Section 13

R.COLL.M.
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persons Census 1891.

Copper. Coppergoods.	933.
Tin Tin plate.	4562.
Zinc	935.
Lead	509
Metal Refiners Bumiths	1811
Brass, Brony, Brazier	5289
White metal, plated ware	827.
Wire weaver. drawer,	1306
Lamp Lather candlestick	532
Other workers	288
Dealers	268
	17260

See. 321-32. esp. 329 in Census Dict.

List of Trade Societies. Section 15

Official Title	Meeting house. & time of Meeting	Secretary's name & address
London United Brassfounders' Society	Crown Tavern, Blackfriars Rd. SE (Sat 7 to 9.30)	Albert Willey, 73 Brook St Lambeth. S.E.
London Society of Amalgamated Brassworkers.	Central. The Crown Tav. Clerkenwell Green EC (Saturday)	E. Mather. 25 Alfred St Colebrook Row. N.
London United Brassfinishers' Society	White Swan, Tudor St. Temple EC (Friday 8pm)	A. Craven, 18 Stangate St Lambeth. S.E.
National Amal.ted Soc. of Brassworkers	[illegible]	W. J. Davis, 70 Lionel St Birm.
-West London Branch.		L. Stokes, 127 Crawford St. Baker Street W.
London Federal Council of Brassworkers	1st Thurs. March June, Sept & Dec.	Mr Sims, 14 King Square Goswell Road. E.C.
Brazier's Society	Sir Ralph Abercrombie Inn Charles St. Hatton Garden WC	
Tin & Iron Plate Workers & Gas Meter Makers. London Amal. Soc of	White Swan Inn Tudor St. Whitefriars	J. Dean. 8 Cypth Square Commercial Rd. E.
Iron Plate Workers Brazier's & Forgers	See 12 " " "	Pritchard
Tin & Iron Plate Workers		J. Barton 3 Wennington Rd Grove Rd Bow E.
London Operative Tinplate Workers Soc.	Holmes Sq Institute Drummond St St Pancras NW	A. Harrington 10 Exeter St Lisson Grove W.
London Tin Canister & Tinmans I. S.	Bell Tavern Church Row Houndsditch	Abel
Wire Workers London Society	Crown Inn Kirby St Hatton Garden	J. H. Grout 22 Buckland St Hoxton N.
Wire Rope Makers & Fitters	Union Tavern Emmett St Limehouse E.	
Wire Weavers London United Association of		Woollard.
Electro Plate Workers		Bickett
dead London Soc. of Dairy Utensil Makers	White Hart Inn Windmill St Tottenham Court Rd W	Letters returned "Not known"
London & Prov. Soc. of Coppersmiths.	Black Horse. Lease St.	C. H. Quinton.
London Soc of Pewterers.	7 Maltby St. Bermondsey	R. Sedge.
Packing case Soc. Tin Trade	(priv. addr.)	

Mr Willis Usually disengaged on Fridays nights 6 to 7.
Can be seen again & would give information as to character of shops.

GBA
30/8/93

London United Brassfounders' Society.

Chief Office: Crown Tavern, Blackfriars Road. S.E.

Interview with the Secretary: Mr Albert Willis
73 Brook Street, Lambeth
S.E.

[Mr Willis is a young man; engaged as foreman of the Brassfounders at Geo. Jennings, Sanitary Engineers, Lambeth Palace Road]

Mr Willis gave me a copy of the Rules and the last Annual Balance Sheet. (In pigeon hole marked 15/A&B.) from which the following particulars are taken:

Members consist of (1) Moulders, (2) Firemen, (3) Coremakers and (4) Trimmers

Management by President, Vice President, Secretary, Sub-secretary, Treasurer and a Committee of 12 members composed ~~as~~ of

Moulders	6	
Coremakers	2	
Firemen	2	
Trimmers	2	12.

The Funds are invested in the names of three Trustees.

Subscription is 6d per week for members over 21 years of age.

& the Entrance Fee: Between 21 & 25 years of age . . . 2/6
" 25 & 35 " 5/-
" 35 & 45 " 7/6

Must be in the Society 12 months before becoming entitled to full benefit.

Young men working at the trade, being between the

ages of 18 & 21 years, are admitted on payment of 2/6 entrance fee (1/- nomination & 1/6 at entrance) & pay subscription 2d per week if 18 years of age; 3d per week if 19 & 6d per week if 20 years of age. On attaining age of 21, the youngman becomes a full member.

Benefits. Out of work: 10/- per week for 13 weeks. When a member has drawn this benefit for 13 weeks, he shall not be entitled to it again until he has worked one year at the trade.

Funeral Allowance: At the death of a member, his nominee shall receive an allowance as under:

If a member for one year		£	2 - -
"	2	years	3 . 10 -
	3	"	5 . - .
	4	"	6 . 10 -
	5	"	8 . -
	6	"	10 - - -

On death of member's wife half these rates are paid.

Distressed Members may be granted a sum not exceeding £3 but not more frequently than once in five years.

Trade Disputes. When members are withdrawn from their employment, they are entitled to £1 per week for 6 weeks
15/- " " 6 weeks
and 10/- " until dispute is settled.

The Membership at the close of the 3rd year (June 1893) was 228.

Over

Balance Sheet for the year ending June 1893.

Receipts		Expenditure	
Cash in Hand (June 1892)	£ 263	Out of Work Pay	£ 153
Contributions & Entrance Fees	223	Salaries	25
Fines £12 & Contributions to Benevolent Fund £12	24	General Expenses	34
Interest	11	Cash in Hand (June 93)	309
	£ 521		£ 521

Saved during the year £ 45 -

The Society is registered under the Trade Union Acts 1871 + 1876.; is affiliated to the Federal Council of Brassworkers + the London Trades Council.

Much of the work consists of Cabinet + fancy brass work. The moulder is the skilled man; the others (coremaker, trimmer + fireman) required a certain amount of skill but this could be obtained in a short time.

[For other details see separate sheet.]

London Society of Amalgam^ted Brassworkers

Three Divisions
- Central – Crown Tavern, Clerkenwell Green. E.C.
- South – Fishmongers' Arms, St George's Road. S.E.
- West – Cock & Lion, Wigmore Street. W.

Interview with Mr T Mather, General Secretary
25 Alfred Street, Colebrooke Row. N.

This Society seceded from the National Society of Amalgamated Brassworkers in Sept. 1886.

From the Rules & Annual Report (See pigeon hole – marked $\frac{C}{15}$ & $\frac{D}{15}$) the following particulars are taken.

The Society consists of General Brassworkers & Gasfitters and is grouped in three divisions as above.

The Officers of each Division consist of a President, Vice President, Treasurer, Secretary, Steward, Auditors and a Committee. This committee consists of 7 members for the first 150 members & one additional for every 50 members above the 150. These are elected at the Annual Meeting & serve 12 mths.

Each division also elects representatives to the General Committee as follows:

For 25 &	under	50	members	– 2	representatives
" 50	"	100	"	– 3	"
100	"	200		– 4	"
200	"	300		– 5	"
and for each additional		100	"	– 1	"

Membership. Candidates must be proposed by two free members; they must be earning not less than 8d per hour unless they are gasfitters, whose minimum is 7½d per hour and they must be between 20 & 40 years of age. From 40 to 50 they may be admitted but only to participate in out of work benefit. Apprentices in the last year of their time & young men under 23 years of age, who have worked 5 years at the trade are also eligible.

Subscription: 6d per week. Erased if 6 months in arrear.

Entrance Fee. From 20 years of age to 30 .... 2/6
" 30 " 40 .... 5/-
" 40 " 50 .... 7/6

Benefits Out of work: 10/6 per week for 13 weeks; 7/6 for a second 13 weeks and 5/6 per week for other 13 weeks — Total £15.5:6

After receiving this 39 weeks pay a member cannot declare on the funds again until he has worked for 9 months.

Funeral Benefit: At member's death —

If a member for 12 months & under 3 yrs. — £6 — —
" 3 years " 5 " — 8 — —
" 5 " & upward 10 — —

At wife's death, half the above benefits.

Accident Benefit: Any member permanently disabled by accident while at work is entitled to a grant as under:

From 3 years to 6 years membership — £10 . —
" 6 " 9 " " 20
9 " 12 " " 30
" 12 & upward 40

Money raised by a special levy.

Members in Distress may be granted a sum not exceeding £3 but not oftener than once in £5 years.'

Dispute Pay. If any members are withdrawn payment is made them on the following scale:

First 13 weeks	=	20/- per wk.	The General Committee may however grant a continuation of full strike pay if though advisable.
Second 13 "		15/- "	
" 13 "		10/6 "	

Piecework. Members taking Contract or Piece work in any shop where it does not already exist is fined 20/- for first offence & expelled for a second.

Sweating & Boy Labour. Members taking out work which necessitates engaging extra labour are not allowed to make a profit from such labour nor to engage a non unionist while unionists are available. Boys may not be employed except by moulders, who may have one boy each for simple cores. Fine: 20/- for first offence & expulsion for second.

For other regulations see Rules. mem. In defining the Secretaries' duties, the Rules say that they are not to use the term 'Incidental Expenses" or "&c' in connection with any item!

In the Sixth Annual Report (Year ending February 1893) the past year is referred to as a year of depression, the out of work pay had increased from £226 in 1891 to £258 in 1892 or 14%.

The membership is as follows: Central Division - 206
South " 134
West " 64. 404

Financial Condition. Each division keeps a separate account & the General Committee also has a separate account drawing on the Divisions for its funds. During the year (Feb 92 to Feb 93) the joint income was as under:

Contributions	£475	
Entrance Fees	16.	
Fines	18.	
Other sources (Includes £15	20.	£549

and the.

Expenditure. —

Out of Work pay	£258	
Dispute pay	26	
Funeral Claims	44	
Grants - . . .	18	
Other expenses including Salaries £45.	146	£492

Cash Balance — In Banks - £1062.
" Cash . . 32 £1094

The Brass-worker's Union comprises mainly men engaged in the lighter branches of the brass trade such as: Fine brass finishers, electric & gas chandelier makers; art metal workers etc. The trade is a light one; & the only thing detrimental to health ~~is~~ connected with it is ~~the~~ badly ventilated workrooms.

Character of Shops. There is not much difference between the shops. As one of the worst was mentioned:

Messrs Hodge + ~~Lind~~ Co 100 + 101 Hatton Garden. E.C. This firm employ a large number of men, who ~~do~~ take the work at a price + will have 6 or 8 hands working for them.

J Unite – Holborn Similar class.

Everitt + Co. 27-30 Drury Lane. All cheap work.

Beddow + Froud. when Covent Garden.

The West End firms are ~~the~~ better than ~~these~~ above as ~~a~~ rule. Amongst the best are.

Miller – 178 + 179 Piccadilly. W.

Adams 57 Haymarket. S.W.

+ Benson + Co Chiswick.

For other information – see Sheet

The United Journeymen Brassfounders' Association is an association of local societies for trade purposes. The local societies provide out of work, sick or other benefits only looking to the Association for help in disputes (See Book of Rules $\left(\frac{E}{15}\right)$ in possession)

Aug 4/95

London United Brassfinishers' Society.

Meeting at the White Swan, Tudor Street, Temple ~~Street~~. E.C.
Fridays - 8 pm.
Interview with the Secretary - Mr A. Craven
18 Hangate St. Lambeth. S.E.

Established 1837 - Members - 388.

This Society is federated with the United Journeymen Brassfounders' Association for trade union & dispute purposes (See Evidence of Mr Thos Caldwell at Labour Commission) & ~~in~~; also with the Federal Council of Brassworkers.

At one time the Society consisted of Plumbers finishers & only did the sanitary work. Afterwards took in the 'cock' finishers and called the Society "United". By the rules the Society is open to those who (being between the ages of 20 & 35) have served an apprenticeship to the trade or otherwise qualified themselves as Brassfinishers, this qualification being defined elsewhere as working at the trade not less than 5 years & being capable of making the general run of brassworks, steam & hydraulic fittings. The members of this Society regard themselves as of a higher grade than the Amalgamated Brassworkers

Unionists comprise about one-half the trade - 50%.
They work with non-unionists. Only ~~use~~ and are in favour of moral suasion as a means of extending the union.

Present Relations between employer & employed are very amicable.

Boards of Arbitration & Conciliation do not exist.
Society is strongly in favour of arbitration as a means of settling disputes. The Federal Council of Brassworkers - to which the Society belongs - negociates in all disputes with employers in London.

Wages. Members are not allowed to work for less than 8d per hour. 54 hours constitutes a week's work. ~~Work~~ Piece work is very prevalent - almost the rule of the trade. Not much overtime; Society discourages it.

Capacity is not lost before 50 years of age. Men keep to the work & the majority die in harness.

