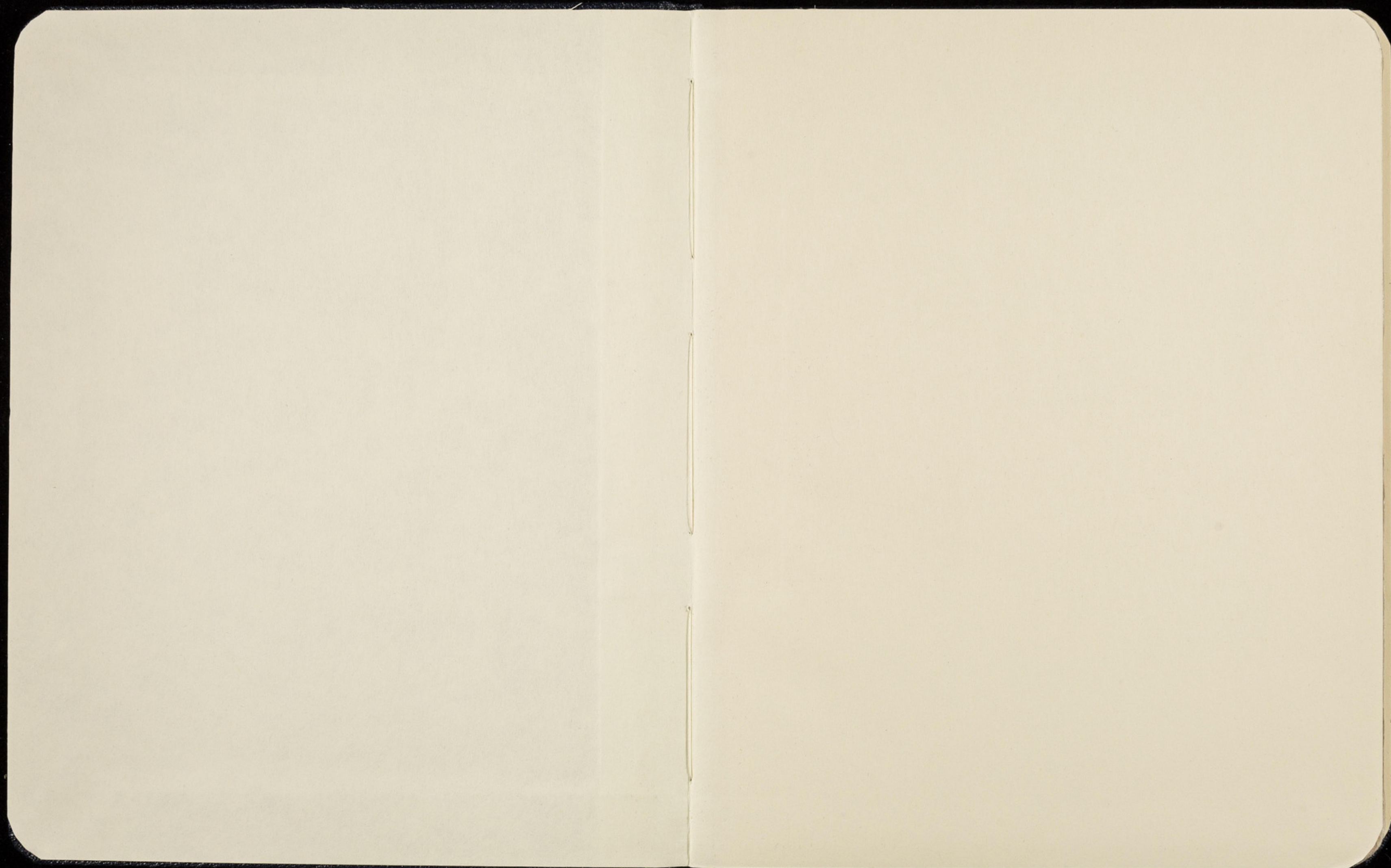


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Publico, Colman et.

