, 1906 ... 25th May, 1908† ... March, 1897 ...	110 60 110 20	W., H., A., C., Arb. W., H., A., C. W., H., C., Arb. W., H., A.
Rugby	Stonemasons ... Carpenters and Joiners ... Plasterers ...	1904 ... 1st April, 1903 ... 6th March, 1897 ; amended September, 1897.	200 30	W., H., C. W., H., C. W., H., C., Arb.
Runcorn...	Painters ... Carpenters and Joiners ... Painters ...	April, 1899 ... 1st June, 1908 ... 12th December, 1908† ...	20 50 30	W., H., C. W., H. W., H., A., Arb.
St. Annes-on-the-Sea	Carpenters and Joiners ... Plasterers ... Bricklayers ... Carpenters and Joiners ...	6th February, 1902† ... <i>See</i> Blackpool. 2nd May, 1904 ... 1st May, 1905 ; amended 19th May, 1908.	150 300 250	W., H., C. W., H., A., C., Arb. W., H., A., C., Arb.
St. Helen's	Plasterers ... Painters ...	13th August, 1897 ... 21st May, 1909† ...	20 130	W., H., A., C., Arb. W., H., A., C., Arb., B. T.
Sale	Plasterers ... Painters ...	<i>See</i> Altrincham. 1st April, 1906 ...	50	W., H., Arb.
Salford	All trades ...	<i>See</i> Manchester.		

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Southport	Bricklayers ... Stonemasons ... Carpenters and Joiners Plumbers ... Painters ... Bricklayers ... Stonemasons ... Carpenters and Joiners Plasterers ... Painters ... Labourers ... Painters ... Carpenters and Joiners Plumbers ... Bricklayers ... Carpenters and Joiners Painters ... Bricklayers ... Stonemasons ... Carpenters and Joiners Plasterers ... Bricklayers ... Stonemasons ... Carpenters and Joiners Plumbers ... Plasterers ... Painters ...	May, 1894; amended 1900 13th June, 1893 ... 1st June, 1906 ... 2nd April, 1900 ... 6th May, 1903†... See Tyne and Blyth. 29th May, 1905† ... See Tyne and Blyth. See Tyne and Blyth. See Tyne and Blyth. See Tyne and Wear. See Halifax. 28th September, 1899† See Haslingden. 1st June, 1901 ... 1st May, 1901 ... 1st April, 1909 ... See Ashton-under-Lyne. 25th May, 1898† 18th July, 1898 1907 ... 3rd November, 1906 1st May, 1900 ... 1st May, 1908 ...	110 5 600 40 350 30	W., H. A., C. W., H., A. W., H., C. W., H., A. W., H., A., C., Arb. W., H., C., Arb. W., H., A., C., Arb.
South Shields	Painters ... Labourers ... Painters ... Carpenters and Joiners Plumbers ... Bricklayers ... Carpenters and Joiners Painters ... Bricklayers ... Stonemasons ... Carpenters and Joiners Plasterers ... Bricklayers ... Stonemasons ... Carpenters and Joiners Plumbers ... Plasterers ... Painters ...	...	60	W., H.
Soverby Bridge	100	W. H., A., C., Arb.
Spenn Valley	80	W., H., C., Arb.
Stacksteads	65	W., H., A., C., Arb.
Stafford	75	W., H., A., Arb.
Stalybridge	85	W., H., A., C., Arb.
Stockport	230	W., H., A.
	70	W., H., A.
	50	W., H., A., C.
	340	W., H., A., Arb.

Stockton...	...	...	...	9th September, 1904†; amended 1st January, 1910.	200	W., H., A.
	Bricklayers	...	...	<i>See</i> Tees and Hartlepool.		
	Carpenters and Joiners	...	...	27th December, 1900†	65	W., H., A., C.
	Plumbers	...	...	<i>See</i> Tees and Hartlepool.		
	Plasterers	...	...	1st May, 1901	170	W., H., A., C., Arb., Arb. B.T.
	Painters	...	...	26th November, 1908	120	W., H.
	Builders' and Plasterers' Labourers.	...	...	1st May, 1899	20	W., H.
Stone	Carpenters and Joiners	...	...	2nd May, 1898; amended 6th May, 1901	15	W., H., A., Arb.
Stonehouse	Painters	...	...	<i>See</i> Plymouth.		
	All Trades	...	...	23rd March, 1904†	120	W., H., A., C.
Stourbridge	Bricklayers	...	...	1st July, 1902	50	W., H., C.
	Carpenters and Joiners	...	...	<i>See</i> Kidderminster.		
Stourport	Stonemasons	...	...	1st March, 1898	30	W., H., C., Arb.
Stratford-on-Avon	Painters	...	...	<i>See</i> Chatham.		
Strood	Bricklayers	...	...	19th September, 1898	160	W., H.
Stroud	Labourers	...	...	1st October 1909†	400	W., H., A., C., Arb.
	Bricklayers	...	...	25th September, 1909†	70	W., H., A.
	Stonemasons	...	...	25th September, 1909†	800	W., H., A.
	Carpenters and Joiners	...	...	18th June, 1907†	60	W., H., A.
Sunderland	Plumbers	...	...	29th November, 1905†	30	W., H.
	Plasterers	...	...	<i>See</i> Tyne and Wear.		
	Painters	...	...	7th September, 1905†	700	W., H., A., C.
	Labourers	...	...	1st April, 1907	55	W., H., A., C.
	Bricklayers	...	...	1st April, 1908	45	W., H., A., C.
Sutton Coldfield	Carpenters and Joiners	...	...	1st April, 1908	60	W., H., C., Arb.
	Painters	...	...	
	Bricklayers	...	...	<i>See</i> Hull.		
Sutton (Yorks)	Stonemasons	...	...	1st May, 1898	350	W., H., A., C.
	Labourers	...	...	17th August, 1909	400	W., H., A., C.
	Stonemasons	...	...	1st August, 1909†	85	W., H., A., C.
Swansea	Carpenters and Joiners	30th August, 1909; amended 29th September, 1909.	240	W., H., A., Arb. B. T.
	Plumbers	18th May, 1900...	240	W., H., C., Arb.
	Painters			
	Labourers			

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 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Swinton ..	Bricklayers ..	January, 1897 ..	30	W., H., A., C., Arb.
	Painters ..	1st April, 1910 ..	25	W., H., Arb.
Tamworth ..	Bricklayers ..	19th February, 1898 ..	60	W., H., A., C.
	Painters ..	30th April, 1897 ..	55	W., H., A.
Tarporley ..	Bricklayers ..	1899 ..	25	W., H., A.
	Bricklayers ..	12th July, 1900... ..	100	W., H.
Taunton ...	Carpenters and Joiners ..	12th July, 1900... ..	120	W., H.
Tavistock ..	Carpenters and Joiners ..	22nd January, 1898 ..	30	W., H., A.
	Carpenters and Joiners ..	23rd October, 1906† ..	1,100	W., H., A.
Tees and Hartlepool ..	Plasterers ..	18th July, 1904; amended 1st January, 1910.	100	W., H., A., G.
	Plasterers ..	<i>See</i> Tees and Hartlepool.		
Thornaby ..	Painters ..	<i>See</i> Stockton.		
Tiverton... ..	Bricklayers and Stonemasons ..	4th July, 1898 ..	25	W., H.
Trowbridge ..	Carpenters and Joiners ..	1st August, 1897; amended 14th July, 1901.	25	W., H., C., Arb.
	Bricklayers ..	17th July, 1905† ..	35	W., H., A., C.
Tyldesley ..	Carpenters and Joiners ..	<i>See</i> Leigh.		
	Plumbers ..	2nd November, 1905† ..	950	W., H., A., C.
	Bricklayers ..	1st June, 1905 ..	2,500	W., H., A., C.
Tyne and Blyth ..	Carpenters and Joiners ..	20th February, 1906† ..	400	W., H., A., C.
	Plasterers ..	5th September, 1905† ..	1,100	W., H., C.
Tyne and Wear... ..	Labourers ..	26th March, 1906; amended 30th March, 1908.	1,100	W., H., A.
	Painters ..	<i>See</i> Tyne and Blyth.		
Tynemouth ..	Carpenters and Joiners ..	<i>See</i> North Shields.		
	Painters ..			