Seasons. There is no real season. Busiest in

summer owing to the increase of the building trade at that time.

Overtime is usual but not to a great extent.

In slack times men are put on short time as a rule. Sometimes discharged or suspended.

Unemployed do not find employment in other trades during the slack time.

Shifting from employer to employer is unusual and men only shift from one branch to another as work offers. Workmen correspondent roughly to the fitters & turners (iron) & can do either kind of work. – fitting or turning.

Methods of training. Some are apprenticed but the practice is practically dying out. Now lads are brought into the shop & placed to the vice & serve for 5 years without indentures. This ~~for~~ system enables the masters to get rid of unlikely or idle lads.

Conditions as to skill for admission to the Society are that two members must propose a candidate & they are responsible for his respectability and workmanship.

Government is by a President, Secretary and a Committee of 5 members – all are elected at the Annual Meeting.

Entrance Fee from 20 years to 25 — 5/-
25 " to 30 — 10/-
30 " to 35 — 15/-
35 " to 40 — 25/-

Subscription is 1/- per week of which 11d goes to the General Fund & 1d to the Association.

Benefits: Out of work benefit varies according to length of membership as under:

If member of 1 years' standing	10/- per week	for 6 weeks	& 5/-	for other 6 weeks
3 " "	12/- "	6 "	6/-	" 6 "
7 " "	14/- "	6 "	7/-	" 6 "

Having received these allowances a member cannot declare on the fund for 6 months. Members who are receiving pay (15/- a week for 26 weeks) from the United Brassfounders Association receive from the general fund 2/6 for self, 2/6 for wife, 1/- for each child under 14 } per week for 12 week instead of the ordinary out of work pay.

Sick benefit. If a member is ill for 3 weeks he is entitled to 20/- & if he continues ill to 10/- per week for 6 weeks. Funeral Benefit. At death of member of one to two years' standing his widow receives £5; & an additional 10/- is given for every year's membership until the sum reaches £12. At death of free member's wife, £3 is paid & 5/- additional for each year's membership until the amount reaches £6. Superannuation. Any member, who has become incapable of earning his living is superannuated as under:

If a member for	20 years	—	4/- per week
"	25 "		5/- "
"	30 "		6/- "
"	40 "		8/- "

Superannuated members are allowed to earn 16/- per week out of their trade. Emigration grants are made to members of five years standing £3; ten years £5 & and for every additional year's membership 5/-. Travelling Benefit. Members going to the country to seek work are given 20/- and a travelling card which entitles them to 5/- relief from the country societies they may ~~be~~ visit. These amounts are repaid by the London Society on demand.

Report for year ending Jany 1893, says that trade was very bad all the year & still remained so. The Cent of work pay increased from £232 to £369. A dispute had occurred ~~with~~ at the Swan-Edison Electric

Light works but it was satisfactorily settled by Federal Council after a few weeks.

Finance. During the year £101 was added to the General Fund. The principal sources of income were: Contributions £774; Entrance Fees & Fines £40 and Interest £42. The total income on General Account being £884. The expenditure on this account amounted to £783, the chief items being Out of work pay £369 Sick pay £97; Funerals £102; & Superannuation £98. The ~~fr~~ 1d per week for the Association produced £80 but the expenses on that account for the year reached £175. & the balance in hand on that account was reduced to £353. That on General account increased to £1463.

For Other Information see Rules (marked G/15 & Report (F/15)

National Society of Amalg^ted Brassworkers.
Established 1872. Gen Sec. Mr W. J. Davis.
70 Lionel St. B'ham.

From the 21st Annual Report, (G/15) sent by the Secretary, the following particulars are taken: Members 6458, an increase of 447 on the year. Contributions £6411. Total income £6828. Expenditure £6606, an increase of £538 on the year. Of this Unemployed benefit was £3904; Funerals £278; Legal benefit £59; Trade Grants £59. Two ~~new~~ new benefits also came into operation viz Sick benefit (4/- per week) payment on this account being £315; Superannuation (to members over 20 years standing) since April '92 when first claims became effective payments have amounted to £165.

The Society seems active: it has an Arrears Committee which is a propagandist body & has held 121 meetings during the year besides combined meetings with other societies. During 1892 the Amalgamated Brass trades' Board of Conciliation adopted some recommendations & Mr Davis has made a special report on the conditions of the trade. (Copy in pigeonhole H/15)

It contains some interesting matter as to the divisions of the brass trade which are worth looking up for information as to divisions of the trade. Some recommendations are made: the gist of them being that for various kinds of work new price lists should be arranged which would allow the worker to earn 6d per hour & a bonus. On old list the bonus was 15%.
Most of the Report however deals with the B'ham trade.

The Society is strongest in the neighbourhood of B'ham & has only two branches in the South of England, one at Exeter & the London Branch; indeed 5300 of the members belong to the Central B'ham Society.
<u>The London Branch</u> has 57 full members & contributions were £62 in 1892. Mr L. Stokes of 127 Crawford Street, Baker Street is Secretary

(Written towards notepaper)

London Federal Council of Brassworkers

Secretary — Mr Sims. 14 King Square, Goswell Rd E.C.

A federation for securing united action in trade disputes etc. Rules are as under:

Section 15

RULES

OF THE

London Federal Council

OF

BRASSWORKERS.

I.

NAME.

The title shall be The London Federal Council of Brassworkers, consisting of the following Societies:—The London United Brass Finishers, Amalgamated Brassworkers, National Brassworkers, United Brass Founders, Mathematical Instrument Makers, Scientific Instrument Makers, and others.

II.

OBJECT.

The object of the Council shall be to take into consideration all questions affecting the welfare of the above-named societies, and adjudicating in all cases of dispute, arising from any cause whatever.

III.

CONSTITUTION.

The Council shall consist of three members from each Society, who shall elect from their number a President and Secretary annually.

IV.

PRESIDENT'S DUTIES.

The President shall attend all meetings and preserve order and decorum thereat. He shall see that all witnesses called have an impartial hearing and answer all questions put to them through the chair. He shall have a casting vote; and for his services receive the sum of 2s. 6d. per quarter.

London Federal Council of Brassworkers

Secretary – Mr Sims. 14 King Square, Goswell Rd E.C.

A federation for securing united action in trade disputes etc. Rules are as under:

V.

SECRETARY.

The Secretary shall attend all meetings and keep a record of the proceedings of the Council, and shall have power to summon the members, at not less than twenty-four hours' clear notice, should an emergency arise, after being notified by the Secretary of the Society involved; and for his services receive the sum of 5s. per quarter.

VI.

MEETINGS.

The Council shall meet quarterly, or when summoned by the Secretary, and members being absent shall be fined one shilling unless an apology be tendered, subject to the approval of the meeting. All fines to be shown on the financial statements of their respective Societies.

VII.

ELECTION.

The Council Delegates shall be elected annually by their respective Societies.

VIII.

MASS MEETINGS.

The Council shall have power to call a mass meeting of the Societies federated whenever necessary.

IX.

TIME OF MEETING.

The Council Meetings shall take place on the first Thursday in March, June, September and December. Time of meeting, 8.30; roll be called at 9 o'clock; members not answering to their names to be fined as per Rule vi.

X.

INTEGRITY OF BRANCHES.

This Federation shall be of a mutual character, with no financial responsibilities attaching to any Union, other than the claims of its own members or the working expenses incurred; and this Federation shall not interfere with the internal management of any Union nor with its rules.

G. STANDRING, TRADE UNION PRINTER, 7 & 9 FINSBURY ST., E.C.

Papers returned to Mr Green 11/12/93

Amalgamated Tin & Iron plate Workers & Gas Meter Makers. Society.

Membership. 695

Mr Green of 3 Burnett Street, Vauxhall a tinplate worker, filled up a return as to the trade & also lent a copy of the Rules of the above Society & its 18th Annual Report as well as a copy of the 4th Annual Balance Sheets of the National Tinplate workers to which the London Society belongs.

From Rules.

Objects of Society. (1) regulate general condition of the trade.
(2) obtain a just return in exchange for our labour.
(3) defend workers' privileges & assist those who sacrifice their employment in maintaining the same
(4) make payments to members when out of work or at death of member or wife.

Membership consists of Tin plate workers who pay entrance fee of 2/6: Not admitted under 20 years of age. Apprentices or boys learning the trade are admitted in the last year of their time if over 20.

Contributions. Not less than 6d per week + 6d per quarter to amalgamation fund. The latter amount is paid as a subscription to the National T. P. Workers.

Members of other duly recognised Tin or Iron P. Workers societies are placed on the books, the same as they stood in the Society they left & are free in three months.

Petition allowance to widows of free members. if considered by Committee to be worthy of support. from £2 to £8 after a membership of 5 to 30 yrs.

Benefits. Out of work. If paid 6 months contributions 1/- per day for 36 days; if paid 12 months, 2/- per day for 36 days. This pay may be renewed after being six months out of work but any member receiving 12 weeks pay in 12 months must work 4 months before he is again eligible. Dispute pay. Single man 16/-, married 18/- per per week + 1/- for every child under 14 years old. This pay to continue 10 weeks after which the man is entitled to out of work pay without time limit. Funeral allowance: 1 yrs' membership £2.; 3 yrs £3; 5 yrs £6; 12 yrs £7; 20 yrs £8. Wifes death – £1. £2. £3 £4 + £5 according to length of membership. Widows of members are allowed to petition + relief may be given varying from £2 to £8 according to the late members' membership. Emigration grants are also made. £4 to £8. Superannuation Any member (of 10 years standing) desiring through infirmity to be superannuated may be exempted from all contribution except 5/- per annum to Pension Society. This Society receives 5/- per annum per member but is not governed by the general rules. Persons exempted from

contributions are entitled to petition and receive allowance at the rate for which they were qualified when exempted from contribution

Government by President, Secretary & 6 committee men chosen at a General Meeting. Three committee men retire every six months.

Unfinished Work. Rule 38 reads "As it is the object of this Society to promote the interest of employers as well as workmen, any member leaving his work unfinished in any manufactory and going to another firm to work, he shall receive notice from the secretary to return & finish it immediately or pay some person to do it for him; and in the event of his refusing to comply with such order, he shall be fined such sum as may be expedient. And the Society doth hereby hold itself responsible for the same to the amount not exceeding 10/- for a half-free member & 20/- for a free member, the same to be placed to the member's arrears"

The 18th Annual Report deals with the period, Jan 11/92 to Jan 9th/1893.

During the year the Contributions were £1020.
Entrance fees .. 10
& Interest 24.
For Pension Society .. 395
are other chief receipts.

Chief items of Expenditure.

60 members	Out of work pay	337 weeks 4 days @ 12/-	202.12-
5 "		20 . 5 . @ 6/-	6.5-
			£208.17
	Dispute pay		75
	Funeral allowances (16 men & 8 women)		152.-
	Pension " to widows (11)		54
	Gifts to other Societies		40
	Subscriptions (695 @ 5/-) to Pension Society		17.3.15.
	Paid for Pension Society		1097.

Ask Secretary about this Pension Society. This payment is very strange. It is not included in the expenditure

Balance at January/93 - £1390.

Summary of Receipts & Expenditure is as under.

		£	
Trade fund.	Receipts.	1130	
	Expenditure	1046	Addition to Fund £84.

Out of work Benefit. Of those who received this benefit, 5 received it for 12 weeks. The total number of weeks for which members were out of employ is returned as 689.

Sick. ~~Of~~ The total time lost thro' sickness is returned as 1168 weeks. Three members lost the

whole 52 weeks.

Trade Productive Soc. of Tin Ware. A Committee was appointed to consider the advisability of such a society and its report was ordered to be printed by a special meeting of the Amalg^ted Tinplate workers on May 28th 1886. Capital was to be in One pound shares owned by the workers. Rules were drawn up for its management but there is no record as to whether it ever was started (Ask Mr Deans)

Contract Work. There is an agitation with regard to prices going on. On July 26/93, a General Mtg. of the members passed a resolution that the present system of pricing contract work was detrimental to the interests of the Society and stated that it was "absolutely imperative" that all such contract work that has no fixed price should come under the consideration of a Committee formed for the purpose.

On Oct 18th/93 a special meeting was held

to consider a proposed revision of the Govern^t. Contract Price List.

National Amalg^ted Tin-plate workers of Great Britain. Sec. Mr H Ricket
Fern Cottage, Walpole St. Wolverhampton

An amalgamation of local societies for general trade purposes. Its 4th Report for the year ending January 31st 1893 showed:

Membership 2680. Cash in Hand £1254.
Income for the year was Contributions £262. Interest £19 £281
and Expenditure £313. Of this the Strike pay amounted to £171.

