Sec. 46.
Boot. & Shoe.

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Boot & Shoe Makers.

Persons Represented.

Census Enumeration

	Females -19	Females 20-	Males -19	Males 20-54	Males 55-	Total
Boot & Shoe Mkr.	2489	5038	4165	22036	5261	38,989.
				27297		

Enumerated by Families.

Sex	Male		20387.	Heads of Families.
	Female		764.	
Birth Place	In London	527.	10927.	
	Out of London	487.	10224.	
Industrial Status	Employer	13%	2745.	
	Employed	67%	14211.	
	Neither	20%	4185.	
				21,151.

Total Population concerned

In family	Heads	Others recorded	Un-recorded	Servants	Total.
Total	21151.	22474	52083.	906.	96,614.
Average	1	1·07.	2·46.	·04	4·57.

Classification Distribution.

Numbers living in families.		
3 or more to a room	18511.	19·2
2 & under 3 — " —	24788.	25·7
1 & under 2 — " —	23422.	24·2
less than 1 — " — } more than 4 rooms } 4 or more persons to 1	27879.	28·9
less than — " —	877.	·9
with 2 or more suits	231.	·2
Servants	906.	·9
Total.	96614.	100%

Provided	36 %	31 %	45 %
Not "	44 %	69 %	55 %

Distribution.

East	North	West	South	Total
16,266	8,980	5,811.	7,932.	38,989.

Details of Occupations.

Cord warmer, cobbler, clog-maker, last + boot tree maker, Ladies Shoe mkr. Shoe + slipper less than hardener mkr dealer. Boot + Shoe lacer, tagger, dogman mkr, dealer. Lift (Shoe heel) cutter maker heel pairer Shoe top + upper maker. Rough stuff cutter clicker, closer, blocker, paster, rounder sew roundhand. Operator, Sewing machine

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	Employed	67%	14211.
	Neither	20%	4185.

East	Inner	32583	
	Outer	3714	36,297
North	Inner	4727	
	Outer	18296	23,023
West	Inner	1317	
	Outer	7846	9,163
Central	Inner	6419	6,419
S. East	Inner	1619	
	Outer	7733	9,352
S. West	Inner	6385	
	Outer	5975	12,360.
Total.			96,614

Inner	53050	= 55%
Outer	43564	= 45%

Social Classification: Analysis by districts.

Enumeration by families	East		North		West		Central		S. East		S. West		Total	
(1) 4 or more persons to a room	4271	11·8	1407	6·1	402	4·4	900	14·0	176	1·9	421	3·3	7577	7·9
(2) 3 & under 4 " "	5543	15·3	2174	9·4	778	8·5	1223	19·1	418	4·5	798	6·5	10934	11·3
(3) 2 " 3 " "	10542	29·0	5871	25·5	1830	20·0	1939	30·2	1736	18·5	2870	23·2	24788	25·6
(4) 1 " 2 " "	8164	22·5	5870	25·5	2503	27·3	1425	21·9	2345	25·2	3115	25·3	23422	24·2
(5) less than 1 " "	850	2·3	671	2·9	348	3·8	131	2·2	445	4·6	546	4·4	2991	3·1
(6) Occupying more than 4 rooms	6060	16·7	5401	23·4	2459	26·7	640	10·0	3669	39·2	3779	30·5	22008	22·8
(a) 4 or more persons to 1 suit	627	1·7	914	4·0	463	5·1	81	1·3	356	3·8	439	3·5	2880	3·0
(b) less than 4 persons to 1 suit	107	·3	296	1·3	151	1·6	36	·6	105	1·1	182	1·5	877	·9
(c) 4 or more to 2 suits	—		97	·4	37	·4	10	·2	6	·1	21	·2	171	·2
(d) less than 4 persons to 2 suits	—		20	·1	19	·2	-	-			21	·2	60	·1
Servants.	133.	·4	302	1·4	173	2·0	34	·5.	96	1·1	168	1·4	906.	·9
Total.	36,297	100%	23,023	100%	9163	100%	6419	100%	9352	100%	12360	100%	96,614	100%
	37·6%						6·7%						100%	

GA
June 12/95

Mem. Notes in Red. are replies to queries rec'd after interview.

* Each of the London Branches has its own byelaws:

At the Revision of the Rules at Edinburgh in May 1894 Collectivism was added to the objects of the Society. See Sheet for details.

Society admits women but there are only 8 female members in the London Branches: 5 financial + 3 Probationary.

Interview with Mr Charles Freak, Parliamentary Representative of the "National Union of Boot & Shoe Operatives" at the Metropolitan Offices. 33 Goldsmith's Row, Hackney Rd. E.

Mr Freak gave me a copy of the Rules of the National Union; the Byelaws of the Metropolitan District* and the Monthly Report of the Union for May 1895.

Recent Changes. The most important change has been the establishment of indoor workshops by agreement of men and masters in 1894. Some employers are trying to break through this and revert to the system of outworkers again. The Jewish workers and masters are helping in this. The masters that give out work now are Jewish: he only knows two exceptions — Jas. J. Prince, 34 Old Ford Road and Murgatroyd of Roman Road. The workers taking out this work are all Jewish — cannot get these people to organise properly. The men are not objecting to the introduction of machinery but the employers are trying to get the men at lower rates. Thinks that the

Note. (in reply to query re membership)

※ The membership of the of the London Metropolitan District is thus subdivided:

	Financial	Probationers	Total.
St Albans	110	10	120
Croydon	40	10	50
Salisbury	100	10	110
Portsmouth	15.	10.	25
	265	40	305
Central Division	2280	640	2920
West End.	30	20	50
	2575	700	3275

heeling machine is the only real labour saving machine. The men are moved from work on which they were earning 40/- a week and are offered 25/- a week. They are trying to establish a 30/- minimum.

The London Branches of the Union are as under.

		Financial Members	Probation Members	Total
London Metropolitan.	T. O'Grady 33 Goldsmith Rd Bow. Hackney Rd	2575	700	3275
" " No 2.	Geo E. Green 25 Goldsmith Rd Row "	443	250	693
" South	J Wilson. 84 Ash St. Walworth.	506	250	776
" City	H. Hillyard, 9 Wood St. Hare St Bish. Gate	79	200	279
" East.	C. Solomon 56 Pelham St Spitalfields	167	80	247
	Totals.	3770	1480	5250
	Deduct. Country Members of London Metro	265	40	305
	London Membership	3505	1440	4945

Note. The figures of London Metro include some men in South Counties. – Croydon Salisbury – Portsmouth.

Particulars as to Benefits, objects, etc will be found in the Trade Union Sheet – The Report contains the Correspondence between Sir Courtenay Boyle, the Union & the Employers' Association.

Union & Non-unionists work together.

Relations with employers are generally fair.

Trade has been very busy since the settlement of the Lockout. This applies to London & country as well.

Boot & Shoe Trades Provident & Benevolent Institution.

Secretary: Mr Richd J. Palmer. 17 St George St. Westminster S.W.

This Institution was founded in 1836. It provides annuities for any persons who have been engaged in the Boot & Shoe Trades, either wholesale or retail, having on their own account or as manager, for 10 years. Applicants must be members of the Institution, over 60 years of age and not in receipt of an income of ~~over~~ £40 from every source.

The relief is granted by vote of the Donors & subscribers. There are now 36 annuitants; seventeen (men) receiving from £25 to £35; 16 of from £20 to £29 to women & 3 of £12 ~~to women~~ 2 men & one woman.

There is also an Asylum at Mortlake, containing 15 houses.

Financial. During 1894, the annuities absorbed £882., Stock £1100 was bought, & the expenses at the Asylum were £102. The Income amounted £1800 of which the chief items were:- Subscriptions £415; Donations £1112; Dividends £193. Interest & Ground Rent £29.