Ulverston	...	...	...	1st May, 1899 ...	...	35	W., H., A.
Wakefield	...	...	...	1st May, 1900 ...	...	75	W., H., A.
Walkden	...	...	...	15th February, 1909 ...	...	130	W., H., A., Arb.
Walker ...	...	...	...	See Bolton.	...	30	W., H., A., Arb.
Wallasey	...	...	...	1st April, 1908 ...	...	50	W., H., A. C. Arb.
Wallsend	...	...	...	See Tyne and Blyth.	...	220	W., H.
Walsall ...	...	...	...	See Birkenhead.	...	160	W., H., A., C., Arb. B. T.
Walton ...	...	...	...	1st May, 1909 ...	...	60	W., H., A., C.
Warrington	...	...	...	15th June, 1908 ...	...	165	W., H., A., C., Arb. B. T.
Watford ...	...	...	...	See Tyne and Blyth.	...	25	W., H.
Wednesbury	...	...	...	1st April, 1907 ...	...	100	W., H., C.
Wellingborough...	...	...	...	1st April, 1902; amended 1st April, 1906	...	55	W., H., A., C., Arb.
West Bromwich ...	...	...	...	5th August, 1899 ...	...	175	W., H., A., C.
	...	...	...	1st May, 1909 ...	...	10	W., H., A., C.
	...	...	...	June, 1909 ...	...	230	W., H., A., C.
	...	...	...	2nd August, 1900 ...	...	40	W., H., A.
	...	...	...	1st May, 1900 ...	...	65	W., H., A.
	...	...	...	5th May, 1897; amended 1st May, 1901	...	200	W., C.
	...	...	...	See West Bromwich.	...	65	W., H., A., C., Arb.
	...	...	...	5th August 1899 ...	...	30	W., H., A., Arb.
	...	...	...	22nd June, 1900 ...	...	120	W., H., A., C.
	...	...	...	1st April, 1909 ...	...	10	W., H., A., C.
	1st April, 1909	125	W., H., C.
	31st May, 1909	25	W., H., C.
	May, 1900	20	W., H., A., C.
	1st April, 1899	75	W., H., C.
	1st April, 1909		

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ENGLAND AND WALES—				
<i>cont.</i>				
West Hartlepool	Plasterers	See Tees and Hartlepool.	100	W., H., A., C.
West Kirby	Plumbers	See Birkenhead.	110	W., H., A., C.
	Bricklayers	August, 1901+; amended November, 1908.	80	W., H., C.
Weston-super-Mare	Stonemasons	1st May, 1900; amended November, 1908.	35	W., H., C.
	Carpenters and Joiners	1st May, 1899	25	W., H., A., Arb.
Whitby	Painters	21st April, 1897	105	W., H., A., C., Arb., Arb. B. T.
Whitefield	Bricklayers	June, 1903	250	W., H., A., C., Arb., Arb. B. T.
Whitley Bay	Painters	See Prestwich.	300	W., H., A., C., Arb., Arb. B. T.
Widnes	Carpenters and Joiners	See Tyne and Blyth.	25	W., H., A., C., Arb., Arb. B. T.
	Bricklayers	October 1897; amended 1906	50	W., H., A., C., Arb., Arb. B. T.
	Bricklayers	1908	30	W., H., C., Arb., Arb. B. T.
	Stonemasons	1st May, 1899	175	W., H., A., C., Arb., Arb. B. T.
	Carpenters and Joiners	1st May, 1910	60	W., H., C., Arb., Arb. B. T.
Wigan	Slaters and Tilers	1st May, 1908		W., H., A., C., Arb., Arb. B. T.
	Plumbers	1st May, 1910		W., H., A., C., Arb., Arb. B. T.
	Plasterers	1900; amended 1st May, 1906		W., H., A., C., Arb., Arb. B. T.
	Painters	1st May, 1910		W., H., A., C., Arb., Arb. B. T.
	Bricklayers' Labourers	9th May, 1900		W., H., C., Arb., Arb. B. T.
Willerby	Bricklayers	} See Hull.		W., H., C., Arb., Arb. B. T.
	Stonemasons			
Willington Quay	Labourers	} See Tyne and Blyth.		
	Carpenters and Joiners			

BUILDING TRADES—cont.

Wilmshor	Bricklayers ... Stonemasons ... Carpenters and Joiners Plumbers ... Plasterers ...	See Alderley Edge. 25th June, 1906	...	...	15 50 400 60 200	W., H., A., C. W., H., C., Arb.
Windsor	Bricklayers ... Carpenters and Joiners Plumbers ... Labourers ...	1st May, 1898 ...	...	...	75	W., H., Arb.
Withington	Painters ... Carpenters and Joiners	See Manchester. 1st May, 1908 ...	...	...	450 25	W., H., A. W., H., A., C.
Wirral	Bricklayers ... Stonemasons ... Carpenters and Joiners	See Birkenhead. 12th April, 1907 ...	...	...	220 40 35 350	W., H., A. W., H. W., H., A., C. W., H.
Wolverhampton	Bricklayers ... Carpenters and Joiners Plumbers ... Plasterers ... Builders' Labourers and Plasterers' Labourers.	1st April, 1908 ... 1st April, 1907 ... 30th May, 1899 ... 1st April, 1897 ... 12th May, 1899 ...	...	...	800	W., H., A., C. W., H., A., C. W., H., A., C. W., H., A. W., H., C.
Worcester	Bricklayers ... Stonemasons ... Carpenters and Joiners	1st November, 1906 1st November, 1906 1st November, 1906	...	...	45	W., H., A., C. W., H., A., C. W., H., A., C.
Workington	Painters ... Carpenters and Joiners	13th May, 1893 ... 1st November, 1906	...	...	80	W., H., A. W., H., A.
Wrexham	Bricklayers ... Carpenters and Joiners	25th May, 1900 ... —; amended 3rd March, 1899	...	...	55	W., H.
Yarmouth	Bricklayers ... Carpenters and Joiners	1st October, 1901 1st October, 1901	...	...	125 300	W., H. W., H., A., C., Arb.
Yorkshire (except Hull)	Slaters and Tilers ... Bricklayers ... Stonemasons ...	1st August, 1901 1st May, 1905 ... 1st June, 1905 ...	...	...	160 85	W., H., A. W., H., A. W., H., A.
York	Carpenters and Joiners Plasterers ... Painters ...	31st March, 1905 ... amended 1st April, 1909. 1st May, 1900 ... 1st January, 1909	250 35 300	W., H., A. W., H.

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+ Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
BUILDING TRADES—cont.				
SCOTLAND.				
Aberdeen	Carpenters and Joiners Slaters Plumbers Plasterers Painters Stonemasons	1st May, 1906 1st June, 1909 20th November, 1906† 1st March, 1904 1st March, 1909 1st July, 1900; amended 1st July, 1902, 1905, 1909.	750 80 175 100 375 50	W., H., A., C. W., H., A., C. W., H., A., C. W., H., A., C. W., H., A., Arb. W., H., A., C.
Airdrie	Carpenters and Joiners Painters	See Clydesdale. 1st March, 1899†	120	W., H., A.
Alexandria	Stonemasons	See Dumbarton.		
Alloa	Stonemasons	1st July, 1909	100	W., H., C.
Arbroath	Stonemasons	26th May, 1907	55	W., H., A.
	Carpenters and Joiners	1st April, 1900	40	W., H., A.
Ayr	Carpenters and Joiners	April, 1907; amended 1st July, 1908, 1909.	250	W., H., A.
	Painters	1st January, 1909	80	W., H., A.
Bellshill	Carpenters and Joiners	See Clydesdale.		
Cambuslang	Bricklayers	See Glasgow.		
Clydebank	Bricklayers	See Glasgow.		
Clydesdale	Painters	1st March, 1906	70	W., H., A.
	Carpenters and Joiners	1st June, 1909	135	W., H., A.
Coatbridge	Stonemasons	See Airdrie.		
	Carpenters and Joiners	See Clydesdale.		
	Painters	See Airdrie.		
Cowdenbeath	Painters	1st May, 1909	35	W., H.
Dumbarton	Stonemasons	1st July, 1908; amended 1st July, 1909	65	W., H., A., C.
	Painters	1st March, 1901	100	W., H.

