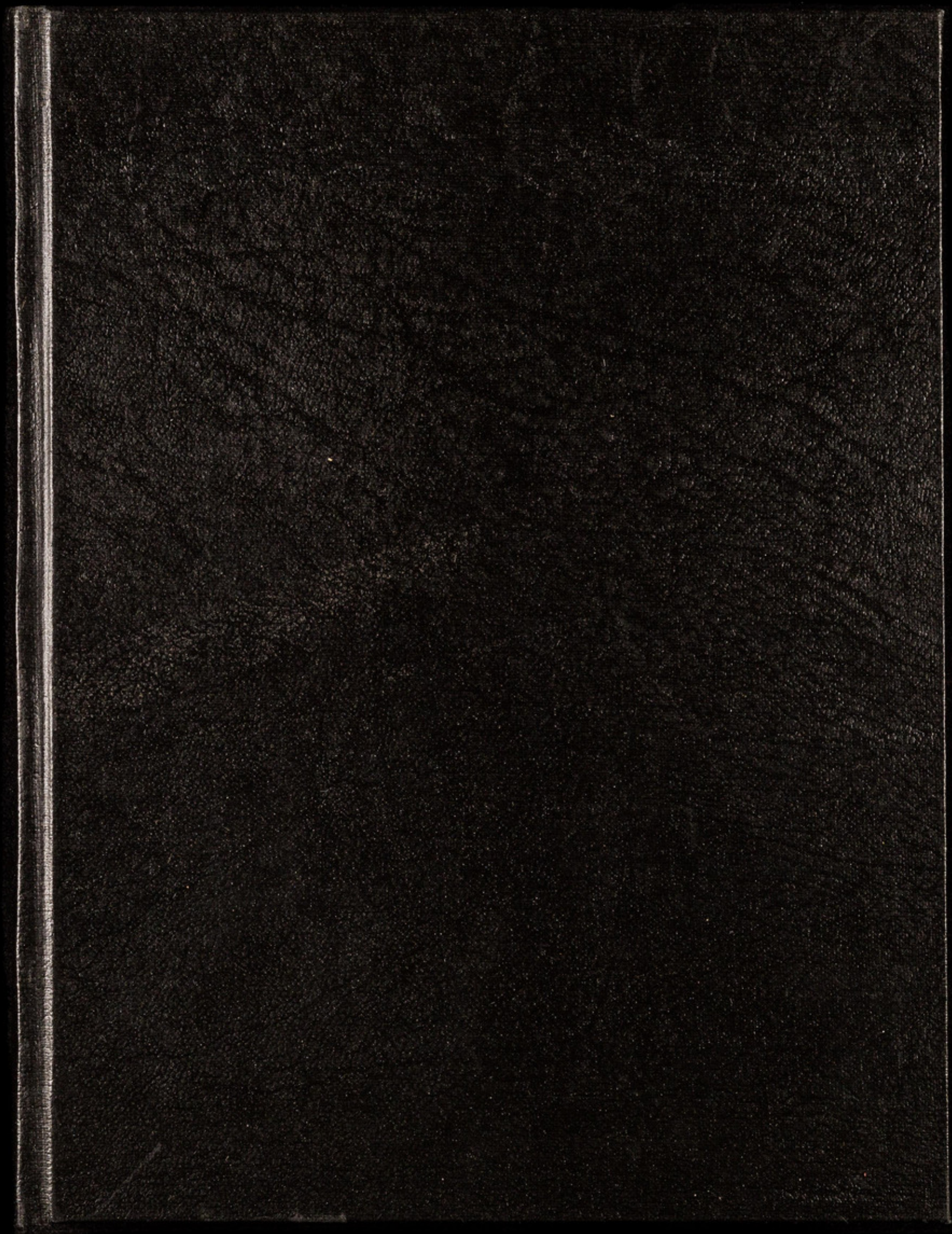
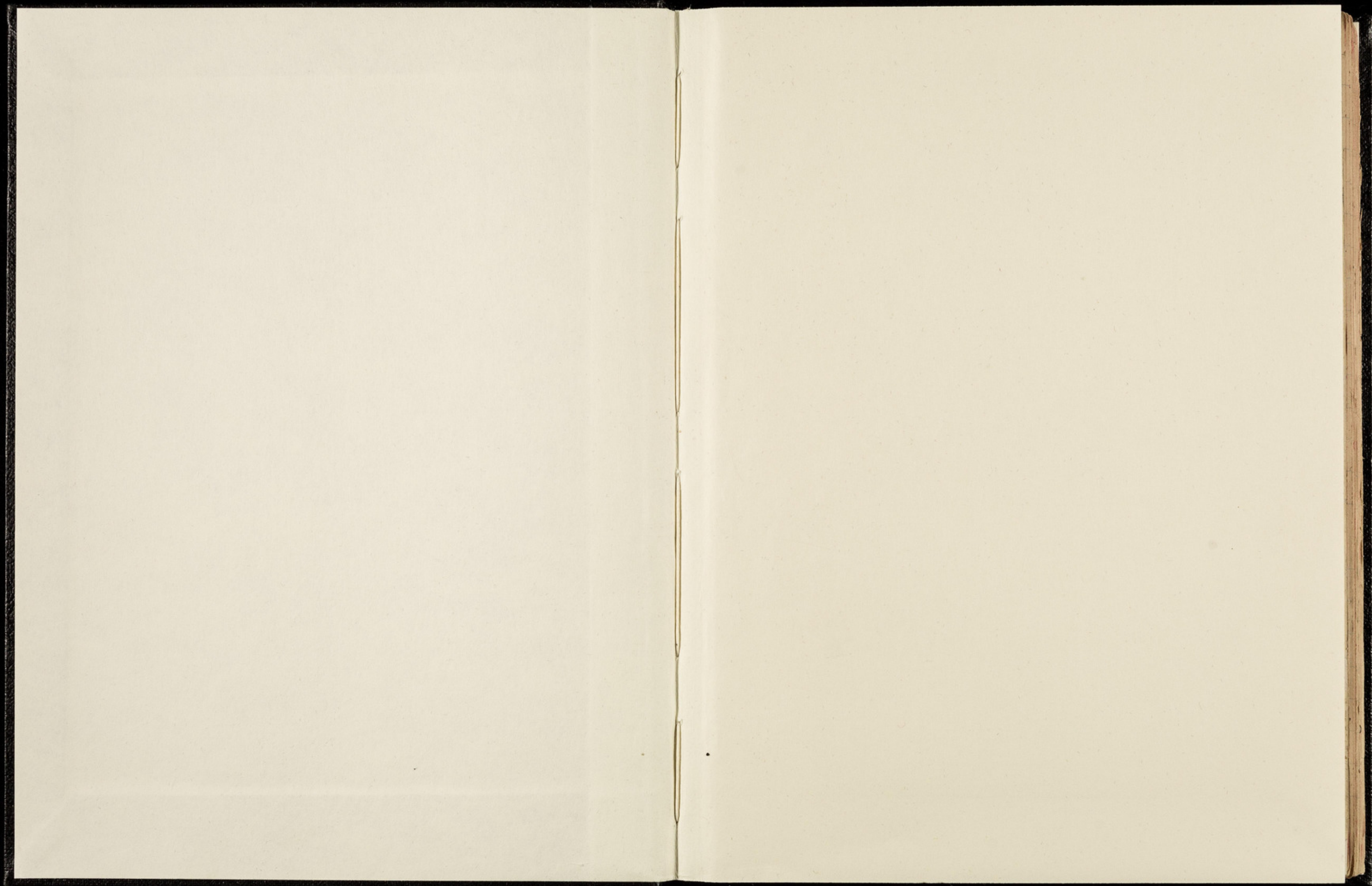
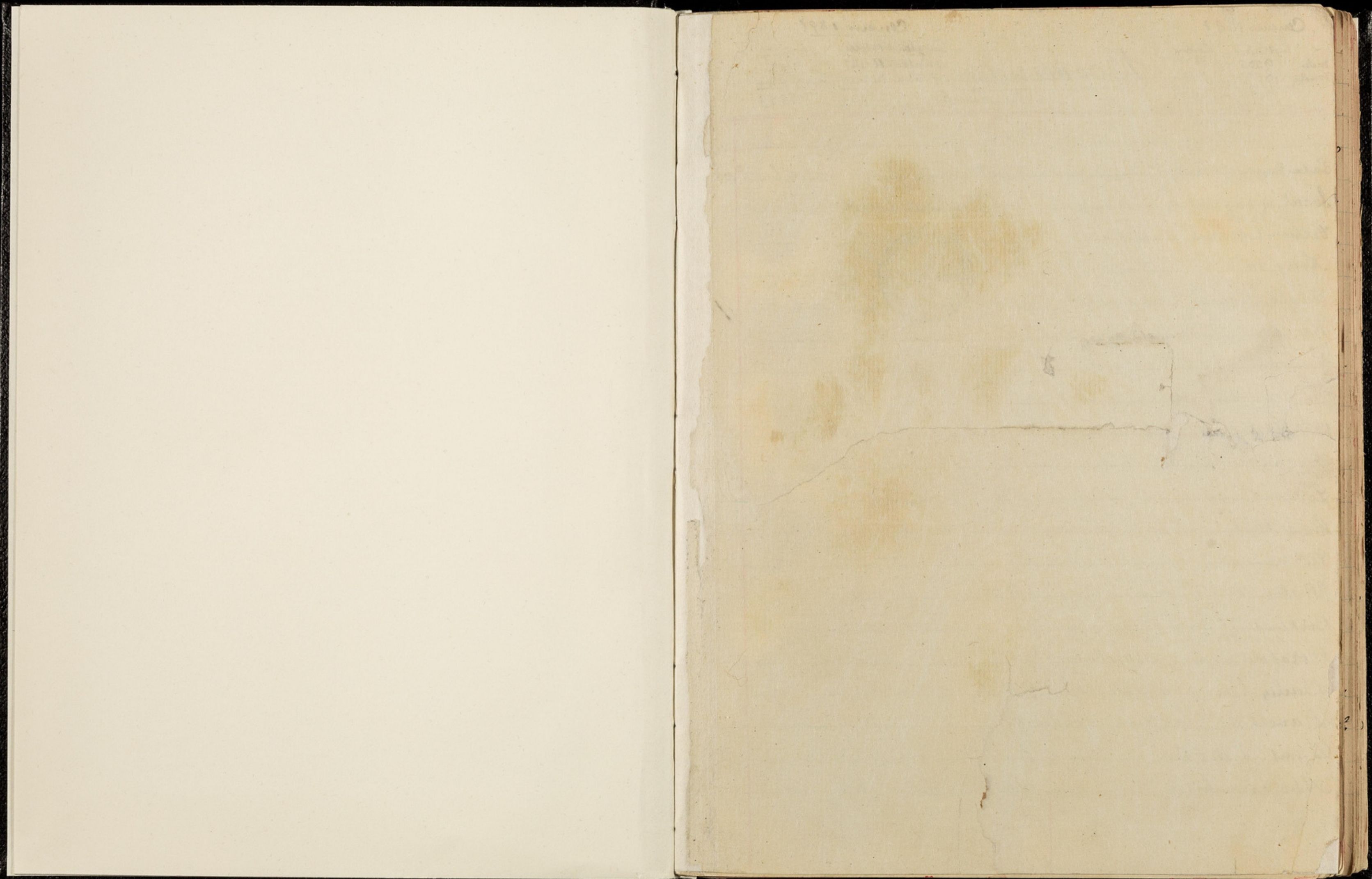








Census 1881

B101

R COLL U

Census 1891

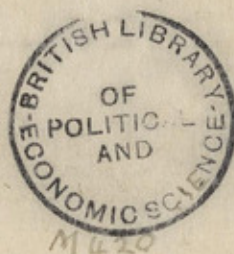
Eng & Wales - London
 Males 9505 - 5639
 Females 10592 - 7293
 20097 - 12932

Bookbinders

Section 102 - Census List.

England & Wales - London
 Males 11487 - 6409
 Females 14249 - 9443
 25736 - 15852

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London Consolidated Society of Journeymen Bookbinders.

Established 1884. [The Report for the year 1890 is termed the "Seventieth Annual Audit Account".]
 Secretary. Henry R. King. House of Call. 20 Kirby St.
 Hotten Garden.

April 26. 1892

Called on Mr King. He gave me a copy of the Rules; the 70th Annual Audit Account and the Library Catalogue.

He said that the Society was the oldest of the Bookbinders' Societies; the Dayworkers' Society was formed about 50 years ago - a split off from this Union. The dissidents were strongly opposed to piece work. This Society was also opposed to it but did not forbid it. Worked amicably with the other Societies; recognized each others cards etc..

The trade was well organized. Did not think there were 6 per cent of non-unions in the trade. The work being necessarily done in the workshops & not in the homes of the men they could exercise a more effective

control and look after the apprentices as they completed their time.

The trade was largely concentrated in London and to a great extent in the neighbourhood of the House of Call.

Abstract of Rules—

Objects. Besides maintaining trade rights, the Society provides out-of-work relief & travelling relief; allows a pension to certain old & infirm members; grants sick relief and publishes a trade journal in alternate months.

Memberships. Rule I restricts membership to persons "exercising the trade of a bookbinder in London or its vicinity", who have "served an apprenticeship of seven years to the trade under an indenture or articles of agreement."

Persons joining the Society within 3 months of the expiration of their apprenticeship ^{*} or arrival from the country pay an entrance fee of 5/-; after that time & within a year 7/6 ^{within 2 years 10/-}; other cases referred to General Committee. Contributions are fixed at 2/- per month except when

* This portion of Rules was altered in 1890 & cases from the country are now referred to the Committee.

3

the funds are below £600 when they are raised to 2/6 a month payable in advance. Other payments are: 2^d per month to a Reserve funds, which is invested in Govt Stock and only available for resisting a reduction of wages or an increase of hours of labour, unless otherwise ordered by a majority of at least three-fourths of the Society obtained by a ballot; ~~contributions~~ contributions for "petition" cases. See page 7.

Arrears of Subscription. When a member's arrears amount to 6^d 6d. ^{on the monthly night} ~~he~~ notice shall be served on him & if payment is not made he shall be suspended from all benefits except death. If arrears are not cleared below the point of erasure (6s 7d) by the 3rd Monday after the ^{monthly} ~~quarterly~~ night, the member shall be suspended. If ~~he be not~~ the arrears are not reduced below 6s 7d by the next monthly night his name shall be erased & he can only be reinstated by the Society at its quarterly meeting. No suspended member is allowed to sign the claimant's book the same week as he reduced his arrears below the point of erasure.

Members Privileges. A member becomes free, when he has been 12 months in the Society & paid all calls during that time. Out of work allowance. A Free member, when out of

4
work can sign the claimants book for 10 weeks during any twelve months & he shall be entitled to 12/- per week, or 10/- for 5 days if he has not worked for more than one day in the week at any employment. Any member, who has not been in the Society for 30 years & has taken the whole of the claimants allowance for four consecutive years shall have his allowance reduced to 8/- per week; if he has taken it for 5 consecutive years, it shall be reduced to 7/- per week; and if for 6 consecutive years it shall be reduced to 5/- a week. Members of 30 years standing, who have taken the allowance for 6 consecutive years shall have it reduced to 8/- a week.

Members are entitled to a copy of the Trade Circular; also in case of sickness to a "petition" and to be excused payment of subscription during continuance of illness.

Business of the Society is conducted by a president, Committee & secretary, and a quarterly meeting of the members on the first Monday in January, April, July & October. All members, except those over 70 years of age must be present at these meetings or be fined 4/-, & 6/- fine for coming late or leaving.

+ Altered in 1890. Fine for absence at beginning & close of ~~meeting~~ quarterly meeting 3/- each. Fines for Special Meetings remain the same as before.

before close of business. Officers are elected by ballot. . Two committees are elected to help in the business.

A Financial Committee of four members (Two elected each quarter to serve 6 months). Three of these men have to attend every Monday evening with the Secretary to receive subscriptions & admit members. A Annual C.^{tee} of 3 members elected yearly. This C.^{tee} with the president, secretary & Financial Committee forms a Com^{tee} of Management, which has power to grant petitions hear cases & decide or refer them to the quarterly meeting.

Special Meetings of the Society may be called by the C.^{tee} of M^{rs}. or on requisition of 100 free members.

Each member of the Financial Com^{tee} ~~will~~ is paid 10 6^d for each attendance and each member of the Annual C.^{tee} receives 30/- at the end of his term of office.

The Rules also contain precise instructions as to the mode of keeping the accounts; auditing & printing the same, the conduct of Quarterly & Special Meetings.

The Society's Funds are controlled by six trustees, elected by a ballot of the members. Each must be a member of ten consecutive years standing. Three of them have control of the general banking account & sign cheques previously authorized by the committee meeting,

which it is their duty to attend when the withdrawal of money is discussed. The other three trustees invest ~~the~~ such sums as the Quarterly meeting or a special meeting decide shall be invested in the Funds. These investments cannot be withdrawn except by authority of a quarterly or special meeting.

Out of Work members have to sign the claimants' book daily to entitle them to out of work pay. An employer's book is also kept in which the names of employers requiring men are entered by the Secretary. Any person finding a place to suit him on this list, must write his name & the time against it. If he does not take the place he must return within two hours & erase his name; if he takes it he must return within 6 hours & erase the place & his name also. Fine 2/6^d for breaking this rule.

Travellers' Allowance. Members going into the country to seek work shall receive 50/- if he has signed the claimants' book for one week; if for two weeks, 40/-; & if for three weeks 30/-. In each case in addition to his weekly allowance. Members returning to London have no claim upon the funds until they have been back six months; if they return within one year they have no claim until the year is ended.

7
Travellers from the country are allowed 3/- relief, if they belong to some local society or union or if they come from a place where there is no union. No traveller entitled twice ~~within~~ twelve months

Petitions. A member who has been free for three years and unable by sickness to follow his employment for four consecutive weeks may ask assistance by petition. When a petition is granted a sum equal to £1 a week shall be given for each week the petitioner has been ill & a payment of £1 per week shall be continued until the man recovers or has received the sum of £15. If a free member die before petitioning, his widow or nominee shall be allowed to petition within a month of his death. If the petition be granted, the widow or ^{young} children shall receive £15 but if another person be the nominee, he shall receive £5 & the quarterly meeting shall determine whether the balance be granted. A member receiving a "petition" is not eligible for a second until five years after the date on which the first was granted. Levy for "petitions" shall not exceed 4/- per month; or 6/- if there be only one petition. Members working in the country & unable to comply with the petition

18
rules are exempted from payment of the 'petition' levies.