A Journeymen Boot & Shoemakers' Pension Fund existed from 1850 until 1863 when the accumulated funds of the Society were handed over to the Trustees & Managers of the Master Boot & Shoe makers Institution for the benefit of the remaining members & their widows. There are now three pensioners on this fund – two at 6/- a week and one at 4/6 a week.

For further particulars see Annual Report 1894 & 1895.

GH June 17/95

West End Boot & Shoe Makers (Masters) Association
Secretary: Mr J. A. Adams. 29 Gt Portland St.

This Association is a jellyfish kind of organization. It has no printed rules, no annual report nor meetings of Committees. ~~It~~ It is simply a centre, a rallying point for the employers of the West End Boot makers at any time of trade trouble or difficulty.

In the case of any dispute in the trade, Mr Adams would summon a meeting of the Masters engaged in the trade and if funds were needed a levy of half a guinea or a guinea would be made as wanted.

The last movement of importance was in 1890 when in April the "mens" men obtained an advance, as did the "womens men" a little later.

There has been a gradually changing progressing in the trade and it is still going on, caused by the competition of the

Firms formerly East of Great Portland St
now non-existent.

Nicholls
Burgess
Smith
Madame Ellicott
Paterson

machine made boots. The old hand-sewn masters are being driven out of the trade or compelled to sell the machine made boots. Twenty years ago, when Mr Adams took this shop, there were at least half a dozen 'hand made' employers east of Great ~~Boot~~ Portland Street, who have since been driven out of the trade. He does not think that there is a single house east of Gt Portland Street that only makes first class boots now. Taylors & his own shop are the ~~only~~ two in Gt Portland Street and he does not think that there are 6 others in the West End.

The cause of the change is the greater initial cost of the hand sewn boot. The statement price for the ground work of a shoe is 9/- a pair & to this must be added the extras e.g. 6 for toe caps etc. This only includes the actual combination of the sole & upper - which is called the making. In addition there is the cutter, the closer, who makes the upper and on the first order the last maker. Mr A. reckons that every pair of boots costs at least 28/- for material and labour.

The relations between the men and the employers are friendly.

The statement prices are not the same in all houses but while some pay a little less for the ground-work they ~~make~~ pay more for extras. Each shop has its own peculiarity dependent mainly on the style of boot made there and to a certain extent this is reflected in the work people. Thus a man ~~would~~ might not be a good man for Mr A's work altho' an excellent workman because he was adapted to another style.

Statement of Wages for the London Wholesale Sew-round Trade which came into operation on August 1st 1892. Decided by the Arbitration Board and adopted by the men at a meeting on July 21. 1892

[Extracted from 128th Report of the Annual Society of Boot & Shoe makers]

Womens Dress Work. (Classification of Materials)

Coloured. Kid	Bests.	-	-
Coze. calf	Bests	-	-
Satin, plain or quilted	Bests	-	-
Satin Francais	Bests	-	-
Silk	Bests	-	-
Silk velvet	Bests	-	-
Suede calf & Kid	Bests	-	-
Bronze kid	Bests	Seconds	-
Cashmere quilted	Bests	Seconds	-
Glove Kid	Bests	Seconds	-
Levant Morocco	Bests	Seconds	-
Patent calf	Best	Seconds	-
Prunella	Bests	Seconds	-
Russian Leather	Bests	Seconds	-
Calf Kid	Bests	Seconds	Thirds
Cashmere	Bests	Seconds	Thirds

Womens Dress Work. Cont.

Glaze Kid.	Bests	Seconds	Thirds
Morocco	Bests	Seconds	Thirds
Serge de Berri	Bests	Seconds	Thirds
Satin (Drapers) plain or quilted to	–	Seconds	–
be given out in not less than 6 prs at a time	–	Seconds	–
White & Coloured lambs	–	Seconds	Thirds
Felts	–	Seconds	Thirds
Suede sheep	–	Seconds	Thirds
Velveteen	–	Seconds	Thirds
Canvas	–	–	Thirds
Glaze, goat or sheep.	–	–	Thirds
Levant, oily	–	–	Thirds
Persians	–	–	Thirds
Roans	–	–	Thirds
White & coloured sheep.	–	–	Thirds

Ground Work.

	Bests	Seconds	Thirds
Morocco Shoe, plain all round.	11d	9d	7d

Girls Dress Work.

Classification of Materials as in Womens Dress Work.

Girls Dress Work. Cont.

Ground Work.

	Bests	Seconds	Thirds
Morocco Shoe plain all round 7's to 10's	8°	7°	6°
Morocco Shoe plain all round 11's to 1's	8½°	7½°	6½

Standard samples in the various classes of material have been adopted by the Board.

Womens Slipper Work. (classification of material).

Patent Seal	Bests	-	-
Satin (plain or quilted	Bests	-	-
Silk Velvet	Bests	-	-
Glove Kid	Bests	Seconds	-
Levant Morocco	Bests	Seconds	-
Patent calf	Bests	Seconds	-
Calf Kid	Bests	Seconds	Thirds
Glaze Kid	Bests	Seconds	Thirds
Morocco	Bests	Seconds	Thirds
Satin (Drapery), plain or quilted, to be given	-	Seconds	Thirds
out in not less than 6 pairs at a time.	-	-	-

Womens Slipper Work Cont.

Cashmere	-	Seconds	-
Enamelled leather	-	Seconds	Thirds
Felt black (note ground work)	-	Seconds	Thirds
Velveteen	-	Seconds	Thirds
Levant, oily	-	-	Thirds
Mock glove	-	-	Thirds
Persians	-	-	Thirds
Roans	-	-	Thirds

Ground Work.

	Bests	Seconds	Thirds
Plain black Morocco slipper	10d	8d	7d
Plain black felt slipper	-	7d	6d

Girls Slipper work.

Classification of materials and Womens' Slipper work.

	Bests	Seconds	Thirds
Plain morocco slipper, 7's to 10's	7½d	6½d	5½d
" " " 11's to 1's	8d	7	6
Plain black felt slipper 7's to 10's	-	6	5
" " " " 11's to 1's	-	6½	5½

Infants work. 2's to 6's.

	Ground. Work. B.	S.	Y.
Morocco Shoe.	7°	6°	5°
Roan Persian or Felt Shoe.	-	-	5°

Womens Worked Slippers.

	Best s. d.	Seconds s. d.
Leather lined, plain rounds.	1·5	-
If given out six pairs at a time	-	1·3
Satin lined	1·8	-
If given out six pairs at a time	-	1·6
Stout Seats	0·1	0·1
Top piece heel p/r inch	·5	·5
Every 1/8 in above p/r in	·1	·1

Mens worked Slippers.

	Best s. d	Seconds s. d	Thirds s. d
Leather lined, plain rounds.	1·8	-	-
If given out six pairs at a time.	-	1·6	-
Satin lined	1·11	-	-
If given out six pairs at a time	-	1·9	-
Set Seats	·1	·1	-
Top piece heel p/r.	·6	·6	-

Mens Worked Slippers Cont.

	Bests s.	Bests d.	Seconds s.	Seconds d.	Thirds s.	Thirds d.
Each 1/8in above 1/2in		1		1		-
Grecian morocco or hair calf	1	4		-		-
" roans or persians		-		-		11
" " patent facings or backs		-		-		1

Mens & Boys Dress Slippers Heeled.