Dumfries	...	...	...	1st December, 1903	...	...	...	20	W., H., A.
Dumfries	...	Plasterers	...	1st June, 1909	...	...	...	640	W., H., A., C.
Dumfries	...	Stonemasons	...	February, 1909	...	...	...	600	W., H., A., C., Arb.
Dumfries	...	Carpenters and Joiners	...	15th March, 1909	...	...	...	210	W., H., A., Arb.
Dumfries	...	Plumbers	...	20th June, 1908	...	...	...	85	W., H., A., C., Arb.
Dumfries	...	Plasterers	...	2nd February, 1909	...	...	...	400	W., H., A.
Dumfries	...	Painters	...	15th May, 1910	...	...	...	60	W., H., A., C.
Dumfries	...	Stonemasons	...	1st April, 1908	...	...	...	70	W., H., A., C., Arb.
Dumfries	...	Painters	...	1st May, 1908	...	...	...	300	W., H., A., C., Arb.
Dumfries	...	Bricklayers	...	27th June, 1905	...	...	...	1,800	W., H.
Dumfries	...	Carpenters and Joiners	...	1st August, 1908	...	...	...	100	W., H., A., C.
Dumfries	...	Slaters	...	12th July, 1900+	...	...	...	450	W., H., A., C., Arb.
Dumfries	...	Plumbers	...	25th March, 1897; amended 5th March, 1900, and 8th July, 1901.	...	...	...	380	W., H., A., C.
Dumfries	...	Plasterers	...	2nd January, 1905	...	...	...	1,000	W., H., A.
Dumfries	...	Painters	...	8th May, 1908	...	...	...	75	W., H., A., C.
Dumfries	...	Stonemasons	...	8th August, 1898	...	...	...	50	W., H., A., C.
Dumfries	...	Carpenters and Joiners	...	1st July, 1909	...	...	...	70	W., H., A., C., Arb.
Dumfries	...	Bricklayers	...	1st July, 1909	...	...	...	35	W., A., C.
Dumfries	...	Stonemasons	...	1st June, 1898	...	...	...	150	W., C., Arb.
Dumfries	...	Carpenters and Joiners	...	1st April, 1909	...	...	...	35	W., H., A., C., Arb.
Dumfries	...	Slaters	...	April, 1904	...	...	...	40	W., H., A., C., Arb.
Dumfries	...	Plumbers	...	1st April, 1909	...	...	...	70	W., H., A.
Dumfries	...	Painters	...	1901	...	...	...	20	W., H., A., C.
Dumfries	...	Stonemasons	...	1st January, 1906	...	...	...	15	W., H., A., C.
Dumfries	...	Painters	...	January, 1906; amended 15th November, 1909.	...	...	...	1,000	W., H., A., C.
Dumfries	...	Bricklayers	...	1st July, 1909	...	...	...	1,200	W., H., A., C.
Dumfries	...	Stonemasons	...	1st July, 1909	...	...	...	3,000	W., H., A., C., Arb., B.T.
Dumfries	...	Joiners	...	1st May, 1908; amended 1st May, 1909.	...	...	...	400	W., H., A., C., Arb.
Dumfries	...	Slaters	...	1st September, 1908	...	...	...	1,500	W., H., A., C., Arb.
Dumfries	...	Plumbers	...	1st January, 1909	...	...	...	500	W., H., A., C.
Dumfries	...	Painters	...	1st January, 1909	2,000	W., H., A., C.
Dumfries	...	Glaziers	...	1st July, 1908	180	W., H.

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BUILDING TRADES—cont.				
<i>SCOTLAND—cont.</i>				
Greenock	Joiners Plumbers Painters Carpenters and Joiners	18th March, 1905† 1st May, 1898 1st January, 1901 <i>See</i> Clydesdale.	150 160 200	W, H, A. W, H, A, C. W, H, A.
Hamilton	Painters	1st February, 1908	70	W, H, A.
Hawick	Stonemasons	9th July, 1909	70	W, A.
	Slaters and Plumbers	1st March, 1896	40	W, H, A.
Helensburgh	Stonemasons	<i>See</i> Dumbarton.		
Inoch	Painters	17th March, 1910	40	W, H, A.
	Stonemasons	<i>See</i> Inverurie.		
Inverness	Slaters	2nd August, 1898	30	W, H, A.
	Plumbers	22nd March, 1897	45	W, H, A.
Inverurie	Painters	1st February, 1907	80	W, A.
	Stonemasons	1st August, 1898	—	W, H, A, C, Arb.
Johnstone	Slaters	1st May, 1909	20	W, H, A, C, Arb.
	Plumbers	9th May, 1903	20	W, H, A, C, Arb.
Kennay	Stonemasons	<i>See</i> Inverurie.		
Kilmarnock	Joiners	10th November, 1909	85	W, H, A.
Kintore	Stonemasons	<i>See</i> Inverurie.		
Kirkcaldy	Plumbers	22nd November, 1897	25	W, H, A.
Larbert	Stonemasons	<i>See</i> Falkirk.		
Leith	Carpenters and Joiners Slaters Plumbers Painters	<i>See</i> Edinburgh.		
Lochee	Stonemasons	<i>See</i> Dundee.		
Motherwell	Carpenters and Joiners	<i>See</i> Clydesdale.		

Nairn	Painters	1st March, 1903	15	W., H., A.
Oban	Carpenters and Joiners	15th April, 1896†	15	W., H., A.
Old Meldrum	Stonemasons	See Inverurie.		
	Stonemasons	1st July, 1898; amended 1900, and 1st July, 1901, 1902, 1904, 1909.	140	W., H., A., C.
Paisley	Joiners	29th March, 1897	350	W., H.
	Slaters	4th June, 1909	55	W., H., A., C., Arb.
	Plumbers	1st May, 1904	30	W., H., A., C., Arb.
	Painters	1st January, 1905; amended 1st January, 1909.	180	W., H., A.
	Masons', Bricklayers', and Plasterers' Labourers.	30th June, 1899	300	W., C.
Perth	Stonemasons	1st June, 1904	180	W., H., A., C.
	Painters	1st January, 1902	70	W., H., A., C., Arb.
	Masons and Granite Cutters	1st April, 1907	110	W., H., A., C., Arb.
	Painters	1st March, 1904	45	W., H., A.
	Carpenters and Joiners	21st January, 1899	25	W.
	Bricklayers	See Glasgow.		
	Plumbers	July, 1905	50	W., H., A.
	Stonemasons	See Alloa.		
	Carpenters and Joiners	1st June, 1900; amended February, 1906.	65	W., H., A.
	Vale of Leven	Plumbers	1st September, 1899†	20
Wishaw	Painters	See Dumbarton.		
	Carpenters and Joiners	See Clydesdale.		
IRELAND.				
Armagh	Painters	1st May, 1905	25	W., A.
	Bricklayers	1905	500	W., H., A., C.
Belfast	Stonemasons	1st May, 1907	160	W., H., A., C.
	Carpenters and Joiners	1st May, 1907	500	W., H., A., C.
	Plumbers	1st January, 1898	170	W., H., A.
	Painters	1st May, 1909	400	W., H., A., C., Arb. B. T.

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IRELAND—cont.				
Cork ...	{ Carpenters and Joiners Painters ...	28th November, 1896 ... 1st March, 1908; amended August, 1909. ...	260 250	W., H., A. W., H., A., C., Arb.
Downpatrick ...	{ Painters ...	21st March, 1910 ...	15	W., H., A., C., Arb.
Drogheda ...	{ Painters ... Brick and Stone Layers Stonecutters ...	May, 1905 ... 21st August, 1896† ... 27th August, 1896† ...	25 900 350	W., H., A., Arb. W., H., A., C., Arb. W., H., A., C., Arb.
Dublin ...	{ Carpenters and Joiners Slaters ... Plumbers ... Plasterers ... Painters ... Labourers ... Bricklayers ...	1st August, 1896† ... 29th August, 1896† ... January, 1901 ... 27th August, 1896† ... 1st June, 1899 ... 18th August, 1896† ... 17th August, 1896† ...	1,080 — 180 220 390 800	W., H., A., C., Arb. W., H., C., Arb. W., H., A., C., Arb. W., H., A., C., Arb. W., H., C., Arb. W., H., A., C. W., H., A., C.
Dundalk ...	{ Carpenters and Joiners Painters ...	1st October, 1895† ... 18th April, 1900† ...	20 50	W., H., A. W., H., A.
Kilkenny ...	{ Painters ...	1st April, 1910 ...	30	W., H., A.
Limerick ...	{ Painters ...	1st March, 1902; amended March, 1907. ...	70	W., H., A., C.
Londonderry ...	{ Brick and Stonemasons Carpenters and Joiners	May, 1897; amended 4th March, 1898 1st August, 1897; amended August, 1899. ...	130 150	W., H., A., Arb. W., U., A., Arb.
Lurgan ...	{ Painters ...	1st April, 1897 ...	20	W., H., A.
Newry ...	{ Carpenters and Joiners Painters ...	5th May, 1896† ... 26th March, 1904† ...	65 30	W., H., A., C., Arb. W., H., A., C., Arb.
Newtownards ...	{ Carpenters and Joiners	1st April, 1897 ...	35	W., H., A., C.
BUILDING TRADES—cont.				