Pensioners. The Society gives pensions of 3/- a week to four members of not less than 25 years standing and pensions of 3/6 per week to 2 others of not less than 30 years standing. Recipients must be disabled or reduced by age or infirmity so that they can earn an 'adequate subsistence'. The number of pensioners is limited to six.

Library. There is a lending & reference library containing about 2500 volumes at the House of Call. Members have a reading room in the House of Call. Apprentices in their fourth year and women engaged in the bookbinding may take out books; the latter paying 6^d per quarter for the privilege. The Rules provide that £10 per annum in addition to amount received for fines shall be spent to improve the library. (Catalogue in drawer).

The Report for 1890 shows an increase of 200 new members, making a total of 1266 on the books

December 1893

1270 members

About 20^{men} paying to committee

29 members had been erased; 18 died & one expelled. In Out of work benefit, £483 had been expended; £27 of this being for 'dispute' cases. To Sick members & widows of deceased members £586 were paid, this amount being provided for by a levy of 10.6^d on the year or an average of 10½^d per month.

The Receipts from all sources amounted to £2354, of which £1613 was from members contributions & £598 "Petition levy". The Expenditure besides out of work & petition benefit included £201 voted to other Society (£120 to the Australian Strike); £200 Consols were bought. The Assets at the end of the year were:
General Fund Consols £1500, worth at 96 per. £1410 .. -

Cash with Trustees	823. 9. 7
" Secretary	38. 7. 0½
	2301. 16. 7½

Provident Reserve Fund £1410 Consols at 96. £1344	
Cash	13. 11. 11
	1357. 11. 11

Total Assets being £ 3659. 8. 6½

The Report also tabulates against each member's name the date he entered the Society; Payments made to Lodge, Fines & Petition levy & arrears if any.

~~Candidates for membership must have served a 7 years apprenticeship but one son of a bookbinder~~

(10)

Society of Day-working Bookbinders of London, Westminster etc. Establish Aug 1850.

Secretary. W^m Bockett.
8 Old Hall St. 41 Oldman St. W.C. House of Call. Cook Coffee Tavern
corner of Long Lane & Drury Lane.

Having its origin in a split from the London Consolidated Society, this Union has been framed on similar lines. Its rules are evidently based on those of the older Society; the words used are often the same and deviations are mainly such as make admission to this Society easier and enlarge its scope. The accounts are kept in the same manner and the 41st Annual Audit for the year 1890-91 contains a similar list of the members to that of the sister Society. The only difference is that this Society gives against each member's name the number of weeks in the year that he has signed the 'claimants' book e.g. received out of work pay.

The official year begins in May; the 41st account covering the period from May 12th 1890 to May 4th 1891 inclusive.

membership Members - May 1890 - 450
New, Re-admitted or Resumed - 45
Deaths - 11
Hon^{ble} leave 5
Erased 11
Total - May 1891. 468

May 1893

May 1892 - 424
Newmembers - 16
440

Deaths 7
Hon^{ble} leave 3
Erased 16
26

May 1893 414

Also 16 paying to Committee.

Society of Day-working Bookbinders of London, Westminster etc. Establish Aug 1850.

Secretary. W^m Bockett.
8 Old Hall St. 41 Old Broad St. W.C. House of Call. Cook Coffee Tavern
corner of Long Acre &
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Having its origin in a split from the London Consolidated Society, this Union has been framed on similar lines. Its rules are evidently based on those of the older Society; the words used are often the same and deviations are mainly such as make admission to this Society easier and enlarge its scope. The accounts are kept in the same manner and the 41st Annual Audit for the year 1890-91 contains a similar list of the members to that of the sister Society. The only difference is that this Society gives against each member's name the number of weeks in the year that he has signed the 'claimants' book &c. received out of work pay.

The official year begins in May; the 41st account covering the period from May 12th 1890 to May 4th 1891 inclusive.

Membership	Members - May 1890 -	450
	New, Re-admitted or Resumed -	45
	Deaths -	11
	Hon ^{ble} leave	5
	Erased	11
		27
	Total - May 1891.	468

May 1893

May 1892 -	424
New members -	16
	440
Deaths	7
Hon ^{ble} leave	3
Erased	16
	26
May 1893	414

Also 16 paying to Committee.

Balance May 1893
 Lodge Fund £244.7.1
 Petition " 277.12.3
 £491.19.4

Finance. During the year ending May 4th 1891,
 the account may be summarised as under:

Receipts.

Brought forward -	Lodge Fund	£534.5.1	
	Petition "	203.0.5	737.5.6
	Lodge Payments		787.1.3
	Committee		20.13.-
	Interest on Investment		14.16.6
	Other Receipts		7.18.2
			<u>£1567.14.5</u>

Expenditure

Claimants	£253.14.	
Traveller's Allowance	2.-	
Dispute Benefit	30.3.7½	£285.17.7½
Petitions (Sick of)		117.-
Pensioners		34.3.-
Salaries		112.14.6
Rent		35.19.6½
Gifts to other Unions		29.-
Other smaller amounts.		42.5.7
		<u>£657.0.3</u>

Balance at end of year. Lodge Fund 687.1.9
 Petition " 223.12.5 910.14.4
 Of this balance £853.10.4 was in the P.O. Savings Bank. £1567.14.5.

The Preamble to the Rules states that the Society
 is composed of "dayworking Bookbinders - Forwarders
 & Finishers"

Candidates for membership must have served a

seven years apprenticeship but one son of a bookbinder on attaining his 21st year is eligible without serving, when he has proved his competency as a bookbinder. Enhance fee - within 3 months of expiration of apprenticeship 5/-; after that time 10/-.

Subscription 3/- per month. No additional payment can be levied except by a General Meeting of the members. One-sixth of the total yearly income is set aside for the Petition Fund.

The Funds not needed for immediate use are banked when they amount to £30 by three trustees. Each trustee must be a member of 7 years standing; not more than £50, exclusive of interest must stand in the name of any three trustees. This provision had raised the number of trustees to 5th at May 1891. Three other members of 15 years standing are appointed to invest funds in Govt Securities.

Officers. The President & Secretary are elected annually; also an Advising Committee consisting of three members of not less than 7 years membership.

In April 1894 there were ^{about} 60 members
outsigned e.g. had received all the benefit for which
they were eligible and 20 who were signing the
book. Most of the men would be leather binders
as they are day-workers.

The Trade Committee consists of four members
each of whom serves 4 months. Three members are
elected at each Quarterly Meeting and one of these
takes office each month, the order being deter-
mined by their position in the ballot.

Dispute pay must not exceed £1 a week for 8
weeks & half the sum granted for another 4
weeks. The member then takes the same place
as an ordinary member. ^{or of work}

Out of work pay is 12/- per week for not more
than 10 weeks in the year. The Advising Comtee
has to inquire into all cases in which their
Claimants' Book has been signed for the full
period in 4 consecutive years.

An Employers' Book & a 'Claimants' Book'
are kept at the House of Call, the landlord
being responsible for them.

Members in arrears more than 10/8^d are erased,
if they do not pay within a fortnight. To
rejoin, they have to pay a fine — within 3 months,
5/-; 3 to 6 months 10/- — in addition to the arrears.

Sickness - Petitions. During illness, members are
excused payment of subscriptions by sending a

(14)

voucher to the Committee signed by 2 free members. Petitions are granted for an amount of £15; £4 being given when it is granted & the remainder £1 per week. Conditions as in London Consolidated Society. Compulsory payment for petitions was adopted in 1857. Twelve members & one member's widow were relieved in this way in the year ending May 1891.

Pensioners are not to exceed the ratio of one to every 100 members. Pension is fixed at 3/6 per week.

The candidates must have been members of a Bookbinder's Society for 30 years & be incapable of earning their living. If at any time the pensioner becomes possessed of an income exceeding 12/6 a week the pension ceases. There are now 5 pensioners.

Other regulations are mainly adopted from the London Consolidated Society.

The Secretary's salary is fixed by rule - 25/- a week!

For other particulars see copy of Rules and Annual Audit Account.

Members at December 1892.

	420	
Admitted 1893	10	
	<u>430</u>	
Less Deaths - 4		
Erased - 35		39
Members - Dec 31/93	<u>391</u>	

Vellum (Account Book) Binders' Trade Society.

Instituted 1823.

Sec. A. Goodhew.

May 4/92 Saw the Secretary and also the Delegate to T.C. Obtained copy of Report for 1891 & Rules. The Society rents two rooms on the 2nd floor at 17 Devonshire Square. The outer one is used as a club room. It contained two tables and 3 or 4 benches and about 30 men were smoking and talking or playing cards; the remnant probably of the strikers from Waterlows.

Membership.	At Dec ^r 1890.	662	
	Admitted during year	<u>210</u>	872
Less - Deaths	10		
Expelled	4		
Erased	15		
	for Non-payment.		29
Members on Dec 31 st 1891.		<u>843</u>	

In the Report the Committee term 1891 as "one of the most anxious and trying years since the formation of the Society". A resolution was passed on Jan 12th 1891 & delegates appointed to confer with the other Bookbinders' Societies re an Eight Hours' Working Day. A Combined Committee was formed. (See page 28.), and the question ~~has~~ kept the trade in an unsettled state

Income 1893.

Subs. Fines & Entrance fees £ 502. 11. 11

Other sources 5. 4. 3
£ 507. 16. 2

Expenditure 1893

Out of work - £ 435. 4. 6
Annuitants 60. 6. -
Funerals 32. - -
Benevolent Fund 31. 6. -
Office Expenses 60. 10. 2 1/2

Total Expenditure - £ 801. 8. 4

Balance Dec 1893

General Fund - £ 34. 1
Benevolent " £ 33. 18. 1
Pension " Nil
Reserve " Nil
£ 67. 19. 1

Debt due to other Societies
re Eight-hours movement
£ 495. 19. 2

and caused an increase in the Out-of-work pay.
The Accounts are kept in a peculiar style; only quarterly
statements being issued.

The following Statement is compiled from the four
Quarterly Statements for 1891.

Income.

Balance Jan 1st 1891. General Fund £ 1018. 14. 9
Benevolent " 242. 13. 3
Pension " 86. 8. 9
Reserve " 989. 12. 9 2337. 9. 6

Subscriptions, Fines & Entrance Fees. 979. 5. 3 979. 5. 3
Levy - 8 Hours Question. 201. 18. -
From other Societies " 316. 6. 7 1/2 518. 4. 7 1/2
Tickets for Benefit 74. 11. -
Interest on Investments 60 5. 4 134. 16. 4 1632. 6. 2 1/2
£ 3969. 15. 8 1/2
Due from other Societies - 596. 10. 6 1/2
£ 4566. 6. 3

Expenditure

Out of Work Pay. ^{1st Qr.} 24 members 32. 6. -
" ^{2nd Qr.} 34 " 79. 8. -
" ^{3rd Qr.} 42 " 108. - -
" ^{4th Qr.} 30 " 89. 10 £ 309. 4. -
Dispute pay £ 12. 14. -
Strike pay & Expenses. 273. 9. 10
Eight Hours Dispute Strike pay ^{Nov 21 - Dec 26} 1438. 7. 9 1724. 11. 7 2033. 15. 7

Annuitants - Four - 64. 16. -
Funerals Eight - 64. -
Grants to other Unions & Strike Funds 35. 12. 1 164. 8. 1
Benevolent Fund 75. 13. 0 1/2
Office Expenses £ 82. 5. 0. Salaries & Allowances £ 148. 11. - 230. 16. 0 1/2
Other Expenses 147. 8. 5 1/2 2652. 2. 4

General Fund 1194. 9. 5
Benevolent " 219. 2. 4
Pension " 106. 16. 6
Reserve " 393. 15. 8
£ 1914. 3. 11

By Balance.
Balance £ 1317. 12. 4 1/2
Due to Society 596. 10. 6 1/2
1914. 3. 11
3969. 15. 8 1/2

47

The expenditure for the year is thus seen to be £1000 more than the income, This was provided by selling out Bonds £2203.16.4 during the last quarter of the year. The charges for the strike came against the Reserve Fund, which at Sept. 30th amounted to £1035.2.9 but had been reduced to £393.15.8, while the strike pay disbursed on December 26th (for the week ending that date) was £362.13.3. The expenses of the Eight Hours Strike are shared by the four Societies in proportion to the number of members. Of the £1438.7.9 disbursed between Nov 1st & Dec 31st the proportion payable by the Vellum Binders was £525.10.7.

Growth of the Society. ~~From~~ A table is printed giving statistics of the growth & work of the Society. It started with 62 members and grew steadily until 1889 when it had 436 members; in 1890 the number was 662 & in 1891 - 843. The Genl Fund grew in a similar manner. 1866-67 when it amounted to £915.10 but dropped the following year to £559.5.11. & in 1870-71 to £248.8.7½. The Benevolent Fund was started in 1852-3 & the first annuity was given in 1865-6, the expenditure on that head for the year being £5.4. In 1873-74 the Reserve Fund was started. Out of Work pay has grown steadily with the growth of the Society, with a few exceptional years as 1848-9; 61-63; & the year

from 1866 to 1871.

Summary of Rules

The Executive consists of a President, Secretary, and eight Committeemen. They are elected annually at the March meeting. Three Auditors are also elected to keep and audit the quarterly accounts and three Trustees (who must have been members for 5 years) whose duty it is to invest the surplus funds of the Society. When there is £200 at the bank, £100 is to be invested. The Secretary is paid £2.2 - a week & the other officers 4 to 1/6 per attendance and fined if absent.

Membership. Vellum binders or "Vellum binders' Finishers" who have served a 7 years apprenticeship or worked at the trade 6 months as a journeyman & during that time received journeyman's wages are eligible if between ages of 21 & 35. Admission is by vote of the Quarterly meeting.

Entrance Fees. Any person elected a member within 3 months of expiration of apprenticeship - Free
From 3 to 12 months - 5/6; over 12 months - 7/6
Any person who has not served an apprenticeship pays: - If under 25 years of age 7/6; 25 to 30 - 12/6; 30 to 35 - 15/-.

1894

Subscription now
raised to 3/- a month.

(19)

Subscription. 7/- per quarter except when the General Fund is less than £500; when it shall be raised to 7/6.

The subscription is allotted as follows:-

General Fund	-	5.9
Benevolent "		.6
Reserve "		.9

When the Reserve Fund amounts to £1000 or the

Benevolent Fund to £300, the portion allowed to that fund is carried to the General Fund.

Working Regulation. No member is allowed to work for less than 32/- for a week of 54 hours. Overtime pay-time and a quarter. Gold finishers minimum wage is fixed at 36/- a week. Committee may exempt aged members.

Out of work pay - Free member (one who has paid a years subⁿ etc) when out of work is entitled to 12/- per week when the General Fund is above £500; when between £500 + £400, 10/- per week & when less than £400, 9/- per week for a period not exceeding 10 weeks in any one year. A member outsigned at Christmas is allowed 10/- from Benevolent Fund.

Members are exempted from paying their subscription when out of work or ill.

Benevolent Fund. The Committee can grant assistance

assistance to any amount not exceeding £4 provided the applicant has not received assistance from that Fund during the preceding 6 months.

Annuitants. Any member of 15 years standing unable to earn 20s per week & not receiving that amount from any other source is eligible. Elected at Annual Meeting. Elected candidates are paid monthly on following scale:-

If a member for 15 consecutive years -	4s per week
20 " " "	5s " "
25 & upward.	6s " "

Annuitants are exempt from all payments to the Society. Their number must not exceed the proportion of 1 to 80 of the paying members.

Emigration. Members emigrating are allowed £3 to £6 according to length of membership. No member shall receive this grant more than once.

Funeral Allowance is paid on a free members death as follows:-

Free member	£ 2
after 3 years consecutive membership	£ 4
5 " "	£ 6
7 " "	£ 8
8 " "	£ 10

Dispute Pay. Any member ordered to leave his work by the Society will be paid 20s a week for 10 weeks if out of work so long and if still out of work such further allowance as the Comtee decide.

(24)

Shop "Chapels". In firms where more than two members are employed, there is to be a chapel, and each chapel shall appoint a father or chairman. Foremen may not be members of a chapel.

Meetings. Members are fined if absent from the Annual Meeting in March but attendance is not enforced at the Quarterly Meetings.

Other Rules deal with a member's conduct - a member losing his situation thro' drink or neglect loses his right to out of work pay & may be excluded from it for a year. Disputes - alteration of rules; dissolution of the Society - this can only take place by the consent of five-sixths in value of the then existing members. To ascertain this each member has one vote, and an additional vote for every 5 years he has been a member, but no member can have more than five votes.

May 10. 1892

284.

Interview with Mr Henry R. King, Secretary.
London Consolidated Society (See also page 1)

Having read the rules & made various notes respecting their working, I called on Mr K. The conversation was somewhat desultory; a question respecting a rule leading up to various other points.

Sick Relief - Petitions etc. No relief is given to a member until he has been unable to work for a period of 4 weeks nor until he has been at least 4 years in the Society - (see rules). The Union encourages its members to join a Sick Benefit Society, indeed in most of the shops there is a Sick Fund. The form of Petition was originally designed to permit Unions to join such societies. In the early days of these Societies some of the Friendly Societies had a rule that a man should not belong to more than one Friendly Society. The "Petition" was a means of evading such a rule.

Payments to Committee etc. A bookbinder joining the Society would pay his entrance fee & subscriptions to "Committee" until all the entrance fee had been paid. The entrance fee may be paid in several instalments but until the

Total amount has been paid to the subscription until that date of payment the man is not regarded as a member. Members when erased for being in arrears also pay to Committee. There are some men who are always paying to Committee: there will pay (say 3/-) at the end of the month, always leaving a certain amount ~~at~~ unpaid. Such men are not eligible for benefits.

Apprenticeship. The practice of an elder son learning the business and now ~~going~~ ~~colles~~ becoming an apprentice is becoming rarer. Most of the lads have been apprenticed and Mr King's two sons were apprentices altho' he might have claimed the privilege. Thinks it better that they should learn in ~~the~~ a shop where there are ~~no~~ is no disturbing elements. The father would take care before the apper indentures were signed that his son was sent to a firm doing a variety of work and after the ~~book~~ ^{work} is started, he should not be able to appeal to his father at once.

Out of Work Members. Replying to a question respecting the proportion of old men amongst these, Mr K said that there was not a large number of old men; there would be more careless men. The work

was not heavy and consequently a man could work efficiently to a greater age than in some other trades, and was ever acquiring greater efficiency. Their best binders were the elder members. Occasionally employers asked for young men but they did not encourage such selection. Of course when a great age was attained there was a larger number than and the proportion increased rapidly - say over 60 years of age.

