Printing
Section 36

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GA Nov 20/93

Mr Carlton Roberts – trading as A. J. Roberts Son & Co
5 Hackney Road. E. Letterpress & Lithographic printers.

Mr Roberts is a keen business man, the son of the firm's style but – his father having retired since 1889 he has been manager.

Introducing the subject of ——
Colour printing ~~which~~ he said that he did not do very much. The work was certainly leaving London but he attributed it to the superior energy of the German printers, who had gone on laying down modern machinery and increasing their plant; while they had got Englishmen to teach them to draw English faces so that now they got the trade. London was not a suitable place for the work – What was wanted was that the colour printers should start a place in the country and buy all new machinery but they were afraid to launch out & so went on here with the old. It was not a question of the workmen as of facilities. Of course the workmen & wages came in – but a minor point.

Character of Workmen. Finds it difficult to get men to take an interest in their work. With the Union now the object is to do as little as possible for his money. In the old time, before 1889, if a new man came in and worked quick he was "led a life" by the others. He knew something about it, as his house was ~~now~~ a society house for 2 years after he became manager & then became non-society & is now 'society' again.

The Union discouraged men doing their best. There is a sort of unwritten law and you must not do more than "so much" in an hour.

Thinks the minimum rate (compo) should be 30/- per week and that the men should be graded – have as many grades as you like up to 50/- per week. Each grade should have its ticket, which should be presented to the overseer who would then be able to pick the man he wanted. Thought this could be done by the wages the man earned. The best men would soon get their pay and a man would bring his card from the last situation when he applied for the new one. Replying to a suggestion that such a

plan would place a man very much in the master's power & suggesting technical examination as the test, he said that in these days technical examination would be the best thing; people would not hear of the other, he only mentioned it as a practical way – The master could always get the best of the man if he wished to. It would be a good thing if the men had technical certificates. The great reason so many men were out of work now was because they could not earn the standard rate of wages. The men's greatest mistake was raising the standard rate of wages from 36/- to 38/- per week. It caused every master to look over his shop and see if he could not dispense with 2 or 3 men. Complained that the Society admitted any man; admitted that the men had to present a letter from the father of the chapel but said that he would give it to a relative or friend. When he wants a compositor, he does not go to the Society House but advertises in the country papers and when replies are received tells

the accepted applicants that he must join the Society. Countryman is better than the London Union man but not necessarily than the Londoner.

Apprentice. Trade is learned entirely by apprenticeship 7 years. Lads have their indentures. Do not learned in any other way that he knew. The Trade Unions endeavours to break down the apprenticeship system. he said but acknowledged that their Unions' efforts only aimed at limiting the number of apprentices. Referring to the charge against the employers that apprentices were not taught the trade thoroughly being kept working at the frame to increase the masters' profit, he said that he could not understand a master doing it; it was not to the master's interest that a lad should only be a type setter. An apprentice at the end of the first year is as good a type setter as ~~many~~ 2/3rd of the men in the Society and at 18 months should be worth his money. As the lad is taught he becomes more valuable to the employer. Certainly in his own house, apprentices are well taught and men who were

trained in his house were holding responsible positions in all the large houses. Spottiswoodeite Apprentices are paid as follows:- First year 5/- increasing yearly to 6/-, 7/-8 8/- 9/- 11/- & 13/-

Typesetting machines. The Linotype is absolutely useless except for cheap reprint work. The difficulty of corrections and the melting weigh against it. The Thorne and other type setting machines may & probably will supersede hand work for newspapers and galley work but not just yet.

Busy & Slack Seasons. Always busy. Have the parochial lists in August & September, which is usually the slack time. Rarely had a week since 1889 in which the machines have had to stop.

Regularity of work. Take on a few extra hands when very busy but make it a rule never to discharge a man who is on the staff

Prefers to keep them together. If the work is more than they can cope with, he sends whatever is suitable to Fakenham in Norfolk to his other firm.

Shifting. Men do not shift if they can help it. His overseer has been with them for 25 years. Two others who had been with them as long only left within the past 2 years.

Condition of Trade. Better than ever – always busy. Thinks it depends upon the individuals who manage the trade.

7th Character of Work. rises every year. The public demand better work. There has been a great advance. Asked as to difference between East + West End work, he did not know of any. He did some of his cheapest work for the West-End – after said the place was Harrow Road + that probably it came to him because it could not be done cheap enough by the West End people.

Drink Question. Does not affect him much.

Men have beer in at lunch time (11 am).

After our talk, Mr R took me over the works which are extensive occupying 3 blocks of buildings

In the basement of No 5 is the lithographic department with 7 machines of various sizes and the transfer room near the grating from the street. Rather dark, lit by gas but were just installing the electric light. One machine was working, printing the cover of a song (2 colours). In an adjoining room, not were other machines of various types, croppers wharfedales etc, amongst them one old machine about 25 years old still being used to work common handbills. Crossing the yard was another machine dept with men. The number of the machines I could not count; probably about a dozen. They were placed closely; every inch of space being utilised and to pass them one has to be careful of the belts & wheels. These were guarded with wooden erections.

On the first floor was the composing department. a portion near the top of the stairs was partitioned off and ~~within~~ at the door "no admittance" was printed. Inside was a stereotyper with a furnace and stereotyping apparatus. The firm prints a large number of cheap novels which run into high numbers. These are stereotyped & worked two at a time. The composing dept was not very busy several frames being empty. One lad (apprentice in his third year) had just composed & pulled a proof of a handbill. Instructions were to alter the style and the lad had made an effective job of it – he must have had a good training to do it. &

The floor above was also occupied by the compositors. At a hand press, a pressman was working; did cards and other things which it was difficult to do on the machines.

In another building on the first floor some girls were working – Two folding and one cutting machines. They were all busy on the novelettes. On the floor above, there were a large number of girls; 2 were wire binding the novels by machinery & others were folding by hand. piecework.

Near the window a number of young girls – who looked scarcely 13 years old but were probably older were sorting a quantity of pie – bought cheap at an auction.

In this room a gas cooking stove with oven had been fitted for the use of the women. Hot water was kept boiling & tea made in the afternoon.

Mr Roberts promised to give a detailed return. Machinery is worked by two twenty-horse power engines. Has just had a new Galloway boiler (50-horsepower) laid down.

Mr Hull – Messrs Penny & Hull.
53 Leman Street, Whitechapel.
Letterpress printers G.A.A. Nov/20/93

An elderly man; has been engaged in the trade all his life. The office and works occupy the ground floor and cover what was formerly the back garden of No 53. A moderate sized jobbing and general office.

Prices for printing declined from the West End to the East End and the quality in like manner. One special difficulty of the East End printer was the foreign, mainly Hebrew, element in the trade. During the past 10 years 5 printing offices managed by Jews have been opened, three of them within the last three years. The offices do the Hebrew printing for the district and compete in the handbill work.

His trade is very even and there is little variation in the numbers employed. Autumn is the busiest season and

June to September the slackest time. Thinks the variation is due to the London season.

Union men are the best. Very exceptional to find a good man outside the Society. They had a very good man who was not a member. The Society wished them to discharge him and as they would not do so, to get him to join the Society. The man would probably have done so but for the fine (£5) which the Society wished to impose on him.

The style of printing has improved all round but the men have not improved in the same manner. Not one in a hundred can take a piece of jobbing work and carry it out with good ideas of design. Young fellows are not taught the whole of the trade. In the large houses, the youths working the "croppers" (small hand machine for bills etc) are not allowed to make ready so they never learn anything. This is due to the Society's action.

Workmen have not sufficent technical and general knowledge. The latter very necessary to a printer. He has three apprentices; they are allowed their time so that they may attend the technical classes at the People's Palace. Two of them are doing very well but the third says that he knows all that is taught at the class and he is in truth the most ignorant of the three.

The Trade is learned by apprenticeship He learns his trade here as did his partner, son & nephew. Four of his journeymen were formerly apprentices here. Believes it is quite true that in a large houses youths do not learn the trade thoroughly. The supply of 'croppers' lads with no knowledge of the machines is kept up by these firms. The best houses for learning are small establishments where a lad can do all parts of the work.

Intemperance. If it were not for the drink many of their workmen would be in a much better condition. It is not a great trouble now; drinking has decreased. [Mr Hull is treasurer to a branch of the Sons of the Phoenix] There is nothing in the jobbing trade to dispose to drink. Only the night work in the news have that would cause a pre disposition to drink.

Wages – Standard – Compositors 38/-; machine 38/-.

Trade is improving and increasing wonderfully. Notwithstanding the depression the trade has kept up fairly well. Bookwork is leaving us: some of it to Germany as well as to the provinces.

London Scale. Their greatest difficulty is in the composing room. They find generally that a man cannot earn their scale price. The composing room does not pay and the machine dept has to make up for it.

Thinks there should be grades of workmen and that they should have certificates, qualifying them for certain rates of wages. There should be some guarantee that the man had the ability for his work.

Mr W. E. Bowers. of Messrs Bowers Brothers.
"Old Style" Printers (letterpress) 89 Blackfriars Rd
[GEA Nov

Mr Bowers, a pleasant middleaged man, the only representative of the firm – his brother died about 2 years ago.

Competition. Foreign competition is almost entirely confined to chromo lithography. The Germans use their brains more than we do & will do the same work and obtain the same result as we do with a less number of workings. Provincial competition is keen in the letter press work. A great deal of book work goes to Edinburgh: they can do it better than London as they lay themselves out for it and cheaper the wages being lower. The tendency is for all bookwork to go to the country.

Seasons vary for different classes of work. Fairly busy except in August & September with general trade

July & August the parliamentary lists have to be printed; in October and November, parliamentary work; general jobbing trade is brisk, usually falls off for a week or so at Christmas and then busy again until about Easter when he looks for a holiday. August is a 'dead' month. Thinks the difference between busy and slack weeks amounts to about 15% in the number of men.

There has been a great improvement not only in printing but in the paper used. Papers are better and cheaper than formerly: can get a better paper for 5/- than formerly paid 7/6 per ream for. Good printing is in demand & the level is rising. ~~Some~~ As an example, he said that some years ago Geo Ayling of Cheltenham issued a circular which took the town by storm. He was delighted with it & thought of copying it but now if one of his apprentices turned out such a thing, he should be inclined to tell him to get out of the trade. Soon after that time

the American types were introduced and people begun to go in for what they called 'artistic printing' which seemed to mean crowding as many types and as much ornament into a job to make it look as ugly as possible.

Machinery has also improved. The Christian World has some of the newest & best machinery. It prints the paper & supplements and inserts the latter. Marinoni's machines are also very fast. One of the last ~~in the~~ improvements is the "Golding Jobber" for chromatic printing Can get chromatic effects easily with this machine.

Shifting. Men do not shift if they can help it.

Learning trade. Almost entirely by apprenticeship Cannot learn the trade in some of the large shops. The best place is a medium sized shop.

The Society & working men. The Society of Compositors does not exercise sufficient care in admitting members. He is or was a member of the Society.

Society. Thinks the Society should insist on some test and give some guarantee that a man can do what he is supposed to do. A man can get in who has not served his apprenticeship; such men are anxious to join the Society so as to ensure the minimum wage for themselves. Does not say that most of the men are bad workmen: There are many good workmen about, but there are a great number of shirkers who only care about taking the wages – Have no interest in their work.

Overtime. Very little now: has decreased greatly. Before the strike in 1871, the compositors were paid less for overtime than for ordinary hours.

Wages – Compositors – 38/-; Machine men 40/-

Age at which capacity is lost. varies with the men very considerably but thinks that they keep on to a good age. Knows many old men in the trade.

Trade is never learned thoroughly. He is still learning.

Promised detailed return

Mr George Unwin of Messrs Unwin Bros
27 Pelgrim Street. E.C. Letter press & Lithographic printers and bookbinders (vellum).

Mr Unwin is a pleasant white headed old gentleman & has been connected with the printing trade from boyhood. Brother of Mr T.F. Unwin, the publisher.

The firm besides its London premises has a country branch at Chilworth. Business comprises letterpress & lithographic printing, stereotyping, vellum binding.