	Bests s.	Bests d.	Seconds s.	Seconds d.
Bests, whole cut patent calf, 1in heel sew rounds or pump seats, leather lined	2	6		-
Do. do silk lined	2	9		-
Do do silk socked	2	11		-
Seconds, not whole cut patent calf 1in heel sew rounds or pump seats.		-		-
Do. do silk lined		-	2	3
Do. do silk socked		-	2	5
Do do heels every 1/8in over 1in		1		1
Boys 7 to 10, heels not above 7/8in sew rounds or pump seats	1	3	1	2
11 to 1 do do do	1	5	1	4
2 to 4 do do do	1	9	1	8
4 1/2 size do do do	1	10	1	9

These prices are increased by extras, which are also defined in a schedule, while the exact definition of some kinds of best, seconds & thirds work are defined in technical terms: thus a Seconds Oxford shoe is to be "raw quarter lining, narrow bound, no button hole stitch at back."

GLS
June 7/95

Questions sent to Mr K. M'Crae. June 19/95

(1) When was the Society established? Registrars Report says 1856. Rules say that local societies were amalgamated in Feb 1862

(2) Does the membership as given in the Detailed Trade accounts (pg 324-5 of 139th Report include financial members only.

(3) If so, how many additional members are returned by the London sections.

(4) The total membership of the Society as shown on Table p 37 is 3927 persons on Jan 21/95. Registrars Report gives a membership of 5057 as the number at December 1893. Has the membership declined to this extent or do the Registrars figures include all members whether in benefit or not.?

(5) May I take it that the members ~~who~~ paying to funeral benefit only are superannuated.

(6) What are the present relations with employers in London

(7) What is the strength of the non union element in the hand made trade in London.

(8) What effect has the recent lock out had upon the handsewn works?

(9) Have any changes of importance taken place in the trade within recent years

Amalg^tED Society of Boot & Shoemakers. Reg^d No 323.
Secretary: Mr K. M'Crae. 7 Burton Crescent. WC.

Mr M'Crae is a rather suspicious Scotchman and at first wanted all the questions to be put in writing. Showed me ~~returns~~ a copy of the Return by Labour Dept in which Mr Burnett had made some mistakes as to the Sick relief given by the Society. Eventually he was talked over & gave a copy of the Rules, & the 129th Quarterly Report & the 80th Quarterly Report of the Sick Benefit. The following information is taken from these sources.

Established 1856. (Registrars Report) In Feb 1862. the local societies were amalgamated; in 1863 a uniform system was adopted for mutual assistance to resist encroachment by employers on wage list or customs, the formation of sick & death benefits; in 1865, the compensation for to members arbitrarily discharged & the issue of security notes was commenced.

Membership in December/93 was 5057. In London there are 13 branches and at Jan 1895, those had 1734 members

members, of whom 1602 paid to trade & funeral and 132 to funeral fund only. Of these 314 were members of the Sick Fund.

Objects of the Society include "the regulation of the Relations of employers & workmen (2) the advancement & maintenance of wages (3) the obtaining workshops from employers, (4) the usual benefits – travelling, sickness & death – a special subscription for the two last; (5) compensation for dismissal and (6) the granting of securities for work given out to be made.

Government by an Executive Council of five members. Each "Section" (e.g. Branch) where the seat of government is held can nominate one of its members as a candidate for a seat on the Council. The names with the branch of trade to which they belong are laid before the Sections 3 months before the election, which is held on the first quarterly night of the year. — Candidates must have been members for 5 consecutive years. The two obtaining the highest number of votes serve 2 years the other 3 one year.

'Sections' – fix their own rate of contribution for local

affairs, elect their own officers & make their own byelaws but the latter must not be at variance with the letter or spirit of the general laws of the Union.

Sectional Payments to Union. For trade purpose 1½d per member weekly and 6d entrance fee. For funeral fund 9d per quarter of 12 weeks.

Membership. All journeymen working at any branch of the Boot & Shoe Trade are eligible. Members with a clear book or card of 6 months membership of a Society that has never been in the Union are admitted free.

Superannuation. Members, 55 years of age and with 20 years consecutive membership may be superannuated on the recommendation of their Section. They will then cease to pay the Trade subs but will continue to pay the 9d a quarter for funeral benefit.

Trade Disputes. Each section elects an Investigator quarterly and from these men the E.C. when a dispute arises select those they think most competent to deal with a particular dispute when it arises. The Investigator must make himself fully acquainted with the facts of any dispute, see the employers & endeavour to adjust the matter. He has power to strike the shop or settle the

dispute

dispute: in the latter case he must state his reasons to the Section if desired & the Section if dissatisfied with the settlement may appeal to the E.C.. In cases of reduction of wages or infringement of privileges, the local Secretary would first endeavour to obtain an equitable settlement & failing that report to E.C. who would appoint investigators if needed. These men are paid whilst discharging their duties 8/ per day. Members losing time while a dispute is pending are paid 3/- a day. as compensation for not more than 3 days.

Unionists & Non-unionists. When three-fourths of the men working for a shop are members of the Society, the Section can with the approval of the E.C. resist non-union men.

Benefits. Dispute. 15/ a week for ten weeks if remaining in the place: if a single man prefers travel he shall receive £1.; if married 10/ & his wife 5/ + 2/ for each child under 13 for 10 weeks. Compensation not exceeding £2 granted by E.C. on recommendation of the Section to any member losing a "seat of work"

through resisting, or reporting a reduction or taking an active part in trade affairs. Sureties. Member ~~when~~ of 6 months is entitled to ~~to~~ security for work taken out to amount of £5. The E.C will pay the value of material, to the employer, if the workman makes away with it on condition that if the man is found the employer will prosecute, the Union paying the expenses of the prosecution. Travelling. Men travelling are entitled to a travelling book with 20 reliefs. Amount 1/6 in provincial towns and 2/- in London. Not more than one relief can be drawn in a day. Cannot obtain more than 20 reliefs in a year. Funeral £5 for member & £4 for wife. Widow of a deceased member may remain a member of this fund by paying 9d a quarter, which will entitle her representative to £4 for her burial. Sick (on payment of 7/- entrance & 3d a week). open to Members in good health & not over 45 years of age. 10/- for 12 weeks & 5/- for 12 weeks; if all this pay has been received the member must undergo 12 months probation before again coming on the fund.

Finances At the end of the quarter ending January 21. 1895 the balance in hand on the Trade fund was £1153.16.7.

on Sick Fund £769. 15. 2. This does not include the branch balances, each branch having a separate income & expenditure & balance sheet for local matters.

The Recent Lockout. Some of the men belonging to this Union have taken to the machine work and they were locked out with the others. The City employers who are mainly sev-round firms agreed to throw in their lot with the other employers. In London, the City women's was the branch most affected & that had 213 financial members affected (e.g. nearly half the total) besides "a good many probationary members." The employers wished the Society to give a written guarantee that its members should not be levied and that it would not contribute to the National Union funds. This the Society declined to do. In Feb. 1895 it had already refused to enter into a ~~mutual~~ mutual arrangement for joint action with the National Union against the Federated Employers, on the ground that the Amalgamated Society had had no official part in the controversy & that in the then strained relations of the parties little good would come from

from their Society making such an arrangement. In April the Society took a levy of its members ~~but~~ to provide funds for the payment of those thrown out of work by the lockout but it only lasted 2 weeks as the settlement was made on April 19th. It is twenty two years since the last levy was made.

Adopted by the Employers in October 1894

The Boot & Shoe Trade Strike.

History of the Events leading up to the Strike, the Lockout and Settlement as recorded in the Labour Gazette.

November 1894. Labour Gazette.

The Federation of Boot & Shoe Manufacturers submitted to the National Union of Boot & Shoe Operatives the following proposals, the object as stated by the President of the Federation being "by affirming certain principles, to restrict the operation of the Conference and Arbitration Boards to the work for which they were originally intended". These propositions were submitted as a condition of the continuance of the Joint Boards and the Conference and a reply was requested by November 19th, the Federation meeting on November 21st to consider such reply. The propositions were as follows: —

(1) That there shall be no advance or reduction of the present minimum rate of wages or piece work statements, or alteration of the hours of labour applying to a town or district within two years of the 31st December 1894, or within two years of the date of any subsequent award.