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Durham Co.— <i>cont.</i>	Hand Putters	10th and 17th August, 1903	...	Basis Rate of Wages. Short Shifts. Basis Rates of Wages, and Hours of various classes of workpeople. W., House Rent. Sphere of Work. Holiday. Workmen's Compensation. Data Men's Hours, Over- time and Meal Times. W., H., A., other conditions of employment. W. W.
	Stone Putters	10th and 17th August, 1903	...	
	Colliery Workers	19th November, 1904†	...	
Cumberland	Fillers after Mechanical Coal Cutters.	{ 26th November, 1904† 9th November, 1908†...	See above	
	Cokemen	27th July, 1903		
	Cokemen	5th November, 1898		
	Cokemen	26th October, 1891; amended 3rd February, 1892.		
	Coal Hewers (Shift Work)...	27th May, 1907 ...		
Federated Districts†	Underground Workers	13th April, 1908	6,000	W. W.
	Coal Hewers, other underground workers and certain surface workers.	1st January, 1907; amended May and September, 1907; January and September, 1908, and March, 1909.	378,000	
South Yorkshire	Colliery Enginemen	January, 1907 ...	600	W. W.
	Surface Workers	18th January, 1907	11,000	
Lancashire and Cheshire	Colliery Enginemen and Stokers.	July, 1907 ...	1,600	W. W.
	Pit Boys	27th August, 1902†	3,000	
Derbyshire	Colliery Enginemen and Firemen.	{ 8th March, 1904 1st January, 1909	{ 1,500	{ W. H.

COAL MINING—*cont.*

South Derbyshire and Leicestershire.	Colliery Enginemen and Shopmen.	22nd February, 1907†	400	W.
Coalville, Leicestershire	Coal Miners (odd work)	6th February, 1901	1,200	W.
Leen Valley (Notts.) ...	Enginemen, Fanmen, &c. ...	{ 27th November, 1908†	...	100	W., H.
Warwickshire ...	Coal Miners ...	1st January, 1909	15,000	"Snap" Time
		3rd August, 1909§ ...	...	
Forest of Dean... Bristol ... Radstock (Somerset) ... North Wales ... Amman Valley... South Wales and Monmouthshire.	Enginemen, Stokers, and Banksmen. Coal Miners ... Coal Miners ... Coal Miners ... Coal Miners ... Colliery Firemen ... Coal Miners ... Hauliers ... Winding Enginemen	1899	5,800 2,500 4,000 13,000 — 190,000 580	W. W. W. H., "Snap" Time. W., Day and Night Shifts. W. W.
		1st October, 1907 ...	...	
		1st March, 1907† ...	...	
		1st January, 1907 ...	...	
		12th August, 1909 ...	...	
		1st January, 1909 ...	...	
		8th April, 1910† ...	...	
		9th April, 1906; amended 28th April, 1906.	...		
		2nd June, 1899† ...	...	
		30th July, 1909†; 23rd May, 1910† ...	...	
7th August, 1907 ...	...	100,000 1,800	W., Arb., Basis Price. W.	

QUARRYING.

Forest of Dean ...	Quarrymen ...	1st July, 1909	270	W., H.
Penderyn (one firm) ...	Limestone Quarrymen	8th April, 1907†	45	W., H.

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 † Date of Agreement.
 ‡ Includes South and West Yorkshire, Lancashire, Cheshire, Derbyshire, Nottinghamshire, Leicestershire, Shropshire, part of Staffordshire, Warwickshire, and North Wales.
 § Date of Award.

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IRON AND STEEL MANUFACTURE.				
<i>ENGLAND AND WALES.</i>				
Jarrow (one firm) ...	Gas Producers and Boiler Firemen.	5th August, 1900 ...	70	W. Basis Rate.
Middlesbrough (one firm) ...	Steel Melters...	24th April, 1907†	200	H.
Briton Ferry (one firm) ...	Steel Melters, Teamers, Pitmen, &c.	6th May and 17th July, 1905 ...	—	
<i>SCOTLAND.</i>				
West Scotland ...	Blastfurnacemen ...	21st January, 1907 ...	3,500	W. Engagement of Workmen.
	Ironworkers ...	1st May, 1899; amended January, 1903.	3,000	
Newton, Glasgow (one firm) ...	Axle Hammermen ...	18th August, 1909† ...	—	Payment for defective forgings.
ENGINEERING AND SHIPBUILDING.				
	Engineers, Tool Makers, Machine Workers, Scientific Instrument Makers, Smiths and Strikers.	1st October, 1907, and 31st January, 1908.†	100,000	W., A., C. Conditions of Employment.
United Kingdom ...	Electrical Engineers ...	September, 1906 ...	} 7,000	C.
	Brass Workers and Metal Mechanics.	15th July, 1909 ...		C.
	Engineers on trial trips of Warships.	8th March, 1901\$...	—	W., C., Meals, Travelling Time and Allowances.

United Kingdom— <i>cont.</i>	Ship-Builders, Wrights, Joiners, Painters, Smiths, Drillers and Hole-cutters, Cabinet Makers and Mill-sawyers, Braziers and Sheet Metal Workers, Smiths and Sheet Iron Workers, Boilermakers' Apprentices... Caulkers, Cutters and Chippers. Repair work on oil-carrying vessels:— Shipbuilders and Boiler-makers, Boiler and Bridge Makers... Patternmakers ... Engine Joiners in Marine Engine Shops. Ironfounders... Engineers and Plumbers ... Shipwrights, Ship Joiners and Cabinet Makers. Shipwright Drillers and Boilermaker Drillers. Shipwrights, Ship Joiners, Drillers and Ship Painters. (Repairs on oil vessels.) Ship Joiners...	9th March, 1909||	...	...	30,000	W., C.
England...	18th March, 1901 14th November, 1905 ...	...	...	...	—	A. Pneumatic tools.
England...	February, 1894... 13th December, 1893||	...	...	...	—	W. A.
North-east Coast Tyne, Wear, Tees and Hartle- pool.	August, 1898§ ... 11th August, 1894 ...	...	...	...	1,100	Overtime regulations. W.
Tyne, Wear and Tees ... Tyne and Blyth ...	1st November, 1894§ ... 2nd February, 1891 ... 10th November, 1909|| ...	...	...	...	2,500	Overtime regulations. Demarcation of work. Rates and conditions for work done outside Tyne. Demarcation of work.
Tyne ...	10th November, 1909 ...	...	...	...	—	W.
Wear ...	21st November, 1894|| ...	...	...	...	—	H., Work Quantities.
Wear ...	7th June, 1887||	...	...	...	600	H., Work Quantities.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Award.
 ‡ Certain of the Trade Unions signed the Agreement in 1907, and others in 1908.
 § Date of ratification of Agreement. || Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
ENGINEERING AND SHIPBUILDING—cont.				
<i>NORTHEAST COAST—cont.</i>				
Tees and Hartlepool	Ship Joiners	1st May, 1901; amended 25th March, 1903.	400	W., H., Work Quantities, Overtime.
	Ship Joiners	March, 1899†	—	A. Other conditions of employment.
	Ship Joiners (repairs on oil vessels).	23rd July, 1901... ..	—	Demarcation of work.
	Joiners and Electricians ...	11th August, 1905†	—	Demarcation of work.
	Ship Joiners and Pattern-makers.	1st October, 1904	—	W., H., Other conditions of employment.
North and South Shields ...	Boiler Coverers and Scalers	10th December, 1900	350	W., H., Other conditions of employment.
<i>OTHER DISTRICTS OF ENGLAND AND WALES.</i>				
Barrow-in-Furness (one firm) {	Ironfounders... ..	8th March, 1906	100	W.
Bary	Shipwrights	7th February, 1902†	200	Winter hours.
	<i>See Cardiff.</i>			
Birkenhead	<i>See also Liverpool.</i>			
Birkenhead	Ship Joiners (new work) ...	1st October, 1900; amended 1st June, 1908.	60	W., H.
Birmingham	Ship Joiners (repair work)...	27th March, 1908	5,000	W., H., C.
Bolton	Engineers	1st January, 1904		W., H., Piece-work.
Bolton, Bury and Heywood ...	Boilermakers	<i>See Manchester.</i>		
Bristol, Port of... ..	Engineers	April, 1910	3,000	W.
	Angle-iron Smiths, Platers, Rivetters, Caulkers and Holders-up.	1st October, 1900†	165	W. H.