17. Walking Time, Country Jobs, etc.

That all members working out on jobs shall be paid for the necessary time going from and returning to the shop; and if too far to come home at night, shall demand the sum of 1s. per night lodging money from their employers. Members working on country jobs within twenty miles from the shop (measuring by the shortest accessible route), to come home on Saturday and be paid the necessary time and expenses for so doing and returning. Travelling time to be paid for at ordinary day work rates.

October 27. 1893.

GEA (26)

London Operative Zinc Workers' Society.

Meets at Tolmers Square Institute, Drummond St. St Pancras N.W.

Interview with Mr A Harrington, Secretary
10 Exeter Street, Lisson Grove. W.

Organization Formed in 1853.

Unionists & Nonunionists. There are 500 to 600 in the trade in London & of these 91 are in the Union.

Unionists & Nonunionists work together.

Relations between employers & employed are very good. It is a novelty to have anything in the way of a dispute. The only thing is an occasional difference about walking time. e.g. Most of the men work ~~on~~ on buildings, roofing etc and when working away from the shop they claim to be paid for the time occupied in going to their work; this claim is resisted by some employers.

Arbitration. There are no boards of arbitration or conciliation.

Minimum Society rate - 5/6 per day.

Aged or infirm members working for less than current rate of wages shall not be considered infringing the rules. v. rule 21. p. 19.

16. Conditions of Working.

That fifty-four hours constitute a week's work, ceasing not later than 1 o'clock on Saturday; and in order to give all men a fair chance of employment, overtime shall be discouraged as far as possible. All men having orders to work after 8 p.m., or after 1 p.m. on Saturday, shall be paid time and a half till 12 p.m.; after 12 p.m. till 6 a.m. shall be paid double time. Overtime

Wages & Hours. 54 hours. Wages 6/6 per day or 39/- per week is standing money. Some pay by the hour, 8½d or 9d – but ~~per~~ day work is the most usual form of employment. Some 7 or 8 months ago the Union made enquiries about wages & the average earnings worked out at over 6/5 per day. Piecework is not officially acknowledged by the Society but a good deal is done. It is very difficult to fix rates as a man seldom has two jobs alike. The usual plan is to offer a man a job at a price; if the man thinks it insufficient haggling results

Age at which capacity is lost. Work is largely outdoors and consequently healthy. Some of it is very laborious. Thinks a man is alright until he is past 50.

Seasons. Slack in the summer; busy in the fall of the year – people find out then that their roofs are leaky.

Overtime. There is not much. It is discouraged by Union. See Rule.

In Slack Time some men are discharged by employers; in other cases work is shared. The system adopted depends on employer.

Unemployed do not find other employment. There are some men, mostly elderly, who often come on the fund.

Shifting from Employer. There is some changing but not much.

Methods of Training (a) By apprenticeship - this mode is falling into disuse. (b) Working in shops. A lad is taken on: he goes with out with a man and learns his trade that way. Usually begins at 14 or 15 years of age. Does not earn full wages until a year or so after the time he would be out of his time if apprenticed

Conditions of Admission to Society. Must be proposed and seconded by 2 members, who must vouch for his ability as a workman. He must earn at least 5/6 per day.

Mr Harrington promised to get a number of men to give information about earnings. Talked of bringing a party to 2 Talbot Court. Would no doubt give introductions to some workers

Zinc Working is mainly a branch of the building trade. Laying zinc or copper roofs is the most important part of the work. Also includes the manufacture of rain water pipes, dormers, cowls and ornamental work. The trade is a London one and very little is done in the provinces, that little is done by Londoners. A small trade in Liverpool & Glasgow. [Query – Is trade mainly supported by cheap house building?].

Employers. Mr H. scanned the list of employers in the P.O. Directory & indicated the character of the various shops – see list for classification. Good, bad & doubtful.

The Subscription to the Society is 6d per week.
The Benefits: Out of work 12/- per week for 6 weeks & 6/- per week for another 6 weeks during a period of 6 months. Dispute 20/- per week until man has obtained other employment lasting 4 weeks. Superannuation. 3/- per week for 15 years membership; 4/- per week for 20 years membership. Sick pay.
Funeral benefit for member & wife.

54½
27
378
27
12 | 405
33/9

Oct. 17. 93.

Wm J. H. Grout. 22 Buckland Street Hoxton N. [EA.
Secretary of the London Society of Wire Workers.

Met Wm Grout and had a conversation with him as we walked along the road. He took one of the Union forms and promised to fill it up & return it.

Wire working is remarkable in that the employers do not know the rates paid at shops other than their own. Owing to this ignorance the Union is able to maintain the prices and keep them from falling to the lowest level.

The Work is all piece and they endeavour to fix the prices to yield 7½d per hour. (Weeks work is 54 to 56 hours). It is very difficult to tell how long a job will take: it is compared with something like it that has been done before. It work differs not only according to the article made but also according to the thickness of the wire used. Thick wire is the hardest to work. Sometimes get a very poorly paid piece of work and this

is counterbalanced by ~~the~~ a good piece at other times.

There are about 250 to 300 men in the trade; of these about 100 are in the Union.

There are no foreigners in the trade. Very much cutting in the trade but it is between Englishmen. Machinery is also coming into the trade. Most of the cheap fireguards and similar articles are woven by machinery. Usually the work in which the wire is simply interlaced is done by machine. The wire worker will usually tie the wires at the junctions with fine wire

Titterington & others zinc workers.

In outdoor work.

Nature of zinc.

Perforated zinc.

Feb. 2. 1894. G. H. W.

T. Titterington & 4 other working men at the Club Union. Clerkenwell Road.
Zinc workers.

Men are employed both out & indoors, laying zinc or copper roofs & g. making cowls flues, baths, dormers, etc & ventilating work.

Zinc is a metal which can be easily worked & will not rust. Fire pails are made of zinc for this reason. if of galvanized iron the iron would rust away & leave the coating of zinc.

But it is very susceptible of acids, & if many cats are in the habit of visiting your zinc roof it will soon wear into holes, their urine is a very strong acid.

Perforated zinc is that used for meat safes, ~~and~~ & larders is machine work & is not made by zinc workers.

The chief firms.

Regularity & seasons.

Small shops.

Copper roofing & galvanized iron.

		men
Brabys	Filigree works · Euston Rd.	60 or 70 to 30
Ewart & Son.	Euston Rd.	60.
Holden & Co.	West minster.	20–30.
Triggan	Brewery Rd. N.	20.
Rylla	Euston Rd.	12

These are the principal houses in the Trade There are also a lot of little shops employing from 2 upwards.

Work is very regular throughout the year, they are rather busier in Nov to Feb. because of leaky roofs but it is not very marked & in the summer there are new buildings to be roofed.

In the small shops there is by the very nature of things not nearly such great regularity but the men shift freely in search of jobs & it is nothing against a man to have been under several masters: very often when one small man is slack another is busy so that the men do not suffer.

Copper roofing is nearly always done by gas-workers & sometimes they work in galvanized iron

Both Time & Piecework

Rates.

Returns from working men.

Per day.

Per hour.

Both Time & Piecework prevails - say an equal amount of T & P in big shops but generally Time in small shops.
In a big shop you have big jobs and it is possible to set a piece price - In a small shop there are small jobs. very seldom get two jobs alike -

The average wage is 8 3/4d an hour.

Nov. 5th 1895 a return was asked for from all members with the following result.

40 were rated by the day.
24 - - - - - hour.
6 chairmen & employers
2 have not sent any return.
90 members.

Rate per day.

6/6 — 41 members.
6/- — 7 —
48

average about 6/5 per day.

Rate per hour.

8d — — 4 members.
8½ — 7 —
9d — 7 —

10d — 4.
10½ — 2
24 members

Earnings

Hours.

The av. per hour would be more than $8\frac{3}{4}$ but a fraction under 9d.
They seemed to think that payment all round would be a little higher now than it was then.

On Piece the men always reckon to get rather more than on time work.
5/6. per day is the minimum rate for 9 hrs day Exclusive of mealtimes making 54 hrs per week. (This is the lowest rate at which members are accepted & then they must be under 26/ a full blown man must not take anything under 6/6 per day.
54 hours makes the full working week.
Many good men are outside the Society.
The Society collectively are against OT but individually they do work it.
if you have ordered to work after 8 PM which occurs very seldom the rule say you must have time & a half.
But if you choose to work after that hour

Av. earnings of fair men.

Rates in the outskirts of London.

Shifting between branches.

Travelling money.

Soc. has no price list.

Zincworkers & plumbers.

of your own accord you need not demand anything beyond the usual rates.

A fair man can get 39/6 throughout the year

In the outskirts of London the rates are generally a penny per hour less than they are in London itself.

Plenty of men are at roofing work and nothing else but most men turn from one branch to another or can turn - One man had been 10 mths on bath work & another on cools but each said they could do roof work just as well & would be capable workmen.

Money is paid to them for travelling to their jobs unless they are known to live close to them when the foreman will refuse & therefore when on a building job they work less actual time but the 2 hours say - that is allowed them for travelling will be put down as overtime

The Society has no price list of its own.

Zinc workers also do some plumbing work — this they admitted with hesitation for

Zinc v lead for plumbing

One shop busy while another is slack.

Method of giving out v paying for work.

When the lump sum is refused.

See against P. but works it.

fear that the plumbers might get hold of it.
Zinc is a way competes with lead because it is cheaper & lighter & needs less strong timbers to support it but they dont really do plumbing exc a very small job just as they suppose plumbers (if they dont think themselves above it) will and & then do a bit of zinc work.
One shop is often busy while another is slack.
The men often work several together on a job especially in a big shop - this is the gen practise of the trade. one man draws the lump sum at the end & the profits or means is divided equally ~~or according~~ During the job the men draw about day work rate from the firm
It often occurs that the men wont take the lump sum, they may know something of them job & that it would not pay them - In this case the job will have to be worked on Daywork rates all through.
The Society is against piecework but its members

See note

Drink.

German Jews.

Drink is much better now. going out on the 'Ran-dan' is a thing of the past it used to be general 40 years ago whole shops would go out on the bonge. but now a drunkard would be discharged at once. one of the older men present remembers to have seen bribes offered to the men to come back out of the pub & get their work done. The young men now are quite a different class.

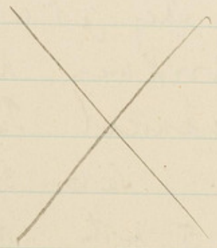
A few German Jews are in the trade not > 20 in London. They get a rough time of it from the other workmen when out-of-doors.

They have a Technical Instruction class at the Polytechnic; Subs. 3/- adults & 2/- for apprentices classes for 5 mths 1/- per week - open to bona fide workmen whether connected with the Society or not.

And a Benevolent fund. with 115 members - f 1886. Subs. to member. 5/- or more. Ordinary members 6d per quarter or 2/- per annum payable in advance

Mess. Wade & Dagley. Zinc workers.

Character of the London Trade



Nature of zinc.

Feb. 14th G. H. W.

Mess. Wade & Dagley. 'Vieille Montagne' Zinc works Townshend Road. St John's Wood. NW.

There are a few large shops in the trade he said, & a great many small ones. This is a medium shop where a little of every sort of work is done.
The large shops secure the large contracts all over the country London being the centre of the trade. There may be zincworkers in the other big towns & probably are but London is certainly the centre of the Trade.

Zinc is a pure metal & came into use about 1845. The best is found in Belgium & Austria. The Vieille Montagne mine at Liège has the greatest reputation. The zinc is got from the ore called 'Blende'. It is a very volatile metal & will burn

Process of smelting rolling.

London zinc is inferior.

Copper & zinc.

with a yellow flame & gives off a thick white smoke which nothing but zinc gas & deposits on anything it comes in contact with.

The zinc when smelted is made into ingots known in the trade as 'spelter' & is then rolled into sheets of the desired thickness.

The best zinc is soft & bends easily. A little is found in England near Derby & some is smelted in London: but the London works really only remelt old zinc & add other metals or do not extract the sulphur sufficiently for their zinc is very inferior & brittle & will break when bent.

Copper is much more lasting than zinc & worth much more than zinc when old it has lately come into larger use: it has become cheaper: but the ~~zinc~~ copper of today is not quite so good as the ~~zinc~~ copper of former days.

The zinc comes in long rolls in long barrels

Machinery

Permanent & Casual men

Regularity of work

Indoor hands

from abroad and is then cut to size & pressed into shape in a machine worked by hand for the purpose. Most houses have hand machines. Some use steam but the graduation of pace obtained by handwork makes people prefer hand machines.

Euston Road is the centre of the London Trade. Most shops have a regular staff and then a certain number of casual as they want them who shift from one house & from one small master to another.

The general staff gets regular work throughout the year: when there is no work outside then they are put on to make stock inside. The casuals get rather extra pay per day but they are turned off afterwards.