2 — That the present is not an opportune time for the introduction of piece-work in connection with lasting and finishing machinery. That whenever such time arrives, the wages list shall be based on the average wages earned on day work and the time fairly occupied in each operation.

3 — That every employer is entitled (a) to the fullest control over the management of his factory, & to make such regulations as he deems necessary for time-keeping and good order; (b) to pay either the recognised piece or day rates of wages; (c) to introduce machinery at any time without notice.

4 — That there shall be no interference with the output either from machine or hand labour by the union or its officials, and instructions shall not be given by them to restrict the amount of work to be performed by workmen in connection therewith.

5 — That every employer is entitled to have his work, or any part of it made in any town or place, provided he pays (a) the recognised rate of wages in such town or place, or, if no rate of wages has been fixed, then (b) such wages

as

as may be fixed by mutual arrangement with his workpeople.

6 — That each employer has the sole right to determine what workmen he shall employ.

7 — That the statement of the secretary of an asⁿ, or of a branch of the Union, shall be accepted on either side as proof of membership for federation purposes. [The men speak of these resolutions as the "Seven Commandments"]

December Labour Gazette:-

On consideration of the propositions of the Federation, the executive of the National Union of B. & S. Operatives decided to ask the Federation if the National Conference of the trade was still in existence & if so, why the three months' notice required by the rules of the Conference had not been given of the proposed changes? The Federation replied that, in their opinion, their proposals did not require to be so notified inasmuch as they did not seek to alter the conditions of working.

On Nov 21st the Federation of Manufacturers met in London and supplemented their original proposals by the following resolutions: —

1— That having regard to the frequent breaches of the rules & regulations of the Conference by the National Union of Boot & Shoe Operatives, by ordering strikes at Bristol & Birmingham in 1893, which led to the adoption of a new rule, giving power to the President of the Conference to prevent or determine similar violations; & by ordering a strike at St Albans on the 13th Aug 1894, which was continued until 22nd October, in defiance of decision dated 10th Sept, & an award dated the 12th Oct of the President of the Conference, directing its termination, resulting in the final resignation of Sir Thomas Wright as President; whilst on the other hand the Federation itself has neither broken nor sanctioned a breach of the Conference rules in any single instance & having regard also to the National Union's refusal to consider the proposition of the Federation, consequent upon such action of the Union, this Federation resolves to & hereby does formally withdraw from the Conference

over

2 – That this meeting stand adjourned until Dec 5th & that the various associations be requested to instruct the employer's representatives on the Local Boards of Conciliation & Arbitration to decline to discuss any questions contravening the propositions forwarded by the Federation to the National Union of Boot + Shoe Operatives until after such meeting of the Federation.

At the general meeting of the Federated Associations on Dec 5th it was decided :–

(a) To carry out loyally the decisions that have been come to by the National Conference & Local Boards of Conciliation & Arbitration whether as a result of mutual agreement or reference to an Umpire.

(b) That any misunderstanding respecting such decisions should be dealt with by the Local Boards of Conciliation & Arbitration which existed for many years before the National Conference came into existence & on the whole, have done their work quietly + effectively, with good results to all concerned.

(e). That the employers representatives shall continue to act upon the Local Boards of Conciliation & Arbitration & endeavour to amicably settle all questions & disputes that shall by mutual agreement be referred to them.

These resolutions, combined with those previously adopted would (1) break up the National Conference and (2) restrict the scope of the local boards. The Report adopted by the meeting states that the local boards will have a large & useful sphere of work in dealing with classification, settling disputes in connection with the maintenance of the recognised rates or of the decisions of the National Conference & in dealing with questions referred to them by mutual agreement. It also ~~declines~~ directs employers to decline to discuss at the local boards questions contravening the resolutions of October 1894. The employers also claim that in regarding certain questions as outside the sphere of Boards of Conciliation & Arbitration they are only following the example of the Union, which declined to discuss questions involving reductions of

wages

wages at the Boards and they point out that the only questions withdrawn from the local boards are those relating to advances or reductions of the "minimum" rates for 2 years after an award. Prompt & effective support is promised to employers involved in strikes in maintaining their rights.

February Labour Gazette

On January 24, 25 & 26 a meeting of delegates of the National Union was held at Leicester to consider the E.C. submitted a report with the following recommendations:

(1) That this meeting of delegates having carefully considered the employers' proposals do hereby decide to reject the same as being illegal, unjust, unworkable and therefore impracticable.

(2) That this meeting suggests a conference between the Executive of the ~~Union~~ Employers' Federation and the Executive of the Union, for mutual explanations, both as to the reasons why the proposals are insisted upon on the one hand, and the reasons why they cannot be accepted on the other hand. Also for such Conference to discuss, and if necessary amend, the existing rules, so that there should be a renewal

of

"of the National Conference."

"(3) Failing this, that the proposals be withdrawn by the Employers' Federation, and full powers given to local boards of arbitration to deal with all questions affecting employers and workmen in their particular district, in accordance with their several rules."

"Alternatives"

"The rejection of the employers' proposals.

The withdrawal from all local boards of arbitration.

The executive to have power to enforce such question or questions now waiting adjudication, at such time and at such place as they may deem advisable".

The Report of the Executive was adopted and the recommendations adopted also; the 1st recommendation unanimously & the others by large majorities. They were then submitted to ~~vote~~ a ballot of the members, 5046 voting in favour and 1930 against – Only 6976 voted or less than a fourth of the total financial membership.

The Employers' Federation replied to this by a long resolution adopted at a meeting at Kettering on February 13th, regretting the action of the Union "in rejecting the whole of the employers' proposals." and declaring that.

that it could not see any utility in a Conference as the Executive of the Union was precluded from accepting any one of the proposals by the resolution of its delegates and further that it would be impossible to enter a Conference on these conditions ~~would imply~~ "without the implied surrender of our just rights as manufacturers". That beyond these propositions there was no matter in dispute & that if other disputes arose they could be settled by arbitration for which purpose the Federation was established. It continued "That the Union executive having recently refused to carry out the decision of the umpire in the St Albans case, which resulted in the resignation of the President of the late Conference, this Federation is of opinion that sufficent guarantees should be given on both sides for the faithful carrying out of the result of such arbitration".

Five days later (Feb 18) the Executive of the Union met at Leicester and adopted a Resolution ~~for~~ deciding that as the employers had not withdrawn the proposals nor agreed to a Conference — instructions should be sent to the workmen's sides of the various Boards of Arbitration requesting them to immediately make an effort to

to carry into effect the third proposal of the delegate meeting." and, further, that the branches be requested to report forthwith the result of their efforts". The Union then took steps to ascertain the attitude of the employers on the local boards. The Northampton branch applied for a full meeting of the local Arbitration Board to consider the question of certain new extras. On Feb 23rd the Northampton manufacturers refused the request on the ground that the subject contravened the first proposition. On Feb 28, at the Leicester Board a motion was made on behalf of the operatives: "That this Board decides that all work cut in Leicester shall be made and finished in Leicester, & paid for in accordance with the prices & conditions at present in operation in Leicester". The manufacturers declined to discuss it as contrary to their 5th proposition. In both cases the workmen regarded the course taken as breaking up the Board.

On the following day (March 1) the Union served notice on 6 Leicester firms giving a week's notice unless they promised not to have any more work made

made in the country & finished in Leicester & to advance the minimum wages of pressmen by 3/-, and that of clickers by 2/- a week. Notices were also served on 3 Northampton firms for an advance of wages. These demands were refused.