Busy Season is October, November & December. Always busy then on account of the Christmas numbers & publishers' work. Mainly newspaper work. Seldom prints a book in London. The cost of composition is too great. The rent in London is balanced by the cost of carriage to the country so that practically the cost of composing & stereotyping determines the balance. There is not much advantage in machining in the provinces on account of the carriage.

For bookwork, competition is keen, not only does Edinburgh, Perth, Bungay & Frome compete

but Holland is entering the field and France also.

Labour. Has not a high opinion of the Society men (comps): those on the Society books were regular duffers. and this fact led to the good men in the Society forming little inner Societies usually meeting at some publichouse in the neighbourhood. The members of these organizations were pledged to tell their fellow members when they knew of any work available & thus the masters were supplied without going direct to the Society (These are the so called "gifts". The L. S. of Comps is now abolishing them).

There is no difficulty in obtaining labour. Riders filled up their places after the strike. Had 400 applications. "Stab" e.g. men on the establishment or regular weekly hands, are usually good alround ~~hands~~ men.

Apprenticeship is the usual way of learning each trade, composing, machine work & binding. Only exception is the folders (girls). These usually commence at 14 or 15 at a nominal wage for 6 months; then has an increase & works for one

year after which they are put on piece work.

The lads learn a branch of the trade, e.g. composing or machine instead of learning the whole business. Keep apprentices to one branch unless they come with a big premium to learn the whole – binding etc. The usual way is for a lad to begin in the news room; then if more were wanted in the other departments (folding &c) "we should draft them off there".

Intemperance. There has been an enormous improvement since Mr U. entered the business in 1851. After the annual beanfeasts then it was a joke that "so & so" had been drunk. Later it became a rare occurrence and now it is looked upon as a great disgrace. Used to be bad among the pressmen. Change may be partly due to management.

Residence of Workers. Some come from Enfield & Tottenham. A few live in the neighbourhood. The majority live a little way out.

Technical Education is needed. His own sons have

obtained technical certificates

Machinery has improved very much. The firm has practically renewed its machinery within the past 3 years.

Promised to give a detailed wages return.

Mr Ernest Parke. The Star.
Stonecutter Street. E.C.

The Star is produced entirely by Union labour. The compositors are mostly piece hands; a few are on the establishment. The work is regular and does not vary much. Have no difficulty in getting good men; the main requisite of the 'comp' is that he should be quick and clean. Have no apprentices – could not train them.

Machinery has greatly improved. When the Star was started they had Marononi machines which could print 19000 per hour. Have had a new plant of Hoe machines (rotary) laid down and these can run up to 27000 per hour but cannot rely on them to run at that rate for any long time with safety. Now averaging 24000 per hour. Had some difficulty in getting the men to reach this speed. They would not work the machines up to their capacity. Changed the foreman and talked to the men and have now got them to work fairly.

There is a scarcity of good men for the rotary machines. Most of the men say they understand them but find they do not. Practically have to train them. Plenty of men for the 'flat' machines (e.g. machines in which the type form is placed on a travelling table or "bed").

Stereotyping. In this department a great improvement has been made, which amounts to a practical revolution. There are about 20 men in this work – Stereotypers 45/- labourers 27/6 per week. Have to train the labourers for this work.

Have no trouble about intemperance. Thinks the men are improving as a whole. The discipline is very strict and in a daily papers they practically get the pick of the men.

Most of the compositors come from Walworth and Hackney. Machine men from various parts.

Messrs Martin, Hood, & Larkin.
Trafalgar House, Great Newport Street. WC.
Lithographic & general printers.

Mr Larkin being busy when I called, his son took me over the establishment. It was built a few years ago specially for the trade and on entering it a visitor can hardly help noticing how well lighted all the rooms are, even in the basement there were few dark corners.

We went into the basement first where the litho stones are stored. They were ranged on edge in strong wooden racks. At the further end there was a man working on a stone which was placed over & resting upon a wooden trough which was about half full of water. He was polishing the surface of the stone by rubbing it with sand. He is known as the polisher; wages 27/- per week. This man could not "grain" stones well or he could have 35/- per week. For good work the artist has to grain the stone himself.

Then passed to the Machine Dept, in which a number of litho-graphic printing machines were ranged along the west side of the room. Several of them were working - printing maps. Each machine is in charge of a machine man who has a boy. The machine man's ability consists chiefly in being able to mix his inks properly to obtain the desired tints and in seeing that the ink is evenly distributed.

On the opposite side of the room were a number of proving presses at which some lithographic printers were proving work. These men make transfers to the stones and prepare the stones for the press. They earn 40/- & 42/- per week (The minimum wage is 38/-). The foreman a highly skilled man who also looks after the machines gets 60/-.

In map work, the fine black lines are first drawn on copper and then a transfer is made. Could not draw the fine lines direct on the stones. All the maps are printed on the litho machines: It is cheaper than doing them on the copper plate printing machine, for any

number over a few 100's. Should find it cheaper to print 1000 visiting cards on litho than on the copperplate machine. There was one copperplate press in a corner at which one man was working on transfers. It is a simple machine: a steel roller resting on a steel plate or bed which moves backward and forward under it by the use of a lever.

On the first floor was a small letterpress room and on the floor above the litho artists work. There were 3 at work when we entered: two working on stone and the third on the prepared zinc plates. These plates are afterwards mounted on wood to make them the thickness of the litho stones (about 3 inches). One of the artists, I afterwards learned was Mr Wenck, the Secretary of the Lithographic Artists Society.

They were then engaged on some large coloured diagrams & pictures for use in schools. The artist not only draws the stones but prepares key plans and gives the printer the tints he has to use for each working. He has to know how the

colours will look when superposed and must be able to judge as to the best combinations of colours to produce any given effect.

He would give a wash of the colour to the printer, who would make his ink and submit a proof to the artist.

After leaving the works we had a short conversation of which the following is the substance:

Foreign Competition is keen. It is due to the lower wages paid abroad. The atmosphere of London is bad for the best work but for that only. Can do book illustration etc very well. As an example he said that a publisher offered him a job worth £1000 but after going into it he was obliged to decline. Could not see 10% in it and would have had to put some of their other work aside.

Provincial Competition is also caused by cheaper wages.

Intemperance.. Many of the men would be

better off but for the drink. Have not much trouble now. A short time ago there would be about 3 men who did not come in after a Bank Holiday, while some of those who did come would be a little shaky. Their foreman is a total abstainer & this has a good influence.

Supply of Labour. Find it difficult to get good men. When they are busy, the artists work all day & some others come here at night from other places to work overtime.

Apprentices. Trade Only learned by apprenticeship Term 7 years. Test the lads in various ways before accepting them. Those who are to become artists are tested in ~~abo~~ drawing and general ability. Lads for the machine department are first tried in the machine room

Time of Learning. A quick lad should learn the trade fairly in about 3 years. There was an apprentice just past his third years who had been put in charge of a small machine.

Busy season for them is rather peculiar – May June & July. Do a good deal of auctioneer's work. Also parliamentary plans in the first three months of the year.

Overtime. – There is a good deal in the busy time.
Regularity of work. As a rule the staff does not vary much. Endeavour to share the work when slack and keep the men together.

Trade is bad
Age at which capacity is lost. A prover is usually past his prime about 50. Sight must be keen; when this fails, he is no good.

Afterwards had a short interview with Mr Larkin Senr who not being a practical printer did not add much to my information. He rather wished to discuss the labour leaders. He said the men got on alright & they never had any difficulty, which I should think was quite

correct. Mr Larkin would be a good type of the good natured employer.

Promised to give a detailed return of wages.

Wm. H. Ellis – Messrs Bean, Webley & Co. Nov 22/93 Sm

St George's Works, Long Lane, Bermondsey.

Printers, Stationers & Bookbinders.

Mr Ellis took me over the works. The heavy machinery is in the basement and on the ground floor the lighter machines and the paper warehouse is situate. Nothing special in these departments. The floor above was occupied by the compositors and ~~the~~ a few hand presses. The staircase is situate between the two blocks into which the upper portion of the building is divided and the doors open right & left on the landing. The sanitary accommodation opens on these landings. Above the compositors departments are the account book binders. Several men & some women were at work here binding ledgers. ~~Close to~~ One of the windows was a marbler at work. He was marbling the edges of the ledgers before they were bound into the case. In front of him was a wooden trough about 4 feet long and 8 or 9 inches wide filled with a dark colouring liquid, Having the surface of this clear & of a uniform colour

he then drew lines of various other colours across the trough with a small brush using the colours from jars at his side and producing bands of colour on the dark background of the liquid. He then drew an iron toothed comb (about ½ inch between the teeth) along the trough through the liquid & this caused the lines of colours to be forced into the appearance of a series of waves. The book to be marbled was then taken, & held firmly between two pieces of millboard & dipped in the solution, after which it is dipped in a water trough & water allowed to run over the edge. This washes away the superfluous colours and the edge is seen to have the common waved edge usual with ledgers – the colours corresponding to those drawn across the trough. The three edges being done in this way the book is placed aside to dry.

In another department on the same floor were the women folders etc. They were engaged collating the monthly sheets of a calendar (Singer). On the top floor was the <u>Machine Ruling</u> dept. There were three machines of different types. The first required one man and two girls

to work it. One girl fed the paper into the machine. The man attended to the ruling pens and the other girl received the sheets after they were ruled & laid them on racks to dry. In the next machine the taking off girl was dispensed with the sheets passing under a blotting roller & falling into a receiver. In the last & most modern machine, the sheet after passing the pens is carried on endless tapes backward & forward under the machine during which process the ink dries & the sheets are deposited in a receiver.

Rates of wages. Composing 38/-
Machine minder 38/-
Litho printer 38/-

Busy & Slack Seasons. Slack from June to September, the holiday months.

Regularity of Work. Work is very regular. At times have to take a few additional compositors.

Condition of Trade During the past year, trade has

been far behind that of the previous twelvemonths. Stationery trade generally is steady. Have a special line – the preparation of tailors patterns eg. the circular etc that tailors send out with small pieces of cloths affixed.

Method of Learning Trade. All branches are learned by apprenticeship – 7 years. In the Composing, Machine, & Litho departments, a lad would obtain a fair knowledge of the trade in three years. It would depend a good deal on the lad but every facility would be given him. Think the Societies can enforce their rules about apprentices. Their machine department has recently become "union" & they had one more apprentice than the rules permitted. They agreed not to take another apprentice until two were out of their time.

Competition. Foreign competition does not affect the Stationery trade much only the colour printing. Cheap labour is the advantage. Provincial competition is becoming keener & affects the trade more.

Labour. Men are as a rule a good sort. They have no reason to complain. Of course there are a many men who cannot earn their money. When they get a decent man they try to keep him.

Promised to give return of busy & slack weeks.

Mr Walter Hazell. Messrs Hazell, Watson & Viney Ltd
1 Creed Lane, EC. Printers.
Letter press & lithographic printing works. Kirby St Hatton Garden
Commercial printing & c/c book making. Long Acre.
Photographic Printing. Taunton Road, Lee S.E.
also have an establishment for Book printing at Aylesbury.

Mr Hazell said that the firm's relations to its workpeople were very satisfactory. They have a magazine (Hazell's Magazine) circulating amongst and managed by the staff and there are several clubs and institutions in connection with the various works. Promised to give me some copies of the magazine and a proof of a description of the works. He is not opposed to trade unionism but thinks the agitation has unintentionally misrepresented the conditions. As an example he said that at the adjourned Jerusalem Chamber Conference held at the Holborn Town Hall lists (2) of union & non union houses were distributed at the door. (I was there but did not see these lists). Thinks the term non-society house is not a fair term. (Hazell's is a Society house)

now; came under the rules in 1892)

Wages. — Compositors — 38/- per week. Could not say what effect the rise of wages in 1891 had upon the men. Certainly there were more compositors out of work now than ever.

Bookbinders. Before the strike for the 8 hours, the men applied to the firm & they were willing to give the advance of wages. These men did not strike.