Indoor hands take the most money: theirs is the most skilled work. He has some men who could hammer up a piece of zinc into any shape you like.

Indoor & out-door men.

Wages.

Hours.

Outside London.

Shifting.

Indoor men make baths, chimney cowls, flower boxes, window cases, furnaces, gaspers etc
Outdoor men - lay flats (ie roofs) & fix chimney cowls etc; they fix the things which the indoor men make.
The men here earn 8d 8½ 10d an hour here with constant employment making 36/- to 45/- per week. Only very especial men earn 10d.
At Boraby's out door men earn 9½d but this is higher than is usual.
54 hours make the full week beginning at 7.30 to 6. & 7.30 - 1 on Sats.
On the outskirts of London earnings are ½d to 1d less than in London itself.
Jine workers sometimes do plumbers work but very seldom vice versa.
The permanent men do not shift much: he seldom changes hands. Starting in (the T U. says) has been with him 27 years and is a foreman. He finds something for them to do all the year

Depots in the outskirts of London

Small builders bad customers.

Generally work for wholesale houses

All daywork here.

Piecework in large houses.

round. He finds it answers in the long run to keep your men a long as possible. Customers do not like strange faces.

His shop is a depôt for the St Johns wood building district & the general rule is for each district in the outskirts to have a depot to which the speculating builders in the neighbourhood all turn. Mr Dagley had suffered he said a good deal from these small builders would not he have anything more to do with them.

Zinc workers only work for the trade; customers very seldom come directly to them, indeed they would refuse to take a private order from anyone who was known to be a customer of one of their customers. The private householder goes to his builder who comes to the zinc worker.

Here all work is daywork and is so in small shops generally. but at big places such as Bratys, Hewetts, Dreggans much is piece work - Two or 3 men

Seasons.

Shifting from out door work.

Training and Apprenticeship

men in these Piece shops often take on a job together, drawing daywages meanwhile and sharing the plus or minus at the end.

The chimney flue season is from November to April when the winds are rough & especially in the spring.

Roofing is put on all through the summer both of zinc & copper, the men are able to work in both metals.

After September until Xmas is generally slack but not always.

In small shops men shift from out door to indoor work & viceversa: in big shops they are either kept to the one or the other. Hence it is that men As a rule like to learn their work in small shops where they see every kind of work - a medium sized one for choice, & all his men nearly have been apprenticed to him: boys come at any age from 14 and in everycase finish their Apprenticeship at 21. There is no ~~limit to the~~ number of years that

In praise of the Trade Soc.

Polytechnic classes.

Benevolent Soc.

Arbiters in quarrels.

that a boy must serve. In a big house there is always the danger that a boy is kept to to one branch of the trade only eg he has seen men who had served their time at Brabys & have come to him to seek a job but he had found they were no good eg at one small branch.

He is not in favour of the existence of Trade Societies but must say that he cannot complain of the Jewworkers Soc. They have shewn themselves at once liberal and reasonable. They have started classes of their own accord. Finding the Poly-technic had nothing suited to them, they have got a room & engage their own teachers and allow non-society men to learn as well as themselves. Mr D's own son is now attending and from what he learnt there he took a first prize for Apos. for some models he made.

The Soc also started the Benevolent Soc which is open to both U & Non-Unionists.

In addition he has not such squabbles over

Overtime.

All busy or slack together

Course of Trade.

Drink.

work which he may consider unsatisfactory. He can now appeal to the Soc. who send down judges and the man will abide by the Society's decision.

Overtime is sometimes worked between March and September. He works along with the society rules in this respect. If a man demands payment he gets it but it is left to a man's discretion as generally he does not ask for it & will finish a job at the ordinary rate unless it takes him very much over his time.

As a rule all are busy or slack together though a firm with a contract may be continually busy while others are slack.

Weekly hands & boys are paid for the usual holidays but not the casuals.

91 was a very fair year.
92. fair.
93 very bad.

Drink is not nearly so bad as it used to be: he wd say they were a very decent class of men. They are good workmen till late in life & he

Rents.

would have no hesitation in engaging a man of 50 years of age. Such a one would earn full money.

Rents. 8/-6 to 11/- for four or 5 rooms in Downshend cottages & Church St. St John's Wood.
Small garden with each house.

Was of friendly & will give any further information

Ch. Thomson: plumber & zinc worker.

Permanent staff.

Plumbers & zincworkers.

Inside & outside men.

Wages and hours.

February. 14th. G. H. S.

Charles Thomson. Plumber and zinc worker
263. Hackney Road. E.

His permanent staff consists of 25 men who have regular work throughout the year. This may increase to 45 when extra men are wanted.

He does both plumbing and zincwork: diff. workers for each: no good shops interchange. Very few zincworkers can do plumbers work & very few plumbers will do zinc work though most of them can

Work divided among inside & outside men as a rule. The inside men are gen. more skilled, inside men can do outside work but not always vice versâ.

8½d. per hour is the usual wage for outside and 9d. for inside men. or 6/6 per day of 9 hours. Some skilled inside men get as much

The London trade rests with 6 houses.

Permanent & Casual staff.

Proportion of Permanent & casual.

Dayworkers.

The bulk of the Trade rests with 6 large houses in London. Besides these there are a great many small men. There is no real zinc smelting in London. The London mills only re-melt old zinc. The result is not very good the best come from Liège. Zinc is made in bringots known as spelter & then rolled into sheets.

As a rule the trade houses have a permanent staff either on piece or on Daywork who have regular work throughout the year and then there is a floating body of casuals who shift from house to house as work offers.

Good men as a rule are permanent. He would say that 25% (as pure guess) would represent the proportion between casuals and regulars ie about ¼ of the whole trade are casuals.

He is himself strongly in favour of day instead of piece work. Not only are

In praise of Daywork.

Seasons.

Payment in the outskirts.

½ & ½ on P & Day.

Odd men have precarious livelihood

you more likely to get better work – & so much can be concealed even with severe inspection – but the men are more obliging they will turn from one job to another as wanted. Has been strengthened in his opinion by the failure of a glazier's across the road (Ryder) who has just failed. Once work was on piece but by degrees all Ryders customers came across to him and complained of the bad work.

August to Xmas is the busiest time for finishing new buildings – The middle of the year is the slackest for flower boxes do not make much difference in this part of London.

The competition among the small men on the outskirts of London led the masters to pay rather less than in London itself.

About ½ & ½ of the trade are on Piece & Day work.

The odd men have a precarious life: they could not certainly be sure of getting more than 30 weeks work in the year.

Regular work for Regular men

Over & under time.

'The Road'

Training & Apprentices.

Indoor work & skilled.

The Regular staff have regular work & make up stock in slack times.

In summer there is often 1 hr per day short time and in winter 2 or 3 hours O.T. but no overtime rate is paid until after 8 PM when the men get time and a half.

In wet weather when men have been top working outside they come in & do inside work.

Entire Road known as 'The Road' in the Trade is the centre.

The men learn as they can and are very seldom apprenticed. They will go as boys and young to work with piecworkers and call themselves mates and improvers & finally will set themselves piecworkers. For choice men go to a medium shop to learn, there they can see enough of everything & not too much of one thing as in a big shop.

Indoor work is particularly skilled especially

Generally all busy together.

Very healthy work.

Training sharp boys.

Verbal agreement.

Course of trade

No alternative trade

Round dormers making which must be hammered up by hand as no machine will make them.

Some times one house is busy while another is slack but they are gen all busy together.

It's very healthy work. he has men of 60 earning full wages

Himself he trains boys by picking out sharp lads: often men come to him and offer premium & regular apprenticeship but he wont be bothered with apprentices: often a boy is no good for zinc but very handy at plumbing, what is the good of being bound to teach such a boy zincwork? so he makes a verbal agreement with the parents and says he will try a boy who shall leave at a ~~month's~~ weeks notice either for misbehaviour or incompetence.

91 was a good year so was 92. and 93 was fair though not quite so good as the preceding years.

The men do not shift to any other form

Rents.

Gasworkers better than the Plumbers.

of employment that he knows of

6 roomed houses in the roads off the Hackney Road let at about 12/- per week.
The Cambridge heath flats where he has some property. 3 room with water laid on are let at 8/ per week.

The men are a very fair lot each is pair separately. They subscribe to the general Benevolent fund & help one another when in trouble. eg. they had just subscribed about 8/- for an old man who cd. not get enough work. In this way they are much better than the plumbers.

F Braby & Co. Zincworkers.

'Euston Road'

Divisions of business.

Both Piece & Daywork.

Feby. 16th G. H. D.

Mess. Frdk. Braby & Co Lmd. Zinc & galvanized iron manufacturers. 218 to 220 High Street Borough.
Head office 252-264. Euston Road N.W and at Deptford. Liverpool. Glasgow and Adelaide.
Interview with Mr Arsell manager at this branch.

Euston Road may be called the centre of the Zincworking Industry. The chief office of the firm are there. London is prob the centre of the trade although they have branch offices elsewhere where there are also native zincworkers.
Workers divided into Indoor & outdoor men who are able to interchange: it is only the 'Boilers' who cannot interchange & with them they will have nothing to do.
Work is both on Piece & Daywork. On large

Wages.

Overtime

Hours.

Training.

jobs a piecework price is gen arranged
- such as station public buildings etc.
8½ hrs per hour is the general rate
paid to gas workers on day work. for
a full week of 54 hours.
There is some overtime, say about 3 month
at Brabys because they do such large
jobs but work not much in the
smaller houses
The men are paid time & a half after
8 PM and double time after midnight
It does not often happen that they
work after midnight. only in exceptional
cases where there has been an accident
much like or where a job must ab-
-solutely be finished by a certain time &
it has got behindhand.
They begin at 6 AM in the Euston Road and
at 7 AM here - we say 6 was the usual
time for the trade to begin.
Men learn by picking it up: very few are
apprenticed. boys come into the shops &
pick work up. Men go out to work with

Permanent casual staff

4/5 of the trade is not stationary

Seasons.

Character of the men.

Short time.

mates who if they are sharp pick it up & finally call themselves gric workers. The larger proportion of the trade are able to do both inside & outside work.

Firms of any importance have a permanent ~~general~~ staff & then take on & turn off extra men as they have need of them.

He would say as a guess that four fifths of the whole trade were not stationary.

Summer is the busy time for out-door work & winter for indoor and making for stock.

The men shift a good deal 'go round the trade as the saying is'. They are not a very bad lot, not worse than other trades except a few rough ones at Deptford. Men in at Deptford are to be found some of the most accomplished rascals, they had one threatened to throw him off a roof

A very little short time is worked, perhaps

a fortnight in the whole year at this branch.
Thus.

Would rather I did not mention having seen him when I went to see the Euston Road or main branch of the firm.

Mr. Dean. Amalg. Soc. Tin & Tinplate workers & Gas meter makers

Place of meeting

Membership.

The Tin canisters Soc.

The E. London Operative Tinplate workers.

Feb. 19th G. H. D.

Mr. J. Dean. 8 York Square. Stepney. Secretary to the Amalgamated Society of Tin & Tin plate workers and Gas meter makers. London.

Rule 11. "That the business of this society be conducted at the "Coger's Hall", Bride Lane Fleet Street in the Parish of St Brides, in the City of London and the County of Middlesex"

In round figures the society has 800 financial members of whom about 250 are Gas meter makers.

There are in London also the Tin canister makers Soc of which J Barton of 3 Wennington Street is secy. which meets at the White Swan Tudor St Whitefriars. every saturday Evening.

& The East London Operative Tinplate workers who are a separate body: they number just upon 200 members, they

Tin & Iron plate men also work in copper brass zinc as occasion offers

The different articles manufactured.

take in members working for the lower priced shops in the trade which Mr Dean's soc will not touch.

The members of the Amalgamated Soc will take a sheet of tin of the slightest make or of iron as thick as a penny piece and work it up as desired. Some of the men can also work in copper & brass eg. the make brass vases & copper kettles, but copper kettles they make in the same way in which they do tin kettles ie without brazing. Some of the men also do zinc work if it comes in their way in fact they have to do everything that is wanted a board a ship.

The following work which is priced in the Societies list was taken out from the book itself as being fairly representative of their different classes of work.

Baths - plate baskets - bain marie pans - coal scuttles - deed boxes - Scarborough trunks (tin iron) - harpooning boxes - sandwich boxes - bread pans - brass moulds - churns

Work done.

The shipping trade.

Wages & hours.

Houses in the trade

cake pans - candlesticks (nearly gone out now) canisters - coffee pots - saucepans. all kinds of kitchen utensils - dust pans (gross of them) harvest cans (in great quantity) ie those cans which you carry beer about in in the harvest field and elsewhere - kitchen boilers (for the top of the fire) - kettles - milk cans - moulds - dutchovens - pot hooks - packing cases (they do some of the linings to cases but they are more generally done by the canister makers) - tea kettle, pots urns - umbrella stands - waterpots - railway carriage warmers.