On March 6th, the Employers' Federation resolved to meet this strike by a general lockout & passed the following resolution:-

"That, having regard to the constant refutation of the awards of umpires and arbitration boards by the executive of a workman's union, this Federation considers that any further attempt at a conference or arbitration with them is utterly useless"

"That the Union executive, having given notice of a strike, at nine factories, of members in connection with the Federation, whom we are obliged effectually to support, the Federation calls upon all members of the local associations to give notice of the dismissal of all workers in their factories, to take place at the end of next week, the numbers of non-union workers in the various departments to be ascertained in the meantime and their position further considered"

Offers

over

Offers of mediation were made. Sir Henry James intimated that he would be willing to assist in a settlement & on March 6th the Board of Trade endeavoured to arrange a conference. but unsuccessfully. The Union offered to submit the questions to the arbitration of Sir H. James. but the employers did not consider them fit subjects for arbitration & expressed a doubt as to the possibility of enforcing an award.

Timeworkers were to cease work on March 16, but the Union determined to withdraw pieceworkers at once & these men ceased work as they finished the amount in hand — so that on March 11th 10,000 men had ceased work. On March 13th, the Executive of the Federation resolved: —

"That the manufacturers belonging to the Federation be empowered to employ non-union workmen, on condition that they will sign a declaration that they do not belong to the Union, and will not, during the present strike, contribute either to the Union funds, or to the support of the strike."

The lock out became general on March 16 when the time notices expired and a great part of the operatives in the English centres were idle. Reports

received

up to April 10th that about 46 000 were directly affected & of these 21000 were in the Leicester District and about 4000 in London. The men at Stafford, Stone, Hinckley Wellingborough & with one exception, Norwich continued at work.

Several attempts at mediation were made but unsuccessfully. On March 27th a letter was addressed to both organisations by Sir Courtenay Boyle, Permanent Secretary of the Board of Trade inviting each side to send four representatives to an informal conference to discuss the possibility of discovering a method for the settlement of the dispute. The invitation was accepted and the Conference met on Thursday & Friday, April 4th & 5th at the Board of Trade. Three resolutions were agreed to & the Conference adjourned to April 11th to afford the employers an opportunity to consult their colleagues.

The three resolution were as under: —

"(1) — That for the convenience of this Conference all proposals of either side, including the seven proposals of the Employers, be suspended during the Conference, each side being open to

introduce

"introduce any subject affecting the interests of either employers or workmen".

(2) "That it is desirable and necessary to provide financial guarantees for duly carrying out the awards of arbitration, and that Sir Courtenay Boyle be requested to ascertain the feasibility of the plan of depositing certain sums in the hands of trustees, or otherwise for that purpose".

(3) "This Conference is of opinion that a piece-work statement, or statements for lasting and finishing machine workers, and those working in connection therewith, is desirable. Such statements to be based on the actual capacity of an average workman. Any manufacturer to have the option of adopting piece-work or to continue day-work: it being understood that the whole of the operatives working in any one department shall be put on one or the other system. Heeling and sewing to be regarded as separate departmts."

The representatives of the Union submitted my proposals to the Conference: —

(1st) "With a view of making it possible for negociations to be opened up, it is necessary that the

the seven commandants should be withdrawn.

2nd. "That in all future disputes full powers be given both by the Federation & the Union to local Boards of Arbitration to deal with the various disputes as they arise, in accordance with the rules and arrangements governing such local centres".

3rd – That the clickers' minimum wage of 28/- per week and the pressmen's minimum wage of 26/- per week should come into operation forthwith in all centres where the minimum wage is less than 28/- & 26/- respectively

4th "The Executive are prepared to withdraw the piece-work statement submitted on consideration that a committee, composed of an equal number of employers and workmen, shall be appointed at once and proceed de die in diem to draft a piecework statement in conjunction with machinery, the said committee to have power to appoint an umpire to whom all questions in dispute shall be submitted, and whose decision shall be final & binding on both sides".

5th – The Executive are prepared to withdraw

the

"the welted statement as submitted to the employers at Northampton on condition that a committee with similar powers be appointed as in claim 4."

6th – "Country labour. That the conference of representatives of employers and workmen, or a special committee appointed for the purpose, lays down a system to control country labour on the lines as suggested by Mr Inskip in his speech at the Rutland Hall Rink, Leicester on March 12th."

7th – "That before a settlement is arrived at or an armistice arranged, all clickers, pressmen, lasters and finishers now working for any firm affected by the lock-out shall be discharged prior to the men resuming work".

During the interval the Union executive met (April 8) and approved of what had taken place at the Conference. The Federation executive also met (April 9.10) and counter-proposals were drawn up for the submission to the conference.

These counter-proposals were as under:–

"That where a minimum wage has been fixed and is in operation the question of advancing or reducing the same shall not be referred to Arbitration for two years from December 1894,

Employers say that this statement was based on the ordinary rate of wages e.g. it gave the workmen any ~~the~~ benefit arising from the use of machinery.

1894, unless an umpire shall have first decided that the same may be re-opened & referred to Arbitration."

"That the statement for welted work submitted at Northampton be withdrawn, and that a joint committee of employers and employed be formed to draft a statement on the principle laid down in Rule III., viz, 'The statement shall be based on the actual capacity of an average workman'. This committee to be appointed upon the completion of the piece work statement for machinery, employers to have the option of paying by day wages or piece-work."

"That all manufacturers in a centre shall be treated with equality in regard to the wages & conditions # which may be established or amended from time to time by the Board of Arbitration for such centre."

"That, subject to the foregoing resolutions, all questions concerning wages, hours of labour, and conditions of employment which it is found impossible to settle mutually between employers & employed shall be referred to"

arbitration

"arbitration in the districts where such disputes arise. That with this object, local Boards of Arbitration shall be immediately formed in each centre represented in the Employers' Federation."

"That questions relating to the engagement & discharge of workpeople, the internal management of factories and workshops and the arrangement of operations therein, the adoption of either piece or day work wages where both are sanctioned, the introduction of machinery, the manufacture of goods in whole or in part in any town or place, provided the recognised wages in such town or place are paid, are within the sole province of the employer and shall not be made subjects of dispute, and no question arising thereunder shall be dealt with by the Arbitration Boards".

The adjourned Conference met on April 11th but could not arrive at a final settlement after 6½ hours discussion & it was agreed to adjourn to April 18th the chairman handing the following draft resolution to both sides for consideration:—

"That the various local Boards of Arbitration & Conciliation be reconstituted, and that the rules be at once revised by a joint committee with a view to greater uniformity. Pending the completion of this revision the former rules to remain in force, but only questions of classification and other minor local questions not involving matters of principle to be entertained in the meantime"

"That it be an instruction so to draw up the rules, as to allow of the least interference in the management of a factory, consistent with the ~~con~~ right of the workmen to safeguard the conditions under which they work".

The Conference re-assembled on April 18th and after two days' sittings agreed to the following terms of settlement:—

We, the undersigned representatives of the Federated Associations of Boot and Shoe Manufacturers, and of the National Union of Boot and Shoe Operatives, agree to the following terms of settlement of the dispute in the Boot and Shoe Trade on behalf of those whom we represent:—

PIECE-WORK STATEMENTS.

(1.) This Conference is of opinion that a piece-work statement or statements for lasting and finishing machine workers, and those working in connection therewith, are desirable. Such statements to be based on the actual capacity of an average workman. Any manufacturer to have the option of adopting piece-work or continuing day-work; it being understood that the whole of the operatives working on any one process shall be put on one or the other system, which shall not be changed oftener than once in six months. Heeling and sewing to be regarded as separate processes.

(2.) This conference is of opinion that a piece-work statement for welted work at Northampton should be prepared on the principle laid down in the above resolution, viz., "the statement shall be based on the actual capacity of an average workman," employers having option as laid down in that resolution with regard to payment by the time or piece.

