



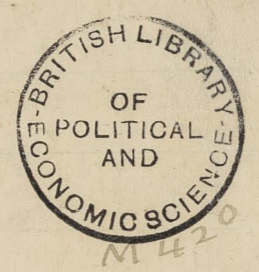
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persons Census 1891.

Copper Copper goods	933
Tin Tin plate	4562
Zinc	935
Lead	509
Metal Refiners Business	1811
Brass, Bronz, Brazel	5289
White metal, plated w.	827
Wire weaver, drawers	1306
Lamp Lather candlestick	532
Other workers	288
Sealers	268
	<u>17260</u>

See 321-32. &c. 329 in Census Dict.

## List of Trade Societies. Section 15

Official Title	Meeting house. + time of meeting	Secretary's name + address
London United <u>Brassfounders' Society</u>	Crown Tavern, Blackfriars Rd. SE (Sat 7 to 9.30)	Albert Willis, 73 Brook St Lambeth S.E.
London Society of <u>Amalgamated Brassworkers</u>	Central. "Crown Tavern" Clerkenwell (Saturday) Green EC	E. Mathes, 25 Alfred St. Goldbrooke Row. N.
London United <u>Brassfinishers' Society</u>	White Swan, Tudor St. Temple EC (Friday 8pm)	A. Craven, 18 Stangate St. Lambeth S.E.
<u>National Amal<sup>td</sup> Soc. of Brassworkers</u>	W. J. Davis, 100 Strand St	W. J. Davis, 70 Lionel St 13 <sup>th</sup> Lam.
West London Branch.		L. Stokes, 127 Crawford St. Baker Street W.
London Federal <u>Council of Brassworkers</u>	1 <sup>st</sup> Thur. March June, Sept + Dec.	Mr Sims, 14 King Square Goswell Road EC.
<u>Brassiers Society</u>	Sir Ralph Abercrombe Inn Charles St Hatton garden W	
<u>Tin + Iron Plate Workers + Gas Meter Makers</u> . London Amal. Soc. of <u>Iron Plate Workers Brassiers + Forgers</u>	White Swan Inn Tudor St. Whitefriars see 12	J. Dean, 8 Gyth Square Commer. Road N.W. Pritchard
<u>Tin + Iron Plate Workers</u>		J. Barton 3 Wennington Rd. grove Rd Bow E.
London <u>Operative Pyrex Workers Soc.</u>	Admiral Sq. Institute Drummonds St 5 <sup>th</sup> Pancras NW	a Harrington 10 Exeter St Lisson Grove W.
London <u>Tin Canisters + Tinmans</u>	J. S. Bell Tavern Church Row Houndsditch	Abel
<u>Wire Workers</u>	London Society, Crown Inn Hoxby St Hatton garden	J. H. Lyout, 22 Buckland St Hoxton N.
<u>Wire Rope Makers + Fitters</u>	Union Tavern Emmett St London United Association of Limehouse E.	
<u>Wire Weavers</u>		Woolhard.
<u>Electro plate Workers</u>		Nicketts
London Soc. of <u>Dairy Utensil Makers</u>	White Hart Inn Windmill St Tottenham Court Rd W	Sellers returned "Not known"
London Prov. Soc. of <u>Coppersmiths</u>	Black Horse, Leasa St	C. H. Quinta
London Soc of <u>Pewterers</u>	7 Malby St. Broadway	P. Dudge.
<u>Packing case Soc.</u> Tottenham		(priv. addr.)



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

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30/8/93

### London United Brassfounders' Society.

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

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

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

Mr Willis gave me a copy of the Rules and the last  
Annual Balance Sheet. (In person hole marked  $\frac{15}{A+B}$ ) from which  
the following particulars are taken:

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

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

Moulders	6
Coremakers	2
Firemen	2
Trimmers	2
	12.

The Funds are invested in the names of three Trustees.

Subscription is 6<sup>d</sup> per week for members over 21 years of age.