Trade Circular has been discontinued near 15 years. It existed for about 20 years.

The Bookbinder, a paper devoted to the trade interests has also been incorporated in the "British Bookmaker" a sixpenny monthly. This paper contains notes on trade union matters and is sold by the Union officials although there is no official connection. [Copy in the drawer]

Eight Hours Day Committee. Mr King (a member of this Committee) expressed the opinion that the Committee's work had been successful amongst the letterpress binders but they had failed with the vellum binders. These men worked in large printing houses and the employers objected to shorten the hours of one part of their staff. Copies of the Committee Reports were given - for notes on which see page 28.

Method of Working. Bulk of the work is done on time wages.

There is a considerable amount of piece work but it is steadily discouraged by the Union. There is also a small amount of work done by piece-gangs e.g. a gang of men take the work and divide the earnings at the end; it is however a very small proportion of the whole.

Seasons. The busiest season is from September until the middle of December and slackest time in July and August. There are however minor seasonal changes which affect sections of the trade such as the 'American' season.

There is a considerable amount of Overtime at the busy season but not much at other times.

Classes of Work. The two main divisions are: the 'vellum binding' & ~~the~~ cloth binding. These divisions exist in London chiefly on account of the concentration of the trade there. In the country a bookbinder will work on both branches & if he learns his trade in the provinces he will learn both kinds of work. Coming to London, he chooses which branch he will

follow and probably joins the Union belonging to that branch. The division is an old standing one in London & the vellum binders are usually employed in connection with printing firms.

Vellum Binders to bind Account Books, ledgers, etc.

Much of the work is very common and is done by boys; on the other hand, some requires a high degree of skill e.g. bankers ledgers. There is not much difference in the standing of the men engaged in the trade. — formerly (some 30 years ago) the vellum binders considered themselves as superior to the ordinary binders but this is not the case now.

Ordinary binding is subdivided into two classes: — cloth and "Bible" work. (Zachusdorf terms them cloth & special). The former includes all ordinary trade work in cloth, and the latter leather bindings ~~also~~ such as prayer books, hymnbooks, classics beside Bibles. There is also a quantity of leather work done now in cloth style such as the cheap volumes of poems which are issued in calf & half calf at prices from 5/6. See windows of discount booksellers).

Influence of cheap printing etc. Mr King thought that the great increase of cheap books had not affected the proportion

27
proportion of good & common work. The increase of
the common work has caused a corresponding increase
in the demand for good bindings. (I doubt the extent of this)
Ask booksellers.

April 1894

Mr King says there is no feeling of
animosity amongst the employers about the strike, or
it is not shown. The eight hours has brought
with it more oversight and time is more
closely kept, the five minutes knocked off &
men cannot have lunch now which formerly
involved a few minutes. The employers have
gained by the change & would not revert to
the old system.

Most of the shops commence at 9 am;
very few commence at 8 & abolish the tea time.
The foremen are opposed to this change; it involves them coming
in early.

Eight Hours Movement - Documents

Preliminary Report - dated June 16. 1891. marked E1.

Interim " " Oct 13 " — E2

Final " " April 4. 1892 — E3

British Bookmaker " " April 30 1892 — E4.
(Contains report of final meeting)

Eight Hours Movement.

A mass meeting of bookbinders was held on Oct 28th 1890 at the Holborn Town Hall. It was convened by the 3 societies viz:- London Consolidated; Day-working; & London Branch of the Bookbinders' & Machine Makers. The following resolution was unanimously passed:-

"That a Conference be called, to consist of representatives of this meeting and the employers of the trade, to consider the desirability and necessity of re-adjusting the hours of labour from the present standard, to a standard of eight hours per day, or forty-eight hours per week, such re-adjustment not to reduce the present rate of wages. That systematic overtime and piecework be discouraged as far as possible. That all time before 8 a.m. and after 7 p.m., and after 1 o'clock on Saturdays be accounted overtime, to be paid for at the rate of time and a half. Overtime, under all circumstances and ordinary conditions to commence after forty-eight hours' work."

and a Committee^{was} appointed to conduct the negotiations. This committee consisted of 18 members - six from each Society. It met for the first time on Dec^r 12th 1890 and then as the Vellum Binders were also agitating for an "8 hours day" arrangements were made for six members of that Society to join the Committee & so that joint action might be taken. This was done & a joint letter sent to the employers in February 1891 as well as an invitation to a Conference at the Memorial Hall on March 23rd.

The Bookbinders' Section of the London Chamber of

Commerce then replied & finally passed the following resolutions at a meeting held on March 18th 1891:

1. That this meeting of employers in the Bookbinding Trade, without expressing any opinion as to the merits of the question, feels that the consideration of the Eight Hours movement is premature as applied to their trade.
In coming to this conclusion they have been guided by the following reasons:—
 - (1) Bookbinding is a light and easy trade, and carried on under conditions which are admittedly in no way injurious to health.
 - (2) The pressure of work is essentially so variable, the bulk of the business being carried on during the last few months of the year.
 - (3) No other similar branches of industry have yet adopted the Eight Hours principle.
2. In consequence of the foregoing resolution this meeting is of opinion that no useful purpose would be served by conferring with the employes at their proposed meeting on the 23rd inst., and that the Secretary of the Amalgamated Unions be informed accordingly.

The Men's Committee held the Conference however as they proposed & representatives of a small number of the larger employers attended. No definite conclusion was reached so the men proposed a conference between an equal number of the men & the masters comprising the Bookbinders' Section L. C. Commerce. A meeting was arranged for April 27, when 9 of each party met at the Chamber of Commerce. No decision being made, a second meeting was arranged for June 1st, when the masters' representatives brought forward the following

Resolutions passed at a meeting of the Bookbinding Section and the trade generally, held on Monday, the 25th May, 1891.

That this meeting recommends to the bookbinding trade generally that the proposals of the men to reduce the working week to 48 hours be accepted from and after the 1st of May, 1892, until 54 hours have been worked, when the rate of time and an eighth shall apply, it being understood that every effort will be made by employers to abolish systematic overtime, and that the employers reserve to themselves the right to engage apprentices in the proportion of not less than one apprentice to three men in order that no limitation of output be brought about.

That the nine employers who conferred with the men on this question, your Committee feel it their duty to point out to you that the counter propositions of the "Bookbinders' Section" on this question, your Committee feel it their duty to point out to

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That the nine employers who conferred with the men on the 27th of April be re-appointed, with powers to treat with the representatives of the men on the lines of the foregoing resolution.

That in the event of the men agreeing in full to the terms of the resolution passed this day, the nine employers appointed to confer with them be authorised by this meeting to sign the necessary agreement.

These terms did not commend themselves to the men, especially as regards the 6 hours between the 48 & 54 hours (which they contended should be paid as overtime) and the number of apprentices.

To strengthen their position the men's committee called a meeting of the men at which a resolution was passed that "the trade will not recognize any shop as fair where the number of legal apprentices exceeds the following proportion:—

"In shops where less than 10 men are employed, one lad to three men; in other shops, one ~~man~~ lad to four men. No shop to have more than 25 lads; but in the event of a re-adjustment of the hours of labour to a standard of eight hours per day, this clause shall be open for re-consideration."

The proceeding to this point having been reported to the men, they (on Aug 20th) empowered their Committee to settle the question subject to ratification. A meeting of the masters' and mens' representatives was accordingly held on Sept. 18th 1891 at which the following provisional agreement was made:—

We, the undersigned Employers in the Bookbinding Trade, hereby agree to be bound by the terms of the appended Agreement, proposed at a General Meeting of the Trade, as a settlement of the demands of the Employés in reference to the Eight Hours Question.

- 1.—That the Employers reserve to themselves the right to engage apprentices in the proportion of one apprentice to three men from and after the 1st of January, 1892. That this arrangement be operative for twelve months in all the Establishments where the Eight Hours Day is conceded, at the expiration of which time it shall be open for reconsideration.
- 2.—That piecework shall be paid for at the rate of 10 per cent. rise on the prices now paid in the various shops, and that an equivalent increase for overtime piecework be decided upon at a future meeting.
- 3.—That extra payment for overtime shall be equivalent to the ordinary time, plus one-quarter, which shall commence after 48 hours per week have been worked, and that time and a half shall be paid after 57 hours' work. When the 48 hours per week is worked at more than 10 hours per day, any time beyond such 10 hours shall count as overtime.
- 4.—That the working hours for Bookbinders be 48 hours per week from and after the 1st of January, 1892.
- 5.—That the Employers agree to make every effort, consistently with the legitimate requirements of business, to abolish systematic overtime throughout the Bookbinding Trade.
- 6.—That under the foregoing arrangement no reduction shall be made in the present rate of wages.

This agreement was signed by 63 employers, who also agreed that they would not accept work from, nor assist any Bookbinding firm who will not give an assurance that they will accept the foregoing arrangements, should any such firm, in the wisdom of the 'Eight Hours' Committee, be proceeded against on November 1st 1891, for the purpose of enforcing this Agreement."

Previous to this agreement, the Printing & Allied Trades' Association entered the controversy, their secretary (Mr H. Vane Stowe) writing to the Secretary of the men's Committee on August 12th ^{said} that the

employers' in the Association had not agreed to any alteration of the existing hours ~~and~~ nor did they see any necessity for doing so. Several letters passed after this. Mr Stow makes a point on Aug 14th, that in the case of printing houses having binding departments the 'Eight Hour System' could not be introduced as it would cause disorganization. In another letter (Sept 25th) Mr Stowe informs the Secretary of the Binders' Joint Committee of the rejection of a ~~to~~ resolution to sanction the Agreement at a meeting held at the Chamber of Commerce on the previous day. The men's Committee desire a conference but this proposal is rejected and on Oct 13th 1891 when their 'Interim Report' was issued matters were in a strained state. A strike soon followed at Messrs Waterlows' and

In a final pamphlet issued on April 4th 1892, the Comtee informs the men of the result of the agitation. Messrs Waterlows sought to compel their men to sign agreements - "onesided" the men say they were. A few of the men signed but the majority gave in their notices on Nov 6th. A few other firms were also struck. The employers would not discuss the question with the men but offered a rise of 2/- per week - from 32/- to 34/-. The strike dragged on for weeks: the assistance of the Printing

and Kindred Trade Federation was invoked but it declined to interfere. At length the Committee handed over to the Vellum Binders the responsibility of settling the terms for that section of the trade so that the concessions made to the Bookbinders might be maintained. The Vellum Binders then after a strike of 20 weeks accepted the masters' terms viz a rise of 2/- per week.

At a meeting held on April 13th 1892, the men's Committee rendered an account of its stewardship. The result was the the Eight-hour Day had been obtained ~~for~~ for the letterpress binders, a higher rate for overtime and a recognised limitation of the number of apprentices. The men regarded the result as a victory and passed a hearty vote of thanks to the Committee. Several of the speeches expressed a desire that there should be only one society for bookbinders. There is undoubtedly a desire for amalgamation, which will probably lead to the fusion of the 'Day workers' & the 'consolidated' Unions shortly.

News. In April 1892, the Bookbinding Section of the London Chambers of Commerce informed the men's representatives that it considered the agreement as null & void as the whole trade had not adopted the "Eight-hour day".

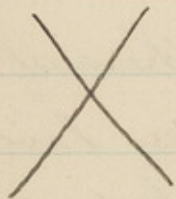
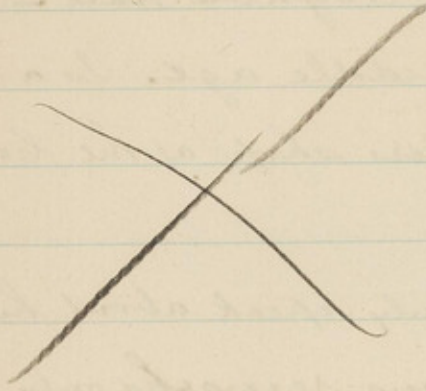
Interview with Mr Fredk Rogers. President (1892) Vellum Binders.
62 Nicholas St. Mile End E.
SLS May 18th 1892

Met Mr Rogers at Toynbee Hall - a well preserved man past middle age. Is a foreman of a small vellum binders shop at the Co-operative Printing Works.

He said he could only speak about his own section of the trade and the following remarks only apply to the Vellum Binders.

The distinction between Vellum Binders & Bookbinders is not peculiar to London. The division exists in some of the large provincial towns as: - Liverpool, Glasgow, Edinburgh, Nottingham, Birmingham & Leicester.

Mode of Entering the Trade. The best men come after serving an apprenticeship. Others after working in a shop (see rules). The masters have a system of bringing young fellows into the trade. They are taught only a portion of the work and grouped into gangs; each worker doing a particular portion. It is the employer's interest to keep them man at one branch, then if he asks for a rise of wages the employer can say "You are not efficient". The



only chance a lad has of learning the trade when he commences this way is by changing from shop to shop. If he becomes efficient the Union will admit him. Mr R. thinks that the majority of the young men are too apathetic to do this; especially if they marry. They are then afraid of being out of work and will not run the risk.

Mr Rogers is a strong unionist and avers that the Union turns out the best workmen as unionists show each other any point ~~they~~ that is unknown to the other. As a young man he was helped & he was taught to regard it as a duty to help others in the same way.

[Mr Aves says that R. is not a good bookbinder].

Female Labours. Women do the folding & sewing. There is no distinction between folders & sewers. A woman who is folding to-day may be sewing a few days hence. This is the only part of the work that he regards as women's work; they have done it for 50 years. Earnings 12/- to 15/- a week. Women also work the wire stitching machines, lay on gold e.g. stick gold leaf or Dutch metal to those parts of the book that have to be lettered with a substance called "glaire"; do wrapping, e.g. affix the covers to periodicals such as Macmillan's Magazine, The Contemporary etc.

The women work 48 or 54 hours a week; average 48 hrs.

The Union discourages their employment except for folding & sewing.

Machinery. There is not much used in vellum binding.

The steam cutting machine and the wire binder or sticher as it is also called being the only machinery used.

Season. Usually busy from September to June. Practically the only slack time is the holiday months.

Overtime. Usually worked during the busy season; begins about October & continues until February. During this period a vellum binder might expect to work overtime. Mr. R. believes there is a large amount of overtime done. He says that he often worked until 10 p.m. and many worked later. He thought that the late strike was a blunder and that they ought to have sought to reduce the amount of overtime ~~earlier~~ before asking for the Eight Hour day.

Unionists v. Non-unionists. There are about 800 men in the Vellum Binders Society and there are about 200 non-unionists in London; a large number were brought to London at the time of

X

the strike. Before the strike there were probably only 50 non-unionists.

Cheap Production. The reductions in the cost of paper, and ~~all~~ the various materials used in binding had increased the trade and so brought more work - wages had risen. There was still much good work done but a larger quantity of common work such as account books, memorandum books. In these cheap books the binding is not so good as in books of better material, nor is the binding, thread, or anything else ~~as~~ so good as it was 25 years ago.

Some of the principal Vellum binding firms: -

Union Houses.

Non-union

Insecto & Co. Suffolk Lane. E.C.
 Rock Bros Ltd 11 Wallbrook. E.C.
 H Goode & Son, 12 Moorgate St.
 + 39 Moor Lane
 Joseph Mead (Cheap work)
 102 Southwark St + 40 King St. E.C.
 Woodderpoon & Co. (Good work)
 1 Portugal St Lincoln's Inn.
 Ash & Co. 42 Southwark St. E.C.

Mc Borquodale & Co Ltd.
 43 Cordington St. N.W.
 + The Armoury
 St Thomas's Pl. S.E.
 Hudson & Kearns
 83 Southwark Street. S.E.
 Waterlows & Sons Ltd.
 Finishing Stationery Works.
 E.C.
 J. Shaw & Son, 7, 8 & 9 Fetter Lane +
 10 Crane Court, Fleet St.
 Knight & Co 90 Fleet St. E.C.
 Drake, Driver & Leaver Ltd
 13 New Bridge Street.
 E.C.

May 18. 1892 (38)

Mr Chas H. Lansdown. 277 Whitechapel Road.

On leaving Toyulbee Hall, Mr Rogers took me to this man's shop. He is a small working book-binder; uses the front portion of the shop for the sale of stationery etc & works behind with a young man.

He was then engaged lettering some volumes. The process is as follow:- The book is held in a vice with the back uppermost and a piece of gold leaf is fastened on the part which is to be lettered with some "glair". The workman then takes the tool which has the letter he wishes to use from a number that are being heated on the fire or gas; with this he presses firmly the part of the book where the letter is to appear; in this way he goes through the whole of the lettering. When this is done the back of the book is wiped with a cloth which removes all the gold except where the hot iron has affixed it.

The tool used has a wooden handle into which the iron portion is inserted; the lower portion of the iron being cut into the particular pattern or letter wanted. It looks like a large bradawl.

Mr C.H.L. said that his work consisted chiefly of cheap bindings, cloth & boards. The class of work

X

was serials, magazines etc. The quantity of good work was very small. He did a little for the trade but was rather too far east for that. He had just done a number of cases for the Whitechapel Free Library.

Prices had been cut down very much.

Bookbinding. - Notes on process.Order of work in ~~the~~ Bookbinding. Extra or hand work.

1. Fold sheets.
2. Collate, beat or roll.
3. Re-collate
4. Saw in backs or mark up
5. Sew
6. First & last sheets pasted up
7. Make end-papers & stick them on
8. Glue up the back
9. Round the back
10. Prepare boards, cuts & put on
11. Press and clean off book
12. Cut edges, colour or gild
13. Make head-band
14. Line up or prepare for covering
15. Cover
16. Paste down & finish, if whole bound;
if half bound, finish first then ^{do} corners,
side & paste-down.
17. Press.

Order for.
Outboard work.

N.B. A "Forwarder" takes the work after it is sewn and it is put into the leather, a "finisher" completes it. Ornaments the cover; places title etc.

Common or machine work

- (1) Folded (2) Collated (3) Pressed (4) Laid in (5) Sewn
- (6) Ends put on (7) Foreedges cut flat (8) Glued up
- (9) Round the back (10) Cut head & tail
- (11) Colour or gild edges (12) Backed
- (13) Cases made and finished (blocked)
- (14) Books put in cases.
- (15) Pasted down & pressed off.

Bookbinding processes are described fully in Zaehnsdorf's
 Art of Bookbinding (Bell & Son) though the description
 in its entirety will only apply to the ^{extra} best work. The
 following notes are mainly from that source.