(3.) That for the purpose of carrying into effect the last two resolutions, joint committees be appointed as follows :—

(*a*) A joint committee of representatives of the employers and workmen, four of each, to determine the principles and methods of arrangement and classification on which piece-work statements for machine workers shall be based, such committee to hold its first meeting on May 5th, 1895, at Northampton, for preliminary business.

(*b*) Joint committees composed of representatives of employers and employed, four of each, to prepare such statements for their respective localities in accordance with the principles laid down by the above joint committee. Such committees to hold their first meetings with the least possible delay after the completion of the work of the above joint committee.

(*c*) A joint committee to prepare a statement for welted work for Northampton composed of representatives of employers and employed, four of each, such committee to hold its first meeting on May 5th, 1895, for preliminary business.

Such committees shall take such evidence and obtain such information as they may think fit for the purpose, and each shall appoint an umpire to determine points on which they fail to agree. Failing agreement on the part of any of the committees as to the appointment of umpires, the appointment shall be made by the President of the Federation and the General Secretary of the Union, or if they fail to agree, by Sir Henry James.

Boards of Arbitration.

(4.) That the various local boards of arbitration and conciliation, consisting of equal numbers of representatives of employers and workmen in the district, be immediately reconstituted, and their rules be revised so far as necessary with a view to greater uniformity by a joint committee of representatives of employers and employed, four of each to be appointed forthwith. The revised rules to be submitted to and adopted by the local boards, with or without amendment in matters of detail. Pending the completion of this revision the former rules to be in force, but only questions of classification and other minor local questions not involving matters of principle to be entertained in the meantime, with the exception of the question of the minimum wage for clickers and pressmen in centres where notices have already been given to local boards.

(5.) That such boards when re-constituted shall have full power to settle all questions submitted to them concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within their districts which it is found impossible to settle in the first place between employers and employed, or secondly between their representatives ; subject to the following conditions :—

(*a*) No board shall require an employer to employ any particular workman, or a workman to work for any particular employer, or shall entertain any question relating to such matters, except for the purpose of enabling a workman to clear his character.

(*b*) No board shall claim jurisdiction over the conditions and terms of employment of workpeople outside its district ; provided that no actual work shall be sent out of a district which has been the subject of an award in that district.

(*c*) No board shall interfere with the right of an employer to make reasonable regulations for time-keeping, and the preservation of order in his factory or workshop.

(*d*) No board shall put restrictions on the introduction of machinery or the output therefrom, or on the adoption of day or piece-work wages by an employer in cases in which both systems have been sanctioned, subject to the conditions prescribed in resolutions (2) and (3). No question referred to in sub-sections (*a*), (*b*), (*c*), (*d*) shall be made a matter of dispute by the Union.

(6.) That it is desirable and necessary to provide financial guarantees for duly carrying out the provisions of this agreement, and existing and future awards, agreements, and decisions of boards, arbitrators, or umpires, so long as they do not contravene the provisions of this agreement; and that a scheme be at once prepared for depositing certain sums in the hands of trustees for that purpose.

(7.) That the committee entrusted with the revision of the rules of local arbitration boards be instructed to insert provisions:—

(*a*) To carry the last resolution into effect forthwith. If not agreed upon by both sides, the conditions and terms of the trust to be referred to, and finally settled by, Sir Henry James.

(*b*) That in future all awards and decisions shall specify a date before which neither side shall be competent to re-open the question.

(*c*) That where a minimum wage has been fixed and is in operation, and a proposal is made to change it, the Board or umpire, in giving a decision or award, shall take into account the length of time which has elapsed since the question was last determined, and the conditions existing at the two dates respectively.

The notices already given by the Union for an advance on the minimum wage to clickers and pressmen shall be held to be good notices to the Arbitration Boards for the districts to which they refer, and shall be dealt with forthwith.

(8.) No strike or lock-out shall be entered into on the part of any body of workmen, members of the National Union, or any manufacturer, represented on any Local Board of Arbitration.

(9.) That if any provision of this agreement, or of an award, agreement, or decision, be broken by any manufacturer, or body of workmen belonging to the Federation or National Union, and the Federation or the National Union fail within ten days either to induce such members to comply with the agreement, decision, or award, or to expel them from their organisation, the Federation or the National Union shall be deemed to have broken the agreement, award, or decision.

(10.) That any question as to the interpretation of these terms of settlement be referred to Sir Courtenay Boyle, whose decision thereon shall be final and binding on both parties.

That Sir Henry James be requested to act as umpire to determine any other disputed points between the Federation and the National Union arising out of this agreement.

(Signed)

On behalf of the Federated Associations of Boot and Shoe Manufacturers,

J. Griffin Ward, *President.*
William Hickson.
Samuel Lennard.
Thos. Lilley.

On behalf of the National Union of Boot and Shoe Operatives,

W. B. Hornidge, *President.*
Daniel Stanton.
William Votier.
W. Inskip, *General Secretary.*

Chairman of Conference: Courtenay Boyle.
Secretary of Conference: H. Llewellyn Smith.
Witness: Thomas Smith.

April 19th, 1893.

It was generally understood that the factories and workshops should be opened at the earliest possible date, and not later than April 29th. Most of the establishments affected by the lock-out re-opened during the week ending April 27th, a deposit of £1,000 having been made in the meantime by each side with two trustees. There was at first some opposition to the terms of settlement on the part of a section of operatives at Leicester and in some other centres. But in all the important districts the action of the delegates was in all cases confirmed either by resolutions of mass meetings or by ballot. In Leicester the result of the ballot was: for the settlement, 4,799; against, 1,385.

Some difficulty also occurred at Northampton owing to the introduction of a new set of factory rules to which many of the men took exception. Some modifications were agreed to & the men returned under protest. On May 6th the Joint Committee as arranged by the terms of settlement held its first meeting, the delegates being the same as attended the Board of Trade Conference.

This body subsequently disagreed as to the interpretation of the word 'Process' in Section 1 of the Terms of Settlement. The matter was referred to Sir C. Boyle who gave his award on May 24th, the gist of the decision being that the word must have a wide interpretation and "apply to a material part of manufacture and not to a minute subdivision".

Boot & Shoe Manufacturers' Association.
and Leather Trades' Protection Society.
Secretary: John A. Craig. Offices: Basma House
London Wall Avenue. E.C.

Saw Mr Craig, who gave me a copy of the (a) Prospectus & List of Members of the Association, (b) an Account of the Struggle in the B & S. trade published by order of the Federation and (c) a copy of the Rules of the Federated Associations of Boot & Shoe Manufacturers of Gt. Britain.

The relations between the employers and the men are now fairly satisfactory. Having the men working in the shops gradually led to the introduction of machinery, and it was the men's opposition to this that led to the lockout.

The competition in the trade is very keen in all classes of work. The American competition in the best class of work is increasing.

<u>The objects</u> of the Association are:

(1) The federation of the whole of the Employers for the promotion of the general interests of the Trade.

(2) The due representation of its interests in all questions of importance to the Trade.
(3) The effecting of a closer union between Capital & Labour & the prevention of Strikes.
(4) The formation of a Mutual Trades' Protection Society, confined exclusively to the special trades & for the sole use of Members.

The Manufacturers' Association Dept is quite distinct from the Trades Protection Society Dept. The subscription to the former is £2.2- and this includes all ordinary benefits, including the adjustment of London Trade Disputes by the Board of Conciliation & Arbitration. Entrance fee varies from one to five guineas, the amount being fixed by the Committee.

There are three 'boards' connected with the Association:-

(1) 'The Board of Conciliation & Arbitration' which deals with "machine sewn" questions.
(2) The Sew-round Board of Conciliation & Arbitration dealing with "sew round" questions
and (3) The Clickers' & Pressmens' Board of Conciliation

and

and Arbitration dealing with the cutting out of soles and uppers.