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

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

Young men working at the trade, being between the



ages of 18 + 21 years, are admitted on payment of 4/6 entrance fee (4/- nomination + 1/6 at entrance) + pay subscription 2<sup>d</sup> per week if 18 years of age; 3<sup>d</sup> per week if 19 + 6<sup>d</sup> per week if 20 years of age. On attaining age of 21, the young man becomes a full member.

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

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

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

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

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

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

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

over



Balance Sheet for the year ending June 1893.

<u>Receipts</u>		<u>Expenditure</u>	
Cash in Hand (June 1892)	£ 263	Out of Work Pay	£ 153
Contributions & Entrance Fees	223	Salaries	25
Fines <sup>£12</sup> & Contributions to <sup>£12</sup> <sub>Beneficial Fund</sub>	24	General Expendts	34
Interest	11	Cash in Hand (June 93)	<u>309</u>
	<u>£ 521</u>		<u>£ 521</u>

Saved during the year £ 45 -

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

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

[For other details see separate sheet.]



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## London Society of Amalgam<sup>ed</sup> Brassworkers

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

Interview with Mr J Mather, General Secretary  
25 Alfred Street, Goldbrooke Row. N.

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

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

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

The Officers of each Division consist of a President, Vice President, Treasurer, Secretary, Steward, Auditor and a Committee. This committee consists of 7 members for the first 150 members + one additional for every 50 members above the 150.

These are elected at the Annual Meeting + serve 12 mths.

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

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



Membership. Candidates must be proposed by two free members; they must be earning not less than 8<sup>d</sup> per hour unless they are gas fitters, whose minimum is 7<sup>1</sup>/<sub>2</sub>d per hour and they must be between 20 + 60 years of age. From 40 to 50 they may be admitted but only to participate in out of work benefit. Apprentices in the last year of their time + young men under 23 years of age, who have worked 5 years at the trade are also eligible.

Subscription: 6<sup>d</sup> per week. Erased if 6 months in arrears.

Entrance Fee

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

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

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

Funeral Benefit: At member's death -

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

At wife's death, half the above benefits.

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

From 3 years to 6 years membership	-	£ 10 - -
" 6 " 9 "	"	20
" 9 " 12 "	"	30
" 12 + upward	"	40

Money raised by a special levy.



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

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

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

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

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

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

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



The membership is as follows:

Central Division	-	206	
South	..	134	
West	..	64	<u>404</u>

Financial Condition. Each division keeps a separate account & the General Committee also has a separate account drawing on the Divisions for its funds. During the year (Feb 92 to Feb 193) the joint income was as under:

Contributions	£475	
Entrance Fees	16	
Fines	18	
Other sources (Interest £15)	<u>20</u>	£549

and the.

Expenditure -

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

Cash Balance - In T3 a/c	-	£1062	
" Cash		<u>32</u>	£1094

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

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



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

J Unite - Holborn Similar class.

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

<sup>when</sup> Beddow & Trond. Covent Garden.

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

Miller - 178 & 179 Piccadilly. W.

Adams 57 Haymarket. S.W.

& Benson & Co Chiswick.

For other information - see Sheet



Aug 4/93

# London United Brassfinishers' Society.

Meeting at the White Swan, <sup>Indoor Street</sup> Temple Street. E.C.  
Fridays - 8 pm.

Interview with the Secretary - Mrs A. Craven  
18 Langate St. Lambeth. S.E.

Established 1837 -

Members - 388.

g. y. a. Davis & Wm. W.

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

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

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



Unionists comprise about one-half the trade - 50%.

They work with non-unionists. Only ~~use~~ and are in favour of moral suasion as a means of extending the union.

Present Relations between employer & employed are very amicable.

Boards of Arbitration & Conciliation do not exist.

Society is strongly in favour of arbitration as a means of settling disputes. The Federal Council of Brassworkers - to which the Society belongs - negotiates in all disputes with employers in London.

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

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

Seasons. There is no real season. Busiest in



(12)

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

Overtime is usual but not to a great extent.

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

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

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

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



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

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

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

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

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

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

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



Sick benefit. If a member is ill for 3 weeks he is entitled to 20/- & if he continues ill to 10/- per week for 6 weeks.