Sept. 10th -

Note of Interview with Mr. Loring of
Messrs. Bell & Larnie and Co.:-

Messrs. Bell & Larnie and Co. are wine
merchants with a high class old established business
in Park Walk.

With the exception of clerks Cellarmen
are the only employees in a wine merchant's
business.

Wages. B. & L. and Co. paid their late head
cellarman who had been with them over 40 years
£200 a year, but such a salary is quite
exceptional. As a general rule the maximum
wage for a cellarman would be 40s a week,
and the minimum 20s., the average being about
30s.

Hours. The hours are from 9 to 6 with half
an hour for dinner. Each man has ten days
holiday in the year, and they often get a day
off if they ask for it. Mr. Loring thinks the

Conditions are easier in West End business than in the City, but imagine that it is generally rather an ~~easy~~ easy life.

Method of learning. They begin as boys washing bottles then go on to fishing etc. and finally to bottling which is only done by the best paid hands. There is no apprenticeship.

Habits of men. Though they are allowed four regular drinks a day, and could if they chose help themselves to a large amount the men seem set drunk. Living as they do in an atmosphere of alcohol they have no tendency to indulge to excess just as a greenhorn has no desire for a surfeit of fruit. They are too quite free from temptation to drink outside, as they cannot take the ordinary Public House stuff, and if they take anything it is a glass of light beer.

Health. The trade is not unhealthy and a man can go on at it as long as he can see

Sept. 19th.

3

Letter from Messrs. Latham, Palmer and Co.
of Heph. Tenn.

The wages of a head cellerman
range from 30/ to 40/ per week, of a
subordinate man from 25/ to 30/ per week. Their
hours of labour may be said to commence between
8 and 9 a.m., and terminate about 6 p.m.
but circumstances may occasionally alter this
arrangement.

In bonded warehouses and bottling
departments and in bonded cellars the work begins
at 8 a.m. and closes at 4 p.m. The men
employed in bottling in such cellars are not by
the trade considered to be of the highest
intelligence. We think the proprietors of these
bonded ~~warehouses~~ cellar contract with the
bottlers they employ, but we are unaware of
the nature of the terms.

There is no head cellerman in the bonded
Dept., but the proprietor of the Wharf or
Dock appoints an overlooker who is supposed
to be conversant with all that appertains

4
to the proper treatment of mind and spirit,
but whether such men are really qualified and
understand all the duties of a callaman he can
not in a position to say."

Sept. 26th.

5-

Note on Jamaica with Mr Oldham of
Jensen, Oldham and Co. here Merchants:-

Jensen, Oldham and Co are here Merchants
with an old established West Ind business.

Wages The wages of an ordinary labourer
invariably range from 24/- to 30/- a week.
Head men get from 40/- to 50/- a week,
but in old established businesses the head man
if an old servant is often much more highly
paid, and Mr Oldham has known cases of
them receiving £8 a week.

Hours I am always either 8 to 6
or 9 to 6 with an hour for dinner, and if
work begins at 8 men are usually allowed
quarter of an hour off in the morning.

Regularity Mr Oldham does not know
of any business in London which ever
dismisses any men.

6
Method of learning. There is not and never
has been any apprenticeship, but few men
make good cellarmen unless they begin as boys,
as the work wants much experience and care.
A clumsy man or one who is not used to the
work will soon break more than his wages.
Cellarmen always think they know everything about
the business, and not infrequently set up for
themselves with disastrous results.

Habits of men. The great difficulty
that wine merchants have to contend with is
the temptation to drink. Men do not often
get actually ~~drunk~~ drunk, but they have
acquired the power of putting away an
enormous amount: until a few years ago
Messrs J. D. used to lose as much as £1500
a year by their & men's drinking, but things
are now better managed and the loss much less.
The men consider that they have a right to
take as much as they like on the premises;
a man may get through six bottles of wine
while at work without doing anything wrong,

7
but a man who took a bottle away with him would be considered a thief.

At one time Messrs. J. O. tried taking on so-called 'tutotallars', but they always proved hopeless drunkards, the explanation no doubt being that the 'tutotallars' is as a rule a man who has a weakness for drink, and the temptation in this occupation proves too strong for him.