The membership includes Leather Merchants & Tanners as well as Manufacturers of Boots & Shoes. The list of members at December 1894 contained the names of 105 London Manufacturers.

GLA
Dec 7/15

Mr J. Goldsilver. Secretary. "International Upper Machinists Union". Red Lion. P. H.
Blacklion Yard, Whitechapel. E.

This Society was established in 1891 and numbers 86 members.

The subscription is 2d per week and the only benefit is strike or lockout – 12/- per week.

The work consists of the binding of the uppers & the ornamental stitching on the uppers of ladies shoes & slippers. It is a new industry & was introduced for Switzerland & Germany a few years ago. It is all piecework and the men can ~~be~~ earn good wages at it. One man, the former secretary of the Society said that he earned £2 a week. It did not pay them to do the ordinary uppers' ~~wo~~ binding which was done by girls, ~~a~~

GLA
Dec 7/95

Wm M. Leibeske, Secretary of the "International Sew-Round & Operative Union". Meets at a Beerhouse, 20 New Road, Whitechapel Road. E.

This society was started in 1892. It is sometimes called the Slipper Makers' Union as the men ~~make~~ put the soles on the ~~slippers~~ uppers, which are sewn by the "Upper Machinists" and are really slipper makers.

Reckons there are about 500 in the trade & of these ~~about~~ 72 are members, 70 being Jews. They had 150 members in 1894.

Subscription is 2d per week and for this the members obtain strike pay - 6/- a week while the strike lasts.

Work is badly paid. They can earn 4/- to 4/6 a day "working from 6 in the morning to 12 at night - that is a slipper maker's day".

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the objects for which the paragraph in question was introduced into the terms of settlement, I have come to the conclusion that the word "process" cannot be considered as applying to each of the many operations referred to by the employers as being conducted in the same department, nor is it necessarily identical with "department." It is possible that there may be more than one process in the same department. As a matter of fact, heeling and sewing were expressly recognised in the settlement as separate processes.

But the word "process" must be held to have a wide meaning and applying to a material part of manufacture, and not a minute sub-division.

Any specific proposal to recognise a particular group of operations as a separate process would be a proposal affecting the conditions of work within the meaning of paragraph 5 of the settlement.

COURTENAY BOYLE.

May 24, 1895.

AWARD.

I am asked to determine the interpretation of the words in the following passage in the 4th paragraph of the settlement of April 19, 1895:—

"Pending the completion of this revision former rules to be enforced, but only questions of classification and other minor local questions not involving matters of principle to be entertained in the meantime, with the exception of the question of the minimum wage for clickers and pressmen in the centres where notices have already been given to local boards."

I am asked to decide whether this means that the applications contained in the notices duly given before the dispute are open to the consideration of the Boards of Arbitration now, or whether the only application for an increase of minimum wage for clickers and pressmen which can be considered by those Boards is that put forward just before the meeting which let up to the settlement.

I decide that the notices given before the dispute for an advance of the minimum wage of clickers and pressmen are within the terms of settlement good notices, and can be considered by the Arbitration Boards now.

COURTENAY BOYLE.

May 24, 1895.

TRADE MARKS.

LIST OF TRADE MARKS IN THE CLASSES FOR BOOTS AND SHOES, ETC., ADVERTISED IN THE TRADE MARKS JOURNAL.

leather in Norwich was at about the same price as now. The fall in value has been gradual during the whole of that period, and been duly allowed for by manufacturers in fixing the prices of their goods. Now there has been a sudden rebound, and in some three weeks prices have jumped up to the maximum of ten years ago. So sudden and so great an increase cannot easily be allowed for, and contracts entered into months ago while leather was at the low figure must be carried out, to the absorption of all profits. Manufacturers are buying leather very cautiously, and only in sufficient quantities to meet their immediate demands. There is a lurking hope that some relief may be obtained from Japan, or that in some other way the operations of the American syndicate may be counteracted. It is an ill wind that blows no one any good, and it may be that the present state of things in the leather market will induce English graziers and butchers to pay more attention to the condition of the hides of their cattle.

Two or three houses, notably Messrs. Southall and Messrs. Sexton, are busy upon sewrounds. The latter house is doing a very extensive trade in their "Swifan" specialties, Swiss lasting goods, and Louis XV heel work.

The retail branch of the trade is thoroughly awake just now. Customers arrive in streams, sales are brisk, and money is plentiful. This happy improvement in things seems to have set in with the summerlike warmth and brightness of the weather. There is every reason to think that the present run is not merely a fitful spurt, but a revival that will last till the demands of the season have been fully met.

Tyler's shop in Lower Goat-lane has been closed, and the business removed to Dove-street. The change is due to an expiring lease.

NEWCASTLE-ON-TYNE AND DISTRICT.

The continued advance in the price of leather and of the raw material has disturbed all sections of trade—manufacturer, factor and retailer—as much as did the late strike. The tanners are unwilling to buy and pay the rise of from 100 to 200 per cent. Hence a good number are not refilling their pits, and work is consequently not at all good for the men. The advance having come so suddenly, no preparation had been made by our tanners, as no pressure for leather was indicated by the English demand. It is felt here that, should the American boom collapse, it would ruin not a few if they refilled and continued to work with a prospect of a return to the old prices within the next six or even nine months, and as no one can confidently speak with any authority as to a continuation of the present high values, our tanyards will doubtless show less activity for some months to come. The leather factors who rushed to the tanners and bought at the lower advances are now reaping the harvest. But the smaller leather factors, who do solely a cut leather and grindery trade, have not so greatly improved their position. The extraordinarily fine weather of late has hurt repairing and the bespoke order trade.

One of our largest retail boot and shoe merchants tells me he has not seen such a paucity of manufacturers' representatives for a number of years as he did last week, and the best informed amongst commercial travellers acknowledge that recent matters have made their position much more difficult for months to come.

For years manufacturers had tried to come closer to the retail trade. The effect of the strike disturbance and the present boom in prices has been to drive the retailer into the hands of the larger boot factors. First, an excessive preferential attention was given by many manufacturers to factors' orders, both before and during the strike. The retailers in too many cases could get no attention, and bought at random from the factors, and circumstances look as if this state of things will continue. Many factors took the precaution to place large orders just at the close of the strike and before the advance in prices had assumed their present proportions, and it is very evident the advance in price of from 3d. to 6d. now demanded from the retailer is likely to keep the smaller retailers assorting sizes from those factors who hold heavy stocks and who have not yet announced any very decided advance.

The old statement that the factor in any advance of values found himself in a less favourable position to the retailer is not so true to-day. However it may apply to other centres, certainly it is not so in this district. The manufacturer has given himself up more and more to the factor, and is allowing the middle and smaller retailers to be swallowed up more and more every year by the great multiple men. Unless more attention is given to this the manufacturer himself will sooner or later be cornered by the capitalists of the trade.

The retail trade of Newcastle and district has had very little real revival. We have Whitsuntide and the great annual holidays of Gosforth Races and the Town Moor Festival—the largest meeting of its kind in the kingdom—now at hand, and unfortunately money is not in the hands of the public, and shopkeepers of all classes keep complaining. The great miners' dispute in county Durham struck the first blow, followed by the engineers and others, and for the past three years uncertainty as to what trade is to strike next prevents any great development of the business of this north-east coast.

It is a fortunate fact that the leather trade has made such little appearance in the bankruptcy column of late. The few that are prominent there were not altogether unexpected, and the system of "farming," both in the drapery and leather trades, requires a little closer attention by the organs of these trades.

Of late there have been few additions to our boot shops and as few dropping out. Messrs. Elliott and Morrison have removed from their old shop in Hare-street, where they have been for nearly thirty years, to the more commodious one opposite, on Scotswood-road.