Funeral Benefit. At death of member of one to two years' standing his widow receives £5; & an additional 10/- is given for every year's membership until the sum reaches £12. At death of free member's wife, £3 is paid & 5/- additional for each year's membership until the amount reaches £6.

Superannuation. Any member, who has become incapable of earning his living is superannuated as under:

If a member for	20 years	-	14/-	per week
"	25	"	5/-	"
"	30	"	6/-	"
"	40	"	8/-	"

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

Report for year ending Jan<sup>r</sup> 1893 says that trade was very bad all the year & still remained so. The cost of work pay increased from £232 to £369. A dispute had occurred <sup>at</sup> with the Swan - Edison Electric



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

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

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



National Society of Amalgated Brassworkers.

Established 1872. Secy. Gen. Sec. Mr W. J. Davis.  
70 Lionel St. B'ham.

From the 21<sup>st</sup> Annual Report, <sup>(9/15)</sup> sent by the Secretary, the following particulars are taken:  
Members 6458, an increase of 447 on the year.  
Contributions £6411. Total income £6828.  
Expenditure £6606, an increase of £538 on the year.  
Of this Unemployed benefit was £3904; Funerals £278; Legal benefit £59; Trade Grants £59. Two new benefits also came into operation viz Sick benefit (4/- per week) payment on this account being £315; Superannuation (to members over 20 years standing) since April '92 when first claims became effective payment have amounted to £165.

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



It contains some interesting matter as to the divisions of the brass trade which are worth looking up for information as to division of the trade. Some recommendations are made: the gist of them being that for various kinds of work new price lists should be arranged which would allow the workers to earn 6<sup>d</sup> per hour & a bonus. On old list the bonus was 15%.

Most of the Report however deals with the Blam trade.

The Society is strongest in the neighbourhood of B'ham & has only two branches in the South of England, one at Exeter & the London Branch, indeed 5300 of the members belong to the Central B'ham Society.

The London Branch has 57 full members & contributions were £62 in 1892. Mr L. Stokes of 127 Crawford Street, Baker Street is Secretary

(Walter L. Stokes  
Secretary)



London Federal Council of Brassworkers

Secretary - Mr Sims, 14 Kingsquare, Goswell Rd  
E.C.

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

Section 15

❖ RULES ❖

OF THE

❖ London ❖ Federal ❖ Council ❖

OF

BRASSWORKERS.

I.

NAME.

The title shall be THE LONDON FEDERAL COUNCIL OF BRASS-  
WORKERS, consisting of the following Societies:—The London United  
Brass Finishers, Amalgamated Brassworkers, National Brassworkers,  
United Brass Founders, Mathematical Instrument Makers, Scienti-  
fic Instrument Makers, and others.

II.

OBJECT.

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

III.

CONSTITUTION.

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

IV.

PRESIDENT'S DUTIES.

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



London Federal Council of 13 seamen workers

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

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

V.  
**SECRETARY.**

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

VI.  
**MEETINGS.**

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

VII.  
**ELECTION.**

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

VIII.  
**MASS MEETINGS.**

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

IX.  
**TIME OF MEETING.**

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

X.  
**INTEGRITY OF BRANCHES.**

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



Papers returned to Mr Green 11/12/93

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

Membership. 695

Mr Green of 3 Bennett Street, Vauxhall  
a tinsmith worker filled up a return as to  
the trade & also lent a copy of the Rules of  
the above Society & its 18<sup>th</sup> Annual Report  
as well as a copy of the 4<sup>th</sup> Annual Balance  
Sheets of the National Tinsmith workers to  
which the London Society belongs.

From Rules.

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

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

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

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



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

Benefits. Out of work. If paid 6 months contributions 1/- per day for 36 days; if paid 12 months, 2/- per day for 36 days. This pay may be renewed after being six months out of work but any member receiving 12 weeks pay in 12 months must work 4 months before he is again eligible.

Dispute pay. Single man 16/-, married 18/- per week + 1/- for every child under 14 years old. This pay to continue 10 weeks after which the man is entitled to out of work pay without time limit. Funeral allowance: 1 yrs membership £2.; 3 yrs £3; 5 yrs £6; 12 yrs £7; 20 yrs £8.