The Shipping Trade are usually day workers at 9d. or 8½ to 9d. per hour for a full week of 54 hours - several shops eg. Forbes, Sedgwicks, Armstrongs, Mc Whirters. Lester & Perkins etc do work for ships entirely. They are mostly in the East End & more or less near the Docks & dont touch the other parts of the trade. The P&O employ their own men

Overtime.

Hours.

Young men dont mind irregularity.

Tinplate.

A little iron is galvanized but none tinned in London.

There is a good deal of overtime on occasions. The steamboat trade makes things so sharp work must be done at highest pressure possible. & work is rather uncertain. A man may have work for 2 or 3 days & then again nothing for two or 3 weeks or vice versa.
The hours of the shipping trade are from 6 AM until 5 PM and until 12 on Saturdays. Heavy Lamp work is very well paid & so is all strong work like ships ventilators (often of copper) & ships lamps.
A great many young men go into this line. they do not mind irregularity while they have only themselves to think about but as soon as they are married & settled they turn to the general trade.
Tinplate is iron tinned. this is done in Wales & the quality now is not so good as it used to be. There is not so much tin put on & the metal is not so malleable.
No plate is tinned in London now & much galvanizing except at Scafes near Stepney Station & Brabys at Deptford.

Piecework Prevails

Each paid separately.

Daywork Rates.

Large shops in Gas meter and General Line.

Earnings of the worst men.

Piecework prevails. Each man takes out his work singly & is paid singly according to the Society's price list. This is the rule of the trade. There is much more piecework than daywork. Some of the small shops engage dayworkers but there is no regular rate for them. They earn from 9d to 10d or even 1s at daywork rates but it all depends on the kind of shop & the kind of work.

There are several large shops and several small in the trade.

Parkinson the gas meter makers and the Kingsland Road Gas meter Company employ about 80 each Template workers

(Batts). Perkin of Bermondsey employs 70 or 80.

Harding of Long Lane. 70.

Wilson of Wardour Street 70.

Spokes of Tetbury Square 30 or 40

Shoppee of Princes St. Holt Ct. Rd. 20.

These are the largest shops.

The worst men probably earn 30s per week because it does not pay masters to have men who earn less.

The rental of a workbench.

No regular seasons now.

Masters dont make for stock so much as they used.

But little shifting.

Mr Dean who has been a workman for 23 years said that his master used to consider that the rental of each bench was 6/- per week & used to say to his men that this had also to be covered as well as the cost of labour material & profit if they expected to be kept in his employ.

There are no regular seasons now - he did not know why and masters do not make nearly so much for stock as they used to do. Formerly they calculated to be busier from March to July but now work was pretty regular. When there was no work the custom of the trade is to share whatever there may happen to be. The men dont shift much from shop to shop. Tools vary very much: a man who was a quick workman with one kind of tool may go to another shop & find something that he is not accustomed to use & earn bad money - therefore the men stay where they are for the most part.

Hours of work.

Full week 54 hrs but many work less.

The Dinner hour insisted on by the masters.

Quick work to make good money.

Many shops used to work 11 hours a day and until 5 PM on Saturdays: now there is no such thing. Each shop is different as to the hours of going in to work; the gen rule may be said to be from 8 AM to 6.30. This does not mean that the men must be there, they are piecework'ers & may come in as they like there is no compulsion - some go in at 8 others at 9 or 10 just according as how they feel.

The full week is 54 hours but many work less than 48.

They stop at one on Saturdays. The masters are now particular that the men shall have a dinner hour in the middle of the day & will not let them drive themselves all day & night for a few days as they used to do.

The work is very quick. For instance to make 7/6. a man has to make up from the flat tinplate 6 dozen pastpans and fix in the wooden handles. This is the list price.

Very little overtime.

Against State interference

System of learning trade

Overtime is very seldom worked in the General line. The Soc has no rules against it are all the same trying to stop the practice

Mr. D. was against any regulation of trade hours by Acts of Parliament. Leave the workman alone, he can shift for himself now! If you must have an 8 hours day then you must provide against men working in two shops. He had come across a case the other day in which this was done & another man was being kept out of employment. but it is very difficult to find out a case of this kind

There is practically no system of Apprenticeship the old way was for a father to be allowed to teach his sons & be paid for all they did. The employers did not mind because they got small work done such as extinguishers, small oil cans & saucepans made for them - men dont like small work. This is still done - In other places the rule is to stop ⅓ or ½ of the boys earnings until he is 21 years of age. As a rule the

Boys pick it up.

Dont let us have state Pensions.

Employment of boys.

Varying capacities.

the boys come in at 15 or 16. They pay no premium but are given work to do straight away. They depend entirely on the kindness of the other men in the shop to learn anything. Gradually they pick up what they can learn what many they can.

The society encourages no classes for the men. In the Technical schools a few learn pattern cutting. Relations with the employers are good and the Society subscribes to the Pension Fund. 'Dont let us have state Pension of any kind'

There is no limit to the number of boys a firm may employ. If the Soc. were to put one formally foot many would put on the number up to the maximum & a few would have to reduce theirs; the result would be about the same after as before. But they try to check it as far as possible informally.

The capacities of men vary tremendously: "you would have no conception of it, the same work which takes one man hours to do

Gasmeter trade.

Canister work.

Small hawkers.

will slip through the hands of another in no time

The gasmeter trade in which there are about 6 large makers has been very flourishing these last 3 yrs. These new automatic meters have given the men a great deal to do. They do not have seasons but periodic depressions in this line.

They are piecework but are particular about beginning at 6.30 A.M. until 5 or 6 on Sats.

Canister work is about the worst class of the organized trade. There are also a few small men who make things wholesale. They work at home & such things as icecream bottles etc & then hawk them round at starvation prices because they must get rid of them at once. Would say there were a number of them about Bethnal Green but did not know at all how many.

A few of their men are bicycle workers!

The work is healthy but he did not think it was quite so healthy since they had given up using rosin for solder & taken

Age

Machinery.

Work now.

Drink.

to spirits which give off rather noxious fumes. Several old men over 70 are still good workmen but as a rule masters dont like to take on anyone over 50.

Very little machinery is used in London. The plate comes much hammered to certain curves. eg. Fish kettles used to require a very skilled man but now the plate comes already curved & a man does not have to hammer it up out of the flat.

He would like to have day work the rule but does not see that it will ever be possible. Work done now is much prettier to the eye than it used to be, though not really better because the metal they have to work upon is not so good.

The improvement as to drink in the last 23 years is marvellous. Men would often go off for a week & then slave for a few days & off again. They used to booze at the club house. Now they are quiet & only take a quiet glass, some are actually teetotallers & will come up

to the club room and only send for a bottle of lemonade & ginger beer."

Mr: I will give any further information & will speak to Mr Barton of the other Dunfield Society.

Mr Cheswright of Mess Betts.
Metallic capsules & metal rollers.

Business so prosperous that directors would rather not give wages.

Only one other firm in London.

Great many women & girls.

Feb. 22 G.H.D.

Mr Cheswright. Manager to Mess Betts & Co. Ld. Metal Rollers - Metallic capsule & tube makers. 1 Wharf Road. City Road. on an introduction from Mr Benton & Johnson Gold wire drawers & tinsel makers of Kings X Road.

Mr Cheswright was himself friendly but said that his directors had told him it was better that he should say nothing about the wages paid. Apparently the business is a very lucrative & successful one

They employ altogether 957 men & women & have apparently more than one factory in London.
He said there was only one other factory in London besides their firm & that did not employ more than 30.
Here more than 500 (apparently 540) were women & girls.

Hours.

Women & girls on piece earnings.

Men on time.

The unhealthiness of lead melting & carelessness of the men.

A remarkable case

Earnings.

Regularity & Seasons.

Training

The hours are from 6–6 on week days and 6–1 on Saturdays.

Women & girls are piece workers and earn from 7/- to 12/- per week.
& forewomen 16/-

The men are time workers.

The work is healthy except at the lead melting. melting pots. about 12 are employed here & have to be moved about the factory as soon as they begin to feel the effects of the poison. By doctors advice they are given as much milk as they care to drink and are allowed to work all the time they are at work. But they are careless & will eat with unwashen hands & so many get lead poisoning.

The men earn the wages of first class labourers ie about 27/- & the Engineers are paid the usual union Rate

Work is very regular and all have regular work. There are no seasons.

The work does not require much skill, boys & girls come in & watch their elders working

Against an 8 hours day.

Course of trade.

Each paid separately.

and gradually pick their duties up.
Said the employees would be very strong against any thing in the shape of an 8 hours day. They had tried to form a Society among themselves, but there was not enough cohesion & they failed.
They never work either overtime or short time.
91 was a very good year.
92 & 3 very fair.
Each man ~~w~~ child is paid separately.

Mr. Darby: Tinplate workers.

Earnings of men.

Hours.

Training

Aspect of the Trade.

Feb. 24th G. H. W.

Mr. H. Darby. Patent stove ~~workers~~ & can & lamps. 249 Pentonville Road.

He employs tinplate workers who when on time earn 8d per hour and on piece ~~30/- to 40/-~~ 27/- in summer. When busy some earn as much as 50/- & 60/- in winter.

They work from 8 AM to 7 PM. & 8-1 on Saturdays = 52½ hrs.

Mr. Darby said his father who had been 27 years in Spokes. Shop (said to be the worst in the West end tin trade) now managed this business i.e. the account keeping part of it & he & his brother did the practical part.

He had worked under his father & was a good workman so had his brother but the brothers talent lay in pattern cutting which required a great deal of skill.

The Trade as a whole was one of large houses

Character of the Trade

Sweaters.

Seasons.

No small house could now do the general trade the competition of those who could afford to keep large stocks was too severe. The small houses that did exist generally depended on some speciality & patent eg. he was known for his small greenhouse stoves and flat forcing pans. All his custom came from the competition among small suburban residents to get up their seats & halls one before the other. This was a recent growth & his own business was expanding greatly.

There are also small tin men he thought round about Bethnal Green. Every wholesale house has 2 classes of tin goods one made for cheapness sake & the other more strongly made. & wholesale houses employ these small sweaters.

The trade generally is busy in summer & slack in winter but just the opposite is his case as he supplies stoves: a hard winter makes him very busy from Sep. to March.

On the whole he is against Piecework though his is a piecework trade & is going to put all his

Time versus Piecework.

Man should take a pride rather in his work than in his earnings.

Training.

Roving members & Drink.

for other particulars see form.

men on time: they will probably grumble as a man likes to look forward to making a great deal & earning large sums in a busy time: but he thinks it is better for both master & men to do time work & often more convenient for the master & as much work is eventually done. Man can take a pride in his work rather than in his earnings on time. Men are also pleasanter to deal with.

In some places a father takes his son & is paid for all his work or perhaps more often boys pick it up as they can in a shop from the men. Masters give them a certain percentage on their earnings until they are 21. There is no real Apprenticeship. in any case Mr O would not be bothered with one. Only pattern cutting is taught at the technical schools.

The Trade has many roving members: men who go about from Birmingham to the London & the North: they are irregular & do not seem able to settle down: this is the part that is worst as regards drink: Mr O had one in his employ last summer but had to discharge him.

C. W. Abel. Tin canister & Tinmans soc.

Founded 1881.

4 Societies in London.

Nearly all common goods are made by machinery

Feb. 23rd. S. H. D.

C. W. Abel. Secretary to the London Tin Canister & Tinmans Society. meeting place Bell. Tavern. Church Row - Houndsditch Sats 7.30 PM.

Priv. addr 15. Bradazon St. Poplar -

Founded 1881. registered in 1883 -

4 Societies in Trade -

1/. Amalgamated. Tin plate & Gasmeter.

2/. E. London. Tin & Iron plate. (Sir Christopher Wren sat).

3/. Tin canister soc.

4/. Packing case (tin & wood). makers.

Nearly all common goods are made by machinery in the E end & common tin plate. the old Soc Price list wd not fit with them. hence the E. London Soc. came with its price list.

For same reason, tin canisters were cheaply made the skilled workman was shifted out & machine does practically all, hence

very many lads and girls.

Preserved provision tins is the most skilled branch.

Houses in the Trade.

Preserving factories make their own tins.

the Tin Canister Soc was formed. work is getting still more divided. 100s of lads & girls now employed: anyone can manage the machinery. You need not know how to make a whole tin.

Preserved provision tins are the most skilled branch.

Lloyd & Sons.	Dock head.	mostly w. (4 or 500)	
J. Fraser.	Bermondsey S.S.	(4 or 500)	about
Grant & Co. late Noakes.	Spa road.	150.	
Scott & Co.	Deptford.	400.	
Farwig	Thames St.	(lads 20 w) 50 & 60 men	

are the largest employers - & all employ women & boys to a large extent.