Mr. White, of Westgate-road and Corebridge, has been lying very seriously ill at the latter place with influenza and bronchitis. The season has been very severe on most of the three and four score year old representatives of the boot trade. Mr. Handyside is again going about, as is likewise Mr. Wm. Gilhespy, but Mrs. Ann Douglas is less seldom seen now at the post she so faithfully held for close on sixty years.

KETTERING.

The trade at the present time may be aptly described as in an unprecedented condition. The amount of orders on hand, summarily speaking, has never been so large before, and all is activity and bustle. The demands of factors and retailers are altogether inconsiderate, and very little or any allowance whatever is extended for any delay that arises in delivery at the time stipulated for when placing orders. It is a unique experience to find a boot and shoe manufacturer compelled to ask his customers to "kindly cancel the orders given," as they cannot be completed within any reasonable degree of the date they were booked for; yet such is the case in more than one instance here. Every factory is being run at its fullest capacity, and almost without exception extra hands would be put on were they forthcoming. The dearth of labour is not so acutely felt in this centre, for the greater proportion of the "lasters and finishers" work outdoors in workshops attached to their cottages, and "aren't they working," said one manufacturer to me the other day, "to make out for what they lost during the lock-out," and as a proof thereof I was shown the wage list of the preceding week. What an eye-opener this sheet would be to those individuals who are led away with the idea that the poor down-trodden workmen are only receiving starvation wages, barely sufficient to keep body and soul together, and even go so far as to try and draw a comparison between the condition of the plantation before the abolition of slavery and the present condition of the sons of St. Crispin. Many a professional man, after years of study and careful application, does not receive anything like the wages paid to many of these lasters and finishers when they are "on the track," as it is termed, and mean work.

Generally speaking, the award of Sir Courtenay Boyle is looked upon as a bungle, or an attempt to get rid of the responsibility of incurring the displeasure of the vote-giving majority by giving a lucid and practical definition of the terms of settlement. In some quarters it has been fully expected that some quibble would arise all along, but to this was added the hope that a permanent official would not be behind in giving a clear decision, but the present award is neither one

thing nor the other, in fact it leaves the question in pretty much the same position as before the strike, with the exception that the funds of the Union are depleted, viz., to fight it out at the arbitration board, which simply means, ask twice as much as we want, then we get what we want.

There is a rumour afloat that Mr. L. E. Bradley, who has been president of the local branch of the Union for the past eight years, contemplates resigning his position, and that his resignation will be placed before the committee at an early date. His position has been an onerous one, and little if any complaint could be made against his action or policy in connection with the trade prior to the late dispute, during which, however, some exception was taken by manufacturers in regard to the tactics then adopted. Should his resignation take effect the Union will lose one of its most promising and influential officials. Mr. Bradley is also president of the Kettering Trades Council.

Although the rise in leather has considerably affected some of the firms, there has not as yet been any concerted action toward making an advance in the price of boots. Individual attempts have been made with success, and in all probability a general step will be taken in this direction after Whitsuntide. Building operations are rapidly progressing, several new factories are being erected, and additions are being made to others, so that the trade outlook is very encouraging.

THE TRADE SETTLEMENT.

The Meaning of the Word "Process."

The following is a copy of the letter, together with the awards, received last week by Mr. W. Inskip from Sir Courtenay Boyle, with reference to the questions referred to him as to the interpretation of certain of the rules in the recent terms of the setttement:—

Board of Trade, Whitehall-gardens, S.W., May 24, 1895.

My Dear Sir,—With reference to the interview which you and Mr. Votier, on the one hand, and Mr. Ward and Mr. Lennard, on the other, were good enough to give me here on Wednesday last, as to the interpretation of the word "process" in the recent settlement, I have now the pleasure of enclosing my award, and I have to observe with regard to it that I find extreme difficulty in giving a definition to the word, the application of which in all circumstances will be absolutely free from doubt; and I therefore think it desirable to point out that in my opinion if it should be hereafter questioned whether any particular part of manufacture is or is not a process within the meaning of the settlement, as interpreted by myself, that question is one which may very well be referred to arbitration under Paragraph 5 of the settlement. I also enclose my award as regards the notices for advance in the minimum wage for clickers and pressmen.—Yours faithfully, Courtenay Boyle.

Wm. Inskip, Esq., J.P.

AWARD.

I am asked to determine the meaning of the word "process" in the following part of paragraph 1 of the recent settlement:—

"It being understood that the whole of the operatives working on any process shall be put on one or the other system, which shall not be changed oftener than once in six months, heeling and sewing to be regarded as separate processes."

Now I am not asked to determine whether any particular part of manufacture is or is not a process, but to interpret generally the word process, and I can only do so by the light of representations made to me by each side at an interview which I arranged for the special purpose of ascertaining the views of both.

Employers on the one hand contend that the word process was applicable to each of many operations conducted in the same department. For instance, a list was put into my hand which showed 31 different operations in the department of finishing in one manufactory, and it was contended that each of these is a process within the meaning of the paragraph in question. The list included such operations as heel-paring, trimming, heel-scouring, heel-inking, heel-burnishing, seat-wheeling, edge-inking, waist-scouring, and top-ironing.

On the other hand, the representatives of the workmen contended that the word process was identical with the word department.

The employers supported this view by the argument that "department" had been deliberately altered into "process" in the negotiations which led up to the signing of the settlement.

The workmen supported theirs, amongst other arguments, by pointing out that it was considered necessary in the settlement to lay down that heeling and sewing were different processes.

Having carefully considered the arguments on each side, and the objects for which the paragraph in question was introduced into the terms of settlement, I have come to the conclusion that the word "process" cannot be considered as applying to each of the many operations referred to by the employers as being conducted in the same department, nor is it necessarily identical with "department." It is possible that there may be more than one process in the same department. As a matter of fact, heeling and sewing were expressly recognised in the settlement as separate processes.

But the word "process" must be held to have a wide meaning and applying to a material part of manufacture, and not a minute sub-division.

Any specific proposal to recognise a particular group of operations as a separate process would be a proposal affecting the conditions of work within the meaning of paragraph 5 of the settlement. Courtenay Boyle.

May 24, 1895.

AWARD.

I am asked to determine the interpretation of the words in the following passage in the 4th paragraph of the settlement of April 19, 1895:—

"Pending the completion of this revision former rules to be enforced, but only questions of classification and other minor local questions not involving matters of principle to be entertained in the meantime, with the exception of the question of the minimum wage for clickers and pressmen in the centres where notices have already been given to local boards."

I am asked to decide whether this means that the applications contained in the notices duly given before the dispute are open to the consideration of the Boards of Arbitration now, or whether the only application for an increase of minimum wage for clickers and pressmen which can be considered by those Boards is that put forward just before the meeting which let up to the settlement.

I decide that the notices given before the dispute for an advance of the minimum wage of clickers and pressmen are within the terms of settlement good notices, and can be considered by the Arbitration Boards now. Courtenay Boyle.

May 24, 1895.

TRADE MARKS.

List of Trade Marks in the Classes for Boots and Shoes, etc., Advertised in the Trade Marks Journal.

WALRUS

"The essential particular of the Trade Mark is the device, and the applicants disclaim any right to the exclusive use of the added matter."

184,563.—Leather and articles made of leather not included in other classes, but not including furs and skins, or any goods of a like kind to furs and skins. Richard Scarle and Son, 191 Gibraltar-street, Sheffield, curriers and leather merchants. December 29th, 1894. By consent.

TITAN

185,997.—Leather belts for machinery, leather straps, leather purses, and various small leather goods not included in other classes. McCartney and Green, 36 Islington, Liverpool, leather goods manufacturers. March 5th, 1895.