Wife's death - £1. £2. £3 £4 + £5 according to length of membership. Widows <sup>of members</sup> are allowed to petition + relief may be given varying from £2 to £8 according to the late member's membership.

Emigration grants are also made. £4 to £8.

Superannuation Any member (of 10 years standing) desiring through infirmity to be superannuated may be exempted from all contribution except 5/- per annum to Pension Society. This Society receives 5/- per annum per member but is not governed by the general rules. Persons exempted from



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Contributions are entitled to petition and funeral allowance at the rate for which they were qualified when exempted from contribution.

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

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



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

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

Chief items of Expenditure.

60 members	Out of work pay	337 weeks 4 days @ 12/-	202.12-
5 "		20 " 5 " @ 9/-	6.5-
			£ 208.17
	Dispute pay		75
	Funeral allowances (16 men + 8 widows)		152.-
	Petition " to widows (11)		54
	Gifts to other Societies		40
	Subscriptions (695 @ 5/-) to Pension Society		17.3.15.
	Paid for Pension Society		1097.

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

Balance at January 193. £ 1390.

Summary of Receipts & Expenditure is as under.

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

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

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



whole 52 weeks.

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

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

On Oct 10<sup>th</sup>/93 a special meeting was held



to consider a proposed revision of the Govern<sup>t</sup>.  
Contract Price List.



National Amalg<sup>ted</sup> Tin-plate workers of  
Great Britain. See. Mr H Ricket  
Fern Cottage, Walpole St.  
Wolverhampton

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

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



October 27. 1893.

GEA

26

<sup>Operatives.</sup>  
London Zinc Workers' Society.

meets at Tolmers Square Institute, Drummond St. St Pancras <sup>N.W.</sup>

Interview with Mr A Harrington, Secretary

10 Exeter Street, Lisson Grove. W.

Organization Formed in 1853.

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

Unionists & Nonunionists work together.

Relations between employers & employed are very good.

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

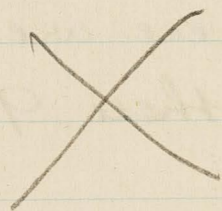
Arbitration. There are no boards of arbitration or conciliation.

17. Walking Time, Country Jobs, etc.

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



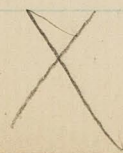
Minimum Society rate - 5/6 per day.



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

**16. Conditions of Working.**

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



Wages & Hours. 54 hours. Wages 6/6 per day or 39/- per week is standing money. Some pay by the hour, 8<sup>1</sup>/<sub>2</sub><sup>d</sup> or 9<sup>d</sup> - but ~~per~~ day work is the most usual form of employment. Some 7 or 8 months ago the Union made enquiries about wages & the average earnings worked out at over 6/5 per day. Piecework is not officially acknowledged by the Society but a good deal is done. It is very difficult to fix rates as a man seldom has two jobs alike. The usual plan is to offer a man a job at a price; if the man thinks it insufficient haggling results.

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

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

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



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

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

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

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

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



X

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

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

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

The Subscription to the Society is 6<sup>d</sup> per week.

The Benefits: Out of work 12/- per week for 6 weeks + 6/- per week for another 6 weeks during a period of 6 months. Dispute 20/- per week until man has obtained other employment lasting 4 weeks. Superannuation. 3/- per week for 15 years membership; 4/- per week for 20 years membership. Sick pay.

Funeral benefit for member & wife.



Oct. 17. 93.

Mr J. H. Grout. 22 Buckland Street [ G.R.A. ]  
Houston N.  
Secretary of the London Society of Wire Workers.

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

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

The work is all piece and they endeavour to fix the prices to yield 7 1/2 d per hour. (Weeks work is 54 to 56 hours). It is very difficult to tell how long a job will take: it is compared with something like it that has been done before. It work differs not only according to the article made but also according to the thickness of the wire used. Thicker wire is the hardest to work. Sometimes get a very poorly paid piece of work and this

54 1/2  
378  
27  
12 405  
33 1/2



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

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

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



T. Harrington & other zinc workers.

In outdoor work.

Nature of zinc.

X

Perforated zinc.