Tin comes in plates: guillotine knives worked with treadles. nearly all straight work. if wanted curved for better work the shears are used.

Most of the preserving factories of any note ~~[illegible]~~ make their own tins: they nearly all employ skilled workmen for their things & they do not as a rule use hand:

Factories making own tins

Membership.
Soc + non Soc men work together.
good relations with masters
No fast price list

Nearly all P.

Some Task work.

6d to 9d per hr. for skilled men.

Earnings of girls.

Cross + Blackwell.
Lazenbys.
Morton. (have introduced mach). Millwall.
Cunningham Dufournier Co. St. Attlic St.
Poulton + Knowles.
} Employ non skilled + but little mach.

About 100 financial members now.
Society do work with non Soc. men.
Get on fair with the masters: They have no hard + fast price list for the work is changing so.
Work is increasing in London but the tendency is that very few men are required.
Very nearly all piecework. Diff.t mach + diff ways of working makes each shop diff.t as to piece rates.
At Fearers. they pay them so much per hour require them to do so much for it it is a task work system.
Pay men here from 6d to 9d per hour for the skilled men.
Believes it a common thing for girls to make 18/- 19/- : young girls would get half that

The worst shops.

No board of Conciliation but belong to Chamber of Commerce.

Hours of work.

Seasons balance one another.

Men travel to seaport towns for herring fishery.

Scott & Co. wd be about the worst shop. has reputation of being a cutting shop.

Are members of Conciliation Board of Chamber of Commerce but have never yet called on them to interfere. Have no rep board of their own.

Full week is 54 hrs. but everything is very irregular some work 51. others 55 or 56. think that only few work more than this.

Majority of trade is P. in tin canister making.

Decidedly, for the best of the trade is at the Prices in places.

Skilled workers are required in so many diff. trades, that seasons balance one another July, May. Sept. Oct. the preserving trade for fruit (this affects the females more than the men in this way).

The herring season gives work to any who like, if not in London, then at. men go round the coast & work.

Sea towns make up cases with their regular hands & then solder down.

Common thing for men to go from London to

Pay in preserving shops.

Earnings of piecework.

Aberdeen, Fraserburgh, Lowestoft, Stornoway,
4 firms in Aberdeen w.d employ 200 men
each for 8 or 10 weeks on nothing exc
soldering down. Some make it a habit to
go, he can make it pay.

A good man in a preserving shop on Day work
work the recog. shop price is 8d per hour
Some pay 8½ & 9d.
Piecework makes rather more but think
it rather demoralising & doubts whether men
really get through more work in a year &
earn more money.
When busy on P. men make 50/- & £3. Some
even more – knows actual men.
These firms gen have a speciality eg. soup
is Lagenby's (where he works) namebag.
They are very busy now & w.d be still busier
before X mas.

In the other shops eg. Fearers Scots etc. Day wage
rate is from 7d to 8½ but w.d employ often
at that. These they employ to make sample
goods & special orders.

The poorest men are to be found in the cam

Sweating in the tinplate & subcontracting.

None in canister line

Gen: men are paid sep.

Birmingham centre of trade

Work is not gen: shared in slack seasons.

Top making ie those who make cheap tea & coffee canisters but these are few as it is nearly all made by infant labour.

But you can go still lower in tinplate line. eg. Francis & Co. in Cheery Gardens. ie big houses will buy cheap tinware for little swaters - & there are several hawkers who make up things at home with wife & children & then retail them.

But there is no demand for canister things exc in v large quantities so this state of things does not exist among them.

Generally each man is paid sep: sometimes at their own option 2 or 3 will work together at their share out - very rare indeed & only happens on a particular job.

Birmingham is the real centre of the trade.

Work is not at all shared as it might or ought to be. Agents do do it, but the majority turn off men at once - 'To a ridiculous extent', will discharge a man even for 3 days & then recall him again. Its often interviewed employers on this matter. Unions also share out fairly.

Seasons for preserved meats.

Canister makers shift a good deal.
meter makers shift a little.

Hours of opening

Not much overtime now.

Some.
Day workers get time & ½.

Preserving trade is nearly always export so masters make up large stock.
Potted meats, tongues, brawns etc are busy in latter end of Feb. — Dec & Jan are fairly dull in trade generally — Sausages begin at end of Feb & thro Easter but fall off before it gets hot, potted meats go on all the year. Fruit & fish in the Autumn — a general trade in the winter.
Men shift a great deal from shop to shop i.e. from one canister maker to another. All round men do shift i.e. the mechanics. It is against a man where shifted but as a rule it is not his own fault
Most shops open at 7. & as many at 8. (esp where females are employed) few at 6 till 5.30. the others till 7. until 1 or 2 on Sats.
Not much OT now. used to exist to great extent has had a tendency to fall off the last 2 yrs thinks it is because of the general feeling about it. Day workers get time & ½ but there nothing extra in many cases.
Go into a shop, fool about as a porter, then put on to a process i.e. machine wh edges up the

Training

Quickfingered boys girls wanted.

Conditions of membership.

Benefits & subscriptions.

tops & bottom of a canister. They might go on to Knife & so from one machine to another & then finally put to bench as solderers. Very few stop till they are 18. They earn 10/- or 12/- & then go at 16 to 18. eg. a man at Lloyds say a boy works till 18 may perhaps get a job at another shop & pick up they go into other shops but as a rule they leave the trade & get work where they can.

Don't want much training for canister making it is getting simpler every day. merely practise & Quickfingered boys wanted.

A man to get into this Soc. must be able to take a canister makers job in any shop whether by hand or machinery. Shells in Marsell St Goodrans St has no machinery. W. say that at least 300 men were capable but outside the society

Benefits 15/6 out of work for 13 wks in 12 mths.
£4. wife. } funeral.
£8 member }
6d. wk subscription.
12/- Dispute pay. as long as it lasts.

Course of Trade.

Conditions of work.

Do not expect to live till very old.

Drink.

Deptford for biggest factories.

Girls are fairly respectable lot.

in v fair financial condition.
1893. v bad year v many out of work. by far the worst they have had.
1892. fair.
1891. v fair.
Not v healthy. shut up in workshop. as a rule it is v hot from the fires. The fumes from the spirits of salt (arsenic) are poisonous. & little from the lead. rosin is much pleasanter to use.
Not many old men in the trade. man of about 50 is considered old. do not expect to live till very old. after 50 it wd be diff. to get work. It is trying for the eyes. The glitter of the reflected gas in the tin is bad esp. in the provision trade yr require v good eyesight to see that there are no leaks.
Leaky tins as a rule are wasted.
Perhaps men drink a little: work is so hard that thinks it compares favorably with most trades.
Deptford is the place where the biggest factories are.
Has heard that the girls are a rough lot. Favors when he passes of a morning seen a fairly respectable lot to "what yr would expect in that trade: wd not

Rents.

care for a girl if his boys in.
Most of the large firms have Benefit clubs.

Rents in 15 Brabazon St.
9/. per week. 5 rooms & washhouse.
3 up ~~and~~ & an addition over the washhouse
& 2 down.
16 ft. frontage. Garden behind. 18 to 20 ft x 16
& probably the same all down Brabazon St. certainly
half the street.

Will send rules & address of Packing casemakers.

Mr. Sorrel. East London Operative Tin & tinplate workers.

pres address
12. Stagworth Rd.
Gurney Rd.
Stratford.

The East End branch.

Trade divided among East End, West & End & Sweaters.

Feb. 24th

G. St. Ld.

Mr. A. Sorrel. president of the East London Operative tin & tin plate workers Society: at the meeting house of the Society at the Sir Christopher Wren Tavern, Wilson Street Finsbury. The Society meets on Saturdays at 8 o'clock.

This represents what is known as the East End branch of the trade, not because the factories are necessarily in the East though they most of them are, but they express a difference between the other tin-plate soc & themselves. The other is known as the West End soc and not merely all the West end factories are in the West.

The 'West End' means the best class of trade who work according to the Society price list: the East End does the middle class of trade and the small men in the east

Have no price list.

Little machinery. Some shops use presses but the tin plate is gen bought ready pressed to more usual curves.

Hours of work.

Piecework Trade.

Houses in the Trade.

No women exc at Parkers.

They have no price list but are now working for me (he begged that this fact shd not be publicly mentioned as the masters might take some unforeseen steps to prevent it) & different prices prevail in different shops.

This is not due to the different machines used for very little machinery is used in London guillotine cutters worked by hand gen & not by steam is the most usual form.

The general rule of hours is from 8–7 on weekdays and 2 on Saturdays. Hardinges the largest & one of the best East End shops works from 8 to 8.30.

The men may have if they like to take it one hour for dinner & ½ for tea.

It is a piecework trade & all work is on Piece.

Hardings of Union St. Bord' employs 80 or 90.
Reeves & Son of Boundary St. Shoreditch. 30 or 40.
Bakers. of Featherston St. City Rd. 40.

There are no women in regular shops but they have some at Parkers in Bethnal Green Road.

Staple summer & winter work.

The small garret masters and their wages.

Cheapness their only quality.

The staple summer work is waterpots & a summer like 98 very favourable to their business.

In winter the staple work is coalscuttles in their two more general forms of scoops ie those with shovels & lids ie those with a handle over the top which you lift up & shoot the coal on to the fire.

All the big shops have small garret masters working for them and doing the light & common work eg. oil cans, small kettles, bowls, hotpans etc - They are small men not often he thinks working at home, but get in small shops with 2 or 3 men or boys & are to be found in Bethnal Green, in Whitechapel and in the Boro'. They make things which are only made to sell & only sell because they are cheap. They are of no use, have no strength yet people buy them & the supply has caused a demand. Working mens wives who ought to know better he said, were the chief offenders & these

Origin of the small sweaters

Training by Apprenticeship is the rule.

Want of 'go' in East End Employers.

seems to be a fatal attraction in buying a thing you don't want & know is of little use because it is cheap.

These small sweaters have been journeymen themselves and are anxious to be independent & to start for themselves. The reason is that it requires so little capital to start in this line. You can make a start in a common way with as little as 30/- or £2 and quite easily with £3.

The tools are not expensive & a man bent of starting for himself he generally makes a gradual collection before he actually goes on his own account.

The recognized system of training is Apprenticeship for the regular seven years.

This branch of the Tin plate trade is very conservative, it has no go and seeks to get things done more cheaply by a reduction of wages rather than by an improvement of methods.

Unlike the rest of the trade the legal Appr. ship has survived but employers don't do their legal duties. The boys have no-

-me

'Still eating bread & cheese for dinner'
after serving a full 7 years'

Earnings.

to teach them, though all the more respectable shops eg Reeves, Hardings & Bakers, accept apprentices. These boys start on extinguishers & pint pots & pint saucepans & funnels & keep to this small work all through their time. A boy does not look ahead he is willing to do always that which he can get most money at while a boy and when he comes out of his time he knows only one branch and has still to pick up the general trade. This is the case here. There must be something wrong about a system & its execution when you can see a man & he has often seen men 'Eating bread & cheese after they have served a full seven years Apprenticeship'.

A fair man a full time all the year round will make an average of 28/- per week. But it is surprising how much capabilities differ. Some men will make as much as 40/- per week. He has seen one man earn £3 and another 30/- on the same kind of job & working the same number

Earnings.

Would be glad of the Dockers 6d.

Slackest month.

Each man paid sep.

Drunkenness. better now.

Tin & Iron plate workers are
one & the same man in London.

of hours: the £3 man was one of exceptional ability. They have no fixed daywork rate & very few men are day workers. Hardings has 12 men a time at 8d & 8½d per hr. v good men.

A large number of the trade earn only 20s per week on the average the year round. & many fair workmen earn at a lower rate than the Dockers 6d which they would indeed be glad of getting.

January & February & the Autumn are the slackest seasons.

Each man is paid separately. 2 or 3 men do not take out a job together

Drunkenness is not so bad as it used to be: the bad lot of men that used to be in the trade are one of the reasons of the lowness of remuneration. would say they were a very much brighter lot now.

In London Tin & iron plateworkers are one & the same man: in Birmingham the trade is sub-divided; such large jobs come in of the two classes of work that they

Membership.

Factories as a rule well-built.

Long hours in small shops.

Spirits of salt v rosin.

have two distinct classes of workmen.

They have now 250 financial members & are expecting to bring it up in a few weeks to 300.

The factories are as a rule well made & the heat is not excessive though they have many complaints a bt ventilation: at Reeves the room in which he works is 70 ft x 20 & 10 ft high.

Most of the shops have sick clubs & some have money clubs but the best workmen dat ap-prove of the latter.