In the Introduction the history of bookbinding is given. Its
 development is traced from the rings, which were used to
 connect the old M.S.S., through the board bindings of the
 middle ages to the bindings of today.

Work is now divided into two distinct branches: "cloth
 & extra". Mr Z. ignores vellum binding.

Process The Book is received from the printer in sheets and
 folded. The small letters or signatures at the foot of
 serve as a guide ~~with~~ for true folding.

books that have to be rebound are pulled to pieces, sheet from sheets. When folded the sheets have to be arranged in order for the sewer ^{or gatherer}. This is usually done by placing piles of sheets on a long table, the 'gatherer' taking one sheet from each pile in succession. A gathering machine has been invented (Messrs Powell & Son). It consists of a revolving table on which the piles of sheets are placed, the worker taking a sheet from each pile as it passes him.

After being gathered the sheets are beaten or rolled - to make them as solid as possible. If beaten, the sheets are beaten in sections about half an inch thick on the 'beating stone', a firm slab of iron or stone, with a hammer weighing about 10 lbs. A rolling machine is used for most books but must not be used for all - old works for instance.

The sheets are then collated e.g. gone over to ensure that the signatures are in the right order and that maps and plates are in their places. The book is then pressed for a few hours, after which the back is ~~roughened with a saw~~ at the places

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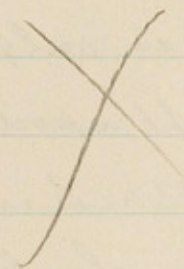
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where the ^{or cords} threads are to go, ^{making} ~~marked by~~ notches in which the cord will go. In flexible bindings the book is not sewn in, the cord being outside the sheets. ~~The back is then glued up.~~ Then follows the sewing for which purpose a sewing press is used. It consists of a bed, two screws and a beam or crossbar round which are fastened 5 or more lay cords which pass to & through the bed of the press. A patent wire sewing machine has been introduced but it is only suitable for small pamphlets etc. It spoils & tears the paper after a while. Patented by Brehmer.

After the book is sewn the first & last sheets are pasted up and the end papers put on. If the book is to be gilt or uncut it is now trimmed, the rough edges being taken off by a machine.

Glue-ing up is the next process; glue being applied to the back to hold the sections together & make the back firm for the next process. The book is knocked quite true at top & bottom and placed ^{in the press} between millboards with the back slightly projecting; the glue is then rubbed in with the brush. It is then left to dry but must not be



allowed to get too dry before it is "rounded." (In common cloth shops the book would not be put in the press but the workman would hold it in his hand to glue.) The back is rounded by striking it gently with a hammer & at the same time pulling the ^{upper} side over, while the book lies on the other. The process is repeated with both sides until the back is evenly rounded & forms part of a circle. A machine has been made to do this work by Messrs Hopkinson & Cope. It will do 600 an hour.

Page 44

Leave 4 pages

Vellum Binders. Interview with Mr Goodhaw
Secretary. May 31st 1892. See also pages 15-21.

When I called this morning there were not so many men in the outer room as on the former occasion. The Delegate to the T.C. was again present.

Increase of Membership. Replying to a query as to the reason of the rapid increase of membership viz from 436 during 1889-90 to 662, + during 1890-91 to 834. Mr G. said that with the view of embracing all the trade they had relaxed the rules as to admission and allowed men to join ~~altho'~~ altho' they were not earning the Union rate of wage; they had also relaxed the rule as regards age, at the same time reducing the entrance fee to 5/- or rather allowing the Committee to admit members at that rate. In this way many non-unionists had been brought in.

~~Eight Hours Strike. The four Societies paid the cost of~~
Eight Hours Movement. The men, who were called out on strike were a joint charge on the four Societies, each Societys' liability being proportionate to its membership. The other Societies obtained the 8 hours without striking in most cases so that only a few firms were struck. There was however

general resistance to the Vellum binders and they had to call a large number of men out. As most of the 'Strike hands' were vellum binders, their union financed the strike in the early stages. When negotiations had been commenced for ending the strike so far as the Vellum Binders were concerned by a rise from 32/- to 34/- per week for a week of 54 hours, it was thought wisest to disassociate the Vellum Binders from the Bookbinders so that the reduction of hours gained by the latter should not be prejudiced. This was done.

Mentioning the re-opening of the matter by the Bookbinding Section of the Chamber of Commerce, I was told that the masters had not endeavoured directly to attack the eight-hour day but ~~had~~ were seeking to alter the overtime rate e.g. overtime not to count until 54 hours have been worked. They had sent a letter to The Trade Committee to which an answer had to be returned on June 7th. The men's representatives will accept these terms so that the practical effect will be that the men work 54 hours in the season + 48 hours at other times.

On the question of Overtime both agreed that it was very prevalent especially for a short time

before and after Christmas and when I suggested that the men did not object to overtime, the T.C. Delegate admitted that ~~they~~ "the men needed education on that point." Both averred however that the compositors worked overtime to a much greater extent than the binders.

Out of work Pay. Most of their men were in regular situations. It was usually the 'margin' that signed the out-of-work book; men who got temporary work during the season but were off at the slack time. Last year of those who signed the book about one-third (20) drew the full amount allowed by rule eg. 10 weeks pay. There were very few however who availed themselves of the offer of 10/- to any who were out-signed and out of work at Christmas as at that time most of the men were at work, it being their busy season.

Asking about the effect of the strike, they said that they had certainly lost members through it but could not say how many. They had had some heavy levies & the men were still paying a levy - it came hard on some of the new members. Most of the men who were out of work now were men who came out on strike.

Bookedge Gilders. Meetings held at the
Sekforde Arms, Sekforde Street, Clerkenwell.
Friday 8pm

Interview with Mr D. Murray. Secretary.

May 20. 1892

Mr Murray is a young man & has been connected with the Society since its commencement. It started in September 1890 with about 30 members, other book edge gilders belonged to the bookbinding Societies, these have mostly joined this Society since & it now numbers 116 members.

The Subscription used to be 4^d per week; it is now raised to 6^d per week and they give out of work benefit.

(They have no printed Report but will send rules & other information)

The gilders do not work in bookbinding shops: the trade is distinct. Employers are known as 'Gilders to the Trade'. They take the work on contract from the bookbinders at a rate per 100. The work is done before the book is enclosed in the boards. If done at a later stage the cost is greatly increased.

Book Edge Binders' Trade Society.

QUARTERLY STATEMENT OF ACCOUNTS

WITH TOTAL WORTH OF THE SOCIETY ON DECEMBER 5th, 1893.

Trustees:

Messrs. A. CURRYER, H. DOOLEY, and E. LONSDALE.

Bankers:

"FINSBURY AND CITY OF LONDON," SEKFORDE STREET, E.C.

INCOME.			EXPENDITURE.		
£	s.	d.	£	s.	d.
To Balance last Quarter.....	68	1 8	By Grant to locked-out Miners	2	0 0
" Treasurer "	10	10 5	" " "	7	10 0
" Contributions, Fines, etc....	32	0 0	" Scrutation of Society Books	3	0 0
" Mr. D. Murray	4	17 6	" Banner Carriers, Hyde Park		12 10 0
" Mr. J. Murray, on behalf of			and Hoxton	0	12 0
his brother.....	4	10 0	" Expenses of Deputation to		
" Levy to locked-out Miners	7	10 0	Messrs. Plumton's:—		
" Mr. Curryer, surplus of			Mr. Nightingale	0	3 9
Banner Fund	2	11 0	" Leader.....	0	3 2
" Bookbinders' Society, C.			" Printing, Cards, etc.	0	6 11
Bird's arrears	0	11 4	" Straps for Secretary	0	1 2
		10 12 4	" Repairing Banner	0	2 0
			" Stationery.....	0	3 4
			" PostOfficeOrders,Stamps,etc.	0	15 7
					3 13 6
			" Fees:—		
			London Trades Council...	0	4 6
			Delegate, London Trades		
			Council	0	8 0
			Secretary's Salary	2	6 3
			Assistant Secretary	0	18 6
			Waiter and attendance...	0	9 0
					4 6 3
			" Total Value of Society:		
			In Sekforde Bank	83	1 8
			In hands of Treasurer ...	26	8 8
			" " Secretary ...	0	11 10
					110 2 2
					£130 11 11

We have examined the foregoing Balance Sheet, together with the Receipts, Vouchers, Banker's Pass Book, and Books of the Society, and find the same to be correct.

(Countersigned)

January 13th, 1894.

W. COOK (Bailey Bros.), } AUDITORS.
W. HANSON (Davalls), }
G. NIGHTINGALE, SECRETARY.

Co-operative Printing Society Limited, 6, Salisbury Court, Fleet Street, London, E.C.—28,387.

52

Meetings held at the
e Sheet, Clerkenwell.
Friday 8pm

Murray. Secretary..

May 20. 1892

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Report but will send rules

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rate per 100. The work
enclosed in the boards.
the cost is greatly

1894.

Secretary.

Mr G. Nightingale
12 Gayhurst Road
Dalston N.E.

52

Bookedge Gilders. Meetings held at the
Sekforde Arms, Sekforde Street, Clerkenwell.
Friday 8 pm

Interview with Mr D. Murray. Secretary.

May 20. 1892

Mr Murray is a young man & has been connected with the Society since its commencement. It started in September 1890 with about 30 members, other book edge gilders belonged to the bookbinding Societies, these have mostly joined this Society since & it now numbers 116 members.

The Subscription used to be 4^d per week; it is now raised to 6^d per week and they give out of work benefit.

(They have no printed Report but will send rules & other information.)

The gilders do not work in bookbinding shops: the trade is distinct. Employers are known as 'Gilders to the Trade'. They take the work on contract from the bookbinders at a rate per 100. The work is done before the book is enclosed in the boards. If done at a later stage the cost is greatly increased.

Eight Hours Day. These men have gained the 8-hour day. They gave 6 months notice to the employers; no reply being given, they struck one morning and their demand was acceded to by noon. Since the strike the trade has been unsettled & there are now about 25 out of work whereas formerly they seldom had more than 5 out. Mr. M. attributes this to the unsettled condition of the bookbinding trade at this time. [Actual figures: Out of work, 23; Sick, 1.]

The trade is concentrated in Clerkenwell, the chief employers are:

Jas. T. Davall 2 St John's Lane, Clerkenwell
^{Lewis}
 Charles ~~Hofman~~ ^{Lewis} 14 Red Lion St "
 Hodges, Charterhouse Bldg, Goswell Rd

The Rules say that the Objects of the Society, is to render assistance to members out of employ and to regulate the relations between employer & employe.

It is managed by a Committee, consisting of seven members and the following officials: President, Secretary, Assist. Secretary, and three Trustees.

Members pay 1/- per month contribution & 1/- per quarter to management fund. A new rule, however

LIFE AND LABOUR OF THE PEOPLE IN LONDON (Mr Charles Booth's inquiry)

2, TALBOT COURT, LONDON, E.C.

Cost-bud 1899.

Book Edge Binders Trade Society 189-
Sokford St. L.C.
April 13th 94.

Number of
Members 1893 December 111.

13 emefits: Out of work, 8/- per week, for 6 weeks

Unemployed Last Dec. 1893, present 3.

Other Benefits No apprentices allowed in trade
since last August.

Minimum
wage &
Hours

Minimum Wage 34/- per 4-8 hrs.
time & quarter after 48.

State of

Trade during 1893 Fair. Better than 1892.

Is there any

Piecework?

Not recognised by Soc.

Or Taskwork?

That is would a man
who is paid a regular
wage be obliged to do
a certain amount of work.

Yes.

Allowed a time.

Is a rule, time is given
by employees in their various
shops.

fired

Eight Hours Day. These men have gained the 8-hour
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no reply being given, they struck one morning and
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management fund. A new rule however

Out of work pay. The present rule permitted the Committee to grant £1 to any member who had been out of work for four consecutive weeks. The new rule will give 12/- per week for 8 ~~months~~ weeks in each year.

~~is being~~ has been read & approved & will probably be adopted, raising the subscription to 6^d per week. With this alteration a scheme for paying ~~or~~ unemployed men will be introduced, together ^{with} a "Claimants' Book" and "Employers' Book". The plan is based on that adopted in the London Consolidated Society of Bookbinders (See p. 3 & 6). Payments are now being made on this scale (May 20, 1892). Entrance Fee is 5/-, except for apprentices in the last six months of their time; these pay 2/6.

New members are proposed & seconded by two free members & the candidates must prove that they have served five years' apprenticeship.

Minimum rate of wages is fixed at 34/- for 48 hours. Overtime charged at rate of time and a quarter. Employers are not allowed more than one apprentice to five journeymen & where less than "five or ten" journeymen are employed only one apprentice is allowed.

Another rule for reads "That no book edge gilder be permitted to work in any Society shop unless he is willing to join the Society."

Boys and men are not allowed to scrape or do anything in connection with book edge

gilding" unless on trial for apprenticeship.

Shop management. In each shop an official representative is elected every month by the members. He is termed a "Constable". It is his duty to endeavour to settle any grievance or dispute in the shop, & if he fails in this, to bring the matter to the notice of the Secretary of the Society.

Quarterly meetings are held in March, June, September & December & members are expected to be clear on the books at these meetings. Those in arrears are fined 6^d. Members more than 5/- in arrears are struck off the books. They may rejoin on payment of the arrears and an entrance fee of 5/-.

Fines are incurred by members misconducting themselves, swearing etc, also for slander or giving employers information respecting the "secrets" of the Society.

April 13. 1894

Out of work Dec 1893. Nil. April 1894. 3.

GLA

October 5th 1893

Mr Jackson, bookbinder.

99 Vauxhall Street, Upper Kennington Lane.

Mr J. is a man of about 30; can do all branches of the trade; is now working at Pecks, Bartholomew Close. All cloth work for the trade.

Description of Processes. The sheets come from the printers and are folded & sewn by women. Does not know a single shop where the letter press work is folded by machinery.

Sewing is of two kinds, hand & machine. The machine sewing is also subdivided ~~as~~ according as the material used is thread or wire. The best work is done by hand. Thread machine sewing may be as good as hand work; in the process of ^{machine} sewing the ends of the thread are split open, and when the book is glued up, ^{the split ends} take the glue, which holds them. In wire stitching, the chief disadvantage is rusting. Only cheap books are sewn this way. In Peck's shop Morgan & Scott's hymnbooks, ^(sanctary) are wire sewn.

Who use folding machines? Newspapers only?

Folding machine is exclusively used at the Ship Binding.
GLA

Most books are sewn by machinery with thread. All this work is done by women who also do the papering e.g. pasting the sheets of paper at back & front of the book, which form the end papers.

It then passes into the binding shop, where it is pressed & the edges cut. The book is then "brought on" e.g. lined and rounded, and is now ready to be put in the cases. This is done by the forwarder, who also may have done all the previous work.

Finisher is only required in leather work.

Mode of Learning. By apprenticeship. A few years ago it could be learnt by entering the shop and gradually picking it up. This is still true of the non-society houses. Most of those who work in non-society shops have not been apprentices.

Wages. Started on eight-hour system in 1892. The strike broke up. Wages now are 8^d per hour for 48 hours or 32/- per week. This is the society minimum. At the present time the masters

58
are bringing all the men down to the minimum.
They only take on men at that rate.

Overtime is discouraged. It is only usual in shops where the space will not admit of more men working. Overtime is worked however in almost every shop during the busy season - August to Christmas. The glut of work is caused by the Christmas books, which occupy the earlier part of this period and after they are done there are areas of ordinary work to be overtaken. Used to be paid

time + a quarter after 4.3 hrs + 1½ time after 5.4 hrs. Now only 1½ time after 5.4 hours - e.g. the 6 hours between 4.3 + 5.4 are only paid ordinary rate.
During the Slack Season short time is the rule.

The employers will keep on the regular staff, discharging those who were taken on during the busy time. Men who are in casual work ~~and~~ would never make up during the busy season for the time lost during the slack time. They would be the first discharged. The same men are always "signing the book".

The Eight-Hour Movement. Mr. J. does not think the

results of the agitation were favourable to the craft. "It was a bad thing for us when we joined with the vellum binders." There are more men out of work than ever before. Altho grumblers say trade is worse Mrs J. does not believe it, ^{in spite of the increase of out of work.} His shop has done more than ~~ever~~ in any previous year. 250 men joined the Society (Mr Kings) during 1889-90 when the rules were relaxed in their ^{favour} _{for 12} _{months.}

London holds its own in the trade. Sheets are sent here from the country to be bound. Books printed in Dublin & Edinburgh are brought here to be bound & then sent back to the publishers for publication. If there are London agents, some would be sent to them.

Leather binding and extra forwarding of leather is best work. In Bible shops this extra. Consists chiefly of Bibles, and order work, also some hymn books.

Particulars re Shops. Shops are mostly union. There are some non-union and a few mixed.

Some shops give a man work & he has to finish it throughout; other have forwarders. Again there are men who ~~can only~~ are only cutters & could not do forwarding.

X

X

One of these is Watkins, Cowan St. Albany Road. S.E.
Some of the shops are called "Nurseries" — just like a nursery — have to do everything just so. In ~~other~~ some shops you are allowed to do work in a fair manner but in others have to do a certain amount or go — (practically last work). Burns in Kirby Street was like this & then the men struck & the foreman was got rid of. Sanitary arrangements are much about the same in all the shops. Different plans obtain about meals. In Pecks they can have things cooked for them and water is kept boiling for tea which is at 4 o'clock. Milkman comes into the shop. In ^{some} other shops men are not allowed to remain in the shops at meal times — employers don't like it. It is the usual custom to have their meals in the workroom.

Time. Usual hours are 8.30 to 1 pm. 2 to 4 & 4.30 to 6.30 pm. Thursday & Fridays to 7 pm & Saturday 8.30 to 1 —

Quality of Work has deteriorated greatly owing to the

demand for cheap work. A book that used to cost 2/- to bind 10 years ago is now done for 9d. To effect this reduction machinery has been introduced to do cutting & backing. Main difference caused by steam sewing.

Supply of Labour always exceeds the demand. Only time when the number of men was insufficient was after the strike for about 2 months in 1892.

Membership of Consolidated Union

Jan 1890 -	1070
" - 91 -	1228
Dec - 91	1335
Dec 92	1267
43 paying to Committee.	

Mr J. is a very intelligent man & has a small library of which he is proud. Most of the books are leather bound & many of them elaborately tooled. From them he showed me the various kinds of binding sewing etc. Also lent me copies of the Report of the London Bookbinders Shop Council & a report of the Trade Committee. Edge Gilding. Best is done after the book is bound. When the book is closed the edge has a solid appearance; in the commoner work (done before binding) lines are visible along the edges of the paper.