Health. In spite of the drinking, cullermans are as a rule a wonderfully healthy body of men, and go on often to a great age. They are honestly a contented happy set and well satisfied with their pay and the conditions of work.

So far from the trade being overcrowded nothing is more difficult than to get a good cullerman; there will be plenty of applications in reply to an advertisement, but most of them from men who suppose that anyone can do the work.

One reason probably why wine merchants lose so much of their stock is that as a rule they are a very lazy, poor and unbusinesslike, and scarcely keep books or any kind of check on their business. There is probably no other business where affairs are conducted in so old fashioned a way.

To return to wine - in most businesses the cellarman add something to their savings by tips from makers of bottles and corks. This is a very bad system for the master, as if tipped the men will not report if bottles and corks are unsatisfactory. Messrs. J.O. have done away with it.

Oct. 10th.

9

Note of Interview with Mr Horace
Sargeant, of 5 Northumberland St. Poplar.

Mr Sargeant is a man of about 24
who has been behind the bar in public houses
for 12 years.

Wages. Barman nearly always lives in
and gets from 10/ to 16/ a week. few get
less than 12/ and few more than 14/.
A man who combines Barman and Cellarman
ought not to get less than 18/ and may
get as much as 20/. Mr Sargeant, who
is now ~~Potman~~ more commonly lives out
than a married man lives out and gets
28/.

A Potman more commonly lives out
than a Barman and gets from 25/ to
27/. If he lives in he will get from
10/ to 14/. In many cases he acts in the
evening as Billiard marker, and adds
something to his wages by tips.

A Boy when he first goes behind

10

the bar gets as a rule 5/-, and at 10 will get about 5/-.

Mr S. does not think that men generally add much to their wages by taking money which ought to go into the till.

Drinks are unknown in Public Houses, but Mr S. thinks that in some big restaurant-bars men are fined for breakages.

Men have to provide themselves with white shirts and aprons of which he will want about 6 a year. His washing bill will amount 2/- a week. Mr S. showed me his washing book; the lowest sum was 1/5 and it ran up to 2/6 a week. Masters expect the men always to look smart and clean.

Houses vary a good deal. The best house Mr S. has been in was The Alma, Homerton. His house here here on week days from 5 to 11 with an hour off in the morning.

11
three hours off in the afternoon, about an hour and a half for meals & making in all $12\frac{1}{2}$ hours; on Sunday from 1 to 3 and 6 to 11; on a working week of 82 hours. Mr S's. work place was in Holloway Road and his hours were from 5 to 1 with practically no time off except about an hour for meals making 15 hours a day. On Sunday he began at 8 and cleared up till 12, and was on duty from 1 to 3 and 6 to 11, making a working week of 125 hours. This no doubt must be an exaggerated estimate, but I Mr S. was a very intelligent and on the whole truthful ^{in these} ~~estimate~~ and I have no doubt that the hours at this house are awful. The master apparently is a brute who never thinks of his men's convenience for one moment, but expects them always to be at the spot when wanted.

The average hours of actual work are about 16 on week days, and about 10 on

Sundays, or a working week of 106 hours.
Holidays. It is almost universal to get
~~every~~ a day once a month and every
 third Sunday, but any further holiday in
 the year is very rare.

Meals when men live in are all
 provided by employer, and time allowed
 for each varies from ten minutes to $\frac{1}{2}$
 an hour. Men as a rule have the same
 food as masters, and it is usually good.

Health. The trade is exceedingly unhealthy
 owing to the long hours and the confinement.
 Mr. S. says he does not think the temptation
 to drink is so great as one would imagine.
 A man gets sick if it lasts so much in
 the midst of it. The ~~old~~ stuffy smell of
 beer and spirits when a man comes down
 in the morning is enough to put him
 off any kind of food and drink for
 the whole day.

A man gets thrown out very young, and after 22 or 24 it is exceedingly difficult to get a place. Masters like men who can talk and chaff with the customers, and think that after a certain age they get too staid.