In the small shops the hours of work are long ie from 8 to 9 & the men work at a lower rate by 25% or 30% but earn the same money as in the larger shops doing colanders, dustpans, boxes etc.

The fumes from spirits of salt are unhealthy but he has not heard of any one suffering of them. Rosin has gone out because it is so very much slower to use.

He gave Society's rules & papers and will send wages books of 2 or 3 men. This

he said he cd promise as it was the rule for the men & not for the masters to keep the wages books in this branch of the trade.

He will fill up & send the Traders Union form.

A. J. Denman small tinplate worker.

One of the men who work for the large houses.

Difference in prices.

Feb. 28th G. H. D.

A. J. Denman. Tinplate worker. caps beer mugs. cans small work.
68. to 70 Tabard Street on an introduction from the Rev. W. L. Vyvyan of the Charterhouse Mission in Tabard Street.

Stris one of the small men – the biggest of the lot he said. who sapply the large houses with the small ware.
He mentioned 1 or 2 other men in the same way as himself said they were all over London.
Among these small masters there is a recog-nized price list which applies only to them it is lower than that in force in the factories eg. for make small beer cans the price is 2/4 the gross in in big houses the price wd be 2/. these big places do not touch this kind of work. They retail what they get from the small men but like the world to think they have made it

Fear of publicity

His life.

Hours of work,

themselves. He begged that none of what is
written here should be printed; he should
be ruined if it was ever to be known that
he gave information. The big houses would
cease to patronise him. He works for Keevers(?)
He was himself an apprentice to the trade but
ran away. He saved wherever he could.
never spent any spare money. was for a great
many years higher up in Talard St. was offered
the good sized premises he now inhabits.
for £600 by a man who had been ruined
by spending £1000 on putting them up.
For a joke he offered £300, & in a month
he had a letter saying his offer was ac-
-cepted.
For 10 years he never had a days' holiday,
& the longest time he has had a holiday
in 27 years is 17 days.
He employs 10 men all the year round. They never
shift to any other house, they know the
price they will get is the same in all small
houses. They work from 8-7 on full days
and 8-4 on Saturdays. In slack time

Earnings.

Dinner hour optional

Work of wife & children.

Character of the men.

They get 3 or 4 days a week. Just now it is very slack – two men while I was there left the shop 4 PM. with 4/- each as the result of a days work –
In slack time men earn 20/- to 24/- & in busy many make 40/- & even a little more but then it is very hard work.
When things are slack men may take an hour off for dinner but when busy they take very much less, they may do as they like about it.
He has never let his wife work at the trade but he knows of men who do | all this information came out with very great reluctance | there are not very many of them. Many more who employ two or 3 boys.. this is the largest class with ten & then it varies down to 2 in small shops.
The men are a poor lot though his have been with him 27. 24. & the youngest 13 yrs. Some of his men have started as small masters for themselves. They drink a

Drunkenness the cause.

Rent.

it is the curse of this part of the trade. His brother who had the same opportunities as himself is one of the biggest drunkards he has ever seen - This brother has worked for him 27 years as a pieceworker like the rest of his men - I while I was there one of the men came up & after shewing how the bottom of beer cans were cut out asked if I would not treat the shop to a drink all round & it seems that this was the brother -/. Men must live & one how or another get some enjoyment for themselves, ~~for~~ I said, & so men in this line drink. There has been a slight improvement in the last 2 years he said perhaps due to the bad wages the men have been earning. The man he had heard of that morning who had drunk consistently was now spitting blood & could not last many more days.

He has houses in ~~stan~~ Alice Street behind Star corner which he lets to relations at £28 per year himself paying the

Rents.

To make a beer can.

Soldering

rates & taxes. & others with brooms behind the deaf asylum in the Old Kent Road which he lets for £36 per year. they have besides a washhouse & a yard 16 x 15 ft.

He shewed the whole process of making a ½ pint beer can.

The plate comes in flat boxes & somuch is given out to a man who first cuts it to size with a guillotine cutter worked by hand, then the top edge is put through a machine & wired - to make the handle & the edge turn over, then the bottom which has been stamped out from the flat separately by another man has its edges turned up by mach. & is fixed roughly on to the body. Then the flat plate is rolled & given the proper bend its edges turned over & fixed &

2

1

Then the edges are soldered.

The solder is made by 'killing' spirits of salt with zinc. & ie bits of zinc are put into a vessel of spirits of salt &

the whole boils (sfelf) & a gas is given off which is inflammable. More gric is put in until the mixture will boil no more. Then it is said to be "killed".

Then a copperbit is taken & heated dipped in the solution rubbed up & down the joints which are then soldered.

Men employed at Hardings.

System of apprenticeship.

at Bakers.

Apprentices.

March 8th. G. H. S.

Further information communicated by A Sorrel. of E. London tinplate workers as to the 3 principal houses in their part of the trade.

1. Hardings. Long Lane. Boro'.
Employ about 90 tinmen. 70 of these are in the Society.
They have about 20 apprentices who are paid 3/- per week for first 6 months.
$\frac{2}{3}$ of what the earn at Piecework for next 18 mth.
$\frac{3}{4}$ . . . . . 2 years.
$\frac{5}{6}$ . . . . . 1 year.
making a total of 5 years apprenticeship.

2. Bakers. Featherstone Street City Road.
Employ about 40 men 30 of these are Unionists
They have about 8 Apprentices, the first year they have 4/. or 5/- per week.
The second & third year $\frac{1}{2}$ of what they earn at Piece work
4th year. 2/3 of what they earn.
5 - - . 3/4 . . . . .

At Keevers.

As to the employment of girls in the Tin Canister branch.

Mr Sorrell sent with this:

1. Rules of Nat. Amal. Tinplate Workers & Balance Sheet.
2. Catalogue of Articles made in our shops: the prices opposite being the selling prices.
3. Two books on Conciliation & arbitration which he would be glad to have back.

making a total of 5 years apprenticeship but some of them serve 6 & some 7 years.

3. Keevers. Boundary St. Shoreditch.

Employ about 30 tinmen, 26 of whom are Unionists. They have seven apprentices.

1st year	2/6 per week.
2nd " "	4/- " "
3rd " "	6/- " "
4th " "	9/- "
5th "	12/- " "
6th " "	14/- " "

Making a total of 7 years apprenticeship.

"I trust you will not print the names of men or Firms that are mentioned here."

"I was informed on Saturday night that at Scott's Crown wharf Grove Street, Deptford they employ about 200 girls making canisters and bottles assisted by machinery.

Noakes & Co Spa Road Bermondsey employ girls making bottles.

Lloyd & Son. Mill Street Dockhead also employ girls making Bottles & other articles.

Articles made at Keeves.

Some iron ware & cast iron hollow & enamelled ware come from the country.

List of articles made by members of the Society taken from the catalogue of Tin, Iron, Zinc & Japanned wares manufactured & sold wholesale only by James Keeves. 8 & 9 Boundary street Shoreditch.

Japanning done for the trade.

American ovens - Batchelors tea kettles - Basting ladles. Baths - Candlesticks - Cashboxes - Canisters - Coffeepots - Colanders. Dripping pans - Dustpans - Etuis - Exhausting feet warmers - fish kettles - funnels - Hand bowls. Imitation pewter pots. Jugs - Kettles - Knife trays. Milk pans - pails strainers - Oil bottles - oilcisters - Ovens. pails - Pannakins - plate covers. pudding pans - saucepans. - Tea cans, cups, kettles - Toilet cans - Scarborough travelling bunks - Valenchers - Waterpots.

Iron plate & galvanized ware.

Coal hods & scoops. cinder sifters. smoke pipe.

Boiler fillers - Baths - basins. cinder shovels - frying pans gridirons - meat hooks pails - soda scoops. Soapdishes water pots - cast iron hollow ware & cast iron enamelled ware - are not made but brought in from the country.

Laffield & Brown Brassfounders &
Coppersmiths.

Numbers employed.

Division of work & wages.

Stores.

Seasons.

March. 7th G. H. D.

Mess. Laffield & Brown. Brassfounders and Copper-smiths. Dolphin Lane. near the West India Dock station.

They do ships work chiefly and employ anything between 100 and 15 men. These are the two extremes. They gen. have between 40 & 20.

Coppersmiths. Leading hands. 42/. & 40/.
Brassfinishers - - - - - - - - -
Brass moulders - - - 42/. 38/. for ordinary

54 hours per week. 6 – 5 for 5 days.
6 – 1 on Saturdays
allowing one hour for dinner & ½ for breakfast.

The early part of the year is slack and the summer is busy when boat builders and engineers demand coppers for new work. Work is very uncertain. & there are great variation

Fluctuations owing to ships.

Other Houses in the Trade.

Full hours per day.

Overtime Rate.

A great worked on occasions.

between the numbers employed in a busy and a slack season. This is owing to ship building being the staple industry of houses like themselves such as Blundells in the W I dock Road, Brocklebys, Stewards, Thanes L.d Thompsons, Lester & Perkins, who all employ coppersmiths.
Caird & Rayner & Stendrys, & themselves only do copper & brass work whereas the chief business of the others is engineer work.

$9\frac{1}{2}$ hours and $6\frac{1}{2}$ on Saturdays constitutes the full working day and a man must make these hours before he can expect to be paid anything for overtime.

For the first 2 hours O.T. time & a quarter is paid & time & $\frac{1}{2}$ afterwards. On Sundays Double time.

There is a great deal of OT some times. one man had been working night & day for 3 days & was just knocking up. another man had fainted the day before. because they happened to have a sudden stress.

A 'Day work Trade'.

Coppersmiths & moulders labourers.

Each man paid separately.

Walking money.

London Friendly Soc of Coppersmiths.

:: manager wot wrote this from what I've not this from
How does this a sec. man get
Evidence come
in here?
as for see
page 107

The order had come in a Saturday afternoon & the men had to be collected from their homes or looking on at a football match & set to work all night.

On the whole it is a day work trade although some West End shops do work on piece system. Here they have only once had a piecework job.

Every coppersmith has one labourer attached to him earning 24/- per week.

Brass moulders have one between 3 of them.

Brass finishers are those who are at lathe & piece work.

Each man is paid separately. There is no such thing as men taking out jobs at a given price & being paid a lump sum.

When a man has to go to a ship or other places more than 3 miles from his employer he is paid 5/- and 1/6 for over 3 m. This is the general rule brought about by the action of the Trades Union.

The London Friendly Society of Coppersmiths

Out of work Sick.

Financial position.

Burial & 'Extra Burial' fund

See rules & soc

members. 360 (Dec. 1892). 365. (Dec 1893.
paid £203.9.6 out of work in 92 & 93. to
92 members
and. 179. 13. 0 to 83 members.
Several names being the same on both lists.
£5.17.6 was the highest amount (sum total) paid to any
one man on the out of work list & 4/- the
lowest.
the £5.17.6. man also got. £2.16.0 for sickness.
The full title is the 'London & provincial
Friendly Society of Coppersmiths, held at
the 'Black Horse' Leman St E. on the
second Saturday in each month.
Secy C H Quinton. 5 Lordship Lane, Clapham SW
The contribution Rate on Dec 1893. were.
£43 or an average of 2/4 per member.
They have cash in hand. (Dec. 1893). to the
amount of £2613. 6. 6.
Two men got £20 between them from the burial
fund.
Four men — £60 — from the 'extra
burial' fund. (no expl given, may mean a
finer glass hearse and an extra carriage or 2

Provincial members.

Training

Ratio bet journeymen & Apps.

But apps are only paid for the time they make

Shifting

The Society has one or two members in most seaports esp. Plymouth, Southampton, Chatham etc making up 40 or 50 in all from the provinces.

They have no Apprentices legally bound now. Here they come in with a verbal agreement and serve 7 years, they can be sacked if not found suitable. They begin with a wage of 5s per week and increase 2s each year until the end of their time.

They are supposed to average 3 journeymen to one apprentice but the rule is not always strictly kept to: it may be cheaper when things are busy to have work done by apprentices but they have to be kept on and paid when things are slack so they don't like to keep too many.

The men shift freely from house to house. They will leave a job which they are on but will only last a fortnight for one they hear will last a month. No notice is given or required on either side. The men are engaged by the day. They can ask for

Little made for stock.

'Templets'

Overtime.

About ½ the trade are black sheep.

their money at the end of a day & then go altho' they are gen paid at the end of the week.

They do not make for stock. There is so little exc the branches for copper pipes which they could make. Things have to be made after patterns built each particular ship. A man is sent off & measures the curves & does trace the shortest way of carrying a pipe, he brings back with him a 'templet' or iron rod carved exactly to the pattern after which the copper pipe is made.