Provincial Competition is mainly for book-work and lithography. Bookwork has practically left London. With the exception of Spottiswoode's all the firms that do this work have country houses. Some jobbing is also going.
Holland is also beginning to compete for the book work at about half their rates. Cannot touch the Dutch prices. The difference between rents and wages and the carriage does not act in their favour.

Supply of Labour. There is very little difficulty in

getting people in any department. The firm's difficulty is to keep them at work. In London, men do not shift from one department to another.

Method of Learning. By apprenticeship - almost entirely. Referring to the incomplete training that was given in some cases, he said that some apprentices like to remain in one department as they earn more money. e.g. they are put on plain setting at piece rates.

Typesetting Machinery. The Linotype is making headway. It is in use at the Globe and Kellys. Either could give independent opinion.

Where workers live. Mostly reside ~~reside~~ within walking distance: a little way out. e.g. Hoxton etc.

Busy season makes about 10% difference in the number employed. The great bulk are kept on. They try to arrange this. Most ~~bein~~ are paid piece work. Very busy now until after Christmas.

Institutions. There is a Savings Bank in connection with each establishment with a nett balance of over £4000 of depositors in March 1893. At Kirby Sleet there is a refreshment room which is now making a small profit. Receipts for the year ending March '93 were £585. The Magazine is a 24 page & is sold at 2d monthly. The cash received during the year to March '93 amounted to £314. & the cost was £85. There appears to have been a loss of £354 since the Magazine was started. Beside these, there are Provident Clubs, Athletic & Cricket Club. Of these an account is given in the two copies of the magazine & the proof of ~~the~~ "Summary of the Institutions" which sell.

Promised to allow inspection of wages books & possibly return after Christmas

Messrs Warne & Son. Suburban letterpress printers.
127 Upper Grange Road, Bermondsey. S.E.

Mr Warne is a little elderly man, who occupies a seat on a raised dais in a corner of his composing room and acts as his own foreman. An oldfashioned office printing a local paper and jobbing work.

The local printer is handicapped by a number of men who do work in little back places. These are men who will not work except at Society rates but will buy a small plant with their savings and cut down prices to such an extent that they cannot live themselves nor can any one else make a living.

<u>The Competition</u> mainly affects handbills & church & chapel work. The work of the local shopkeepers is passing from the local printer. Many of the large advertising firms (such as Hudson Soap, Bovril) supply them with billheads, bags etc, the backs & unneeded portions

being utilised for the firm's advertisement. These are printed in large quantities by provincial houses. Showed me copies of a programme which he used to print for a Saturday evening entertainment at the Oakley Place Chapel, also one of a later date turned out by a small man who worked at home.

Thinks that too much capital has come into the printing trade of recent years and it has led to the competition which now exists & will continue until some is withdrawn. Most of the little local men have been careful young men who have saved a little & then started a new business. They have been obliged to cut in order to get work.

Seasons. October to March busy; the rest of the year slack. In winter prints bills & programmes for public meeting at Churches etc.

Wages. Compositors - 38/-; Machine men 38/-. There is a lower class of men,

who are not in the Union and they get what they can.. A good man can always command his money. Thinks the men are paid what they are worth.

Learning the Trade. Apprenticeship is the usual method but there are very few cases in which a young man serves his time on the agreement on which he entered. They get discontented & want to earn more. He pointed to a young fellow & told me that he was in the last year of his time and was getting 27/- a week instead of 17/- according to his indenture. Mr W. had given him extra rises to encourage him. He knew all branches - could set up bills.

I fully believed that masters would keep a lad setting up type, and would not pass him on to other departments. Overseers do not regard boys favourably: look upon them as a worry. When a new boys comes, the overseer thinks "Here is a boy come to worry my life out." Country trained

apprentices are the best. "Licks the London man into fits"

In favour of more technical education

Work is tolerably regular. Have a summer & winter trade. In the summer would put the men on short time. Don't like to lose sight of a man who is used to his work.

The Platen Printing Machine Minders' Society.

Secretary – Mr J. Hutton. 3 Racquet Court. Fleet Street

Founded October 1890. Membership about 170.

The Printers' Labourers Union takes some of the Platen hands – men who do all classes of work, warehouse ~~etc~~ laying on etc. "We call ourselves skilled workmen".

Mr Hutton had only been secretary a few months & said that ~~the~~ according to a Government Report (Board of Trade) that had 250 members which would be about 50% of the Trade. It must be about 10 months ago that they had 250. They had had some trouble with the Society: previous Secretaries had neglected it.

Unionists & non unionists do not work together as a rule. If there are non-unionists, they try to get them into the Union.

Relations with Employers are "pretty fair." They had a strike at Skipper & East in the June Quarter which cost £51.

There are no boards of arbitration. Are now trying to form a Federation of the Printing Trades.

Wages and Hours. Hours 54. Wages vary according to the size of the Machine:

			Overtime
25/-	per week	for a crown folio and	8d per hr
28/-	"	demy "	9d "
30/-	"	for larger sizes	10d "

There are not many work night work as the work is mainly jobbing.

Man engaged as a jobbing hand is paid 8d per hour for the job & 1d per hour extra after 12 pm

Platen machine minders do not remain at the business all their life. They generally manage to get on one of the big machines (cylinder). The members are mostly young men. Don't know a man in the society over 35 years old. The Machine Managers Society does not like them to get on the machines and would not admit one of their members to that Society even if he were working a machine. They are

very

very strict about apprenticeship.

Busy Season is from October to December. There are no unemployed at present (Dec). There is a great difficulty in getting hands. Only had three out of work this quarter. Indeed Mr Hutton hinted that ~~said~~ it was desirable that one or two should be out of work as otherwise they could not supply employers who sent for men and this failure would induce the employers not send again but pick up a man anywhere. Slack time is August and September.

Overtime is usual and during the busy season they generally work 2 or 3 hours a night (Mr Hutton was going to work again at 8 pm after he left me. Had got away for an hour.)

In slack times the men are usually discharged. They do not have any regular jobbing hands like the Machine managers and Printers labourers.

Do not find other employment in slack time.
Rule makes a man ineligible for unemployed benefit, if following another employment.

The only shifting is leaving the platen machine for a cylinder.

In the slack time men are discharged and get work where they can. There are not more than 20 or 30 change during the year. Majority have regular situations.

The lads come into the machine room and are taught. The proportion is one boy to three men. The teaching includes "making ready" and colour work – mixing inks etc. There is no apprenticeship. The learner is classed as a boy until about 20 years of age, when he would join the Society.

Candidates for membership must be proposed and seconded by members of the Society, who know their work.

There are no special diseases to which the workers are liable.

liable. Does not think the trade is unhealthy. [The men I have seen ~~on~~ at the Society room & Mr Hutton have all been pale faced and anæmic. It seems probable that the confinement and the stoop necessary in working the machines should lessen vitality].

Asked as to whether lads were employed to work Cropper (Plate) machines and ~~not~~ allowed to learn to make ready etc; he said it was quite true & he was making enquiries about it now. It was the Machine managers who did it so that they should not learn. These lads who are paid 8/- or 9/- a week, leave and get a higher wages (about which they have no difficulty) and gradually pick up the trade. Mentioned three firms who employ lads in this way (or are said to): Messrs Page & Pratt; Shuttleworth & Burr and Whiteleys (Have recently got two men taken on here in place of two lads)

Entrance Fee 2/- Subscription 6d per week. Fined 4d if 6 weeks in arrear. Name erased if 13 weeks in arrear.

Governed by President, Vice President, Committee of 12 members, Two Trustees, Assist Secretary & Treasurer. All elected at Annual General Meeting.

Benefits. Member of 18 months standing can receive 10/- per week unemployment benefit for 8 weeks during financial year but not more than 4 weeks in each half year. Those earning 4/- or more have money made up to 14/- per week. No sick benefit. Strike pay at discretion of the Committee.

From two quarterly statements given me, it appears that the income for the half year ending Sept 30/93 was Subscriptions £69, Entrance fees etc. 4 £73 and the expenditure £104 including £51 strike expenses. Funds in hand - Sept 30/93 - £94. The subscriptions are increasing - June qr was £29; Sept qr £40. Payments on out of work account amounted to £10 in the six months.

Mr Franklin. Manager to R. O. Hearson
4 to 8 King Street, Leadenhall Street.
Contractor to the Stationery Office.

Mr Franklin is a young man and has not got a very high opinion of the workmen in the printing trade. He regards the lithographers as the laziest and worst lot in the trade.

In the competition for this trade the foreigners have the advantage in rent and air but he does not think that the climate here is against us. Have every facility for producing the finest lithography in the world. Our lithographers are handicapped more by trade unions than any others. There is a sort of unwritten law as to the amount of work to be done for a days pay.

Country works have an advantage over London as regards workmen. The man in the country has only one large house in the town to go to & he knows that if he gets the sack he must

leave

leave the town whereas in London he goes on the Society.

The lithographers are not well trained to the business. Many men have no idea of anything but their own line of work. It is a highly skilled trade & the lithographer should be the most skilled man in the printing trade but he is not. Apprentices should be taught the whole trade.

Season is from ~~Sep~~ September to March. The letterpress work is best when the Law Courts & the Houses of Parliament are sitting.

Regularity of work is fair. Ninety per cent of the men are in regular work. The other 10% are bad workmen as a rule. You get rid of them before you really want to because they are no good. These men peck up odd jobs and never work regularly.

Trade is bad now. Competition is keen & good work is so expensive. People will cut down prices

(Nov 22/93)

Mr J. Bradley. Co-operative Printing Co.
Salisbury Court, Fleet Street. EC.
Printing and Vellum binding.

In letterpress printing, provincial competition has taken more than the book work. There are a number of papers printed in the country & published in London.

The class of work is improving but the cost of the improvements ~~is~~ borne by the employer. The public get the benefit. They like the new styles but will not pay extra for them. The character of the type has improved and also the quality of the paper.

Wages are: Compositors 38/ for 52 hours and machine 38/ for the same. Vellum binders only work 48 hours.

Work is slack in July and August also a little slack about the end of February and March. This is a sort of lull - getting ready for the

the spring. In 1892, were slack in March, fair trade in April & very quiet in May.

Do not make much difference in slack time. The workers are kept on when slack but they do not make any overtime. The chief difference is that when busy the men are working over time & at ordinary times only earn their wages.

All branches – printing (composition), machining and bookbinding are taught during apprenticeship of 7 years. The lads have indentures. This is the rule here; thinks it is general in the trade. The full seven years are required to make a lad perfect. In five or six years he may become a fair average workman but there is always something to be learnt. All the lads are taught 'display' work.

Thinks that the cry about paying Society wages is misleading. All his men are paid Society rates. The number of apprentices is the point where the non-union houses can take

an advantage of the others. There are a great many houses who take a much larger number of apprentices than the Society rule allows.

Compositors can work to a greater age than the other branches. At the Manchester Examiner when Mr Bradley learned his trade there were 80 comps. employed, of whom half were over 40 years of age. During the first year there was only one death and only six out of that 40 had died since altho all must be over 60 years of age.

Machinemen are not a long lived race. Does not know why it is they are not so healthy as the comps. Work rather heavier

Bookbinders. (vellum) are probably worse off. They are standing all the time they are working and have to lift the heavy volumes (ledgers etc) continually.

Not much trouble about drink. Have discharged two men for drinking. Have not many teetotalers in the shop but they are a good set

of

of men. There has been a great improvement in this respect. This is shown by the difference of the proceedings at beanfeasts now and formerly.

Promised to give a detailed return of wages.

This establishment is managed by a committee and a large part of its business consists of printing for various co-operative stores. It is a working class organization and naturally the men are under better conditions than in ordinary shops. One of the first to adopt the 8-hours day for the bookbinders. A practical proof that different hours for different classes of workmen can be maintained in the same establishment. [Would greater difficulty be found in a large establishment as Waterlows?)

Mr Wood, Compositor of Inman Road Earlsfield.

Has been a member of the London Society of Compositors since 1862.

Was with Hansards for 15 years and then went on newspaper work at Dickens and Evans for 10 years; afterwards for 6 years at Burts; then in 1890 went back to Hansards

Parliamentary printing is piece work. It consists of the minutes of evidence given before parliamentary committees also general work done for the House of Commons. This work was in the hands of the Hansard family and Eyre & Spottiswoodes.