A Barman has the greatest difficulty in getting into ~~at~~ any other trade. For four months Mr. S. has been trying to get another job: he has a conductor's license, and has tried to get on the L. S. & O. Co., the N. H. & T. Co., and C. P. and Co., but none of them will take him on seeing that he was a barman.

Mr. S. thinks that a very large majority of ~~the~~ men are countrymen by birth. Masters prefer to get lads from the country and train them in their ways.

The life of a Potman is as a rule

14
pleasanter and more free than that
of a farmer and his wags are little
if at all lower. The potman often
gets outside the house during his working
hours, and if he can get his work
done quickly may be allowed to go home.
The farmer has to be behind the bar during
every minute of his working hours.

Oct. 10th.

15

Note on Interview with Mr. L. Lemaire
of 37 Boston Polytechnic, E.C.

Says Mr. Lemaire's evidence corresponds
very closely with that of Mr. Sargent. He
is at present out of work, and is advertising
for a place, asking for 15/.

As to the wages of a Potman, where he
marks at Piliard, this is usually considered
in the wages offered, and he will probably get
about 3/ a week less than a man who does
no marking.

In a large house there is probably one
man employed as cellarman only who will get
about 15/ a week.

(Hours. Mr. L. has never had to work
longer hours than from 5 to 10 or 6 to 11
with about two hours off for meals and rest,
but he says that men throughout the trade
always speak of their hour as 16 a day,
and about 10 on Sundays)

16
To return to wages on Pickings. Mr
L. admits that a very large number of men
make a bit by pocketing some of the Pickings,
and it is almost impossible for masters to
prevent it.

As to holidays. one day a month
and every third Sunday is Universal throughout
the trade. A man can only get any longer
holiday by charging his place, and this
men are constantly doing as they get weaker
under the strain of the long hours.

Meals are usually taken at fixed
hours, the time allowed varying from 10
minutes to $\frac{1}{2}$ an hour. The food is
generally plain and good, eggs and bacon
for breakfast, joint and pudding for
dinner etc. altogether much better fare
than that of the shop assistant. It is
never necessary to spend anything on extra
food.

A Potman is generally allowed three

17

points of beer a day. A barman is not generally limited but he is not allowed to drink behind the bar, and if he has a glass is expected to go outside.

The first thing a man or boy is taught when he goes behind the bar is the various ways of defrauding the public with short measure etc. Practically every master expects this. A man who knows all the tricks of the trade and avoids waste makes a large sum of money for his master every week, probably a good deal more than his wage.

Mr L. has not found the trade unhealthy; but the temptation to drink is certainly great, and many men succumb to it.

Mr L. confirms the evidence as to the difficulty of getting a place after a very youthful age. Masters are afraid that

18
as a man gets older he will refuse to
live on the hope offered, and will help
himself more freely.

There has been talk of a Union among
Farmers, but it has never come to anything
and is not likely to.

Oct. 10th.

19
Note on Interview with Mr John Larn
of S. Mount St. Nile Ind.

Mr Larn is a Barman aged 35.

Wages. His evidence corresponds with that of
previous two witnesses, except that he says a
Barman and Lharman may get as much
as 25/- a week with all found.

Hours are very long but in a good
house do not average so much as 16 a day.
So much depends on the house at which a
house opens.

Replenish. It is very common to take
on two or three extra hands at Christmas,
and perhaps an extra man in some houses
during June, July, and August. The older
men & may then get a chance and some
of them go to seaside houses during the
holiday season.

Holidays. The one day a month does not as a rule mean a whole day. a man honestly has to do his work up to 11 o'clock, and the Sunday off generally means only half a day.

Mr. Lamm confirms the difficulty of getting a place after about 24. He himself is 35, but if he advertised as that age would not have the remotest chance of getting a place. he now advertises as 28. What becomes of men when they are too old for the trade he cannot suggest.

The trade is fearfully overstocked and there will always be dozens of men after each place, especially as men often come in from other trades mostly with false characters.

Oct. 17th.