Cardiff and Barry	...	Ironfounders	...	7th January, 1904	...	140	W., H., A., C.	
Cardiff, Penarth and Barry	...	Ship Joiners' Apprentices	...	8th February, 1900	...	—	A.	
	...	Shipbuilders' and Boiler-makers' Apprentices.	...	1st May, 1894	...	—	A.	
Cardiff, Penarth, Barry, Newport and Swansea.	...	Ship Repairers:—	...	19th September, 1902†	...	1,000	W., H., A.	
	...	Angle-iron Smiths, Platers, Riveters, Caulkers and Holders-up, Platers', Helpers.	...	30th October, 1901	...	90	W., Demarcation of work	
Goole	...	Shipwrights	...	6th June, 1898	...	185	W., H.	
Grimsby	...	Shipwrights	...	17th April, 1893; amended 1st May, 1900.	...	45	W., H., Arb.	
	...	Ship Painters	...	4th December, 1896†	...	300	Conditions of employment.	
Hull	...	Engineers (one firm)	...	24th February, 1909	...	2,000	W.	
	...	Engineers, Ironfounders, Brass Finishers, Turners, &c., Patternmakers, Machine Workers, Labourers.	...	1st April, 1909	...	185	W.	
	...	Smiths and Strikers	...	7th April, 1896†	...	—	Demarcation of work.	
	...	Engineers and Brass Founders, &c.	...	23rd November, 1883; amended 1st March, 1884, 11th April, 1889, 26th July, 1890, January, 1893, 18th June, 1896, 27th June and 2nd September, 1897, 6th April, 1899, 23rd March, 1905, 7th February, 1906, 1st June and 20th November, 1908.	...	1,200	W., H.	
	...	Shipwrights	...	9th February, 1898; amended 13th June, 1898.	...	35	W., H., A., Demarcation of work.	
	...	Ironmoulders	...	April, 1909	...	4,000	Reduction of Wages.	
	...	Electrical Workers	...	5th March, 1906†	...	—	W., H., A.	
	...	Shipwrights' Apprentices	...	29th August, 1904	...	—	A.	
	Ipswich	...	Shipwrights	...	20th November, 1908.	...	35	W., H., A., Demarcation of work.
	Lancashire	...	Ironmoulders	...	April, 1909	...	4,000	Reduction of Wages.
Leicester (one firm)	...	Electrical Workers	...	5th March, 1906†	...	—	W., H., A.	
Liverpool	...	Shipwrights' Apprentices	...	29th August, 1904	...	—	A.	

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 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
ENGINEERING AND SHIPBUILDING—cont.				
<i>OTHER DISTRICTS OF ENGLAND AND WALES—cont.</i>				
Liverpool, Port of, and Mersey District (including Birkenhead).	Shipwrights ...	1st January, 1909	2,000	W., H., A., Other conditions of labour.
Liverpool, Port of	Ship Joiners ...	January, 1903	250	W., H., C.
Liverpool, Birkenhead, and Mersey District.	Ship Plumbers ...	1st October, 1907	150	W., H., C., Arb.
Liverpool and Birkenhead	Ship Painters ...	7th August, 1905	900	W., H., A., C., Arb.
Liverpool and Birkenhead	Shipwrights and Ship Joiners.	19th April, 1900	—	Demarcation of work.
London ...	Boilermakers ...	23rd January, 1892†; amended 30th May, 1899, and 21st January, 1903.	2,600	H., Overtime pay.
Lowestoft	Ship Painters ...	10th February, 1900; amended 18th May, 1908.	—	“Dirty” money.
	Shipwrights ...	11th September, 1902†	600	W., H., C.
			145	W., H., A., C., Demarcation of work.
Manchester, Bolton and District.	Boilermakers	October, 1898; amended April, 1905, and May, 1906.	1,630	W.
Newport...	Engineers ...	22nd February, 1901†	420	W.
Northwich	Boilermakers	July, 1900	150	W. Out-money.
Norwich	Electrical Wiremen...	1st May, 1909	30	H., C.
Port Talbot	Platers' Helpers	8th March, 1907	—	W., H., C.
Port Talbot (one firm)	Platers' Helpers	1st June, 1907	80	W., H., C.
Preston ...	Ironfounders...	21st April, 1898†	240	A., C.

Southampton	Turners, Fitters, Smiths, Brass Finishers, Pattern-makers and Copper-Smiths, Shipbuilders and Boiler-makers.	October, 1905† ... ..	...	...	750	W., H.
Swansea	Ship Plumbers Fitters' Helpers and General Labourers.	16th March, 1897† 1st May, 1907 1st April, 1897 ... ..	...	...	420 80 —	W., H., A., Subdivision of Labour. W., H., A., C. W., H.
Woolston, Southampton (one firm).	Boilermakers' Helpers Ship Cleaners and Painters Engineers	1st April, 1897 22nd November, 1897 27th August, 1906† ... ..	...	...	— — 100	H., Overtime. W., H. H., Night Shift.
<i>SCOTLAND.</i>						
The Clyde	Ship Joiners and Ship Shipwrights and Joiners.	27th February, 1894† 3rd November, 1894, with decisions of Standing Committee to date.	...	...	4,000 —	Limitation of overtime. Demarcation of work.
West Scotland Carron (one firm)	Iron and Steel Dressers Ironfounders (Bumblers and Dressers).	8th June, 1900† 16th April, 1909† ... ..	...	...	1,100 —	Overtime and piece-work. W., C.
Dundee (one firm) Glasgow and Greenock Leith	Ship Joiners Sailmakers Ship Joiners	12th November, 1897† 1st January, 1909 April 1903†; amended 18th March, 1908.	...	...	— 145 50	H., Overtime. W., H., C., Holidays. W., Limitation of overtime.
<i>IRELAND.</i>						
Belfast Passage West	Brass Moulders and Finishers Ship Plumbers (one firm) Ship Joiners	26th February, 1907 1900 24th June, 1907 ... ..	...	...	300 — 15	W. W., H., A. W.

OTHER METAL TRADES.

ENGLAND AND WALES.

Liverpool	Farriers	1st January, 1904 ... ..	...	...	250	W., H.
Glanaman	Tinplate Workers	1st July, 1907†	36	W.
Morrison	Firemen	1st pay, July, 1910	—	H.

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† Date of Award.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
OTHER METAL TRADES—cont.				
SCOTLAND.				
Glasgow	Farriers	20th January, 1908	285	W., H., A.
Govan	Wire Weavers	20th October, 1909†	65	W., H.
ENGLAND AND WALES.				
Lancashire and adjoining Counties.				
N. and N.E. Lancs.	Cotton Spinners (Brooklands Agreement). Cotton Spinners Weavers, Overlookers, Cloth-lookers, Warehousemen, Beamers, Twisters, Drawers, &c. Side Piecers (Cotton Spinning). Willeyers and Fettleers Willeyers and Fettleers Willeyers and Fettleers Warehousesmen (Woolcombing). Dyers and Finishers Dyers and Finishers	24th March, 1893; amended 24th December, 1897, 26th April and 18th October, 1900, and 30th March, 1906, 8th Aug., 1910. 17th August, 1900 22nd December, 1909 10th April, 1908; amended March, 1909. 1st week in September, 1910 1st July, 1910 1st pay, Aug., 1910 1st Aug., 1910 September, 1910† January, 1907; amended June, 1907, and 22nd February, 1909. 18th August, 1899†; amended 18th January, 1907; March, 1909; 28th February, 1910. 3rd August, 1907† August, 1907 June, 1907	W., C., Bad Spinning. Cleaning Machinery. C. W. W., H. W., H., C., Arb. B.T. W.H. W.H. W. W., H. W., H. C., Arb. W., H. C. W., H. W., H.	
Bolton and District	Side Piecers (Cotton Spinning). Willeyers and Fettleers Willeyers and Fettleers Willeyers and Fettleers Warehousesmen (Woolcombing). Dyers and Finishers Dyers and Finishers	10th April, 1908; amended March, 1909. 1st week in September, 1910 1st July, 1910 1st pay, Aug., 1910 1st Aug., 1910 September, 1910† January, 1907; amended June, 1907, and 22nd February, 1909. 18th August, 1899†; amended 18th January, 1907; March, 1909; 28th February, 1910. 3rd August, 1907† August, 1907 June, 1907	15,000 50,000 130,000 3,500 — 750 300 125 800 700 4,500 — 1,000 750	W., C., Bad Spinning. Cleaning Machinery. C. W. W., H. W., H., C., Arb. B.T. W.H. W.H. W. W., H. W., H. C., Arb. W., H. C. W., H. W., H.
Lancashire, Cheshire and Derbyshire.				
Lancashire, Cheshire and Derbyshire.	Dyers and Finishers (Piece Goods). Jig Dyers Beetlers and Odders (Dyeing).	18th August, 1899†; amended 18th January, 1907; March, 1909; 28th February, 1910. 3rd August, 1907† August, 1907 June, 1907	— 1,000 750	W., H. C. W., H. W., H.