The evidence given before private committees e.g. committees considering private bills, differs from the official business in that the parties are allowed to print and pay for their own proceedings. This work is done by a number of houses.

The Law courts & Parliament are usually closed from August to November. This usually reduced the number of men employed in his office by 20%.

Of the Compositors, a very large number are in regular situations; these are mostly good workmen. There are a number of unfortunates who can work & would work well if they could get work. Many of these were thrown out of employment through the Hansard Union and have not been able to get regular employment since. There is a third class of men who having served their time in a newspaper work only are partly incompetent. These usually become the "grass hands". Lastly there are some very incompetent who have fallen into line with us and are always on the funds.

Apprenticeship is the way into the trade. The number of compositors increased rapidly about the time the Education Acts were passed. Employers ~~used to~~ take work like "Answers",

'Pearson's Weekly' at cheap rates to keep their machines going and then take a large number of boys & apprentices. When Mr. S. finished his time (1860), there were only two men engaged on the paper he worked at. The rest of the work was done by boys. These lads when out of their time swell the ranks of the trade. Society of Comp.s gives these lads encouragement by allowing them to join in the last year of their time. A mistake in Mr. W.'s opinion as it was encouraging employers to continue thus. The Society was not strong enough to govern the number of apprentices. They were now trying to remedy this evil by a new regulation under which the apprentices are to take up 'copy' in their turn taking it as it falls. This will make their labour less profitable to the employer. I think that the apprentices are better taught now e.g. they are allowed to learn all the trade; this was not the case 5 or 6 years ago.

Does not think country men are preferred to

Londoners except for large bills (e.g. posters)
[This implies that the country man has learned "jobbing"]

Readers have usually been comps. Their technical knowledge is useful.

Some of the comps. have small shops. If they "sign the book" there are some restrictions.

Does not seem to regard technical education much. Thinks writing from dictation is the best training for a comp — teach him correct punctuation.

Wages — 38/- for 54 hours but many get more. Says that the 9 hours day improved the speed of the men's work. Does not think the employers tried to get rid of some men to compensate for the increased wages (in 1891) The increase has benefitted the men and the higher rate for overtime has reduced the amount of overtime.

There has been a great improvement in the habits of the men so far as temperance is concerned especially since the 63-hour week was abolished. The drinking now is mostly confined to the casual hands.

Mr Wm Odham. Printer of the Guardian, Railway Times etc. 5 Burleigh Street. Strand.

This establishment is a sort of close corporation and not representative of the trade elsewhere. The work increases rather quicker than the apprentices (compositors) come out of their time so that most of them stay and their men remain a long time.

There are 29 compositors in constant employment of whom 3 earn more than 55/- a week; the wages of others varying from 32/- to 55/- per week. All except 2 are paid on "piece". One old man only earns about 20/- a week. In addition to these there are 16 machine hands. These work by the day and half day. Tuesday, Wednesday & Friday are their working days. Of this number 6 or 7 work elsewhere. Beside these, there are 8 boys ranging from 18/- to 6/- per week.

Trade has been very bad but is better now.

[Attributes

Attributes it to the number of apprentices taken. Most compositors get a little work however.

"Grass" hands. Only three here and these make full weeks here and elsewhere.

A good compositor is alright to 65 or 66 years of age. They work later in life than the machine hands, probably because their work is not so heavy. On the other hand there are a great many weak people put to the trade. Parents, if their children are weakly, prefer to get them into a trade which is comparatively light and not out of doors. Consumption is the prevalent disease but ~~but~~ Mr O believes (this overseer concurred) that it was due to the influx of these weaklings. Both believe the trade to be very healthy, especially when compared with others.

No trouble with intemperance. Overseer an abstainer. He & the elder men set the tone of the shop.

Do not take apprentices in the machine dept.. Only two types of machine and a lad could not learn his trade properly. The machine manager, who was called up by Mr O, said that he picked up most of his knowledge after he was out of his time. Said that the practice of not teaching the lads was very prevalent. especially in large houses and in places where the work was "farmed" e.g. the foreman took it at a price and engaged his own men to do the work. As an instance he mentioned the "News of the World". This system is more injurious in the composing than the machine dept.

Unionist house but if a non unionist came and was competent they would keep him. Trade could not be "picked up" here.

Promised introduction to printer of Spectator.

Mr Pracy, foreman at Mr E. Evans
Chromo block printer, Racquet Court.

Went over the questions on the form with Mr P.

Wages in this work are 44/- to 45/- best men; 40/- average rate, the union rate being 38/-. Does not think the union helps the men much beyond the fact that membership enables him to get into a larger number of houses. When engageing a man, he would ask what houses he had worked in and would judge the man's capacity by the kind of house. There are only 3 or 4 houses doing similar work and a man who had worked at one of these would have the preference.

The men are all permanently engaged. Am obliged to keep them as the work is a specialty and they have to train the men to their work.

The work consists mainly of illustrations for books. The coloured pictures are printed from blocks, one block being prepared for each colour. Around the room in which we met were a large number of specimens of the work done by the firm. They included a number of Kate Greenway's Children books, and coloured frontispieces and plates for other books.

The busy season is the autumn – July to Sept. when they are preparing the christmas books. Spring is the slack time.

Men do not shift from one branch to another.

The demand for the work is decreasing; foreign competition – German & Dutch – is taking the trade. It is a question of cheapness; the cheap foreign labour enables them to do it. Things that had to be done quickly were done in England but work in which time was no object went abroad. He remarked that it was strange that people always wished them to turn out work quickly

while they gave the foreigner the six months he asked for.

Trade is learned by apprenticeship – 7 years. A lad is put to the machine and if he is intelligent, he is apprenticed after a while. Indentures are always given.

The most skilled part of the work is the mixing of the colours and this Mr P. does himself.

As to the time it takes to learn, Mr P. says it is never learnt. He has been at it all his life and still has something to learn. If very quick a lad could pick the trade up in two years but the average time is 4 years.

As regards capacity Mr P. is in his 59th year and has been at Evans for 32 years and he can do his work alright. Does not like running up & down stairs so much as formerly of course.

Litho printing does compete but not in the long runs

exclusively to justification, and the advantages of this system over any one-man machine will be apparent to practical men giving the subject logical consideration, and are strongly developed in actual work. A smart lad, after one year's experience, can attend

Table of
Work done by
Thorne Composing
Machines
at Sportsman office
week ending
August 25. 1893

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

Mr Hugh Hamilton, Managing Director of the Type Setting Syndicate Ltd. 2 Copthall Bldgs, EC

This syndicate owns the Thorne type setting and distributing machine. Mr Hamilton received me kindly and promised every facility to test the machine.

The "Thorne" is a type-setting machine and is operated by 2 men and a boy. One man works the key board, another justifies the composed matter into lines while the boy places the type that has to be distributed in the grooves for that purpose.

The following extracts from the trade circular give the advantages claimed for the machine

THE "THORNE" is thoroughly adapted for magazine, book and newspaper composition, with the exception of intricate tabular matter and displayed advertisements containing many different sizes of type. Numerous illustrations in magazines and books are no obstacle to the profitable employment of the "THORNE.

The shortest takes, two-line letter "ads.," market reports, sporting programmes, football results, and open advertisements not containing many different sizes of type, are set with great celerity and economy by the "Thorne." A bird's-eye view of the returns, from the machine

Breakage of Type.

Carefully kept records show that the loss entailed by breakage of type is about one-twelfth of a penny per thousand minion ens composed. Much of this breakage, however, is done on the floor, and attention can reduce it fully one-half; but putting it at its highest the

exclusively to justification, and the advantages of this system over any one-man machine will be apparent to practical men giving the subject logical consideration, and are strongly developed in actual work. A smart lad, after one year's experience, can attend satisfactorily to two machines.

Thorne machines in Sportsman Office London

Week ending Friday August 25 1893

Per day	No 1 Team Lifts	Brev.	Min.	Nomp.	Total ens	Actual working H M	Average ens per hour	No 2 Team Lifts	Min.	Nomp	Total ens	Actual working H M	Average ens per hour	No 3 Team Lifts	Min.	Nomp	Total ens	Actual working H M	Average per hour	No 4 Team Lifts	Nomp	Total ens	Actual working H M	Average per hour	No 5 Team Lifts	Nomp	Total ens	Actual working H M	Average per hour
Saturday	19	974	900		87930	9.13	9510	16		1768	101412	11.22	9177	16		1720	101480	11.27	8062	19	1857	109563	11.13	9767	23	1908	112572	11.16	9991
Monday	21	526	666		56304	5.42	9877	11		1026	60534	7.27	8125	11		1150	67850	7.27	9107	12	1156	68204	7.19	9321	16	1077	63543	6.57	9142
Tuesday	15	763	522		59913	6.45	8876	19	207	1068	73155	8.3	9087	18		1041	61419	6.26	9546	18	1038	61242	6.6	10039	25	1085	64015	5.35	11465
Wednesday	17	812	795		75495	7.44	9762	24	590	818	77172	8.8	9488	22		1275	75225	7.39	9833	25	1300	76700	7.10	10702	28	1383	81599	7.24	11101
Thursday	16	728	223	194	55133	6.2	9138	13	436	573	57631	5.21	9650	14		725	42775	4.53	8759	20	1032	60888	5.45	10589	13	834	49206	4.56	9974
Friday	13	818	382		55528	5.26	10,219	11	206	730	53164	5.27	9754	18	43	940	57567	6.11	9310	14	936	54870	5.18	10357	20	1147	67673	6.15	10827
Weeks total	101	4621	3488	194	390303	40.52		94	1139	5923	419968	45.48			43	6851	406316	44.3		108	7313	431467	42.57		125	7431	438606	42.20	

	Lines	Actual working	Per hour Lines	Lines	Act: working	Per hour Lines	Lines	Actual working	Per hour Lines	Lines	Actual working	Per hour Lines	Lines	Actual working	Per hour Lines
Per week	8303 Ens	40 H 52 M	203 Ens per hour	7362 Ens	45 H 48 M	160 Ens per hour	6894 Ens	44 H 3 M	154 Ens per hour	7313 Ens	42 H 57 M	170 Ens per hour	7431 Ens	42 H 20 M	175 Ens per hour
Per week	390303	do	9550	419968	do	9169	406316	do	9223	431467	do	10069	438606	do	10360

Per week	Ens	Lines	Actual working H M
No 1 Team	390303	8303	40.52
" 2 "	419968	7362	45.48
" 3 "	406316	6894	44.3
" 4 "	431467	7313	42.57
" 5 "	438606	7431	42.20
	2086660	37306	215.54

Weekly averages (general)

Average ens per week a machine 417332

" lines " " " " 7461

" ens " hour " " 9664

" lines " " " " 172

" ens " " all machines 48324

" lines " " " " 863

Time worked per team a week 43 hours 10 H 6 M

Per day	Total lines	Ens	Actual working H M
Saturday	9127	576857	54.31
Monday	5601	316426	34.52
Tuesday	5724	319744	32.55
Wednesday	6973	386189	38.2
Thursday	4685	259633	26.57
Friday	5796	288802	28.37
Total	37306	2086660	215.54

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This syndicate owns the Thorne type setting and distributing machine. Mr Hamilton received me kindly and promised every facility to test the machine.

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Italics, small caps., and foreign characters are readily inserted in the process of composition by the "THORNE."

Composition by the "THORNE" is very compact; having few, if any, make-evens, and saves both the time and the money (paid for inserting quads) expended in the numerous make-evens resulting from hand composition when copy is cut up into short takes.

Justification is effected simultaneously with composition.

Alterations and corrections in composed matter are made in the usual manner.

Proofs from matter set on the machine are much cleaner than those from matter set in the ordinary way. The distribution being automatic and absolutely correct, there can be no typographical errors in proofs if the operator manipulates the keyboard correctly, and the justifier reading the lines connectedly as he pulls them into the galley detects any omission or mistake on the part of the operator.