21

Note of Interview with Mr Grimwood
and Mr Pratt:-

Mr Grimwood is Secretary of the
Licensed Victuallers Association. He asked Mr
Pratt who has been a Publican for 25-
years to meet me at his office. Mr
Pratt is a shrewd, kindly, genial,
but illiterate man.

Wages. There is really no distinction
between Barman and Cellarman; the duties
are always combined. A good Head man
will get 20/- a week where there are four
men. He will be in a responsible position,
and will be expected to take charge of things
generally when the Master is out. The
second man will get 16/- or 17/-; and
the third and fourth something between
10/- and 15/-.

Potman if he lives out will get
from 24/- to 26/-; if he lives in 12/-
in a good place. Potman is now

really a *micromer*: originally his chief duty was ~~to~~ to clean the pots: every man when he went into a house wanted his ale in a nice bright pot, and the chief object was to get a good potter cleaner. Now drinking out of pots is rapidly going out and the potman is really a servant who does the general work of the house.

As to robbery on the part of the men it is much less common than it was, partly owing to the use of check tickets, which though not a perfect check are not without their use, as the man cannot now steal without the knowledge of the customers at all events.

As to fines: they exist nominally in some houses for breaches, but are seldom if ever enforced.

Hours of course vary greatly according to the master, but Mr P. is certain that in good houses they do not average more than

12 a day. Only houses in the neighborhood of markets, railway stations, &c. &c. open at 5 o'clock, certainly not more than 20 p.c. of the trade; as a rule there are big houses where four men are employed: only two get up early and they would go to bed about 10.30. The majority of houses open at 7.30 or 8, most at 8. The men get away from 20 minutes to 1/2 an hour for each of their four meals and from one to two hours rest in the afternoon. The houses in and near the markets which are open very early in the morning close about 7 and are not open on Sundays or Bank Holidays. In a small house where the hours are very long, there are times when the trade is very slack and for some hours the barman may have little to do except to read the paper.

The work and hours of the Potman are easier than those of the Barman; when he has done his work of clearing the

business etc. He may often get away
for nearly the whole afternoon.

Regularly no extra men are ever taken
on except at Christmas.

Mr. Pratt admits the great difficulty
of getting a place after youth. Married
men are not wanted, and after about 28
a man will somehow have more money than
he will get as a barman. The only exception
to the rule of youth is in the case of a
headman, ~~and~~ where there are several
he would seldom be less than 25.
One of two things happens to the barman.
if he is industrious and obliging, he probably
remains in the trade and becomes a
manager with a salary of from £150
to £300 a year with all found: or
if he not industrious he drifts out of
the trade about 24 and becomes a
cabman or a waiter or a loafer. It
is certainly difficult for a barman to

25
get into any other business, but if an honest respectable man expresses a wish to leave the trade any good master will always do his best to get him another job, and among his customers often has a chance of doing so.