London Bookbinders' Shops Council.

President. T. Widd. Treasurer J.B. Ballantyne. Sec. J. Sullivan.

Meeting held at the Crown, Kirby St. E.C.

Formed in March 1892. to give expression to the opinions of those in the trade upon the organization of shops; the observance of customs sanctioned by usage; the manner in which trade union principles were maintained; to help in overcoming the "laxity & indifference of many in our trade"; to enable delegates from the various shops to confer & compare notes & so promote active & healthy interest in trade matters.

During the year - March 92-93 - the average attendance of delegates has been 40, representing 29 of the principal shops & a membership of 1000.

Questions dealt with during year. Habitual defaulters to the trade societies - made a recommendation to the trade societies. Members of societies are recommended to ascertain rate of wages before applying at any shop. List of Fair shops discussed but no steps taken as matter is being arranged by Joint Trade Committee. Also considered the question of ^{active members} ~~and~~ discharged for just recently.

With the co-operation of the Hellum ladies, a committee raised and distributed £87 at Christmas, amongst over 100 members.

There is no permanent Committee; committees being appointed as needed to deal with particular matters.

Receipts during year amounted to £15.18 - & the expenditure £14.18 -

*Case Making. Minimum List
of Prices for Piece work.*

LONDON BOOKBINDING TRADE.

COPY OF AGREEMENT entered into between the Cloth Sub-section of the Bookbinding Section of the London Chamber of Commerce on the one part, and the Executives of the London Consolidated Society and the Day Workers' Society of Journeymen Bookbinders, and the London Branch of the Bookbinders and Machine Rulers' Consolidated Union on the other part, for the making of a Minimum List of Prices for Piece Work Case Making, with the conditions attached thereto, and signed by Mr. John Diprose, Chairman of the Section, and the Secretaries of the Journeymen's Societies, viz., Messrs. H. R. King, W. Bockett, and T. E. Powell.

December 13, 1893.

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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 the 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 2d. per hundred will be made in the case of a steam machine, and 1d. in the case of a hand machine, provided that the machine is within reach of the man at his working place.
9. That the 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 33½ 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.	Measurements.	Plain Boards. Minimum.
		s. d.
Demy 18mo ...	6 x 4 equals 24	0 10
Foolscap 8vo ...	7 x 4½	31½ 0 11
Crown 8vo ...	7½ x 5½	40½ 1 2
Large Crown 8vo ...	8½ x 5½	46½ 1 4
Demy 8vo ...	9¼ x 5½	52 1 6
Medium 8vo ...	9¾ x 6	57½ 1 8
Royal 8vo ...	10¾ x 6½	67½ 1 10
Imperia 8vo ...	11 x 7½	82½ 2 1
Demy 4to ...	11¼ x 9	101½ 2 4
Medium 4to ...	12 x 9¾	115½ 2 9
Royal 4to ...	13 x 10	130 3 0
Super Royal ...	13½ x 10½	141½ 3 5
Crown Folio ...	15 x 10	150 3 8
Imperial ...	15 x 11	165 4 0
Demy Folio ...	18 x 11	198 4 4
Royal Folio ...	20 x 12½	250 5 0

*The Printing News
January 1904*

*Case Making. Minimum List
of Prices for Piece work.*

CONDITIONS ATTACHED TO THE
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3. That cloth shall be understood as not including imperia cloth, white cloth, buckram, or sackcloth.
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Demy	18mo	...	6 x 4 equals	24	s. d. 0 10
Foolscap	8vo	...	7 x 4½	31½	0 11
Crown	8vo	...	7¾ x 5¼	40¾	1 2
Large Crown	8vo	...	8½ x 5½	46¾	1 4
Demy	8vo	...	9¼ x 5½	52	1 6
Medium	8vo	...	9¾ x 6	57¾	1 8
Royal	8vo	...	10¾ x 6½	67½	1 10
Imperial	8vo	...	11 x 7½	82½	2 1
Demy	4to	...	11¼ x 9	101¼	2 4
Medium	4to	...	12 x 9½	115½	2 9
Royal	4to	...	13 x 10	130	3 0
Super Royal	...	...	13½ x 10½	141¾	3 5
Crown Folio	...	...	15 x 10	150	3 8
Imperial	...	...	15 x 11	165	4 0
Demy Folio	...	...	18 x 11	198	4 4
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Demy	8vo ... 9¼ x 5½	1 6
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Imperial	8vo ... 11 x 7½	2 1
Demy	4to ... 11¼ x 9	2 4
Medium	4to ... 12 x 9½	2 9
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*The Printing News
January 1904*

Messrs Mc Grun
+ Thomas

Cloth binding

Apprentices

Blocking

Leather binding

Notes of Conversation with two young men.
Mr Mc Grun + Mr Thomas, Bookbinders, at the
Franklin Institute, Betterton Street, Longacre St.

Mr Mc Grun is a cloth binder. Most of these
shops are Union. Apprenticeship is general;
usually for 7 years in London. Started at
5/- & received 17/- in last year of time. The plan
differs in some shops, where a system of piece
work prevails. The apprentices get $\frac{2}{3}$ of what
they earn and this increases their earnings by
about 8/- a week. Lads would learn all the
cloth work except Casemaking which
is a special branch & is paid by the
100 cases. The blocking of the cover is also
a special branch; it is done in a press with
hot plates.

Mr Thomas is a leather binder doing
general work. This is the best branch of the
trade. A leather binder could do cloth work but
a cloth binder would not be able to do leather
work. On the other hand, a leather binder would

(not

11

Apprentices. Wages in
Leather work

Hours

Meals usually taken in
Shop

66.

not do well at cloth work. He would work too well and slowly to make it pay, as speed is the great consideration in cloth work.

Apprentices serve seven years. The rates of pay in his case was:

1 st year -	5/- per week.	5 th year ...	11/- per week
2 nd "	6/6 "	6 th "	13/ "
3 rd "	8/- "	7 th "	15/- "
4 th "	9/6 "		

Hours. Monday 8.30 to 6.30 pm. Other days
Other days 8.30 to 7.30 except
Saturday 8.30 to 1 —

Monday to Friday. 1½ hours allowed daily for dinner and tea.
This makes 57 working hours a week.

General Information.

Meals. In most shops men have their meals in the shop and in some places accommodation is provided for cooking. In Mr McE's shop the women pay a woman to look after their meals. She has 2^d a week from each woman - about 60. This was also the plan

Apprentices. Wages in
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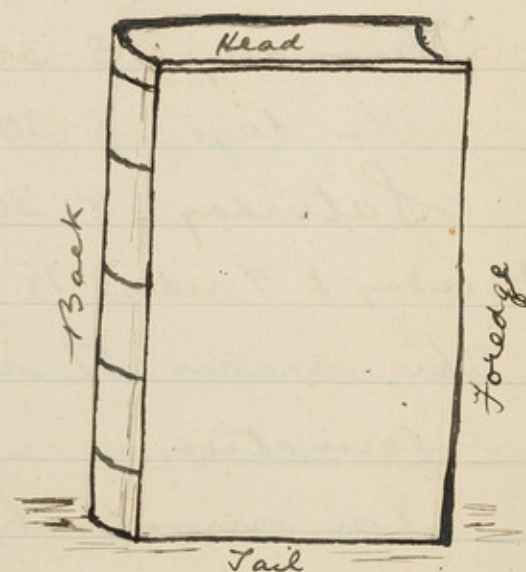
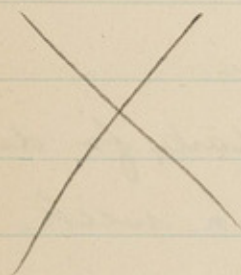
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Clothwork

Leather work



Leather work - Novels & prizes.

in another shop but the woman did nothing else.

Cloth work is mostly piece work. Work is slack in the summer and there are a good many men out of work now altho it is the busy time () At Layton, Son & Hodges before the 48-hour week commenced the average wage was 36/- per week; now the work has been irregular since the 8-hour movement

Leather work nearly all time work. Used to earn about 34/- for 54 hours & when 48 hours was obtained got about the same. Last year or so, the average has declined to about 32/-. In the slack time men would not earn more than 14/- a week
Season best just before Christmas.

Leather work is largely novels and presentation volumes; prizes for college students etc.

Mr John Watson

Demy Octavo, size of Macmillan's Mag.	1/4	1/9	2/10	3/	3/6	4/4	3/9	4/6	4/9	5/6	7/	10/	13/
Royal Octavo, size of Nineteenth Century.	1/8	2/2	3/4	3/6	4/2	4/10	4/6	5/3	5/9	7/3	9/	12/6	17/6
Super Royal 8vo, size of Good Words.	1/10	2/6	4/	4/2	4/10	5/9	5/	6/	7/	9/	11/	15/6	21/6
Imperial Octavo, size of Sunday at Home.	2/	2/10	4/4	4/9	5/6	6/6	5/9	7/	8/	10/6	12/3	19/	25/
Demy Quarto, size of Punch.	2/6	3/4	5/	5/3	6/3	8/	6/6	8/	10/	12/	14/6	22/	31/
Royal 4to, size of Saturday Review.	3/6	4/6	6/3	6/6	8/3	10/	9/6	10/6	13/	15/6	19/	28/	40/
Demy Folio, size of Graphic.	5/6	7/	9/	10/	12/6	16/	14/6	16/6	21/	25/	32/	42/	65/

Music—Limp Cloth, 2/9; Cloth Boards, 3/; Half Roan, 3/9; Limp Roan, 4/6.
Books containing many Plates, and Mendings, charged extra.
Law Reports—Whole Calf, 4/6 per vol.; Half Calf, 3/6 per vol.; Cloth, 2/ per vol.

Special Prices for Libraries.

G.E.A.
March 21/94

"Fast Bind. Safe Find."

Bookbinders' Co-operative Society
LIMITED,
17 BURY STREET, BLOOMSBURY, LONDON, W.C.
(Opposite British Museum).

THIS SOCIETY was registered on 21st September 1885 under the Industrial and Provident Societies Act 1876, to carry on the business of Bookbinding in all its Branches,—ON THE PRINCIPLE OF THE CO-PARTNERSHIP OF THE WORKERS—to whom two-thirds of the Profits were to be allotted in the form of Shares in the Society.

The Management is in the hands of a Committee, on which the workers are strongly represented.

It is gratifying to find that the Society has acquired a profitable business connection; but for full success in all its aims it depends on the continued custom and advertisement of the friends of Productive Co-operation, many of whom have given valuable help from the first.

Bookbinding done in all its Branches.
Single Volumes and Libraries.

Quotations on application to the Manager.

[P.T.O.]

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W.C.

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THE LONDON SCHOOL OF ECONOMICS
AND POLITICAL SCIENCE,
HOUGHTON ST., ALDWYCH,
LONDON, W.C.2

Mr John Watson
'Bookbinders' Co-operative.

G.S.A.
March 21/94

pages

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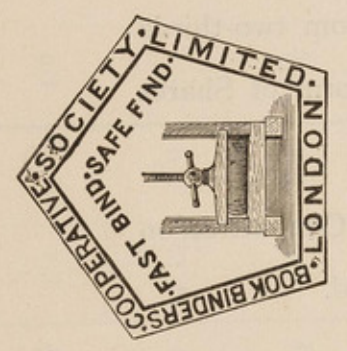
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68 Demy Octavo, size of 1/4 1/9 2/10 3/ 3/6 4/4 3/9 4/6 4/9 5/6 7/ 10/ 13/



The Bookbinders' Co-operative Society Limited

With Copartnership of the Workers,
17 BURY STREET, BLOOMSBURY, W.C.

PRICES FOR BINDING BOOKS AND PERIODICALS.

GENERAL LIST.	SIZES.	CLOTH LETTERED.		BUCKRAM OR HALF ROAN LETTERED.		HALF CALF.			HALF MOROCCO.			WHOLE CALF.			WHOLE MOROCCO.		
		Sprinkled Edges.		Sprinkled Edges.		Sprinkled Edges.		Marbled Edges.	Marbled Edges.		Marbled Edges.	Marbled Edges.		Sprink'd Edges.	Gilt Edges.		Elegant.
		Plain.	Raised Bands.	Gilt Bands.	Extra.	Plain.	Raised Bands.	Extra.	Plain.	Neat.	Extra.	Plain.	Neat.	Extra.	Neat.	Neat.	
		1/10	2/1	2/4	2/9	1/10	2/6	3/3	3/	2/6	3/6	3/2	3/9	4/3	5/6	7/6	
		1/	1/3	2/4	2/6	2/10	3/3	3/1	3/9	4/6	5/	3/9	4/6	5/	7/	10/	
Foolscap, size of Tauchnitz Edition.																	
Crown Octavo, 3 vol. novel size.																	

Mr John Watson. Manager of
Bookbinders' Co-operative Society, 17. Bury St. W.C.

This Society employs 3 men, 3 women & 2 lads at present. Much of its work is of Co-operative Societies and it is organized under the general rules framed for productive societies. Mr Watson is a Scotchman & was working with the others. It appears that under the former manager, the Society paid its way in the busy season but not in the slack time. Miscellaneous work is done, both leather & cloth; the bulk of the work being the binding & rebinding of books to order. They were rebinding some books for a library when I called.

Wages. Forwarders 32/- per week } both leather & cloth work
Finishers 36/- " }
Very few finishers get 36/-; 38/- & 39/- is a more common wage.
Case makers (all cloth). All piece work reckoned by a scale (see page 64)
Blockers - 32/- per week. Many get more.

Busy & Slack Season.

Men kept on in Slack Time

Little shifting

Methods of learning

Apprenticeship

Leather or Cloth.

Busy & Slack Season. Cloth work busy from September to Christmas & slack from May to August.

Miscellaneous e.g. order work is busy from January to Easter

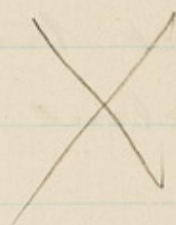
In Slack time men are kept on but their earnings decline.

There is little shifting; men can shift from 'leather' to 'cloth' and in the leather work men do shift from what is known as In board working to 'out' board working.

Methods of learning. Apprenticeship except the casemakers, who usually pick up the trade. Lads come into the shop about 13 years of age and are apprenticed when 14 for 7 years. They are taught either cloth or leather but not both. The trade is not well taught except in the best West-End leather shops. A lad should be able to bind a book in his fourth year & during the following years would be valuable to his employer.

Age at which capacity
is lost.

Working Conditions
have become more stringent



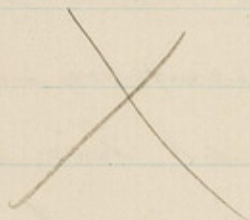
Proportion of Men to
Boys & Women.

70.
Have men working, who are 65 years old but these are the exceptions. The men are very liable to chest diseases. About 50 is the age to which the men would work.

Q. Thinks the employers get as much work out of the men as before the 8-hour day was obtained. The conditions of employment are hardening. A man must be at his bench now ready to work when the dinner hour or other meal time is over, so he has to come in five minutes beforehand to put on his apron and slippers. Formerly men would clear up their bench and wash their hands during the last five minutes but this is not permitted.

*Replying to a question, he said that the proportion of men to women & to boys would indicate the character of the shop. I then asked his opinion as to the character of some shops from which we have returns, simply telling him the number of men, women & boys respectively in each. The examples chosen were

Casemakers.



W. Worsfold. 12 Fitch St.

J. Freeman. Playhouse Yd.

Barley Bros. Highbury.

Smith Bros. Ivy Lane.

Bookbinders' shops.

Described by Mr Watson as!

	Men	Women	Boys	Total	
No 1 -	5	2	1	8.	Miscellaneous; something like his own. Right - leather work
2 -	6	6	5	17	Also miscellaneous;
3 -	28	63	13	104	Cloth binders. (Biblework)
4 -	36	110	-	146	Cloth binder; not so good as No 3. Right

The prices have been greatly reduced by men starting in business on their own account & then cutting prices. Casemaking work is given out in the summer time when trade is very slack & so the men are glad to accept anything they can get. The new price list has reduced some prices and increased some & has fixed prices for intermediate sizes that were not quoted before. It was an attempt to level up some of the worst paying houses.

Extra work. Two good firms are:

Zachendörfs - Cambridge Circus, Shoppebury Ave.
W.C.
Mr Morrell. 25 Dean Street, Soho. W.

GLA. March 28/94

Bookbinders' & Machine Rulers'
Consolidated Union.

Secretary of London Branch. Mr. J. E. Powell
18 Raymouth Road, S.E.
Gen. Sec. David Shupe. 75 Thryberg Street, Leeds Rd
Bradford.

Mr Powell gave me a copy of the General
Rules of the Union; the Local Laws of the London Branch.
& The December issue of the Trade circular.

The Union consists of 52 branches with 2969
members, and a balance of £4520 in Dec. 1893.
The government is in the hands of a Central Committee
of eight members appointed by the branch in which
power is vested for the time being. The Executive
is now at Bradford, having passed there
from Glasgow in Decembe/93.

It admits workmen who have served 7 years to forwarding,
finishing, stationery binding, ruling, edge gilding,
gold-blocking & pocket book making. Age limit 45 yrs.

Admission fee is 5/6 for apprentices; journeymen joining
more than 3 months after the expiration of their
apprenticeship 7/6.

The Subscription is 6^d per week for members in employment, 2^d per week for members out of work but receiving relief, and 1½^d per week for those sick or out of work & not receiving relief. Payment is also made to the Local fund for management. This in the London Branch is fixed at 1⅓^d per quarter.

Benefits. Out of work 10/- per week for 12 weeks in a year. Relief not given for less than 5 days (8/4). Instead of out of work pay a member can have a 'Document' which entitles him to travelling relief varying in amount from £4 to £8 according to length of membership. Emigration - Six years' member £4; eight years £6. Superannuation - 25 years' member if old & infirm is eligible for 5/- per week pension; if 30 years' member 6/- per week. Number fixed at 15 with power to add if funds permit. Funeral - £1 for every years membership up to 10. If 20 years member £15. One-third of amount may be drawn on the death of a wife.

The London Branch has 601 members on the books (Dec/93) & before the strike had 700. The branch was instituted in 1858; the Union is much older - est^d 1836.