Bradford and Halifax District		Conditions of Employment.
Halifax	Slubbing Dyers ... ..		700
Bradford (one firm)	Slubbing Dyers	220
Bury (one firm)	Dyers (Piece Goods)	—
Chorley (one firm)	Dyers	105
Eilton, Bury (one firm)	Bleachers, Dyers, &c.	115
	Labourers (Dye Works)	15
	Leavers, Jacquard Card Punchers.	20
Nottingham	Press Punchers	10
	Correctors	800
	Braidworkers (Silk)	1,000
Leek	Piecers, Winders, &c. (Silk) (Female Operatives).	200
Macclesfield	Silk Dyers	300
<i>SCOTLAND.</i>		
Glasgow	Calendermen	1,200
Neilston	Copwinders	

BOOT AND SHOE MANUFACTURE.

United Kingdom	Boot and Shoe Operatives	30,000	H., C., Arb.; Boy Labour, Wages (Minimum and Youths).
<i>ENGLAND AND WALES.</i>			
Bristol	Clickers and Pressmen	70	Minimum Wages.
Kettering and Rothwell	Clickers and Pressmen	400	Minimum Wages.

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 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
ENGLAND AND WALES—				
<i>cont.</i>				
Kingswood	Clickers and Pressmen ...	2nd April, 1910	—	Minimum Wages and Over-time.
Leicester	Boot and Shoe Operatives ...	January, 1908; amended 13th August, 1908, 18th August, 1908, and 5th April, 1909.	10,000	Minimum Wages.
Northampton	Boot and Shoe Operatives ...	1st January, 1894	4,200	Indoor Workshops.
Raunds District	Clickers and Pressmen ...	August, 1907	—	Minimum Wages.
Stafford	Boot and Shoe Operatives (Government work).	3rd December, 1909†	—	H., Wages (Minimum and Youths).
	Boot and Shoe Operatives ...	May, 1907	1,200	Minimum Wages.
SCOTLAND.				
East Scotland	Boot and Shoe Operatives ...	3rd August, 1908	400	Minimum Wages, Moulding Machines; girl labour.
Glasgow	Clickers and Pressmen ...	29th December, 1906; amended August, 1907.	500	Minimum Wages.
Glasgow (one firm)	Lasters and Finishers ...	6th July, 1906	300	C., Minimum Wages.
	Boot and Shoe Operatives ...	31st March, 1896,† with amendments to date.		
TAILORING TRADE.				
United Kingdom	Tailors	2nd March, 1892†	15,000	Distribution of work in slack seasons.
London, W.	Ladies' Tailors	14th May, 1909†	700	W., H.

Scotland...	...	...	...	17th September, 1903†	...	3,150	A., Arb., Distribution of work in slack seasons.
Belfast ...	...	...	...	20th February, 1902†	...	800	Distribution of work in slack seasons.
Dublin ...	...	...	...	19th September, 1900†	...	630	C., Conditions of Employment.

PRINTING AND ALLIED TRADES.

<i>ENGLAND AND WALES.</i>							
England and Wales (except London).	...	...	...	13th December, 1898†	...	2,000	W., H., A.
Barnsley...	...	...	...	10th July, 1900	...	70	W., H.
Bath ...	...	...	...	1st July, 1907	...	100	W., H.
Birmingham, West Bromwich and District.	...	...	...	6th January, 1908	...	800	W., H.
Birmingham ...	...	...	...	1st May, 1897	...	600	W.
Bolton (one firm)	...	...	...	January, 1907; amended 1st March, 1909.	...	25	W., H., A.
Bristol ...	...	...	...	June, 1907	...	200	W.
Bury ...	...	...	...	November, 1907	...	45	W., H.
Devonport ...	...	...	...	March, 1907	...	90	W., H.
Ipswich ...	...	...	...	See Three Towns.	...	800	W., H.
Lancashire, Cheshire, Derbyshire and Westmorland.	...	...	...	January, 1908	...	170	W.
Leeds ...	...	...	...	26th October, 1905	...	35	W., H.
Llanelli ...	...	...	...	July, 1907	...	2,400	W., H., A.
London ...	...	...	...	15th January, 1908†	...		H.
	...	...	...	8th July, 1905...	...		W., H., A.
	...	...	...	9th December, 1907	...		W., H., A.
	...	...	...	8th July, 1905...	...		W., H., A.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*	
ENGLAND AND WALES—					
<i>cont.</i>					
PRINTING AND ALLIED TRADES—cont.					
London— <i>cont.</i>	Correctors of the Press ...	December, 1909	960	W., H., C., Arb., Arb. B. T. W., H., C., Arb. B. T.	
	Operative Printers' Assistants (two firms).	March, 1908	190		
	Operative Printers' Assistants (Flat Machines).	March, 1908	3,000	W., H., C., Arb. B. T.	
	Operative Printers' Assistants (Rotary Machines).	January, 1908			
	Bookbinders ...	29th June, 1903	2,500	W., H., A., Arb., Arb. B. T. Demarcation of Work.	
	Bookbinders ...	30th May, 1893; amended March, 1903.			
	Printers' Warehousemen and Cutters.	March, 1908	3,000	W., H., A., C., Arb. W., H., C., Arb.	
	Newspaper Distributors ...	March, 1907; amended 6th May, 1907.			
	Manchester	Compositors, Machinemen, and Linotype Operators.	1st January, 1907	2,000	W., H.
		Bookbinders and Machine Rulers.	1st January, 1907	420	W., H.
Mansfield	Operative Printers' Assistants (Newspaper Workers).	1st January, 1906	25	W., H., C., Arb., Arb. B. T.	
	Operative Printers' Assistants (one firm).	23rd September, 1909	300	W., Other conditions of employment.	
	Compositors and Machine Minders (Machine and hand).	December, 1908	35	W., H.	

Mexborough	...	Compositors (Machine and hand).	7th March, 1902	...	20	W., H.
Northampton	...	Compositors (Machine and hand).	27th January, 1906	...	120	W., H.
Nottingham	...	Compositors and Machine-men.	February, 1907	...	350	W., H.
	...	Machine Compositors, General and Stone hands (News Work).	April, 1908	...	100	W., H.
Plymouth	...	Compositors ...	See Three Towns.	...	45	H.
Rhondda Valley	...	Compositors and Machine Minders.	July, 1910	...	40	W.
Rotherham	...	Letterpress and Litho. Printers, Bookbinders, and Machine Rulers.	1st January, 1908	...	400	W., H.
Sheffield	...	Letterpress and Litho. Printers, Bookbinders, and Machine Rulers.	21st June, 1897; and 7th March, 1902.	...	5	W., H.
Stonehouse	...	Compositors ...	See Three Towns.	...	150	W., H., A.
Sutton-in-Ashfield	...	Compositors (machine and hand).	June, 1909	...	300	W., H.
Swansea	...	Compositors ...	May, 1906	...	50	W., H., Arb. B. T., Other conditions of employment.
Three Towns†	...	Compositors ...	27th June, 1898	...	60	W.
Tonbridge (one firm)	...	Operative Printers' Assistants, and Warehousemen and Cutters.	31st December, 1906	...	10	W., H.
Tonbridge (one firm)	...	Operative Printers' Assistants (Women and Girls).	10th January, 1907	...	95	W., H.
Warrington (one firm)	...	Compositors ...	14th March, 1908†	...	5	W., H.
West Bromwich	...	Compositors ...	See Birmingham.	...	300	W., H.
Wigan	...	Compositors ...	March, 1908	...	...	...
Workshop	...	Compositors ...	7th March, 1902	...	...	...
Yorkshire	...	Operative Printers' Assistants	27th May, 1907;† with Supplement October, 1907.	...	...	...