The width of measure can be changed in half a minute. An advantage over the Linotype

The machine may set type twenty-four hours a day if desired, the distribution being automatic and simultaneous with composition, no time is required to fill cases as in hand work.

The output of the machine is dependent simply upon the expertness of the persons operating it, as the type distributing and type setting capacity of the "THORNE" cannot possibly be exhausted in regular composition.

Description of the "Thorne.

By John Southward, Esq.

(Author of "Practical Printing," &c.)

The "Thorne" embodies the rotary principle which essentially actuates machinery, giving the most satisfactory results.

The "Thorne" combines in one apparatus two distinct machines—the type-setting and the type-distributing machines. There is the ordinary key-board, with cornet-like keys. Behind this are two large vertical cylinders having the same axis, the upper cylinder revolving upon the lower one. The upper one is the distributing portion, and the lower corresponds to the ordinary type-case. The types in each are contained in ninety vertical grooves or channels, the width being slightly greater than the breadth or body of the types, which lie on their sides with their faces slightly projecting. The keys on the key-board correspond in number to the grooves.

The lower cylinder is stationary. The machine being in operation, whenever a key is lightly touched the mechanism causes the ejection from its proper groove of the corresponding type. This is received on a rapidly revolving circular disc, and with the same axis as the cylinder, but with a larger diameter. A number of types may be ejected simultaneously from the grooves on to the disc and are brought round in their proper order to a point of delivery. It is this possibility of ejecting the types on to the rotating disc as fast as the keys can be depressed that enables the apparatus to run at an extraordinary speed, giving quite double the capacity of any of the guide-plate machines. From the point of delivery of the revolving table, the types are conveyed by a carrying belt and fed by a packer capable of lifting over 20,000 types per hour continuously to a setting-stick, and thence to a galley. Here the justifying is done by an operator who sits opposite a small case containing spaces, quads, and having at command mechanical appliances to greatly expedite his work.

Such is an outline of the arrangements of the composing part of the machine. The upper cylinder, which rotates with an intermittent step by step motion, is the distributing part. Like the twin cylinder underneath, it is cut with ninety grooves. A galley containing the type for distribution is by a suitable attachment fixed at the side of the cylinder, and the lines of type are bodily fed into the grooves of the top cylinder indiscriminately, the type being ordinary dis., and of course in no way assorted. This is continued until the vertical grooves are full of matter. Meanwhile the distribution has begun into the grooves of the cylinder below, the "a's" all in one, the "b's" in another, the "c's" in another, and so on. This operation, being automatic, is infallible. The types themselves are "nicked," a different location and proportion of groove being made into the body of each letter. The grooves in the lower cylinder are provided with projections, corresponding to the grooves or nicks in the side of the types, like the wards of a lock and its key, and thus excluding from a groove all but the type or character belonging to it. The upper cylinder, as it revolves upon the lower one, halts momentarily as each and every channel coincides with those in the lower cylinder, letter after letter is shot into its appropriate groove. Thus the type is automatically distributed at the rate of about 20,000 to 30,000 per hour, and can be done either simultaneously with composition, or independently at will.

The disadvantages of the machine are (1) that to get the best results the machine can only be used to

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The "Thorne" embodies the rotary principle which essentially actuates machinery, giving the most satisfactory results.

The "Thorne" combines in one apparatus two distinct machines—the type-setting and the type-distributing machines. There is the ordinary key-board, with cornet-like keys. Behind this are two large vertical cylinders having the same axis, the upper cylinder revolving upon the lower one. The upper one is the distributing portion, and the lower corresponds to the ordinary type-case. The types in each are contained in ninety vertical grooves or channels, the width being slightly greater than the breadth or body of the types, which lie on their sides with their faces slightly projecting. The keys on the key-board correspond in number to the grooves.

The lower cylinder is stationary. The machine being in operation, whenever a key is lightly touched the mechanism causes the ejection from its proper groove of the corresponding type. This is received on a rapidly revolving circular disc, and with the same axis as the cylinder, but with a larger diameter. A number of types may be ejected simultaneously from the grooves on to the disc and are brought round in their proper order to a point of delivery. It is this possibility of ejecting the types on to the rotating disc as fast as the keys can be depressed that enables the apparatus to run at an extraordinary speed, giving quite double the capacity of any of the guide-plate machines. From the point of delivery of the revolving table, the types are conveyed by a carrying belt and fed by a packer capable of lifting over 20,000 types per hour continuously to a setting-stick, and thence to a galley. Here the justifying is done by an operator who sits opposite a small case containing spaces, quads, and having at command mechanical appliances to greatly expedite his work.

Such is an outline of the arrangements of the composing part of the machine. The upper cylinder, which rotates with an intermittent step by step motion, is the distributing part. Like the twin cylinder underneath, it is cut with ninety grooves. A galley containing the type for distribution is by a suitable attachment fixed at the side of the cylinder, and the lines of type are bodily fed into the grooves of the top cylinder indiscriminately, the type being ordinary dis., and of course in no way assorted. This is continued until the vertical grooves are full of matter. Meanwhile the distribution has begun into the grooves of the cylinder below, the "a's" all in one, the "b's" in another, the "c's" in another, and so on. This operation, being automatic, is infallible. The types themselves are "nicked," a different location and proportion of groove being made into the body of each letter. The grooves in the lower cylinder are provided with projections, corresponding to the grooves or nicks in the side of the types, like the wards of a lock and its key, and thus excluding from a groove all but the type or character belonging to it. The upper cylinder, as it revolves upon the lower one, halts momentarily as each and every channel coincides with those in the lower cylinder, letter after letter is shot into its appropriate groove. Thus the type is automatically distributed at the rate of about 20,000 to 30,000 per hour, and can be done either simultaneously with composition, or independently at will.

The disadvantages of the machine are (1) that to get the best results the machine can only be used to

set the size of type for which is was made; (2) that the type has to be picked for the purpose of distribution and this weakens the type and causes an amount of breakage.

The cost of the machine is £350

It is now in use at the Sportsman office. There are 6 machines which could do the whole work of the establishment. When the machines were started there, a week was given to test their capabilities and afterwards the management offered 5d per 1000 ems for the work. The men wanted 6d and eventually a strike threatening and some of the machinery being injured the men were paid off & a new staff engaged. These men are working satisfactorily and are paid £2.10 per week + 2½d per 1000 for all set over 240.000 ems per week. In the week ending Aug 25/93, the 5 teams then working averaged 417332 ems per machine or 177000 over the task or an average of 37/- extra to divide between two men. The men preferred this plan to the piece rate 5d which would have yielded them a higher wage – 87/- for this particular week.

The bonus is divided equally between the men.

The machine is simple and can be worked by girls but Mr H. prefers the trained compositor and wishes the society men to do the work. Meets with concealed opposition however & has been nearly five years getting the Societies to recognise the machine. The Typographical Society was holding a conference on the subject on the 6th instant. They wished to make the rate (piece) for working the "Thorne" 2/3 of the ordinary rate per 1000, as compared with 1/2 rates which are customary on one man machines. To this Mr H. objected & read me a letter he was sending to the Society with a copy of a statement of work done at the Sportsman in week ending Aug 25th 1893. A copy of this statement he gave me. It shows that in the week the five teams worked as under:-

	Total ems set in the 6 days.	Actual hours worked	Average no of ems per hour.	Week's earnings per man
No 1 Team	390303	40 hrs. 52 m.	9550	£ 3. 5. 8
" 2 "	419968	45 " 48 m.	9169	£ 3. 8. 9
" 3 "	406316	44. 3	9223.	£ 3. 7. 4
" 4 "	431467	42. 51	10069	£ 3. 9. 11
" 5 "	438606	42. 20	10360	£ 3. 10. 8
Average per team		43 " 10.	" 9664.	

NB. 1000 ems per hour is reckoned a compositor's work. On this rate the piece work prices are based. These men turn out 4832 ems per man per hour.

The machine is largely used in America where it is made. It has been introduced into many houses here, mostly newspaper establishments. The greatest difficulty is with the men. He compared the English working man with the American very much to the disadvantage of the former. The English did not try to do his best but merely to do a certain amount of work in his time. At the Bradford Observer, when the bonus of 2½d per 1000 was taken off the output of the machines fell off. The proprietor gave 5/- extra per week to the two that did best with the result that these two increased their amount of work, the others remaining as before

Says that the adoption of the machines in London would stop the trend of work to the country by reducing the cost of labour and the amount of space of shoproom. The cost of labour would be brought as low as in the country, while if the machines were adopted in the country the difference in the cost would not leave sufficent margin for carriage.

A man can learn the keyboard and attain a fair rate of speed in a fortnight.

The speed of 5 or 6 times hand composition may reasonably expected but in their calculation they only reckon on 4 times the ordinary rate.

Gave an introduction to Mr Smith of the Sportsman and copies of circulars describing machine.

Mr H. B. Smith. Part proprietor of the Sportsman.
Fleet Street. E.C.

Mr Smith prefers the "Thorne" to the Linotype because it is smaller and does not require so much space. Then there is always some burr on the cast letters of the Linotype. With the Thorne he can get 9000 to 10000 ems per hour.

There are 6 machines in the office - 4 nonpareil, brevier & minion. Reckons each machine can do the work of 6 or 7 men. The two men share the earnings of the machine equally but do not change places occasionally. ~~And~~ The same man always works the keys. Finds that the men working the nonpareil machines can do the most work. [The typesetting by hand the nonpareil takes the longest.]

He found the men did not work the machines fairly at first and after a time the dispute about the work caused a strike the men going out. The foreman was obliged to leave thro' fear. Details of the dispute are given in Mr Smith's

[evidence

before the Labour Commission - which see.

Thinks the machine will soon be adopted in newspaper offices. One point in its favour is the smaller amount of space required for the machine & the reduced number of men. Before the machines were introduced their composing room was crowded & they were asked by factory inspector, to reduce the number or provide more space. Now they have ample room for the workers.

Busy in the summer, but only a few more men than in the winter. Caused by the cricket news. Work is much more regular now that the machines are installed. Have a few "grass" hands

There is a distinct improvement in the habits of the workmen, especially as regards "drinking"

Have a sick fund and guarantee for all the workpeople, who manage it themselves.

Rotary printing machines are used. Get their

engineers from the machine makers. (Hoe).

Compositors engaged on the Thorne machines average well over 60/- a week; the other comps. between 56/- & 60/- per week. Will send some particulars of wages.

On Dec 8th Mr Smith writes as inde:

"I regret that I have not had time to fill "in your form respecting wages & time but "have pleasure in giving you the following <u>averages</u> "which are strictly accurate. Time as given is "actual time worked less stoppages meal "times &c.

"Week ending Dec 1st 1893.

"10	Compositors	working Thorne Machines	in 45 hrs	averaged	£3·7·6
* 16	"	" on piece	" 36 hrs		£2 18·2
4	"	"Stab" hands at fixed wages	48 hrs		2·18·9
3	Boys	(Printer & machine attendant)	48 hrs		16 6
1	Printer's Labourer				1·10·–

"* As regards hand compositors, please note that "the time is misleading. By a custom of the trade "the compositor has to distribute the type he has set

"up in his <u>own</u> time. after it has been printed from.
"This is generally accepted as occupying 1/4th the
"time required for setting & is so paid for by the
"men amongst themselves if one does another's
"distributing"

Thanking that these figures will prove of use
to you in your interesting enquiry., I am

Yours faithfully

(Signed) H Batty Smith."

Messrs Page & Pratt. Printers & Stationers
Ludgate Circus Buildings. E.C.

Saw Mr Pratt ~~who~~ said that the printers were much steady than in the early days when they were worked 60 hours a week. e.g. before the 1871 strike. At that time when he served his apprenticeship, they never expected to work on Monday. Now the men came in at 8 o'clock all days alike. Showed me the timebook which showed that only 2 had been absent on Mondays within the past 2 weeks; a few came late, about 8·30 instead of 8 am.

The trade was becoming broken up; men took different lines. A compositor was either a "book" "news" or "jobbing" hand. Very few men learned all branches of the trade; they were not always taught as apprentices. His apprentices were taught all branches but to tell the truth he did not care for apprentices. If you have a man you can discharge him if he is not

Fworth

keeping but an apprentice must be kept 7 years.