94.
The membership grew rapidly at the time of the 'Act of Grace' from about 300 to 600.

Reckons there are about 2500 bookbinders and 1000 vellum binders in London of whom 2300 would be unionists viz

Consolidated	-	1250
Dayworkers		450
B & M P. U.		600

2300. i.e. about 8% of bookbinders apart from vellum binders are non-unionists

Unionists & Non-unionists work together. There are a few shops where the non-unionist are 50% but they are few. The unionists in any particular shop are usually members of the same union to a large extent. Thus 80% of B urns men would belong to the London Consolidated; 80% of Smiths, & Eggletons 90% would be in Mr Powell's Union. It depends ~~to~~ often on which union the most energetic unionists in the shop belong.

Relations with employers are fairly good. Some feeling still remains with some firms about the strike and they will not employ union hands.

The Bookbinding section of the Chamber of Commerce is

Wages & Hours.

recognised as the Masters' Assⁿ. Have not had any dealings with the Printing & Allied Trades Assⁿ. Only Conciliation board is that of the Chamber of Commerce.

Machine rulers, 54 hours, 32/- per week minimum. Bookbinders, 48 hours. Forwarders 32/- per week and fursters 36/- is the minimum. In the cloth work about half the trade would work at the minimum; the leather workers are usually above the minimum. Overtime is paid after 54 hours. Time and a quarter.

Bookbinders can work to a good age but after 55 or 60 employment would be difficult to obtain.

Slack from May to September & busy from September to April, the busiest period being about Christmas.

Overtime is unusual now, altho' there is some during the busy season. Decreased since 1891.

In some shops the work is shared in the slack time; in others the men are discharged. There is no custom; it depends on the shop.

Unemployed find other employment in the slack time to a certain extent, returning to the trade in the winter.

Bus conductors & travellers are occupations he has known taken up - still it is only the energetic minority who do it. Most go on the society.

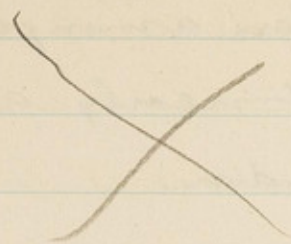
There is not much shifting between the branches of the trade in London.

Apprenticeship is the recognized method of learning the trade. 7 years usual but accept 5 or 6 years if the young man is over 21. A bookbinder's son (one only) is admitted if he gets two members to vouch for him. A man who is skilled in one branch of the trade is admitted. The ~~London~~ ^{London Book} has inserted a clause: "as far the capabilities of the shop will go."

Some of the members are machine rulers and binders. They are just as good as the members of the

the London Society of Machine Rulers. There are very few machine rulers amongst the London members; not 5% & nearly all are countrymen who have come to London.

Clothwork. There is a great deal of piecework. Of Casemakers, quite 80% are pieceworker. Blockers are usually engaged on time work. Forwarding is piece work. Different methods of payment are adopted. In some places a price is fixed for backing, for rounding and for gluing. In other cases the price is for the whole process and the men divide the money - 'swim' work. There is no recognised Price list but in each shop the prices are known. They are reckoned per 100. The Casemakers have a price list (See page 64) but it is now causing some discussion in the trade. The bad shops have not raised their prices and the others have reduced theirs so that instead of being used as a Minimum list of prices it is becoming a maximum list. The way



it is commonly worked is by giving the bad paying work, such as Crown octavo to the piece workers while the large sizes which pay much better are kept for the day workers. Cheap leather work is done in the cloth style by machine. Out of work has amounted to about 6% during the last 4 months altho' it was the busy season. It has been a bad 'busy' time. During the slack time there were not many more unemployed. Of course some of the men will not fit particular vacancies but does not think that this would affect many of the men who are out of employ; certainly not more than one-third. They have - like other trades - a percentage of loafers.

Provincial competition is not very important. Does not affect the trade much.

Divisions of Trade. Cloth and Modern. The latter includes miscellaneous & leather work. Vellum binding is also distinct.

Mr W. Worsfold.
Leather Binder

GLA
March 29/94

Leather or 'Extra' Work
is distinct from
Bible + Cloth work

Wages

Busy Season

Short time in
Slack season

49.
Mr W^m Worsfold. Leather binder.
12 Firth Street, Soho.

Has a shop at the back of No 12. built on the yard. Only does leather work; the best known in the trade as "extra" work. It is distinct from the cloth and also from Bible work. Men engaged on 'Bible' work would not be much good for 'extra' work and vice versa.

In leather shops the average wages for forwarders is 34/- & for finishers 40/-. Don't know a leather shop that pays finishers 36/-; 38/- is the lowest & the ^{38/-} men are the worst and dearest. Some shops have assistant finishers, who do the simpler parts & are paid the same rates ^{as forwarders}. Busy season is the latter part of the year but it differs in various shops. Mr W. gets some work from America in the autumn.

Short time is usual when slack. Have not made a full week this year. It is the worst year

year for a long time for all leather binders. Mr W. attributes it to the depression of trade which has led people to reduce their expenditure on books as luxuries. There is some sign of revival now.

There is no piece work in the leather trade but much in the cloth. Men work 54 hours in busy and 48 hours when slack. Overtime is paid at time and a quarter after 54 hours. Does not know anything about gang or 'sewin' work but would not be surprised to find it in large shops.

Men go off their work between 55 & 60; after a man has passed 50 he is at a discount.

Lads learn forwarding or finishing but not both. A lad might pick up both in a small shop but never in a large one. In country shops a lad would learn both but Mr W. does not think it would be an advantage to a London lad. The work is done better and
quicker

quicker by sub-division.

I think the work is done better now than ever; certainly so far as finishing is concerned. The forwarding may not be so good as everything is sacrificed to neatness: in the old books, strength was sought.

Women do the folding, sewing and head banding.

The latter process is only done for good work. In commoner work a patent headband is used which is fastened on. In the leather work, there is not much folding as the work is largely rebinding e.g. books that have been brought in paper or cloth are bound in leather.

Forwarder takes the book after it is sewn, carries it ^{forward} until it is ready to have the edges ^{cut &} gilt. Then the headband is put on by a woman, the book being backed afterwards & lined up with paper.

The hours in this shop are as under

Monday	9 to 6.30	8 hrs
Tuesday	8.30 to 6.30	8½ "
Wed to Friday	8.30 to 7. — 9 hrs day	27
Saturday	8.30 to 1 —	4½ "
with one hour & a half for meals every day.		48 hours.

In most of the large leather shops, the tea half-hour is being abolished. The men commence at 8 o'clock & work to 5.30 with one hour for dinner (1 to 2) for 5 days of the week. The hours in the country are longer. [51 hours appears to be the nearest to London hours - worked at Liverpool, Aberdeen & Dundee]

Messrs Bailey Bros.
Bible work

GLA. 29/3/94



Gilders & Sewers.
Forwarders & finishers.
Case makers & warehouse
Workers.
Basement. Book edge
gilders.

Messrs Bailey Brothers, Ronalds Road
Highbury. N.

Returned as employing 28 men, 63 women & 13 boys = 104.

Mainly engaged on "Bible" work, which includes Bibles, prayer books and devotional books of various kinds.

Mr Bailey is a pleasant man about 50 years of age. The establishment is a new building (opened 5 years ago) built for the trade. Each floor is one large apartment, with the exception of the ground floor, on which are the offices. The staircase is placed in a portion of the building built apart from the main block and the water supply, W.C. and all sanitary arrangements are located in this part of the building so that the main building is kept for trade purposes only. The exceptional feature of the building is the excellent light and the loftiness of the rooms, the top floor being the loftiest.

In the basement a number of gilders were at work (all the work throughout the building then in progress was small prayer books and bibles). On the ground floor

24

floor there were six gold blocking machines. The design is cut in relief on a die ~~and~~ which is fixed in a ~~vertical~~ ^{horizontal} plate kept hot by a number of gas jets burning above it. The cover to be blocked is placed on a corresponding ~~vertical~~ ^{horizontal} plate and the two are brought together. The basemakers were making the small leather cases in which ladies carry hymnbook + prayer book. They are made of thin millboard & then covered with leather and lined. On the first floor the binders were at work gluing and covering the books. One man (elderly) was cutting up the skins for the covers of the books. There were machines of various kinds here: cutting machines; other with small circular saws to saw the backs before a book is sewn. One for bevelling the edges of the leather so that it folds over without any rucks. On the top floor the women were working, sewers and folders on piece work; collators on time work. All the sewing was done by hand with hand sewing presses.

Wages of Forwarders vary from 42/- to 32/-. The minimum here is practically 34/- as 32/- is only given to young men.

Usually only women are piecework. One firm
(Orrin & Geer Farringdon Road) employ men & all
do SP. CK work
on piece.

41

who have just come out of their time, e.g. completed apprenticeship. Blockers range from 34/- to 38/- Sewers & Folders are paid piece - per 1000 sheets. There is no printed scale but there is a recognised rate in the Bible trade. Instead of altering the scale when the men obtained the 48 hours, 10% was added to the amount earned in the week, the women writing their bills at the old rate and the 10% being added at foot. Found that the women earned about the same amount working 48 hours as in the longer week. Collators are paid time.

Have always been busy until now but the impending change in the American tariff has practically stopped the American trade so that they are slack now. Do a large trade with America. The usual busy season is winter & slack the summer but this American trade has kept them going in the slack time.

There is no overtime but practically regular work all the year round. While the trade may be better off as a

X

whole by the reduced hours the men individually are worse off; certainly his men earn at least 1/- a week less than before the 48 hours and they cannot get any overtime. Only earn their bare money.

Hours are :	Monday & Tuesday 8 to 5.30.	hrs
	Wednesday to Friday 8 to 6. -	17
	Saturday 8 to 1 -	27
		<u>5</u>
		49

One hour for dinner each day except Saturday. The boys and apprentices work full time but the men only 48 hours, being allowed to lose the hour during the week or leave off on Saturday at 12 if they keep time. The time book shows that most of the men lost 1/2 an hour on Monday & the remaining half some other morning in the week. Very few of the men lose any time except the hour; if they did they could not make it up so they are regular.

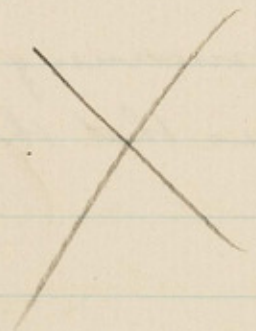
Does not think the men work any quicker or better under the 8-hour system than under the old 9-hour. There is more work done in the 8 hours than would have

14

have been done in 8 hours under the old system. But this is caused by the economies of the employees. // The men used to have 5 minutes grace in starting; now they have to be at the bench and start work at the time. Then doing away with the tea time gives the workers an extra half hour and is also better for the employer, the break being done away with.

Mr B. said that some of the binders had a feeling against the men and made them have the hour in the morning, starting work at 9 am. instead of 8 am. so that they were obliged to have a tea half hour.

Trade is learned by a 7 years' apprenticeship. All his lads learn all the trade e.g. the Bible trade, forwarding, blocking and casemaking. Thinks it is better for them and for him. When the lads are out of their time he starts them at 32/- and has had only two exceptions to this, one of being a 'turnover'. They are worth it or he would not give it. Uses the Chamber of Commerce scale; the lads commencing at 4/- & rising 2/- per week each year.



Meals. All go home. men & girls as they are
live in the neighbourhood. If a man gets a
situation he always comes to live near as rents
are cheap & the place pleasant.

year. Gives the lads an extra if occasionally
to encourage them.

Seven years is ample time to learn the trade
as a whole.

Thinks men can work to 65 years of age.

There has been a great improvement in the men
since Mr B. was a lad. There is no comparison
between the men then and now. Men would
come in on Monday and only discuss where
they should go in the afternoon. Very regular
now. No trouble about drink.

There is no provincial competition in the Bible
trade. The competition is with the printer-
binders who work the 9-hour day and have
a great advantage over the 8-hour shops on that
account. Mr Bailey formed one of a deputation
of 6 (3 workmen & 3 employers) which waited on
Sir John Hilbert about a week or so ago on
the question.

Mr J. T. Davell. Book edge gilder.
2 St John's Lane, Smithfield E.C.

Saw Mr Davell Junr who apparently manages the business. Before entering into particulars, he wished to know whether I had seen the men, to which I replied Yes.

Wages. Used to work 54 hours and paid 34/- minimum - average 36/-. Now work 48 hours and pay minimum 36/-, average 38/- per week. Minimum wage is 34/-. There is no piece work; does not know of any exceptions.

Busy season is from about 5 weeks before to Christmas when they are very busy indeed. Have only had one full week since Christmas. This slackness is due to the American trade which is practically dead this year.

Work is shared between all the men in slack times.

Prices have gone down very much since the 8-hours were granted. They are reckoned per 100 books. There are one or two 'rati' shops, which pay their men 4^d to 6^d per hour. Hofman's, Old Bailey, is one of these. He does the work for Eggleston of Broadway, Ludgate Hill.

Trade is learned by apprenticeship; 5 to 7 years; it will be 7 years in the future. There are no apprentices now. Since the 8-hour system was adopted there has been a great depression of trade & the men have refused to allow any apprentices. The trade is well-organized and can enforce their law. There is no agreement amongst the employers & the men can do what they like.

The master gilders are between two fires; if they resist the men they would strike and then the binders would not wait for their work but would probably start gilding shops and give the men what they demanded.

The men come in when they like and pay D.

cannot say anything to them as they can go & get work elsewhere. If he had his way, he would only employ married men as they are more reliable: The younger men can do on less money & don't care whether they work or not.

As long as he can remember the work offering has always been in excess of the available men & he attributes their independent attitude to this fact.

Most of the shops are unionist but the few 'rat' shops compete most keenly with the union shops. Such as Hofmann's work what is called swim work. A number of men have about half a dozen benches. Each does a part of the work and they follow each other from bench to bench each completing his part of the process & then passing to the next bench. These shops also have apprentices & turn them out inefficient. One of them is working for Mr Davell - had to be taught when he came.

This contradicts statement about
number of men being insufficient.

"A Press"

Trade has been bad since the 8-hours were obtained. Does not think a single man has earned the standard wages e.g. full time since. They did before. 1892 was a very bad year - 1893 was bad but not quite so bad as 1892. For weeks during the period of depression he was not taking 30/-; could not have gone on, without his father.

Afterwards took me over the house - an ordinary three-storied dwelling house which had been adapted for the trade and showed me the process, doing each part himself, the men having gone to dinner. Mr D. is one of the largest if not the largest employer in the trade employing ~~ab~~ 33 men and boys.

Description of work. The men work at a strong rectangular frame, two opposite sides of which can be screwed up tightly to each other by wooden screws. The legs on which this is supported are boarded round and form a receptacle into which the paper shavings

shavings and waste gold leaf falls. Each man has three of these frames.

The books are delivered to the book edge gilder after being sewn & the edges cut. The workman takes a number of them and places them in the press and screws them up tightly the pressure coming on the sides of the books and holding them firmly with the edge that has to be gilt upward. The number placed in the press, varies according to the ^{thickness} ~~size~~ of the book - the thicker the book the smaller the number - 25 hymnbooks were in one ~~frame~~ frame; they were about $\frac{1}{2}$ an inch thick. They must be so tightly screwed up that they are rigid under the pressure of the tools. . . .

The upturned edges are then scraped with a thin sheet of metal to remove unevennesses of the edge; then rubbed with blacklead & polished with a brush. A coating of glaire is then applied and the gold leaf laid evenly on the surface. After it is dry it is burnished with polished flint or snakestone and finally polished with the hand. The burnisher consists of a wooden

handle.

handle about a foot long in the lower end of which the polished flint or other stone is mounted. The workman bending over the frame, holds the tool with both hands at the same time pressing it down upon the books with his shoulder, while with his hands he pushes the lower end across the book edges away from him. The art consists in doing this without scratching the leaf or making any mark, which would be difficult to remove.

Promised to send a detailed return

Messrs J. M. Dent & Co.

GLA. March 30/94

95.
Mr J. M. Dent. Messrs Dent & Co. Publishers and
Bookbinders, 69 Great Eastern Street. EC

Mr Dent is connected with Toynbee Hall & was
familiar with the East London work.

He divides the bookbinding into three sections:

(1) Bible (2) Cloth (3) Extra.

The cloth work at No 69 is all piece work. The
foreman, who was fetched down said that there were
more cloth workers on time than piece but that
piece work had increased since the 48 hours
week was obtained. The average wage of the
piece workers there was 35/- but several men earned
nearer 50/- altho' on the same kind of work. 'Swim'
work has increased greatly; one man rounding; another
backing & so on. Here each man does his own
work right out.

Cloth forwarding is entirely a question of quickness
and cleanness. Employers objected to a piece scale
for forwarding. The men know the prices that they
ought to get for work. Rates are per 100 & vary
according to size of book.

96.
Extra forwarding varies very much in quality. I think the 'extra' workers are not paid so well as they should be. The minimum for forwarders is 32/- and for finishers 36/-. Average for forwarders would be about 33/-. Finishers in small shops would get 36/-; Mr Dent pays 38/- + 42/-. Good workmen are scarce although average workmen are not. It is difficult to get a man to understand artistic work.

Mr Dent showed me some whole bound books which had been finished by his best man. The designs on the back were simple and neat. Not much gold was used but the workmanship was exact. // Says that the best work goes to America & they can get any price. One book not very large, took this man more than a week to finish, the cost of binding being over £5.

Apprentices commence at 4/- + rise 2/- a year receiving in the 7th year 16/- or 21/-. Lads sent to the cloth work are taught nothing else. Mr D. always tries to find out what a lad can do.

Busy season varies. For the American trade it is from Easter to November. School prizes give employment in 'Extra' work from May to July. This time (May to July) is the slackest for the trade as a whole.

Mr Dent employs a staff & keeps them going all the year; take on outsiders when busy. Thinks that the bulk of the men are not employed more than 8 months in the year.

Very few turn to anything else. The ^{indifferent} ~~poor~~ workman is the first to be put off & the last to be taken on. He gradually drifts into the ranks of the unemployed.

Trade is worse now than in 1893 e.g. for 'extra' work. The past three months are the worst times that bookbinders have ever spent. Cloth work has not been quite so bad. There are signs of improvement but it is too early to speak about it.

Folding is all piece work. The women average about 12/ a

Women's Work.

a week. Collating and plate placing is time work. Sewing - piece work; earn about 12/- per week of 48 hrs. Have two women working at casemaking but they are not allowed to learn the trade now. Old workers are allowed to remain but no fresh ones can take it up. The Women or girls begin at 2/- a week for 3 months, after which they have half what they earn on piecework.

Time is kept much better than formerly. There is no grace time; commence sharp at the hour. If a man loses more than half an hour, he has to lose the half day. There is very little overtime. Do not work any quicker now than before the 8-hour day was obtained but employer saves time by little economies.