X

Feb. 2. 1894.

G. H. W.

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

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

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

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

Perforated zinc is that used for meat safes,  
<sup>& lanterns</sup> and is machine work & is not made by  
zinc workers.



The chief firms.

Brabys Fitzroy works	Easton Rd.	60 or 70 to 30 <sup>men</sup>
Swart & Co.	Easton Rd.	60
Hollen & Co.	Westminster	20-30
Treggan Brewery	Rd. N.	20
Rylands	Easton Rd.	12

Regularity seasons.

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

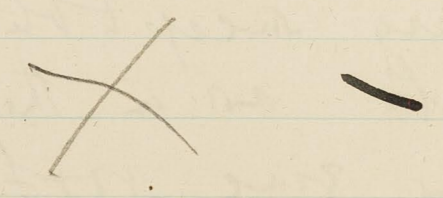
Work is very regular throughout the year, they  
are rather busier in Nov to Feb. because of  
leaky roofs but it is not very marked  
& in the summer there are new buildings  
to be roofed.

Small shops.

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

Copper roofing & galvanized iron.

Copper roofing is nearly always done by jour-  
workers & sometimes they work in galvanized <sup>iron</sup>.





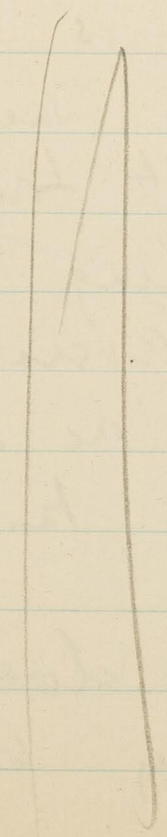
Both Time & Piecework

Rate.

Returns from working men.

Per day.

Per hour.



X

X

X

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

The average wage is  $8\frac{1}{2}^d$  an hour. Nov. 5<sup>th</sup> 1919 a return was asked for from all members with the following result.

40	were rated by the day.
24	----- hours.
6	claim 22 days pay
2	have not sent any return.
<u>72</u>	members.

Rate per day.

6/6	— 41 members.	} average about 6/5 per day.
6/-	— 7 —	
	<u>48</u>	

Rate per hour.

8	— 4 members.	10 <sup>d</sup> — 4
8 <sup>d</sup>	— 7 —	10 <sup>d</sup> — 2
9 <sup>d</sup>	— 7 —	<u>24</u> members



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

On Piece the men always reckon to get rather  
more than on time work.

5/6 per day is the minimum rate for 9 hrs day  
Exclusive of mealtimes making 5 1/2 hrs  
per week. (This is the lowest rate at  
which members are accepted & then  
they must be under 26) a full blown  
man must not take anything under  
6/6 per day.

5 1/2 hours makes the full working week.  
Many good men are outside the Society.  
The Society collectively are against it  
but individually they do work it.  
if you are asked to work after 8 PM  
which occurs very seldom the rule says  
you must have time & a half.  
But if you choose to work after that hour

Earnings

||

Hours

X

X



No earnings of fair men. X

Rates in the outskirts of London.

Shifting between branches. X

Travelling money.

Soc. has no price list.

Zincworkers & plumbers.

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

A fair man can get 39/6 throughout the year in the outskirts of London the rates are generally a penny per hour less than they are in London itself.

Plenty of men are at roofing work and ironing else but most men turn from one branch to another or can turn - One man had been 10 months on bath work & another on cobs but each said they could do roof work just as well & would be capable workmen.

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

The Society has no price list of its own. Zinc workers also do some plumbing work - this they admitted with hesitation for



Zinc lead for plumbing

One shop busy while another is slack.

Method of giving out & paying  
for work.

When the lump sum is refused.

Loc against P. but works it.

Just that the plumbers might get hold of it.  
Zinc is away competes with lead because  
it is cheaper & lighter & needs less strong  
timbers to support it but they don't  
really do plumbing etc on very small  
jobs just as they suppose plumbers (if they  
don't think themselves above it) will and  
& then do a bit of zinc work.