Foreign competition does not affect the ordinary trade. In Stationery there is competition in pencils, which are nearly all made in Bavaria. A quantity of cheap envelopes are also imported but it is not a large thing. Thinks the agents get them over & then sell them out under cost price.

Envelopes used to be made by millions in the neighbourhood of Cannon Street but are nearly all made in the country now. Chiefly at paper mills; the cuttings are then put in the pulp so that there is no waste.

There is not much difference between the class of men employed at machine and compositors: there used to be considerable jealousy between them but it is dying away now.

Does not think much is to be gained from the composing machines. Men can pick up almost as fast as the brain can work.

Mr W. J. Madge, Manager of The Globe
367 Strand. W.C.

Was rather suspicious at first as the Globe is a non-society house and the recent introduction of the Linotype & consequent discharge of men has increased the ill feeling of Unionist. Became more genial after the objects of the enquiry were explained.

Had only had the Linotype in use for 6 weeks; had eight machines and were quite satisfied with them. The machines had really displaced all the piece hands (about 30). They had 12 stab hands. The machines could do nearly enough for two papers but of course the men had to wait for copy.

Mr Crocker, the foreman, was called down & then the event leading to the present position were gone over. It appears that 25 years ago a strike took place at the Globe office. The men were paid 3/6 per galley with a monthly bonus instead of 3/7 per galley the Society rate. The men were called out suddenly but they managed

to get the paper out. and afterwards filled up the places with men from the country. The proprietors then determined that the office should not be trammelled by T. U. rules and The Globe has been a non society house ever since. The Society of Compo. has done all it could since, to get the men away from the Globe & to induce them to join the Society. When the Globe office was burnt about 12 months ago, the compositors had to go to the People office to work for a time. (Mr Madge had made the People a Society House). During this time the men's lives were made uncomfortable and every inducement held out for them to leave. It was then decided to try the machines and the trial has proved successful.

Each Linotype machine can do as much work as 4 men e.g. a quick hand takes a minute to set a line while 4 lines can be done by the machine.

There is no practical difficulty about the corrections; the line in which they occur is reset. If a mistake is made by the man

while

while tapping the keys he can rectify it before casting the line

It is not necessary that the operator should be a compositor: an intellegent girl could do the work well. The chief requirements are a knowledge of passing events and ability to read copy well. Their best operator is a machinist by trade, (came to them from the Linotype people I lend after) others are compositors.

There is an improvement in the character of the men of late years, which Mr M. attributes to the general increase of education.

A good feeling exists with all the work people; machine men and compositors. The men on the Linotype machines are paid a weekly wages but Mr Madge thinks of introducing a weekly task and giving a bonus.

There is no casual labour in connection with the "Globe". At the "People" office, a number of machine men and labourers are taken on at the

end

end of the week, probably about 40. They do a nights work. Most of them have other places to go to during the week.

After the interview, I went to the composing room with the foreman. It is a lofty room lighted from above with a gallery running round. In this gallery there were a number of empty frames – the piece hands used to work there. The Linotype machines were ranged along opposite sides of the room. The machinist explained the machines; admitted that to change the width of the column, a fresh plate would have to substituted in front of the casting box. It pays best to keep each machine to a particular measure. The foreman showed me some proofs returned by the Editor to show how few corrections were needed. It was a copy of the "Turnover" which occupies about a column. The corrections only necessitated resetting three lines. One advantage of the machine was that the copy need not be broken up into ~~the~~ small takes. One man could do half a column in

few minutes and there was no danger of having a wrong letter through mistakes in distribution.

Mr W. H. Rider. Messrs Rider & Sons
Printers, Bartholomew Close. E.C.

Called on introduction of Mr Geo. Unwin mainly to obtain information with regard to the recent strike and rattening.

Mr Rider (the "Son" of the firm) has not a good opinion of the working man and does not see any signs of improvement in them. They have no interest in their work. The business has been in their families for three generations.

They have had a great deal of trouble with the composing department. The Society of Comps seems to have made their house a special object of attack; get their men in under the guise of non unionists as missionaries and then induce the men to leave, and promising to support them until they obtain another place.

The House has been non union for about 25 years (I suggested since the 1871 strike, which Mr R. thought might be the time). Since that time the

men's

men's
wages have not risen in the same proportion ~~since that time~~ and now their compositors only get 36/- as against 38/- the Society rate.

"Well! sometime ago the Society sent their missionaries into the house and they set to work to convert the men. About three months after, they got a large number of the men to sign a memorial asking that the house might be a Society one. This was rejected by the firm. Then the men held a meeting which was addressed by the Secretary of the Society (Mr Bowerman). He advised them to go back to their work as it was a slack time and then when the Society gave the word they were all to come out & they would be admitted into the Society. Mr Rider knew this & "determined to take the bull by the horns" A deputation of the men was sent for and after telling them that the firm knew all about the agitation, Mr Rider said that if it were not dropped they would all get a fortnights notice. Things went on until the following Thursday when at 5 o'clock the comps were all drawn out.

At

At 5·30 there was not a single compositor in the place. (About 90 are employed). The time was chosen with the hope that a paper they printed that night would not be got out. However help was obtained & the paper was brought out to time. Afterwards the firm advertised once in the Yorkshire Post & obtained 300 replies & from these the strikers places were filled. One night soon after the place was broken into and a quantity of matter "pied" and other damage done. [A reward is now offered for the perpetrators of this outrage]

Busy season is autumn and the slack time about June. The difference between the busy & slack times falls almost entirely upon the piece hands.

<u>Apprenticeship</u> is the method of learning. Lads here are all apprenticed with the Stationer's Hall form of indenture. They teach their lads the different departments of the work. Their principal difficulty is that the Society tries to get hold of

their

their apprentices as they come out of their time and to induce them to join the Society. Keeps some but not all when they are out of their time.

Machine men are all innovists. Never have any difficulty with them.

Thinks that type setting machines must soon come into general use. Thinking about adopting something of the sort here. They can be operated perfectly by girls; better than by men as their fingers are more lissom. If they adopted the machines they would only need 20 operators instead of 80 or 90 comps.

Bookwork is leaving London. It is solely a matter of price. That house used to be a "book" house but are now doing newspaper work. Only work that cannot be taken to the country will be done here.

Mr Rider thinks that the true interests of the

men and masters are the same but the Compositors Society now is not studying the best interests of the trade.

Will consider about the wages return & send on.

Mr A Evans. Sec. Warehousemen's Union.
and Messrs Powell & Driscoll. Casual
Jobbing Warehousemen. Members of Union.

Called to get an introduction to some of the members of the Union. Mr. E. volunteered to give a description of the work. He had worked 19 years at the trade; 12 years at Drake, Driver and Leavers as a label cutter. Came out on strike in support of the Bookbinders' eight hour movement.

The work is divided into two branches: (1) The publishing printers and (2) Commercial work. The former class consists of newspaper work and employs a large number of men at various times. Beside the regular hands who are engaged in this branch there are the jobbing hands, who would work about 3 nights a week. The commercial work is much more varied and more regular than the newspaper work. Mr Evans then fetched a man from the waiting room – Mr Powell, who was a casual jobbing hand. Out of the 600 members in the Union there are about 100 regular jobbing hands and about

casual.

Mr Powell is a respectable, and decently dressed man of 40 to 45 years of age but with the pinched expression of face that follows privation.

He said that most of the men had 2 or 3 days a week but all, the jobbing hands were not so fortunate altho' they might reckon on one night a week newspaper work – either Thursday or Friday. Last week he did 4 days and this week did not expect to do anything (Wednesday evening). He did not merely wait for the calls but went round to look for work. For the last three years he had not earned more than an average of 3/6 per week. His wife went out to work & he had two boys who brought in a little; but for this they could not exist. Was nine years at Norman & Sons & then his sight began to fail. Pays 5/ rent & has a family of 8

Attributes the dearth of employment to the failure of the Hansard Union which disorganised the trade and also to the introduction of labour saving machinery – folding machines etc attached to the printing press.

Papers were now cut, folded & delivered complete by machinery. Thus at the Christian World office by Hoe's machines they can turn out 25000 papers perfect in an hour, and they do all the work in a night. Formerly they went in on Wednesday and finished on Friday evening, about 15 to 20 hands being employed.

I found the man had had nothing to eat since breakfast (it was 4 pm) so I asked him to come & have something. He replied that there were others worse off than him upstairs who needed food more than he. I asked him to bring another with him & presently he came downstairs with another man - Mr Driscoll (I think).

This man was rather past middle age; & a coarse looking individual who gave one the impression that he would not say 'no' to a glass of ale at any time. He appeared the more repulsive by contrast with the cleanliness of Mr Powell.

Mr Driscoll said he was formerly employed at Waterlow's as a binder's cutter & he came out

on strike with the vellum binders over the eight hour question & had not had a regular place since.

He started life as a notepaper cutter, afterwards went to Waterlow's as a binder's cutter; then to Cawston's as a label cutter, and thence to a firm at New Cross as binder's cutter leaving that for Waterlows. He had thus obtained a knowledge of all kinds of cutting which he hoped would serve him later in life.

Notepaper is folded by boys and the sheets are cut in half reams.

Vellum binders and rulers cutter cut the edges of account books etc after the book is sewn and glued. The foredge is cut first & the book is then rounded after which the 'head' & 'tail' is cut, the rounded foredge being packed with waste to prevent breaking the edge.

Vellum binders' & rulers' cutting is reckoned the most skilled part of the trade. They are paid 36/- a week while

the ordinary cutter only gets 20/- or 21/- per week.
Waterlow's only paid 30/- to binders' cutters.

During the past three months has had one night a week for which he is paid 7/7. As a rule are kept at work from 8 pm to 6 am. A number of men get a job of this kind for 6 or 7 weeks in succession, and would then have a preference for this particular work. Casual hands are practically dependent on a few large houses which print a number of papers, such as Judds & Wymans.

Best time is the last three months of the year and just before holiday times.

The men who are in work are worked much harder now than before the strike. Mr D. had a day at Cassell's to supply the place of a man who was ill. He found that he had to work three cutting machines. They were ready with loads of work, then while he was working one machine the others were being cleared and made ready again.

When men apply for a situation, the employer will ask all sorts of questions - where previously employed etc. At Unwins, they test the man by a day's work.

There is a great difference between shops but the tendency in all is to great speed. More men are employed for a short time. Some firms have many overseers - some allow beer to come in at lunch time; others will not.

After we had finished tea, a slice of bread & butter was left. This Mr Powell wrapped carefully in a piece of paper and placed in his pocket.

Speaking afterwards of the uncertainty of the work Mr Powell said that he left home in the morning and remained within reach of the Society House until 8 pm, up to which hour calls for night work came. He might be doing nothing all day & then get a night call in which he would not get home until about 9 am the next morning. His family never knew when he might be home when he started in the morning.

Both men complained of a practice of some houses of calling men and then telling them to commence at 11 pm. and then giving them 4/ or 5/ in the morning instead of the full nights pay, so that they really lost part of the night as they could not go anywhere else beforehand.

London Ass^n of Correctors of the Press.
Has rooms on 3rd floor at 63 & 64 Chancery Lane.
Interview with the Secretary, Mr G. Wilbraham
21 Philip Road, Peckham Rye.

The Association was established in 1854.

It is not a trade union and most of its members belong to other societies: the majority to the London Soc. of Compos.

Its objects are:

(1) To facilitate appointments to vacancies
(2) " promote the interest of printers' Readers.
(3) " afford a means of social intercourse between the members.

Candidates for membership must have filled a situation as printers' reader for at least 12 months after coming of age and must be proposed by three members.

Entrance fee is 2/6 & the subscription 1/6 per quarter.

Members are pledged to inform the Secretary of any

vacancy as soon as it comes to their knowledge and ~~also~~ it is regarded as a point of honour for every member to give an intimation of a vacancy ~~occasioned~~ by himself leaving a situation.