Working hours are 8 to 1 & 2 to 5.30; Fridays 6pm and Saturday 8 to 1 pm = 48 hours.

A few of the men have their meals in the shop. Most of the women remain in the shop. They have a cooking stove and a girl is paid to look after their meals; cook their dinners etc.

Very little provincial competition. There has been a depression in the Bible trade.

Differences between amount of wages paid in busy and slack weeks is great. The following are weekly amounts paid taken from wages book:

Oct/93 - £91, £93, £94; November £100, £104; December £80; Jan/94, £58, £53, £49.

Thinks £95 is average in busy and £55 in slack times. Promised wages return.

Mr J. Abercrombie
Vellum Binder

GLA. April 31/94

Works at H. Mead's
A medium shop.

Divisions.
Flush & Bound Work

Process of Binding

Section of Fore-edge.

 Flush book

 Bound book

100
Mr J. Abercrombie. Vellum binder
3 Norah Street, Bethnal Green. E.

Mr A. is employed at H. Mead & Sons.
21 Bishopsgate Street Without. He says it is
a medium shop. They do not pay the highest wages
nor do they cut up the work and employ lads & girls
to the extent that the large shops do. The old hands
have many privileges.

The work is divided into two classes: flush & books
bound in boards. Flush work is the commonest
and is usually done by boys who mostly earn
8/- or 7/- a week. The highest at Mead's is 10/- per week.
Flush work consists of memorandum and manu-
script books and comprises all the commoner
kind of books such as this one. Its characteristic
is that its edges are cut straight at top, fore-edge
and tail and the back is not rounded. In
Half bound or ^{wholly} bound books the boards project
beyond the sheets and the back is rounded
so that the fore-edge is curved.

The paper is received from the rollers and is folded
and.

Folders & Sewers.

Earnings.

Women could not live but for their parents help.

Vellum Forwarding

There are about 16 Boys doing 'flash' work & this joint work.

and sewn by women in the forwarding dept. Folders are paid by time at Meads. They start at 4/- a week and work up, the highest rate being 12/- . About half the folders in the trade are on piece work. Sewers do not use machines at Meads' altho' they are used in some offices for vellum binding. These girls may earn 12/- a week but they would have to work very close to do it. In most places they rarely get a full week so that the average earnings are about 8/- a week. Sewing is all piece work. Meads employ 4 girls folding and a forewoman making up & these keep 8 or 9 sewers going.

After the sewing is done, the book passes to the actual forwarding. Boys line it up, make the joints and line the back. It then goes to the cutter who cuts the edges. These men are usually on weekly wages; a few are pieceworkers. At Meads there are three cutters; one @ 22/-, one @ 24/- & another @ 30/-. The ordinary wage is about 24/- or 25/-. From the cutter the book goes to the marbler who does the edges. This is done on the premises at Meads, the

Vellum Binders.
Wages.

Work is Regular.

Method of Training

102.
the man earning 32/- a week. This is a high wage, it is usually less. The binder proper then takes the book, puts on the boards and it is pressed and backed with leather. This is time work. There are 8 binders at Inceads, 4 of whom get 32/- a week & the other 4 24/- to 30/- a week. The highest weekly wages paid in the trade is 34/- but this is very rare. In most of the large shops the men are on piecework: thinks many of them would be glad of a regular wage of 25/- a week. Timeworkers a minority but a large minority.

"Work is regular at our place" but you should try some of the large shops. It is rough in the large shops. The sewers are rather irregular; often lose half a week.

Lads are not properly trained. Usually sign an agreement for a shorter period than 7 years and when they finish they have to shift. Do not learn the whole trade. Think it is impossible to do so; the lads are not allowed to finish a book right out - (purposely Mr A thinks) nor do they stay long enough. The condition is very bad for new-comers.

Condition of trade is very bad. Very quiet at Inlands' and other places are as bad or worse. Possibly not quite so bad as in 1893. I think the strike had something to do with it - it drove some of the work into the country.

There are not many men over 45 in the trade. They either die or leave the trade or are pushed out of it.

Oldest in Inlands is 46.

When out of work the men don't turn to anything else. Usually walk about; have known men out for 18 months.

The Strike has left a bad feeling amongst the masters. There are a lot of shops that won't dream of taking a Society man. Waterlows will not; a member of the firm said he would never take any of the old hands again. Now, it is no Society man need apply. If a unionist got in some shops he would be discharged when it became known that he belonged to the Society.

After the strike nearly all the new members left the Society (Vellum binders). He was one of them.

them. They were disgusted with the way it was managed.

Thinks the masters are now taking on so many boys as a sort of punishment for the men.

Meals. The men generally go out to their meals. The girls have theirs on the premises. Do a little cooking. They could not afford to go out.

The only things that could improve the trade from the men's point of view are the abolition of piece-work and the restriction of boy labour. There is a very bitter feeling amongst the men about piece work. They greatly prefer a weekly wage.

Mr A. regards all employers as oppressors of the working men. They wilfully oppress them from greedy motives and know they are doing wrong. Quoted John Bright's opposition to the Factory Acts & Mr Gladstone's attitude towards slavery in the early part of the century. Thinks wage earners are really slaves today driven by the whip of starvation. Would upset the present social system if he could.

N.B. Mr Carter, 90 Smith Bros.
 Ivy Lane
 Paternoster Row E.C.
 has a good knowledge of the cloth trade

GSA 2/4/94

Return gave 36 men + 100 women but omitted all reference to boys of whom there were a large number.

Messrs Smith Bros. Wholesale Binders (cloth)
3 to 9 Ivy Lane. Paternoster Row. E.C.

Saw the two brothers, but only one took part in the conversation. He was very cautious as to what he said referring to a clerk in the office on various points. Censured him also for sending the wages return without taking a copy. It appears that it was made up by taking the average of four weeks.

Wages of the men vary. Forwarders on timework average 33/-; on piece work 40/-. Blockers, all time work 33/-. Folders, the forewoman said, earned 10/- or 11/- a week all piece work, per 1000 sheets. Sewers. Handworkers 10/- or 11/- a week; machine workers 16/- 17/-; Collators & plate placers also piece work 16/- to 18/- a week.

The busy season is from September to Christmas. Have very little slack time; January & February is the slackest with them.

There is no overtime. Work 48 to 54. The latter when busy. All have regular work and but little short time.

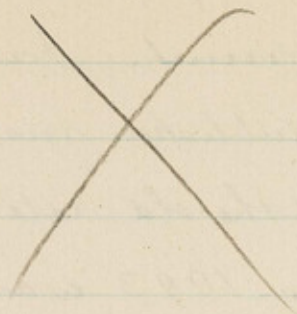
106.

There has been a depression in the trade but it does not amount to much. In the cloth trade, 1892 began badly. The publishers rushed their work in to obtain the advantage of the old rate of wage & afterward there was a reaction. 1893 was better than 1892 and 1894 is still better. A growth.

Trade is learned by apprenticeship. Lad is bound for 7 or years either to forwarding or blocking. Never learn both.

Men work to a good age. Have one man 62 years old, who has a week's holiday in the Spring as well as the usual holidays. Of course they would give a young man the preference. Blockers work depends on their sight. If a man's sight fails he has to give up.

Went over the premises commencing with the top floor, where girls are folding the sheets. On the floor beneath girls were collating and sewing. ^{About} Eight sewing machines were ranged along the wall. ~~of~~ Three different kinds. They are very noisy in their action and when several are working together it is impossible to make anyone to hear a word that is spoken.



The girls' work is the same with each machine. She opens the folded section and places it across the edge of a flat iron bar which carries the section into the machine. The first and last sections of a book are gummed at the back to fix them to the others. The books are sewn on ^{continuous} tapes, a short space being left between each book. The girls have a cooking range and hot water. Seldom go out of the place for dinner or tea. These upper floors are lighted but not lofty. The folders are younger than the sewers as a rule; many quite girls while the sewers are mainly women.

On the floor below casemakers were working at a long bench, one pasting the cloth while others covered the millboard or finished the case. The work passed from one to the other.

On the same floor were the forwarders; one was beating the books with a hammer; other backing with the backing machine & some putting the cases on.

For the latter purpose, glue is used; it is kept in a pot close to the binders elbow, and the heat is maintained by a coil of steam pipe in the glue. The hydraulic presses are on this floor. The books are placed on boards with their back projecting beyond the board

so that the pressure is on the cover and does not affect the back of the book. Another board is placed on top of the books + then another lot of books and so on. If the books are thin 200 or more may be put in the press at one time. After they are dry, they are taken to another room where girls pack them ready for delivery to the publishers.

+ Blocking is done on the ground floor and basement. There were several machines, some very large + heavy, both for gold and colour blocking. The gold is laid on the design (which has been blocked plain) by one man; it is then placed in the press again and afterward sent to another room where the surplus gold is brushed away.

The lower floor were rather dark partly owing to the narrowness of the street + the close proximity of the surrounding buildings but more to the great piles of paper, books + machinery which scarcely left room to move about freely. The work here is evidently hard and all the workers seemed to be going as fast as they

could

could. Compared with Bailey Brothers, the workers certainly work much faster and the conditions, light, air space and sanitary are decidedly inferior. Passing room to room, I noticed several W.C.'s here & there with only a wooden door to separate them from the work rooms & in some cases that was left open.

The general impression left after passing thro', was that both in arrangement & in the lack of arrangement, the only object considered here was the greatest possible output of work.

Hours are from 9 am to 6.30 Monday; other days 9 to 4.30 & Saturday to 1 pm. One hour for dinner & 1/2 hour for tea (4.30 to 5-). Does not think they have lost much by the 8-hours. There was not much work done between 8 & 9 am in the old time. Now all start at the same time and work goes on steadily.

There is a Sick Fund for the men and another for the women. The firm assist these organizations

April 4/94

110.
Mr W^m H. Edmunds, 57 Elsdon Road,
South Grove, Tottenham, N.

Mr Edmunds is the Secretary of the Joint
Shops Committee and has prepared a short
Report from the minutes and returns in
his possession as to the number of men
employed in the various branches of the
trade and the average rates of wages
earned as under:

The Bookbinding Trade in London

There are about 340 Bookbinding firms in London
of whom only about 250 employ men permanently. During
a fair season the principal 150 firms employ about 3000
men, another 50 employ about 300 men, and another
50 about 100 men. The remainder are working binders
employing a man at odd intervals as may be required.

all branches
not making
or repairing

The 1200 boy tapp^{ers} would include all boy labour, e.g.
(1) apprentices, (2) boys on agreements & (3) boys on "liking"
The latter are the lads who are working a short preliminary
time with the view of being apprenticed.

There are about 3500 binders working at the various
branches of the trade (not reckoning porters) and about
1200 apprentices and boys actually engaged at the trade

These numbers are taken from
shop returns & estimated for
other shops from personal knowledge
of the number in those shops.

The men are divisible thus:—

Letterpress Branch	2310	66%	estimated	Cloth Leather Bible
Vellum and Stationery Branch	1015	29%		
Scrap Album etc.	175	5%		Map mounting Photo "

About 600 of the 3500 are Piece Workers:—

Say 300 at Cloth work	averaging	36/-	per week
and 300 at Flusk work	averaging	28/-	" "

The remaining 2900 are divisible thus:—

36/- to 46/-	Finishers	14% = 406	averaging	38. 9.	per week
32/- to 40/-	Blockers	14% = 406	"	36. 10.	" "
	Forwarders:				
32/- to 40/-	Vel. & Stationery	18% = 522	"	34. 7.	" "
32/- to 40/-	Bible	14% = 406	"	36. 11.	" "
32/- to 40/-	Modern	13% = 377	"	33. 1	" "
32/- to 35/-	Cloth	23% = 667	"	32. 4	" "
32/- to 35/-	Scrap Album	4% = 116	"	32. 7	" "

Average weekly rate of earnings of above 34. 6.

To get at the average loss of time I have taken 5 years of trade at its normal state, viz 1882-6 inclusive, the number of claimants on the books of the Societies, the number of weeks those claimants

Usual holidays

Christmas	2 days
Easter	2 1/2 "
Whitsuntide	2 "
August	1 "
Shop dinner	1/2 "
One other day	1
	<u>9 days</u>

Second Series. Vol. II
Part III. Printing
+ Paper
Trades

Chap. II. Bookbinders

Does not agree with Jackson sup. 58 |

took the out of work allowance, (with extensions if any) and the number of members, this gives an average loss of time per member of 1 week, 4 days, to which must be added a further loss of 9 days for the usual holidays, or 3 weeks, 1 day per member. In the years 1892-3 the average loss of time (without holidays) amounted to 3 weeks, ~~4~~ 4 days, 5 hours per member, about 40% of the members having signed the out-of-work book for various periods of from 1 to 20 weeks. Thus the average

loss of time for a period of 7 years would be 3 weeks, 3 days 2 1/2 hours per member which would fairly represent the loss to the whole trade.

Thus the average weekly earnings would be $32. 1 \frac{3}{4}$

Further losses of time occur but these would be counterbalanced by overtime in busy seasons. Trade may be said to be in a normal condition: - on the Bible line for 8 months; Cloth 7 months, Vellum and Stationery 6 months, Scrap Album 6 months, Modern 5 months. The remaining portions of the year would be exceptionally slack or busy, involving loss of time or overtime which would about counterbalance one another.

Apprentices wages, and those of boys learning the trade without being under agreement, average 5/- for the first year, rising by 2/- per year for 7 years, but in many cases a little extra money, called "pocket money" or "Coasers" is given by the employer to the lad who works well.

The actual earnings of the men have decreased during the past two years altho' the rate of pay has been higher. With regard to the figures given Mr Edmunds feels positive that they represent the actual facts except the vellum binders, whose rates may be a little lower. He has not so much information about these as other branches of the trade. He says that when the agitation about the government contracts was going on, Messrs Waterlow gave the earnings of their vellum binders as under:

See actual figures in margin

About one-fourth ^{this would be finished} 36/- to 42/- per week
 " one third ^{forwarded} 32/- to 38/-
 12 or 14 men were working away from the works -
 Irish Hands ^{short hours for 32/- per week} 20/- to 30/- per week

He would not vouch for the exact accuracy of these figures as he gave them from memory.

Exact figures of Messrs Waterlow's statement.

Vellum binders 7 - 34/- to 42/-

15 - 34/-

Working away from the work & not full time 16 - 32/-

Irish Hands 34 - 20/- to 32/-

72

114.
Holidays. Very few of the men have more than the
nine days. The foremen gets a week or
a fortnight's pay instead of holiday.

Scrap Album binders. Firms engaged in this branch
are: Lowthorn, White Conduit St. ^{Red Lion Street Holborn.}
L. Hoelen 22 Gate Street, Lincoln's Inn.
Mackay. 3 Clerkenwell Road.
Johnson & Son 15 & 16 South Sq.

In shops where the forwarding is piece work,
various systems of pricing are adopted. One
shop will take the number of sections, another
the number of pages and another the thickness
of the volume as the standard

Outboard & Inboard work. Only refers to the
Modern work. Inboard is the best. The boards
are put on before the book is cut and laced
with string. The edges being afterwards
cut with a plough. Outboard books
are cut flat in the cutting machine before
the boards are put on.

April 9/94

115.
Mr Edmunds called & brought some further statistics also a rough draft of the result of the Shop Returns for 1893.

160 Forms were sent out

100 " Returned.

These showed results as under:

Society men 1846

Non Society 241.

Apprentices 523

& Boys 147

Women (doing work) 282
other than Sewing & Folding

Note Some have put down all the women employed.

Average Number
men employed
during the year } 977.

Only 38 shops have made this return

Last year there were 24 more Returns than this year (1893) but owing to a great number being Vellum binders there are no returns this year. [Did not try to get returns from V.B's this year]

Fuller details respecting these returns are given on a separate sheet and on the following pages are some further particulars taken from the 1892 Returns and other sources copied from

Mr Edmunds M.S.I.

Taking the returns for 1892, taken on October 3rd of that year. 127 shops give a total of 2,000 men after eliminating a few who cannot be actually classed as binders, divisible thus:—

	Number	Percentage.
Forwarders.	1135.	56.75.
Case-makers.	237.	11.85.
Scrap Album	37.	1.85.
Circuit & Box.	59.	2.95.
Finishers.	172.	8.6.
Assistant do.	35.	1.75.
Blockers	286.	14.3.
Vellum Binders.	39.	1.95.
	<u>2000.</u>	<u>100%.</u>

* The difference in the percentage of the finishers in the above & the first table (p. 111) may be accounted for by the fact that all the finishers would not be included in the 127 shops, whereas all the blockers would.

	Number	Percentage.
Forwarders (all branches)	1507.	75.35.
* Finishers & Asst. - do -	207.	10.35.
Blockers.	286.	14.3.
	<u>2000.</u>	<u>100%.</u>

Wages are calculated upon the following table of individual cases occurring since Oct 1892.

Wages of Porters & semi-skilled. Non
Union workers as shown in Shop Returns

Earning per week	Porters, Rolling Knockers	Knifing Machinists	Sawing etc	Warehouse Wrapping	Messing & Offsetting etc	Cutters	Total
38/-	-					1	1
32/-	-					3	3
31/-	-					1	1
30/-	-				2	9	11
29/-	1		1		-	-	2
28/-	-		-	1	6	1	8
27/-	4	1	1	-	7	-	13
26/-	-	1	1	1	-	B.C. 2	5
25/-	1	1	1	1	2	B.C. 4	10
24/-	7	-	5	6	-	" 2	20
23/-	2	-	-	-	1	" 1	4
22/-	4	-	-	1	1	-	6
21/-	-	-	1	-	-	-	1
20/-	14	3	1	-	2	-	20
19/-	2	-	-	-	-	-	2
18/-	2	-	2	-	-	-	4
16/-	2	1	-	-	-	-	3
	39	7	13	10	21	24	114

20

Wages	Finishers	Handers	Blockers	Yellow Binders	Total Workers.
60/-	1				1.
48/-	1	1			2.
46/-	3				3.
44/-	2				2.
42/-	3				3.
40/-	6	7	2	2	17.
38/-	12	2	5	3	22.
36/-		13	9	1	23.
34/-	5	37	9	26	77.
33/-			1		1.
32/-	3	84	19	3	109.
30/-		10	2	1	13.
28/-		2	2	2	6.
27/-		4			4.
26/-		5	2		7.
25/-		3	1		4.
24/-		2			2.
20/-		1			1.
	36.	171.	52.	38.	297.