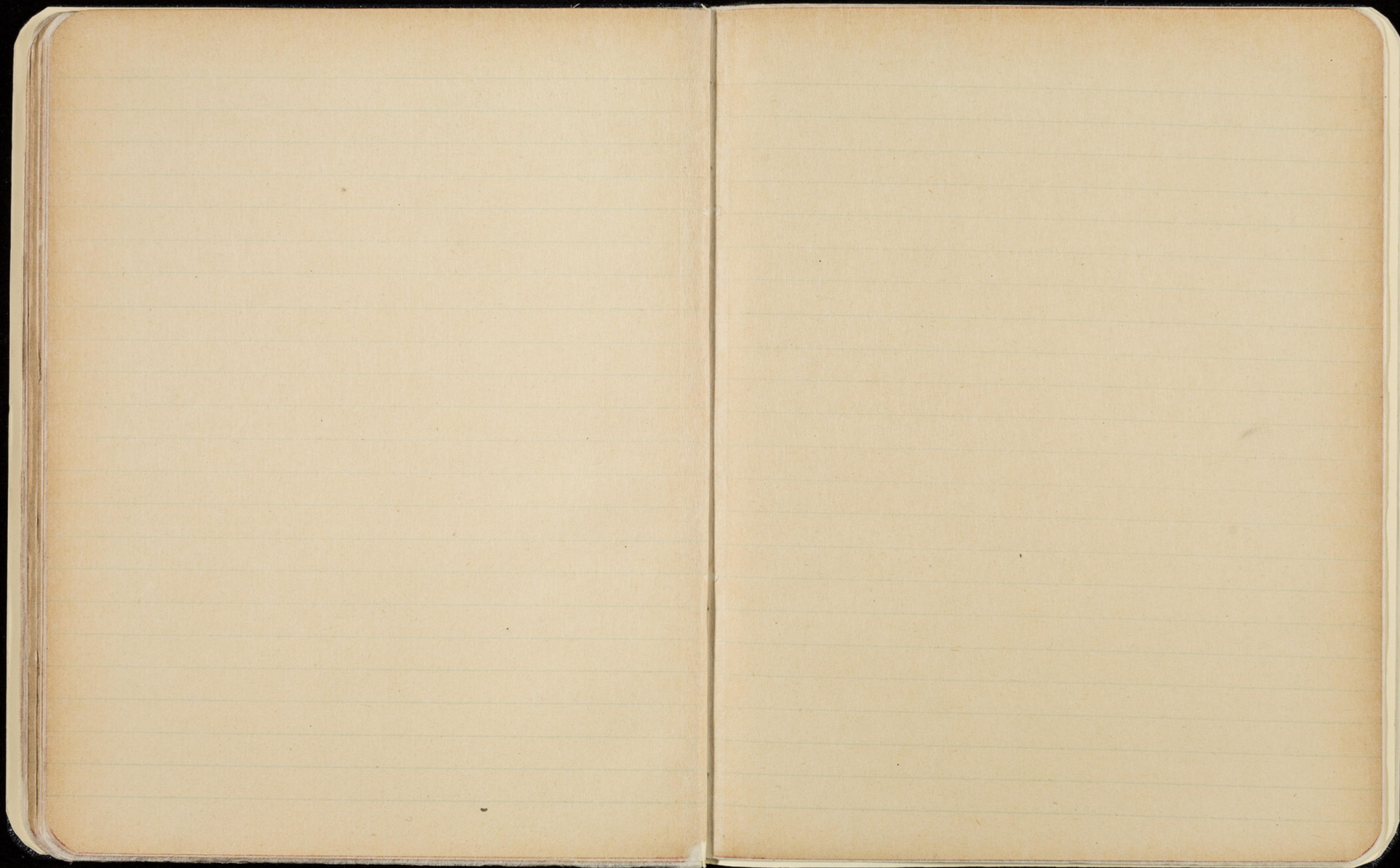
There is little trouble with men in the matter of drink; if a man drinks to excess it is impossible to conceal it and he is at once dismissed. Barman are now generally a very much more respectable body of men than they used to be. but even now there is a great difference between the men in a poor district and in the best end of city; a rougher class of men is almost necessary in a rough neighbourhood.

Masters as well as men are much more sober and abstemious than they used to be; altogether a superior class of men now takes to the trade, and businesses are managed on a very different and much more business like footing than

was formerly the case; there are few now who do not have a monthly stock taking, which enables them to keep a fairly complete check on managers and men. If things do not come out right at the stock taking a close watch is kept and unless there is an adequate explanation the head man will be dismissed.

A master who advertises for a barman will certainly have a large number of replies, but he does not find it easy to pick out a man with six months character. The trade is much troubled by false characters, and it is almost necessary to arrange a meeting with the former master before taking a man on.

In this as in all trades there certainly are some brutal masters and Mr Pratt knows numbers of men whom nothing would induce him to work for.



Index.

Page 1.	Note of Interview with Mr. Loring.
" 3.	Letter from Messrs. Cutler, Palmer and Co.
" 5.	Note of Interview with Mr. Olman.
" 9	" Mr. H. Sargent.
" 18	" Mr. C. Lemari.
" 19	" Mr. J. Larr.
" 21	" Mr. Pratt.