Members when out of employ, or desiring to change their situation, have their names entered on a "Vacancy List". When the Secretary receives intimation of a vacancy he sends to the first two on the List and if neither obtains it the next two are written to & so on. Mr W. says that as a rule one of the first two obtains the appointment. During 1892. 97 declarations on the list were made by 44 members and 75 vacancies (8 for less than a fortnight) were filled up by the Association.

Monthly meeting for social intercourse are held at which papers are read or a concert given.

There are no regular benefits but there is a Benevolent fund in connection with the Society

to which one-sixth of the subscriptions i.e. 1/- per annum, per member, is paid. Members also make donations to the fund. The amounts given have usually been sent without being asked for, thus in the case of the death of a member, if they (Mr W & the trustee) thought help was needed they would send £5 to the widow. There were 5 deaths in 1892 & only £13 given by the fund. They were thinking of making a small levy at death of a member for the benefit of his representatives.

There are 333 members (Dec 92). The subscriptions during the year amounted to £105 and the balance in hand at the close of the year was £48.

The Society is managed by a Committee of 9 members & the usual officers.

Gave me a copy of the Rules, List of Members and Report for 1892 which see for further details

Mr J. C. James. Messrs Roworth & Co
Parliamentary Printers. 17 & 19 Newton St. High Holborn W.C.

Parliamentary printing, apart from the official reports etc, which are done by the Queen's printers, consists of private bills and in cases where such bills are opposed the minutes of the evidence brought before the Committee of the House of Commons.

The usual procedure is when an opposed bill is brought before a committee for witnesses to be called for and against and notes of the evidence will be taken. Then counsel will address the Committee. All the records of these proceedings are paid for by the solicitors who have charge of the bill. When the printer knows that a bill is before committee, he sends to the House of Commons about 5 o'clock and is told by the firm taking the note that the evidence will make (say) 600 folios & the speeches 80 folios. He then has to calculate how many men will be required to do the work and engage

them.

them. The whole of the work has to be done in the night as copies have to be delivered to the counsel and parties interested by 9.30 on the following morning. Usually about 20 copies are wanted for this purpose.

The matter is set up in a similar style and printed on a page the same size as that of official reports. Speeches and evidence are done separately.

The quantity of work varies greatly. Not only is it entirely restricted to the time when the Houses are sitting but during that time the variation is great. The Committee may consider a bill all one day or two, then perhaps it may adjourn that particular bill for a fortnight & proceed with others which may be in the hands of other printers.

Usually has a list of compositors and sends for them as they are wanted. The men engaged in the work also know the printers who do the work and they ascertain where the evidence that

is given on a particular day will be printed and they apply to that printer for work on that evening.

The men engaged in the work are of two classes. firstly a number of very quick compositors who know they can earn more money this way than any other; the others are a sorry lot; practically the worst in the trade. There are many men, he would not have in the place at any price. On the other hand the best men are always taken on immediately

Compositors on day work are paid 38/- for 53½ hours. Those on night work are all piece hands and are paid 1/- extra per sheet above the scale.

Machine men are time workers. Paid 38/- for 53½ hours and 1/1 per hour overtime.

Warehouse. Our man is an exceptional case. He has 36/- for 53½ hours but he has house, coals & gas which make his place worth about 50/-

Busy season for this work is while parliament is sitting but it does not continue all the time. Now there are no private bills before the House, the Government takes all the time. In 1893, Messrs Rowoth commenced this work on March 8th and finished on July 11th. All work ceased in August. Parliament usually meets in February and they begin to get busy about a week after

The number of men varies greatly. Now have about 18 men at work during the day. When busy the number rises to 40 and 20 to 60 more working at night. Some of the day staff always work when the night work is done and these really have charge of the work. The reading is done by these men. From the night hands the best are selected to fill the vacancies in the day staff.

The great failing of these men is the drinking habit. He thinks that the drink is the cause of men

coming to this irregular work not that the drinking habit is the result of the irregularity. The men have always drank. Some houses, the work being piece, permit the men to go in & out at all hours of the night. Being a total abstainer he has stopped that at Newton St. Does not see any improvement in the younger men – they are constantly with the other men and go & drink with them. Believes that the British workman's days are on the decline owing to his intemperate habits.

The compositors who do the work are paid off as soon as it is finished e.g. if the work only occupied Monday & Tuesday nights they would be paid on Wednesday morning so that they were free to go elsewhere. This was granted as a favour & then men demanded it as a right.

There is a custom of drawing money. The men will come and ask for advances. So extensively was this done that sometimes the

would only be 3 men out of 50 who had not drawn. They will draw money even when they do not want it to keep up the custom. Mr J. noticed that the more they drew the more was spend in the public house so he stopped it and posted a notice that the "Ship" pay day was Saturday. Caused some trouble then but drawing is all stopped. There are also some of the men who act as money lenders, supplying their needy shopmates.

The best compositor for parliamentary work is the quick and clean setter. He need not know a great deal about his trade.

Dont take apprentices now. Some 25 years ago the firm employed about 80 compositors and did some legal work. Did not find the apprentices turn out well then. Only about one in six became a careful workman.

The age at which capacity is lost depends on how the

man

lives. A steady man could work at case until 70. Have one old man (63) who does his work well and shall send for him again as soon as there is a chance. In the machine room men cannot work so long.

When seeking work age is a disadvantage as is the wearing of glasses.

The night staff consists of the piece hands. One of the day workers is appointed as clicker and if there is much work other day men will be transferred as readers.

At a subsequent interview Mr. James mentioned the prevalence of the tally system in the shops. Canvassers of firms supplied the men with boots and various articles for which payment was made weekly. Had stopped it at Newton St. Believed it was general – saw a boot canvasser, who used to call at Newton Street coming out of Spottiswoode a few days ago. There was also a system of clubs in the houses. You can often see advertisements addressed to foremen & others inviting them to take up agencies.

The Westminster Gazette
Tudor Street, Blackfriars.

Called by appointment with Mr Spender and was shown over the establishment by him.

The premises were specially built for the paper. The building is a large rectangular block with four floors and a staircase at each end; one for the editorial and business offices & the other for the work people. In the basement the printing machines ~~and~~ steam engines and boiler is situate; the ground floor comprises the publishing department; on the first floor the editorial offices and some of the commercial staff rooms are located, while on the floor above the compositors & stereotypers work.

Entering the composing room, a large and well lighted apartment with a large number of frames arranged very closely, I was introduced to the foreman. When I entered (about 12.15 pm) there were nearly 50 men in the room and an edition was just being

[prepared

prepared for press. The foreman then described the routine of production

The copy is received from the editorial department by means of a lift. The deputy foreman then takes it and cuts it up into "takes" numbering each section or take consecutively. The compositors take a portion in turn, going to the table to fetch it when he has completed his last task. If no copy is ready he writes his name on a slate & when copy arrives it is given to the men in the order in which their names appear on this slate. When they start in the morning the order is determined by lot - a series of numbers being placed in a comp's apron & each man taking his turn according to the number he draws.

When a man has set up his portion he deposits it on a galley writing against it with a piece of chalk the number of his "take" at the same time being careful to place his portion in proper position relative to other 'takes' that have deposited before after which he would be ready for fresh copy.

As soon as the first portion of an article is set, two proofs are pulled, one being sent to the Editor & the other to the printer's reader. When these are returned, the corrections are made, each compositor correcting an article in rotation in place of the usual trade custom of a man correcting his own work. The exceptions to this are two: first if a man's work is very "dirty" e.g requires many corrections, the comp. who is correcting may call the man who set it to do the corrections; this seldom happens as a 'dirty' comp. would soon be discharged; the second case is when the type is wanted quickly for press the foreman will let the 'stab' men do the corrections; this is avoided as much as possible as it throws the cost of the corrections on the paper. When wanted for press the galley is taken to the imposing table where it is 'made up' into pages, the Editor having first decided what is to appear and in what part of the paper. The matter is then lockedup in an iron frame called a 'chase'

which

which is tightened up by wedges and screws. The whole thing – 'type & chase – is then known as a 'forme'. This forme is then passed through a gap in the wall into the stereotyping room.

Of the total staff of the paper, which numbers about 100 excluding the editorial staff, the greater part – over 60 – are in the composing department. Of these men about one-third would be on the "stab" and be paid a weekly wage on time. These 'stab' hands would set the advertisements, make up the pages, correct author's proofs etc. The others would be on piece and be paid per 1000 'ems'. Each piece worker would make out a bill at the end of the week specifying by its number the 'takes' he has set. The overseer then checks the a/c by going over a portion here & there; which if correct is regarded as a sample of the whole. The only part that is fully checked is the composition of the adverts.

On receiving the 'forme' which come thro' the wall on an iron table, the stereotyper first ascertains

that

the surface of the type is clean and even; free from grit etc. He then places a sheet of moist thick paper — very like a extra thick sheet of blotting paper — on the surface of the type and taking a brush with closely set bristles beats the paper down so that the soft pulpy fibre is forced into the interstices of the type. Passing it under a roller, flat headed tacks are affixed on the paper wherever blank spaces are seen in the forme so that the amount of metal to be cut away after the stereo is taken may be reduced. The forme with its covering is then placed in a hot press and the moisture in the paper is forced out as steam. In a few moments the forme is taken out & the paper which has become hardened has on its under surface an exact reverse reproduction of the page. This paper is then placed in a mould which is semicircular in form and with the same diameter as the cylinder of the printing machine. The mould is then closed and molten metal is poured into the cavity at the top by two men. It is then left to cool for about a minute, the stereotyper

meanwhile beating the upper portion of paper which as visible at the top of the mould with a piece of cloth to hasten the cooling process. The cover of the mould is then opened and a small circular saw set in motion, which as it travels along a rod forming its axis cuts off the rough metal at the lower part of the casting. The page can now be removed and appears as a semicircular sheet of metal with an exact reproduction of the type on its outer surface. One of the men then places it on a curved block & cuts away, with a chisel any burr at the edges or portions of the metal that are high enough to take the ink & so produce a black patch on the sheet when printed. The cast is then sent to the machine room by a lift.

A double set of pages are stereo'd as the machine ~~can~~ prints two copies of the paper at once. When alterations are made in a page for a later edition, fresh stereo plates are needed. Sometimes four pages will be altered for a second edition & it is usual to make 20 stereo plates after the first edition has gone down. There are two moulds and blocks & the double set of plates (16) e.g. 2 for each page can be done in fifteen minutes.

Descending the stairs to the basement, the first thing seen is a large saddle boiler & furnace which supplies the power to a 150-horse power engine that works all the machinery. At the further end of the floor is the machine used for the Gazette. It was built by Hoe and prints from a roll of paper which is supported on an axis at one end of the machine. Two copies of the paper are printed side by side at each revolution of the cylinder and as the printed sheet of paper passes away from the cylinder it is divided down the middle line by a knife and the portions are then guided by means of tapes so that they pass the one over and the other immediately under a triangular arrangement which makes the first fold in the paper; the pieces are then cut from the roll by another knife and passing still along the tapes are folded twice more and then deposited in a receiver at the end of the machine. As the folded sheets are deposited they are counted by a toothed wheel which releases a spring and ejects the 26th paper about 6 inches beyond its fellows. Two men remove the papers by quires to a bench where they are tied in bundles and sent into the publishing office by a lift.

Beside printing the ordinary 8 page paper, a small machine attached to the main one will print a four page or two page supplement & this will pass into the folding portion of the machine; be pasted in the paper and folded & delivered with it.

The Westminster Budget is printed on a smaller machine which does not run at the great speed of the 'Gazette' machine. For this machine, stereos are not used but all the blocks are electro'd. Stereos cannot be made to reproduce the fine lines of some of the engravings published in the Budget.

Mr Crowle-Smith, Manager at
Messrs Hazell, Watson & Viney's. Kirby Street. EC.

Went over the establishment with Mr Crowle Smith. It is an old building to which additions have been made at various times and so has not a very inviting appearance. Entered the composing dept first which occupies the upper floor. There are 3 rooms, one being devoted to magazine work. All are lighted by electricity (incandescent lamps). Gas is laid on but only used to help warm the rooms, the hot water pipes being insufficent The rooms were cool, much cooler in fact than any composing room I have entered. Mr S. said it does not pay to have a cold room for compositors. Sprinklers are fixed throughout the building in case of fire. There is a very large stock of type; cases stacked against the wall. All the cases & frames were old & bore the marks of long usage.