* The abbreviations used denote W. wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B. T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
PRINTING AND ALLIED TRADES—cont.				
SCOTLAND.				
Aberdeen	Compositors (machine and hand).	10th July, 1909	200	W.
Dundee	Compositors	7th March, 1908, with amendments and additions to date.	315	W., H.
Edinburgh	Operative Printers' Assistants	January, 1909	20	W., H., Arb.
Edinburgh	Machinemen	22nd January, 1909†	600	W., H., A.
Kilmarnock	Female learners	28th September, 1910	1,000	Restriction of Number employed.
United Kingdom	Compositors	1st January, 1908	45	W., H.
FISHING AND TRANSPORT.				
United Kingdom	Railway Servantst	6th November, 1907†	385,000	C., Arb., B. T.
ENGLAND AND WALES.				
England (parts of)§	Railway Servants	August, 1908†	35,000	C., Arb., B. T.
Bolton, Bury and Darwin (One firm).	Carters	12th February, 1910	55	W., H.
Grimsby	Captains and Mates on Fishing Vessels.	10th September, 1901	450	Shares in value of Catch.
Hull	Engineers on Fishing Vessels.	2nd February, 1907	200	Payment for acetylene gas Supervision.
	Fish Landers	29th July, 1902... ..	2,000	Size of Fish Trunk; Unloading Appliances.
	Sea-going Engineers	20th April, 1897; amended 11th December, 1907.	500	W., Other conditions of employment.

Hull—cont.	Enginers on Steam Trawlers	1st May, 1897	...	...	900	W.
	Fish Dock Workers ...	19th July, 1897 ...	...	...	400	W., H.
	Weekly Hands on Steam Trawlers and Fleeters ...	1st November, 1899	...	...	1,200	Scale of Pay and Allowances.
	Stievedores' (Lumpers) Men	1900	...	...	—	W., Conditions of Employment.
	Dock Labourers ...	19th May, 1893†	...	...	10,000	Union and Non-Union Labour.
Hull (one firm)	Dock Labourers ...	April, 1909	...	...	{ 350 Summer 150 Winter	{ W., H.
Middlesbrough ...	Dock Labourers ...	July, 1905†	...	...	600	W., H.
Millwall (London, E.)	Dock Labourers (Grain Department).	6th January, 1898	...	...	25	W.
North-east Coast	Sea-going Engineers ...	15th August, 1908; amended June, 1909.	...	1st	650	W., Other conditions of employment.
Sunderland	Carters and Rolleymen ...	30th May, 1900†	...	...	200	W., H.
Swansea ...	Motormen, Conductors, &c.	29th June, 1907; amended October, 1909.	...	2nd	140	W., H.
Thames (London District)	Lightermen ...	4th November, 1889; amended January, 1901, and 2nd March, 1908.	...	...	2,500	W., H., A.
Tyne ...	Lightermen's Apprentices ...	11th January, 1897†; amended 7th October, 1909.†	...	...	500	Employment, Arb. B. T.
	Tugboatmen ...	24th October, 1905	...	...	270	W., C., Overtime, Trip-money, Salvage.
Aberdeen	Steam Trawlmen ...	25th October, 1905||	...	...	2,000	Scale of Payments and Conditions of Employment.
Greenock and Port Glasgow ...	Rafters ...	24th August, 1896	...	...	50	W., Other conditions of Employment.
Greenock (one firm) ...	Dock Labourers and Sugar Porters.	13th February, 1904†; amended April, 1907.†	...	30th	200	W., C., Arb., Union and non-Union Labour.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.
 ‡ This agreement was originally signed by representatives of eleven Companies, but adhesion to its terms was subsequently signified, with modifications in some cases, by thirty-five other Companies. For particulars of awards and agreements under its provisions see p. 490.
 § District covered by North-Eastern Railway.
 || Date of Award.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
WOODWORKING AND FURNISHING TRADES.				
<i>IRELAND.</i>				
Londonderry	Carters	July, 1909	160	W., H., Wearing of Badges
<i>ENGLAND AND WALES.</i>				
Birmingham	Cabinet Makers	6th November, 1899	80	W., H., C.
Bolton and District (including Bury).	Wheelwrights and Smiths... ..	14th July, 1909†	200	W., H., A., C.
Chester	Cabinet Makers	June 1st, 1901	40	W., H.
Gloucester (one firm)	Cabinet Makers and French Polishers.	1st January, 1901	50	W., H., A.
Hartlepool	Sawmillmen	July, 1901	—	Winter Hours.
Hull	Coopers	27th October, 1902; amended 15th October, 1906.	200	W.
Lancaster (one firm)	Cabinet Makers	5th October, 1906	70	W., H., A.
Leeds	Cabinet Makers	1st November, 1902	75	W., H., A.
Leicester (one firm)	Shop Fitters... ..	1st May, 1908	—	W., H., A.
	Cabinet Makers and Carpenters and Joiners.	17th October, 1904†	—	W., C., Arb., B. T.
	Cabinet Makers	1st May, 1908; amended 3rd November, 1909.	400	W., H., A., C., Arb.
Liverpool	French Polishers	1st January, 1909	180	W., H., C., Arb.
	Upholsterers	9th November, 1901	—	W., H., A., C., Arb.
London	Cabinet Makers	11th August, 1900†	200	W., H., A., C., Arb., B. T.
	Cabinet and Chair Makers, Wood Turners and Carvers.	12 October, 1904†	150	W., H., A., C., Arb.
Manchester	French Polishers	12th February, 1908†	500	W., H., A.
Newcastle-on-Tyne	Cabinet Makers	1st January, 1901; amended 7th March, 1906.	100	W., Working-out expenses.

Nottingham	...	...	...	18th January, 1905†	...	300	W., H., A.
		Cabinet Makers, French Polishers and Upholsterers.		...	...
		Picture Frame Makers (one firm).		2nd April, 1910	...	30	W., H., C.
Oldham	...	...	...	1st October, 1906	...	20	W., H.
Sheffield	...	Cabinet Makers	...	25th July, 1903	...	150	W., H.
Warrington	...	Cabinet Makers	...	4th June, 1901†	...	80	W., H., A.
<i>SCOTLAND.</i>							
Scotland	...	Furnishing Trades Employees	...	17th January, 1899 ; amended June, 1901.	amended 26th	1,650	W., C., Piece work, overtime.
Aberdeen	...	Upholsterers	...	25th May, 1909†	...	60	W., H., A.
Dundee	...	Cabinet Makers, &c., French Polishers and Upholsterers.	...	September, 1899	...	75	Working-out expenses.
Glasgow	...	Furnishing Trades Employees	...	19th May, 1905†	...	1,000	W., H., A.
Boness	...	Pitwood Yard Workers	...	5th July, 1910†	...	400	W.
<i>IRELAND.</i>							
Belfast	...	Upholsterers	...	7th March, 1902; amended 1st July, 1903	...	100	W., H., A., C., Arb., Time-log, low-grade work.
<i>ENGLAND AND WALES.</i>							
Aberdare	...	Bakers	...	1st September, 1908	...	50	W., H.
Birkenhead	...	Bakers	...	12th November, 1900	...	200	W., H.
Bristol	...	Bakers	...	4th March, 1907	...	160	W., H., A., C., Arb.
Burton-on-Trent	...	Bakers	...	14th December, 1901	...	80	W., H.
Cardiff	...	Bakers	...	14th October, 1901	...	140	W., H.
Derby	...	Bakers	...	2nd May, 1897	...	35	W., H.
Hull	...	Bakers	...	8th September, 1900	...	120	W., H.
Leicester	...	Bakers	...	31st May, 1909	...	60	W., H.
Liverpool	...	Bakers	...	12th November, 1900	...	500	W., H.
London	...	Bakers (Jewish)	...	7th July, 1910	...	175	W., H., Trade Union recognition and labels.
Nottingham	...	Bakers	...	13th September, 1897 ; amended January, 1898.	amended	165	W., H.

* The abbreviations used denote W., wages ; H., hours ; A., apprentices ; C., conciliation ; Arb., arbitration ; Arb. B.T., arbitration by Board of Trade.
 † Date of Agreement.