A man can make as much as 28 bars a day

It often happens that one firm on contract work will get pressed at the end & will ask another firm to help them

Here the men are a pretty steady lot but in the trade as a whole (said the foreman) there were about 600 coppersmiths in London of about ½ are black sheep. They are all fond of a drop. The work is hard & may be very unpleasant especially when it comes to cleaning out ships pipes. They used to be paid

Dirty jobs.

Overtime.

93 bad year.

Effect of Dock strike

Poorest part of trade

Work not shared.

'Dirt' money for these jobs but now the name has been changed and they get 'walking money' for certain distance.

A man can make over 100 hours per week.

The Engine man had been working since 5AM on Monday night wday & this was 1 PM on Wednesday.

When they want men the foreman sends up to the Trade society.

93 was a very bad year.

From personal experience he would say that much trade went away from London at the Dock strike & has remained away. There is not much chance of its coming back and ships are being built larger every year & above a certain tonnage they cannot come up to London.

This is the poorest part of the coppersmith trade in London. In the West End work has to be done on pressure but then the chief customers such as the distilleries give you notice and you are able to prepare beforehand.

In slack times the work is not shared, the best

London a repair shop.

Rents.

men are kept & the rest are turned off.

Shops don't as a rule have clubs.

London is chiefly a repair shop. New work is done in the North of England; the great extension of refrigerators has made a stir in the trade, but now all the ships are supplied and things will go down again.

He gave the wages of 4 men.

Coppersmiths 1 first good workman
— — medium
poor
1 good brass finisher.

Which are stated on a separate sheet.

The houses in Dolphin lane are extra good & belong to the Mid R. Co they let them to their own servants at 5/- per wk. with small garden in front. 4 rooms. (?)

But yr wd not get the foreman said such good room for 5/- in other streets. he pays 9/- (for 4 or 6) (?)

Dewrance & Co. Founders & finishers

Number employed.

Hours.

Nearly all time workers exc the large class of Turners

March 7th G. H. D.

Mess. Dewrance & Co. 150. Great Dover street.
Borr. Brass & Bronze founders and finishers. They make a specialty of high class engine fittings, gauges and taps.

They employ from 373 to 400 men. 373 always have regular work. In fact there are very few whom they take on & turn off again. The variation is rather due to their not filling up vacant places when they are slack.

54 hours is a full working week.
6 – 8.30. 9 – 1. 2 – 5.30.
Mondays they begin at 9 & work to 5.30 with 1 hr for dinner.
On Saturdays they stop at 1.

Nearly all the work is on time except among the ~~Drillmen~~ turners; who from the ~~Constant~~ largest class ~~proportion~~ (more than half) of all those employed. Here as on P. you may have an order for several thousand of one thing till suits them to do it on P.

Division of business Wages.

Brass & Bronze.

Pattern makers.	make	2/2/.	on Time w.
Moulders.		36/- 38/-	— — —
Firemen.		30/-	———
Trimmers		27/-	
Bronze turners		36/- 38/-	⊃ ½ on P.
Millers. (Boys)		8/-	T — — — — —
Finishers.		34/- 36/-	— — —
Iron Turners.		34/- 38/-	— . .
Machine men.		24/- 27/-	Some T & some P.
Labourers.		24/-	
Carpenters.		9½ hr.	
Pressure gauge shops men		36/-	
Assistants		30/-	
Boys.		6/- to 12/-	

Brass is made of copper and zinc
Bronze. — — — copper & tin.
They buy the two separate & make the amalgam themselves.
When an order is received it passes through the following shops or departments.
1. Order dept.
2. Head Draughtsman who makes the necessary drawings.

Pattern shop.

Foundry.

Moulders.
Firemen.
Labourers.
Trimmers.

Machine shop.

Milling shop

Finishing shop.

3. The pattern shop where the patterns for the castings are made (highly skilled work.
4. Foundry shop. containing
   1. moulders (the most skilled
   2. Fire man who melts the bronze + pours it into the mould
   3. Labourer takes the cast out from the mould and puts the sand which is hot + lumpy through a sieve for use again
   4. trimmer takes the rough castings and trims off the burrs or rough edges + then passes them to
5. the Machine shop where the bronze turner does all the lathe work.
6. Milling shop where a peculiar machine (something like the 'mill' on a penny-farthing but so roughly is put on by boys.
7. To the Finishing shop where the whole is put together, polished + finished.
8. To the warehouse or packing room to be stored or sent away directly

Draughtsmen.

Turners.

Labourers.

Machine men.

No seasons.

Character of the business.

Draughtsmen get 40/- wkly wages & some 60/-.

They have 5 head men & 5 under them, assistants who do tracing etc. Some are boys. A draughtsman has usually been through every shop and has learnt the ways in which the metal can be worked.

Turners are generally pieceworkers & might get a quarter as much again as 36/- to 38/- ie they may sometimes make 45/- to 50/-.

Labourers are given 24/-.

Machine men are first class labourers who have been put to the machine & earn from 24/ to 27/.

They have no seasons: Work is regular throughout the year though differing slightly in amount from year to year. He shewed me the books of their profits for the last 3 yrs month by month. They were very much alike.

They are the biggest boss in London for steam fittings, and do a great deal of admiralty work. They only go in for making the best.

Course of trade.

The Apprentice system.

Its failure.

Advantages of training your own boys.

91. was not a good year. 92. not quite so good and 93 less good still.

They also make alloys and 'Babbits metal'

Mr. Dearance had made a special study of the apprentice question and had finally adopted a system of his own which he said was very satisfactory.

Under the old system he said the master was bound & the apprentice was not. If a boy behaved badly you had no hold on him it never paid you for loss of time or money to complain against a boy in the County court. He had had an unruly subject apprenticed to him once whom he had kept to one branch because he was so good at anything else and a great annoyance. The boy summoned him for not teaching him every branch of the business and obtained damages.

It is undoubtedly a great advantage to train your own boys. Especially if you are working a specialty and have peculiar machines the outside man who has learnt elsewhere.

Must impress boys & parents with solemnity of the occasion.

where, have whims and fancies about the ways in which things should be worked and will object to new machines while your own men do not do so but rather welcome any way of doing a job more quickly.

He had a consultation which his solicitor and between them they drew up a form of apprenticeship (which he gave me). With a firm in which business ebbed and flowed it might be a nuisance having boys in this way for you must pay them and cannot discharge them but here it works well because they are so regular.

A great point is that both parents and boy should be impressed with the solemnity of the declaration at the outset. He has up both parents and boy and gives them a lecture with a deal of solemnity. Then the boy is allowed a a favour to do his best and be tried for 4 or 6 weeks. If satisfactory he is then solemly apprenticed with the special form of indenture.

That the boy get full wages as soon as he is out of his time.

30/ or 36/

36/- J.H.D.

Start on milling machines.

The boy is henceforward treated as having some privileges, and is given preference over the other boys who are not apprenticed. As soon as they are out of their time the boys are either turned off or given their full money at once ie 36/- per week. The consequence is that between 19 & 21 they work like tremendously in order to be kept on, for if kept they will get much more than they get elsewhere. Mr D. makes this a strict rule that a boy shall get his full money or be turned off saying that if he has worked well he will soon be worth 36/- and he has been worth a good deal more than he was getting the 2 or 3 years before he was out of his time, or he is worth so much less than 36/- that it is better to sack him at once.

The boys start on the milling machines which are impressive of the greatness and power of machinery without being dangerous & are then put through every department in turn.

Attitude of the men.

The terms of the Indenture.

At first the men did not like the new system at all, and all refused apprentice their sons under it, so he advertised for boys and looked about outside the trade. He was overwhelmed with people wishing to apprentice their sons. A better class too, eg small shopkeepers, middle class people, even a solicitors son. He got a better educated lot of boys than ever before. The workmen finding others so ready began themselves and now are so anxious to app: their sons that he has had to start a 'waiting list' in which they come on in rotation.

By the terms of the Indenture (2/6. stamped) the boy "as well of his own free will and accord as by & with the consent & approbation of the said parents or guardian doth put, bind and place himself apprentice to the said John Dewrance to learn the art & trade of Brass turning and finishing ;... after the manner of an apprentice" & he shall obey 2) lawful commands 1). be subject to regulation of the works. 3) shall do no damage nor suffer

Terms of the Indenture.

Covenant from the masters side.

to be done but tell or warn his master of the same.
9. shall not waste or destroy goods, nor lend them unlawfully to others
4. Nor absent himself from his master's service.
'But in all things as a faithful and industrious apprentice he shall behave himself towards his master during the said period of apprenticeship'
In consideration whereof.
'The said John Deverance shall cause to be taught & instructed his said apprentice in the art or trade of Brass turning & finishing paying unto the said apprentice such wages as the said J Deverance shall consider fit, but if the said J.D. shall for one month in a year paid unto the said app.

6.	——— shillings per week from age of	14-15
	———	15-16.
(this was the case given) 6	———	16-17
7	———	17-18
9	———	18-19.
12	———	19-20
15	———	20-21.
18.	———	21 22.

then it shall be lawful for the Guardian of app to give one weeks notice determine agreement without being

Covenant on the part of the parents.

How the interests of the guardian boy and master are catered for.

little for payment for instruction given: Provided always that if the app be guilty of wilful and persistent disobedience or misconduct thereon it shall be lawful wholly to discharge said app. But if the said app. shd not serve his term for any reason other than that the amount paid for wages was for > one month in a year less than on the scale herein before mentioned, then the said guardian shall pay £10 within one month the sum of £10 as payment for instruction already given.

Thus the apprentice comes in that a premium: he is only there having good behaviour and if he does not behave he is discharged & the guardian has to pay a premium if he has to pay for instruction already given.

It is to the interest of the guardian to make a boy stick to it and not fans, it is to the interest of the boy to do his best for though not covenanted for he does in practise get full wages as soon as he is out of his time, & the master trains his own boys & can sack them if they dont behave.

Improvers.

No injurious processes.

Lead melting.

Other Houses in the Trade.

Most houses a boy comes in and picks up what he can, after he has learnt something he gets a place elsewhere as an improver & afterwards often returns to the house from which he started and claims full wages.

There are no injurious results from bronze filing a heavy powder is given off from the buffing process but it is so heavy that it sinks at once.

The lead melting dealing with the lead might be poisonous but has not found it to be so, has just heard of an instance in their Russian house but thinks it was prob due to the lead getting on to the cigarettes constantly smoked off the fingers of the workmen.

Anything he has had men working for 30 years without injurious results. They don't melt it very hot here. He gave the men gloves & spoke to them very seriously about washing before meals, they wont use the gloves but will use rags & they do wash. Only 2 men here in this department.

Stones' at Deptford, Hart Sn & Peard, Noakes

Overtime.

Does not pay.

in Whitechapel, Becks, Lambeth Co (cheaper et. waterproofs)
They have no particular habitat but are all over London. As a rule London houses go in for specialities and do not do second class work which comes from Birmingham.

Pieceworkers have no extra rate for Overtime
Dayworkers get 7 1/4 after 5.30 up to any hour of night.
Packers & those in the finishing off Dept. often have to work OT. Customers will write in a hurry for a job to be finished & sent to them. These may at times have to work as much as 2 hrs per night. They have worked overtime for 2 or 3 years but do not do so now except on occasion it does not really pay. The extra hour you get at night is taken out the next morning. With Dayworkers you do not get a consistent extra for the extra hours worked even on machines which depend less upon the physical state of the man. On the whole would say you did get a good deal where

Evils of Overtime.

Drink.

Habits of men.

Limit of capacity.

machines were worked for extra hours but very little where it was a question of using muscular force. You cannot get much more than 9 hours work out of a man without harming both him & yourself.

Overtime leads to irregularity & drink.

The trade generally has a reputation for drink but here the men are a cut above the average & he does not have many complaints.

When they are busy they don't because they can't notice a man's habits but they mark him and as soon as they are slacker they are down on him for the slightest thing.

Very men will go off for a "bust" for a week or two in one year & then be perfectly sober for 2 or 3 years afterwards and then start again. With O.T. a man who allows his missus a certain amount per week has so much over for himself that he does not know how to spend it except on drink.

Fitters slack off after middle age (50) very rapidly because there is muscular work: but

Hospital Saturday fund.

Men's Sick club.

than a little & nice work last much longer.
They subscribe £50 or £60 per year to the hospital Saturday fund. Mr D. called the men together pointed out how much they used the hospital & how little they paid to it & was given permission by the men to stop 1d per week & ½d per week from the boys out of their wages. This he does & so makes up the large sum. In return he has to get letters for any uncle, cousin or aunt of any man he employs.
The men have also a sick club.
4d. weekly. get 10/ for 7 wks. £5 at death £2.10 for wife. They divide up at the end of the year. They hold meetings in the factory. The firm keeps their accounts and gives them a dinner once a year and agrees to help them whenever they have an epidemic.

Mr. D. very friendly: is preparing full wages returns: will take me over works any day between 11 & 1.