The litho artists were working in a front room on the floor below; about a dozen were in the room On the same floor were the girls, the regular staff in

one

one room and the casuals in another. The latter (about 12 or 10) were folding the "Woman at Home" for which they are paid 10d per 1000 sheets and can earn about 3½d per hour. In the other room the regular girls were folding other papers and magazines. There is no real binding done, only covering magazines.

On the floor below was the lithographic department; two chromo litho' machines were at work. One was doing a picture in 8 colours, probably the frontispiece of a small volume. Seven were printed on a sheet. Mr S. said that the litho trade was leaving London. It was really the men's fault: they were lazy and would not turn out the amount of work they ought to. In this room the firm only got 7 reams per day from a machine & the men said they could not do more. They had been told that 8 to 9 reams must be produced but no difference was made except by an apprentice, who did the amount. Being told that it must be done or they would have to make room for others who would, all did the amount except one man who persisted he could not. He was given a fortnight's notice & then

he

he did the amount. Makes a difference of 15% on the room. The men as a body are becoming afraid; think they have carried it too far. Work could be done as well in London as elsewhere.

Beside these machines, there were two large bar machines. a two-colour printer on which an almanac was being printed in red and black. In this machine the black and red forms are placed side by side on the 'bed' which travels from end to end of the machine. While it travels the cylinder makes two revolutions carrying the paper round with it. The red is printed during one revolution and the black during the other.

Visited the refreshment bar afterwards. It occupies a house adjoining the works and is kept by a woman. On the ground floor the billiard room and bar is situated & there is a reading room on the first floor. It is largely patronised during the dinner hours and at night by a certain class. Mr S. does not think it keeps the men from the publichouse in the evening. His opinion is that the young men learn to play billiards there & then go to the public. The Refreshment dept now just pays its own expenses. At first it lost £5 a week. Thinks the man swindled them.

Mr W. Hazell. 1 Creed Lane. E.C.

Called by request. Mr H. wished to make special mention of the comparative sickness at London & Aylesbury.

At Aylesbury the sickness is very much greater than in London, although all the conditions would indicate that it should be otherwise. At Aylesbury there was plenty of room; the building was good; the air pure and the work more regular and not involving such long hours as sometimes are needed in London. Thus in 1893 there were 102 cases of sickness at Aylesbury as against 36 in London (Kirby St & Long Acre house) although the latter contain a greater number of workpeople.

The following table shows the Number of Members of the Sick clubs at Aylesbury & London & the Amount of Claims

Year.	Aylesbury		London	
	Members	Claims £	Members	Claims £
1887	187	47. 5. 2	260	52. 1. 8
1888	? —	80. 7. 6	302	66. 16. 5
1889	175	54. 0. 10	308	74. 12. 4
1890	175	95. 17. 6	320	105. 10. 10
1891	185	98. 17. 3	330	116. 8. 1
1892	200	109. 3. —	330	139. 7. 7
1893	210	89. 1. 8	320	99. 5. 2

GLA Jan 11/94

LONDON HOUSE SICK FUND

Messrs Hazell, Watson & Viney

Year	Average Full Members	Average Half Members	Total	Collective Yearly Payments to Members	Average per Member Days	Average per Member s. d.	Highest Individual Claim
				£. S. d			£. s. d
1877	60	6	66	16. 17. 1	3·7	5. 3	8.10. 0
1878	80	6	86	11. 0. 0	1·7	2. 9	1.15. 8
1879	82	10	92	12. 19. 2	1·7	2.10½	5.16. 8
1880	86	9	95	25. 3. 4	3·3	5. 6	4. 0. 0
1881	75	10	85	16. 3. 4	2·5	4. 0	4.10. 0
1882	96	4	100	10. 6. 8	1.4	2. 0	3. 8. 4
1883	101	14	115	22. 8. 4	2·5	4. 1	5.10. 0
1884	103	13	116	36. 6. 8	3·8	6. 6	4.15. 0
1885	98	14	112	30. 19. 7	3·6	5. 5	9.15. 0
* 1886	200	38	238	35. 12. 2	4·0	6. 8	9.15. 0
1887	220	40	260	52. 1. 8	2·6	4. 4	6.15. 0
1888	258	46	304	66. 16. 5	3·0	4.10½	4.10. 0
	124	18	139	28. 1. 2	3·0	5. 0	5.15. 1

* The increased number of members for this year is caused by the admission of Long Acre members into the Fund during the last quarter of the year, they in no way benefiting for that year.

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At Aylesbury, the sick would include women as well as men, the women being half members. At London, there are men only. Most of the men belong to some benefit society as the 'Heart of Oak'. Probably the loss of when sick in such cases would not amount to more than one-fifth of the income so that people might not be so keen to return to work. They might keep on the sick list longer than usual and declare on for slighter ailments.

A book is kept showing the sickness, its duration, the sex of the person going on the fund. This has been kept for a number of years.

Aylesbury is damper than London but on the other hand the conditions for malingering are much better in London, where the man is lost in a suburb.

Mr Hazell expressed his sympathy with Mr Booth's work and offered to have the figures stated in any way if they would be useful to us or to assist in any other way. He wishes to get at the root of this matter of the sickness ~~but~~ & would be glad of anything that would throw light upon it

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dear mother's knee. And as I gazed I felt hope and comfort fill my heart, feeling sure that the great Creator who had placed the star in the mighty heavens would look down and help me.

This lovely planet was visible to me for nearly two hours, during which I never ceased to look at it. You cannot comprehend how anxiously I looked out each night for its return, the joy with which I welcomed it, and the sadness which fell over me when the clouds hid it from my view. It had so cheered me that I no longer felt I should like to die where I was, but longed for the return of health and strength.

One night, as I lay watching for the star (it rose later now), all

with some of us for many years,—his genial cheerful bearing while at work in the office, as also elsewhere, finding many friends—while his long period of suffering, extending over fourteen months, elicited from every one who knew him their kindest sympathy both for himself and his wife. In other matters, the business of the Fund has been conducted on the ordinary lines. The Secretary would again, on behalf of the members, acknowledge the assistance rendered by the Firm by their usual annual donation.

The Half-Members' section has also this past year yielded its share of assistance and benefit—the whole of its income was, however, absorbed in the discharge of Medical and Sick claims—but having a healthy reserve balance, little anxiety need be felt as to its work being satisfactorily carried on. The Secretary again tenders his thanks to the Committee for their counsel and co-operation during the year.

E. RYDER.

FULL MEMBERS' BALANCE SHEET, 1892-3.

RECEIPTS.	£	s.	d.	EXPENSES.	£	s.	d.	£	s.	d.
By Balance brought forward				To share of Medical Bills				19	7	6
,, H. W. & V.'s Subscription				,, Payments—						
Members' Subscriptions—				July to Sept.	15	1	8			
July to Sept.	19	10	9	Oct. ,, Dec.	16	0	0			
Oct. ,, Dec.	21	18	7	Jan. ,, March	19	5	0			
Jan. ,, March	19	9	0	April ,, June	14	16	8			
April ,, June	21	18	8					65	3	4
				To Payments under Rule 17				4	8	0
Donations, per Box	0	2	0	,, Account Book				0	0	6
,, J. Thomas, Esq.	1	0	0	,, Honorarium to Secretary				2	0	0
Interest, H. W. & V.'s Bank				Balance—						
				At Bank	33	16	1			
				Secretary	6	16	9			
								40	12	10
			£131					£131	12	2

HALF-MEMBERS' BALANCE SHEET, 1892-3.

RECEIPTS.	£	s.	d.	EXPENSES.	£	s.	d.	£	s.	d.
By Balance brought forward				To Share of Medical Bills				10	6	3
,, H. W. & V.'s Subscription				,, Payments—						
Members' Subscriptions—				July to Sept.	1	14	2			
July to Sept.	6	9	6	Oct. ,, Dec.	6	10	0			
Oct. ,, Dec.	6	19	4	Jan. ,, March	7	3	4			
Jan. ,, March	5	14	9	April ,, June	8	10	10			
April ,, June	6	6	9					23	18	4
				To Payment under Rule 17				1	8	0
Interest from Bank				,, Honorarium to Secretary				1	0	0
				Account Book				0	0	6
				Balance—						
				At Bank	43	1	8			
				Secretary	1	10	8			
								44	12	4
			£81					£81	5	5

July 25, 1893. Examined and found correct, J. ELLIOTT VINEY.

LIBRARIAN'S REPORT.

GENTLEMEN,—The number of books issued during the year ending June 1893 has been 1678, as compared with 2248 during the preceding year, which I regret to say shows a falling off. Fiction and Works of Adventure undoubtedly are the class of literature most in demand, and I would recommend that the old and worn books be entirely withdrawn from the Library, and that additions of new books be made from the class indicated as far as the funds voted by the General Committee will allow.

W. BARTLETT.

In the course of discussion several members complained of the need for the appointment of some person to take charge of the billiard room. Mr. Fox stated that it had been represented to him that the small salary allowed for the billiard secretaryship was the cause of the difficulty experienced in getting members to apply for the post. The opinion was expressed that the room would be better looked after under the old system of a voluntary working billiard committee. Ultimately the meeting resolved "that the new committee be requested to give the matter its earliest consideration."

The Sick Fund report led to a lengthy discussion. The secretary (Mr. Ryder) stated that, owing to the continuation of sickness amongst the members, the balance in hand now was considerably less than the amount stated in the balance-sheet, and the Committee had at present under their consideration the question of increasing the subscriptions; but previous to taking that step the matter had been laid before Mr. Jowett with the view of bringing the condition of the Fund under the notice of the Firm, who they trusted would come to their assistance. Several members expressed themselves in favour of increasing the subscriptions rather than allowing the balance in hand to be reduced below £25. It was decided to let the matter stand over till the advice of the Firm had been received.

The Firm's generosity as indicated by the various grants mentioned in the accounts was kindly referred to, and a vote of thanks unanimously accorded them for same.

It was decided to sell by Dutch auction on the following Saturday evening all the unbound volumes of Institute magazines and illustrated papers which had accumulated during the past few years, and after the sale to hold the annual draw for the magazines and papers for the ensuing twelve months. Eighteen members were nominated for the new committee. The evening having become so far advanced, the smoking concert arranged for had to be postponed, and the meeting closed with votes of thanks to the Hon. Gen. Secretary for past services, and to the Chairman for presiding.

The election of the committee took place on the following Wednesday, Messrs. Pengelly and Glover acting as scrutineers. The following is the result of the poll:—

G. Fox, 101	W. Malin, 85	J. Speed, 73	T. James, 60
T. Young, 92	G. Pescod, 79	J. W. Webb, 63	J. Groves, 55
T. Landon, 87	J. Haines, 73	W. Miller, 62	H. Debnam, 54

The new committee held its first meeting on December 8th. Present, Messrs. Thrasher, T. Collings, Ryder, Fox, Miller, T. Landon, Haines, Groves, Young, H. Debnam, W. Malin, T. James, J. Speed and Pescod. The officers and sub-committee for the ensuing twelve months were chosen as follows:—*Chairman of the General Committee*—Mr. Thrasher; *Hon. General Secretary*—Mr. G. Fox; *Auditors*—Messrs. Pescod and Haines; *Sick Fund Committee*—Messrs. Thrasher, T. James, Young, T. Collings, E. Ryder and W. Malin; *Hon. Sec.* Mr. E. Ryder; to act with Cricket and Football Committee—Messrs. J. Speed, Miller and Debnam; *Entertainment Committee*—Messrs. Thrasher, H. Debnam, T. James, Haines and Groves; *Billiard Committee*—Messrs. T. Collings, Miller and Groves: *Library Committee*—Messrs. Webb, Haines and Miller; *Librarian*, Mr. W. Bartlett.

Mr. F. Payne made application for the office of Billiard Secretary; but in consequence of Mr. Higgins having tendered his resignation as Caretaker, it was unanimously resolved "that a notice be posted up, inviting