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement.*
SCOTLAND.				
Airdrie ...	Bakers	29th November, 1909 ...	60	W., H., A.
Beith ...	Bakers	See Kilbirnie.	...	...
Bellshill ...	Bakers	1st July, 1909 ...	25	W., H., A.
Blantyre ...	Bakers	See Hamilton.	...	...
Broxburn ...	Bakers	March, 1909 ...	20	W., H., A.
Cambuslang ...	Bakers	5th December, 1903 ...	15	W., H., A.
Clydebank ...	Bakers	August, 1909 ...	70	W., H., A., Arb.
Coatbridge ...	Bakers	22nd November, 1909 ...	65	W., H., A.
Dumbarton ...	Bakers	See Vale of Leven.	...	...
Dumfries ...	Bakers	7th August, 1905 ...	60	W., H., A.
Dundee ...	Bakers	3rd August, 1907 ...	480	W., H.
Edinburgh ...	Bakers	15th May, 1909... ..	450	W., H., A.
Falkirk ...	Bakers	2nd October, 1909 ...	150	W., H., A.
Glasgow ...	Bakers	1st July, 1910 ...	1,325	W., H., A.
Greenock ...	Bakers	15th May, 1905... ..	50	W., H., A.
Hamilton ...	Bakers	6th September, 1909 ...	120	W., H., A.
Irvine ...	Bakers	September, 1909 ...	10	W., H.
Johnstone ...	Bakers	See Paisley.	...	...
Kilbirnie ...	Bakers	17th April, 1909 ...	30	W., H., A.
Kilmarnock ...	Bakers	17th May, 1907... ..	135	W., H.
Kilwinning ...	Bakers	2nd May, 1908 ...	40	W., H.
Larkhall... ..	Bakers	See Hamilton.	...	...
Leith ...	Bakers	29th May, 1909... ..	85	W., H., A.
Leith (one Co-operative Society)	Bakers	29th May, 1909... ..	...	W., H., A.
Lesmahagow ...	Bakers	See Hamilton.	...	...

FOOD TRADES—cont.

Leven ...	...	Bakers	...	16th December, 1907	...	75	W., H., A.
Motherwell ...	...	Bakers	...	2nd November, 1909	...	55	W., H., A.
Musselburgh ...	...	Bakers	...	11th August, 1909	...	30	W., H., A.
Paisley ...	...	Bakers	...	30th June, 1910	...	190	W., H., A.
Partick ...	...	Bakers	...	1st July, 1909 ...	...	50	W., H., A.
Perth ...	...	Bakers	...	25th May, 1901... <i>See Cambuslang.</i>	...	100	W., H.
Rutherglen ...	...	Bakers	...	1st October, 1909	...	10	W., H., A.
Shotts (one Co-operative Society)	...	Bakers	...	22nd August, 1909	...	20	W., H.	
Stirling ...	...	Bakers	...	27th April, 1908	...	15	W., H., A.
Stranraer ...	...	Bakers	...	June, 1909 ...	...	25	W., H.
Troon ...	...	Bakers	...	November, 1909	...	90	W., H., A.
Vale of Leven ...	...	Bakers	...	2nd October, 1909	...	15	W., H., A.
West Calder (one Co-operative Society).	...	Bakers	...	1st February, 1908	...	40	W., H., A.	
Wishaw... ..	...	Bakers	...	20th July, 1909	...	660	W., H., A.
IRELAND.								
Belfast	Bakers	...					W., H., A.
ENGLAND AND WALES.								
Avonmouth and Portishead ...	...	Docks Committees' Employees (Engineers Dept.).	...	September, 1909†	...	—	W., H.
London ... ..	...	Jewel Case Makers ...	...	1st November, 1906	...	185	W., H., A.
Manchester ... ..	...	Decorative Glass Workers ...	...	13th December, 1900†	...	—	W., H., A., C., Arb.
South Shields (one firm)	...	Hydraulic Packers ...	...	28th July, 1905	...	540	W., H., A., C., Arb.
								Gas Workers (Carbonizing Dept.).	...	3rd November, 1908†	...	—	W., H., Other conditions of Work, Holidays.
Swansea... ..	...	Lamp-lighters	...	28th March, 1907†	...	30	W., Lamplighters' Duties.
		Patent Fuel Workers	...	1st August, 1900	...	500	W.	
OTHER TRADES.								
* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.								
† Date of Agreement.								

Town or District.	Occupation.	Date when Agreement came into operation.	Estimated No. of Workpeople directly affected by Agreement.	Principal Subjects dealt with in Agreement. *
<i>OTHER TRADES—cont.</i>				
<i>ENGLAND AND WALES—</i>				
<i>cont.</i>				
Swansea— <i>cont.</i>	Lock-gatemmen, &c. (Swansea Harbour Trust).	2nd January, 1907	220	W., H.
Tynemouth		Gas Workers... ..	November, 1908	—	W., Other conditions of Labour.
<i>SCOTLAND.</i>				
Aberdeen	Saddlers	5th May, 1900	40	W., A.

* The abbreviations used denote W., wages; H., hours; A., apprentices; C., conciliation; Arb., arbitration; Arb. B.T., arbitration by Board of Trade.

APPENDIX III(A).

LIST OF RAILWAY COMPANIES, parties to Arbitration Awards and Conciliation Board Settlements made for the regulation of Wages, Hours and other Conditions of Employment of certain classes of their employees under the Scheme for Arbitration and Conciliation arranged in accordance with the Agreement of 6th November, 1907 (*see* p. 313), or under other Conciliation Schemes.

Name of Railway Company.	Date of Award or Settlement.
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I.—ARBITRATORS' AWARDS.

Caledonian Railway	8th March, 1910.
Great Eastern Railway	19th August, 1909.
Great Northern Railway	5th Nov., 1909.
Great Northern and City Railway	5th July, 1909.
Great Western Railway	11th June, 1909.
London and North Western Railway	2nd Feb., 1909.
Midland Railway	1st April, 1909.
North British Railway	9th Dec., 1909.
North Eastern Railway	4th Nov., 1909.
North Staffordshire Railway	27th Jan., 1910.

II.—CONCILIATION BOARD SETTLEMENTS (SECTIONAL AND CENTRAL).

Alexandra (Newport and S. Wales) Docks and Railway.	December, 1909.
Barry Railway	Early in 1910.
*Brecon and Merthyr Railway	April, 1910.†
Cambrian Railways	25th Jan. and 15th March, 1910.
Cardiff Railway	Dec., 1909, and March, 1910.
Cheshire Lines Committee	Nov., 1909.
City and South London Railway	May, 1910.
*Cockermouth, Keswick and Penrith Railway	3rd Oct., 1909.†
East and West Yorkshire Union Railways ...	1st Sept., 1909.
Furness Railway	23rd July and 16th Aug., 1909.
Great Central Railway	June and July, 1909.
Great Northern Railway	21st Jan., 1909.
*Great Northern and City Railway	28th April, 1909.
Lancashire and Yorkshire Railway	17th June and 16th Dec., 1909.
*London and North Western Railway	29th April, 1909.
London and South Western Railway	March, 1909.
London, Brighton and South Coast Railway ...	5th Dec., 1909.
*London, Tilbury and Southend Railway ...	30th June and 28th July, 1909.
London Underground Electric Railways ...	Nov., 1909.
Maryport and Carlisle Railway	29th April, 1909.
Metropolitan Railway	Nov., 1909, and April, 1910.
Metropolitan District Railway	Nov. 1909.
Midland Railway	6th Nov., 1908.
*North Staffordshire Railway	May, July and August, 1909.
Rhymney Railway... ..	Nov., 1909, and Jan., 1910.

* See Note on p. 492.

† Date on which settlement came into operation.

II—CONCILIATION BOARD SETTLEMENTS (SECTIONAL AND CENTRAL)—*cont.*

Name of Railway Company.	Date of Award or Settlement.
South Eastern and Chatham Railway	22nd March, 1910.
*Taff Vale Railway	Early in 1910.
Caledonian Railway	June, July and Oct., 1909, and May, 1910.
Glasgow and South Western Railway	March, Sept. and Nov., 1909.
Great North of Scotland Railway	July, Nov. and Dec., 1909.
Highland Railway... ..	May, 1909, and March, 1910.
North British Railway	July and August, 1909,†
Belfast and County Down Railway	8th March, 1909.
*Cork, Bandon and South Coast Railway	Jan. and Feb., 1909.
Dublin and South Eastern Railway	April, May and June, 1909.
*Midland Railway—Northern Counties Com- mittee.	3rd Dec., 1909.

Note.—In the case of the Great Western and Great Central Joint Line, the Great Western and London and South Western Joint Railways, the Great Western and Midland Joint Railways, the Hull and Barnsley Railway, the London and North Western and Great Western Joint Lines, the Port Talbot Railway, the West London and West London Extension Joint Lines, and those marked (*) above, settlements were also arrived at without reference to Conciliation Boards.

† Date on which settlement came into operation.

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