114
411

52 weeks @ 33/10½ = £ 88.0.5
 Less 5 days 5 days - - 9.7.6
 Net earnings for year 78.2.11
 Average weekly for year 1.10.0½

36 Finishers average 39/16.
 171 Towarders " 32/9¼.
 52 Blockers. " 33/4.
 38 Telling Binders. " 34/1¼.
 Average Wage 33/10¼.

Loss of time estimated upon out of work pay Weeks. days. hours
 for 1892.3. per man — 3. 4. 5.
 Extra for dispute allowance 1. 3. 3.
 Holidays — 9. 0.
 5. 5. 0.

Some figures on which the foregoing estimates were based:—

Finishers:— 3 @ 57-; 2 @ 48-; 4 @ 46-
 1 @ 45-; 3 @ 44-; 1 @ 42-
 5 @ 40-; 15 @ 38-; 17 @ 36-
 5 @ 34-; 7 @ 32-;

Blockers:— 1 @ 42-; 17 @ 38-; 1 @ 37-
 10 @ 36-; 3 @ 34-; 5 @ 32-
 1 @ 30-;

Two Book folders
& Sewers.

Mrs Fletcher
" Wolfe.
4 Cannonbury Rd.
Lower R. N.

April
24/94

Notes of Interview with Two book folders & sewer
at the Club Union Bldgs, Clarendonwell Road. E.C.

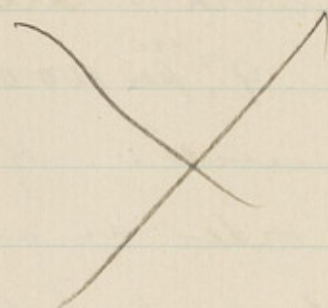
The elder woman, Mrs F. was the chief speaker. She has been in the trade over 30 years, is slovenly in appearance; has the look of one who has worked hard but is getting beyond it now. Probably between 50 & 60. The younger woman, Mrs W. is probably between 20 & 30 was neatly dressed. A quiet unassuming woman but one who has undergone some privations which have left their mark on her face.

Mrs F. said that employers will not take folders unless they can do sewing as well, so that they can shift them from one to the other. Admitted that the folders were usually girls & the sewers women and said that the masters took on "bits of girls" cheap. The truth seems to be that girls are taken because they work for less than the women & that the women must do both branches so that they can do anything the girls cannot.

Learners are paid a shilling or two a week for the first six months & half what they earn for the next six months. At Fawcley's they pay 1/- a week for 6 months & then half earnings for next 6 months.

Folding is all piece work & rates run as low as $7\frac{1}{2}$ d per 1000 sheets. 9^d ⁺¹⁰ per 1000 is the price for a cheap crown octavo novel. If the sheets are given to the folder in book order an additional 1^d per 1000 is given & the folder has to keep the folded sheets in order. In these cases the sheets are 'gathered' at the printers. This price is not enough as the work is much more difficult. Have to watch & keep the sheets in order by signatures & then each sheet may need to be folded differently.

Asking about the number of sheets that could be folded in an hour. Mrs F said that 400 could be done "easy like" in a hour but Mrs W. said she could not do more than 250 in the hour. [The latter seems the more probable number & would represent 10/- a week for a full week as against 16/- if the faster rate were maintained].



In Bible & prayer book work several sheets (or signatures) are printed together & are given to the women in that form. They have to cut them, fold & gather & for this are paid $1\frac{1}{4}^d$ per 100 sheets.

Folders earn about 10/- or 11/- a week. Mrs W. can earn 12/- a week if kept going and there is plenty of work but this is not usual; has earned as little as 6/- in a week and 6/- & 7/- is common. Must be in attendance altho' there may be no work to do. Have been in the shop all the week to earn 3/- or 3/6.

Each folder has a book in which she enters her work & these books are made up at the end of the week. They are not supposed to go out of the shop & where a book is full, the forewoman tears it up. Both women however had got a book away & promised to let me have them.

Sewing is piece work e.g. hand sewing. The ordinary rate is 1^d per 100 sheets, 'two sheets on' e.g. the first sheet is sewn to the cords at the top, the thread then passes through the middle of the second sheet & lastly through the lower part

SOCIETY OF WOMEN EMPLOYED IN BOOKBINDING.

Revenue and Expenditure Account from October 1891, to October 1892.

RECEIPTS.			PAYMENTS.		
1891.	£	s. d.	1892.	£	s. d.
To Balance at Birkbeck Bank	217	11 6	By Rent of Office	10	0 0
" Post Office Savings Bank	83	17 1	" " Kirby Street	3	0 8
" In Hand, Sick Fund	2	1 6		13	0 0
" Petty Cash	0	6 8			
	303	16 9	Allowance, viz. :-		
	6	7 11	Out of Work	17	15 0
To Entrance Fees	1	3 8	Sick	36	5 0
" Subscriptions, viz. :- Arrears paid up	105	16 6		54	0 0
" Current Year			Subscription to Trades Union League	1	0 0
	107	0 2	" Delegates Entrance Fee	0	10 0
" Sale of Cards	0	18 9	" Expenses to Glasgow	4	13 0
" Interest to Credit, viz. :-				6	3 0
From Birkbeck Bank	4	6 3		20	0 0
From Post Office Savings Bank	2	1 6	Secretary's Salary	1	16 6
	6	7 11	Printing Reports, &c.	1	12 6
			Postage, &c.	1	4 6
			Commission to Collectors	0	12 6
			Refreshments, Annual Meeting	0	10 0
			Affiliation to League	0	10 0
				5	16 0
				4	0 0
			Subscription to Pension Society	229	17 3
			Balance at Birkbeck Bank	85	18 7
			Post Office Savings Bank	41	11 6
			In Hand, Sick Fund	1	5 2
			Petty Cash		
				321	12 6
				£424	11 6

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Women Employed in Bookbinding

PRESENTED TO THE
ANNUAL MEETING,
HELD AT
ST. PETER'S SCHOOL ROOM, CLERKENWELL.

On Tuesday, October 18th, 1892.

Miss ADA HEATHER BIGG IN THE CHAIR.

THE year just gone has been an eventful one for slackness of trade, increase of members, and for increase of sick and out-of-work payments.

One hundred and twenty-seven new members have been enrolled this year. Truly this is a better report than last year, it would be better still if it could be reported that the whole hundred and twenty-seven had continued members. Why they have not is to be accounted for by the slackness of the trade: the women have earned so little they have not been able to keep up their small subscriptions. Has the eight hours' day anything to do with the depression of trade? The men will not acknowledge that it has; but the fact remains that ever since the eight hours' day has come into

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Wire stitching is paid about 10/- a week.

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SOCIETY OF WOMEN EMPLOYED IN
BOOKBINDING.

Established September 12th, 1874.

RULES,

As revised at a General Meeting of the Society, held
April 12th, 1881.

To be obtained at the Office of the Society
INDUSTRIAL HALL, CLARK'S BUILDINGS,
BLOOMSBURY.

PRICE ONE PENNY.

operation work has fallen off; instead of eight hours, in many places it has been six or four hours a day, while many have been out for weeks. Only two hundred and eighty-six paying members on the books, an increase of forty-six from last year. Fifty-one members have received benefits during the past year. Thirty-six have received sick allowance, seven have received eight weeks; fifteen have received out-of-work allowance, three have received eight weeks, six weeks for five days' signing: altogether two hundred and sixteen weeks have been paid this year, amounting to £54.

The concert and dance, held at Foresters' Hall, on February 9th, was not a financial success, balance being on the wrong side, 1s. 2d. had to be made up out of petty cash.

The concert was pronounced unusually good. Many thanks are due to Mr. Austing for the admirable way he presided. Miss Bessie Scales, Mr. Bathurst, Miss Stewart, Mr. Dimmer were much applauded. The dancing was good, under the management of the two M.C.s, Mr. Pymm, junior, and Mr. Gladman. The Society owes them a debt of gratitude.

The excursion to Kew Gardens, on June 25th, was not so good as it might have been. The weather was not very favourable, and the bad state of the trade may account for so few going. Miss Ada Heather Bigg, Miss Mildred Heather Bigg, and Miss Holyoake, very kindly helped to entertain the party over an enjoyable tea.

Your Secretary was invited by the Parliamentary Committee to attend with them a deputation to the Home Secretary, at the House of Commons, for the increase of Factory Inspectors. Your Secretary had the opportunity for the first time of saying a few words to the Home Secretary about the need there was for Women Inspectors and was rather favourably received. This certainly was a step in the right direction, let us wait patiently a little longer. Success must come.

Your Secretary represented your Society at the Trades Union Congress held at Glasgow, and said a few words on the necessity of appointing Women Inspectors. The Eight Hours' Day was the all-important business of the Congress, according to some of

the delegates' way of talking; everyone wanted to say something on the subject, about twenty on their feet at a time. Your Secretary contented herself with the thought that the Eight Hours' Day would not come in force the next week, as one delegate rather satirically asked.

Mr. Shearer has again audited the year's accounts, only thanks to give him in return for his disinterested kindness.

Have the members heard of the new society called the "Bookfolders' Union"? Some have, and the question has been asked "Is it our Society"? No, it has no connexion with our Society, it sprang up without any communication with us, and as they say does not properly belong to the bookbinding trade; as they only fold newspapers and circulars, it is rather misleading to call it a "Bookfolders' Union", though it is closely related.

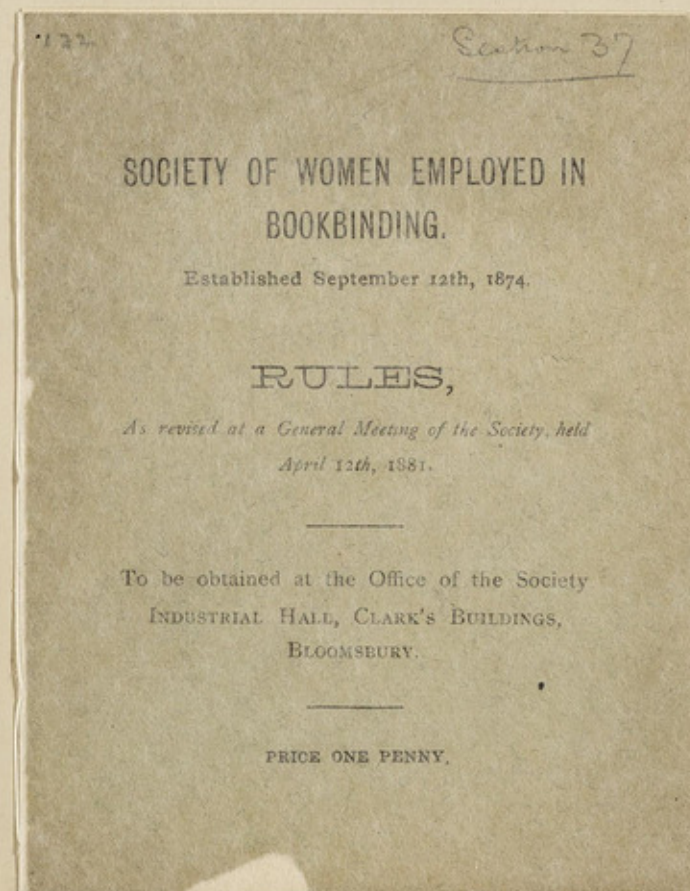
Another Society, called the "Women's Employment Defence League", has been formed. This concerns all women, and all women who wish to have a voice in their own affairs should join this League. Entrance fee only 3d.; subscription 3d. a quarter. The founder of this League, Miss Heather Bigg, is well-known as the true friend of working women. Your Secretary is the Hon. Sec. *pro tem*. Women have an opportunity now to become strong and a power for good. The time will come when women's interests will be considered,—when? Just when the women themselves say they want to be consulted, and shew by their uniting together that they mean it; then—and not half-an-hour before that time—will they get it. There are many friends who will lend a helping hand; but let the working women be friendly to themselves, for they cannot be helped unless they lend a helping hand themselves.

Thus endeth the Eighteenth Annual Report.

Signed on behalf of the Committee,

ELEANOR WHYTE, *Secretary.*

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One hundred and twenty-seven new members have enrolled this year. Truly this is a better report than it would be better still if it could be reported that hundred and twenty-seven had continued members. We have not is to be accounted for by the slackness of the trade: the women have earned so little they have not been able to keep up their small subscriptions. Can we do anything to do with the depressed trade? The men will not acknowledge that it has; but it remains that ever since the eight hours' day has been

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SOCIETY OF WOMEN EMPLOYED IN
BOOKBINDING.

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RULES.

Name and Place of Meeting for Business.

I.—The Society shall be called the "Society of Women Employed in Bookbinding," and the business shall be carried on at the Industrial Hall, Clark's Buildings, Bloomsbury, in the County of Middlesex, or at such other place as may be decided on by the Society.

Objects of the Society.

II.—The objects of the Society shall be to maintain and protect the rights and privileges of the trade, and to grant relief to such Members as may be out of work, or afflicted with illness.

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Election of Members, Entrance Fee, Contributions and Benefits.

III.—Every person above 16 years of age, and not more than 55, working at any branch of bookbinding, shall be eligible to become a Member.

IV.—Any person wishing to become a Member shall be recommended by two Members, who shall vouch that she is a competent work-woman.

V.—The Entrance Fee, which may be paid by instalments of 3d. per week, shall be 1s., and the subscription shall be 2d. per week. No person shall be considered a Member until she has paid her Entrance Fee in full and one week's subscription.

VI.—A Member who has been one year in the Society, and has paid the whole of her subscriptions for that time, shall be a Free Member.

VII.—When the arrears of a member shall amount to 2s., she shall have a notice, for which she shall be charged 2d., and if such arrears are not reduced within two weeks, or a sufficient reason given, her name shall be erased from the Society's books.

VIII.—A Free Member, who is out of work, or afflicted with illness (excepting in

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confinements) shall receive 5s. per week for eight weeks. No Member shall receive more than eight weeks' benefit during one year.

Members' Cards.

IX.—All Members shall retain possession of their cards and in case of any dispute arising as to a Member's payments, she shall not be entitled to be credited with the same unless she can produce her card.

Rules to be Observed by Members Claiming Allowance.

X.—A Free Member, out of work, shall sign a book at the Office of the Society, each morning between the hours of 11 and 12.30, as a proof that she is not in employment, signing to commence either on Saturday, Monday or Tuesday, and the allowance to be paid on the following Friday or Saturday morning. The amount drawn, when signing commences on a Tuesday morning, to be four shillings and two pence, the allowance for five days.

XI.—When a Free Member becomes afflicted with illness she shall send a notice, signed by two Members as vouchers, to the Secretary, who shall appoint the Member living nearest her, with one Member of the Committee, to visit her weekly, and to report to the Committee be

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fore the allowance is paid. The visiting Member must not be working in the same shop as the sick Member. No relief shall be given for less than one week. The sick Member shall be excused from payment of her subscription during illness. Sick relief shall commence, if the fact of sickness is established, from the date of the applicant's notice. To be valid this notice should reach the Secretary at her private address within twenty four hours of the time when the notice was signed; the notice must be dated.

A Visiting member's travelling expenses shall be paid when the distance renders it necessary.

Honourable Leave.

XII.—Any Member on leaving the trade, can if she wishes to do so, leave the Society. She shall pay up all arrears: otherwise her name shall be erased. Any free Member who has taken leave and who rejoins within one month from recommencing to work in the trade, shall, if she return within twelve months, be free on rejoining.

Honorary Members.

XIII.—Any Member who has not worked at the Bookbinding Trade for six months shall be placed on a list of Honorary Members, and

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shall not be entitled to allowances, or required to make payments, but shall be entitled to other benefits of the Society. On her again working in the Trade she shall be re-admitted to the free Members' list.

Levy at Death of a Free Member.

XIV.—In the event of a Free Member's death, a levy of twopence per Member shall be made and paid to the nominee of such Member, or to a person determined on by the Committee. Not more than £2 shall be paid in any one case.

Election and Duties of Officers.

XV.—The Executive business shall be conducted by a Committee of ten, a Treasurer and a Secretary, to be elected annually by the Members.

XVI.—Quarterly meetings of the Members shall be held on the second Tuesday of October, January, April, and July.

At the meeting in October the Balance Sheet and Accounts of the Society shall be presented, after having been duly audited.

XVII.—The whole of the Committee shall meet on the second Tuesday in the month at 8.30 p.m. to transact the business of the Society,

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subject to the control of the quarterly meetings of the Members.

XVIII.—Two of the Committee, in rotation, shall meet the Secretary, every Monday evening from 7.30 to 9.30 o'clock, to receive subscriptions, admit new Members, and transact other business, subject to the control of the General Committee.

XIX.—The Committee shall have power to call a Special General Meeting of the Society whenever they may think it necessary, or upon a requisition signed by 20 free Members.

XX.—The Secretary's duties shall be to attend all meetings and take minutes of the proceedings, to summon Members in arrear, to keep the accounts, and generally to conduct the business of the Society. She shall pay all moneys received by her, up to and including Monday, into the Bank before the following Monday, to the account of the Treasurer.

Employment Register.

XXI.—A Book shall be kept at the Office of the Society, in which the Secretary shall enter, for the information of Members, any vacancies in shops which may come to her notice.

Accounts.

XXII.—Any Member may examine the books

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of the Society upon application to the Secretary, during the hours of business.

XXIII.—The financial year of the Society shall commence on the second Tuesday of October.

Frauds on the Society.

XXIV.—If any Member be found to have been in any way imposing on the funds, she shall be suspended from benefits until the next Quarterly Meeting. Her case shall then be submitted to the members, when if the imposition be proved, she shall be expelled the Society, and shall forfeit all claims she may have on its funds.

Alteration of Rules.

XXV.—No rule can be altered except at a General Meeting, after one month's notice given to the Executive Committee, and posted in the Office of the Society.

XXVI.—That it is desirable to appoint a Collector in every shop, so far as possible, in order not only to receive the weekly payments, but also to make the benefits of the Society more generally known, and to induce new Members to join, by circulating papers, and by speaking in favour of the Society.

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XXVII.—That Collectors may receive, if they are willing, a commission on the amount collected by them during the preceding twelve months. The rule to come into force from the commencement of the year, commencing after the next Annual Meeting in October, 1886, and that for that year the commission offered be sixpence in the pound for every complete pound collected in the twelve months.

XXVIII.—Every Collector shall pay over her collections not less often than once every four weeks. Every Collector be supplied with a copy of the Journal for circulation in the shop where she is employed.

XXIX.—When a Member has received benefits for three years successively, she shall wait one year before receiving any more.

To be obtained at the Office of the Society.

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