One shop is often busy while another is slack.  
The men often work several together on a job  
especially in a big shop. This is the general  
practice of the trade. one man draws  
the lump sum at the end & the plus or  
minus is divided equally or according  
during the job the men draw about  
day work rates from the firm.

It often occurs that the men won't take the  
lump sum, they may know something of  
their job & that it would not pay  
them. In this case the job will  
have to be worked on day work rates  
all through.

The society is against piecework but its members

See ante



Drink.

X

||

German Jews.

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

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

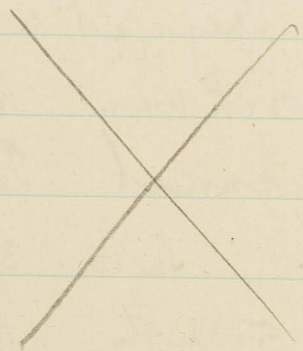
They have a Technical Instruction class at the Polytechnic; Subs. 3/- <sup>adults</sup> & 2/- for apprentices classes for 5 wks 1/- per week - open to bona fide workmen whether connected with the Society or not.

Had a Benevolent fund. with 115 members. f 1886. Subs. Hon member 5/- or more. ordinary members 6/- per quarter or 2/- per annum payable in advance



New Wade & Dayley. Zinc workers.

Character of the London Trade



Nature of zinc.

Feb. 14<sup>th</sup>

S. H. W.

New Wade & Dayley. Visille Montagne  
Zinc works. Townshend Road. St John's  
Wood. NW.

There are a few large shops in the trade he said, & a great many small ones. This is a medium shop where a little of every sort of work is done.

The large shops secure the large contracts all over the country London being the centre of the trade. There may be zincworkers in the other big towns & probably are but London is certainly the centre of the Trade.

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



Process of smelting & rolling.

London zinc is inferior.

Copper & zinc.

40.  
with a yellow flame & gives off a thick white smoke which nothing but zinc gas & deposits on anything it comes in contact with.

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

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

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

The zinc comes in long rolls in long barrels



Machinery

Permanent & casual men

Regularity of work

Indoor hands

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

Easton Road is the centre of the London Trade. Most shops have a regular staff and then a certain number of casuals they want them who shift from here to home & from one small master to another.

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

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



Indoor + out-door men.

Wages.

Hours.

Outside Londn.

Shifting.

Indoor men make baths, chimney coals, flower boxes, window cases, furnaces, gags etc. Out door men lay flats (ie roofs) & fix chimney coals etc; they fix the things which the indoor men make.

The men here earn 8<sup>d</sup> 8<sup>d</sup> 10<sup>d</sup> an hour here with constant employment making 30/- to 45/- per week. Only very special men earn 10<sup>d</sup>.

At Bristol's out door men earn 9<sup>d</sup> but this is higher than is usual.

54 hours makes the full week beginning at 7.30 to 6. " 7.30 - 1 on Sat.

On the outside parts of London earnings are 2<sup>d</sup> to 7<sup>d</sup> less than in London itself.

Some workers sometimes do plumber's work but very seldom vice versa.

The permanent men do not shift much. He saw one change hands. Harrington (the T.V. guy) has been with him 27 years and is a foreman. He finds something for them to do all the year.



Depots in the outskirts of London

Small builders bad customers.

Generally work for wholesale houses

All daywork here.

Piecework in large houses.

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

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

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

Here all work is daywork and is so in small shops generally. but at big places such as Brabys, Hewith, Draggans much is piecework - Two or 3 men



## Seasons

Shifting from out to indoor work.

Training and Apprenticeship

men in these Pipe shops often take on a job together, drawing day wages meanwhile and sharing the plus or minus at the end. The chimney flue season is from November to April when the winds are rough & especially in the spring. Roofing is put on all through the summer both of zinc & copper, the men are able to work in both metals. After September until Xmas is generally slack but not always. In small shops men shift from out door to indoor work & vice versa: in big shops they are either kept to the one or the other. Hence it is that men as a rule like to learn their work in small shops where they see every kind of work - a medium sized one for choice, & all his men nearly have been apprenticed to him: boys come at any age from 14 and in every case finish their Apprenticeship at 21. There is no limit to the number of years that

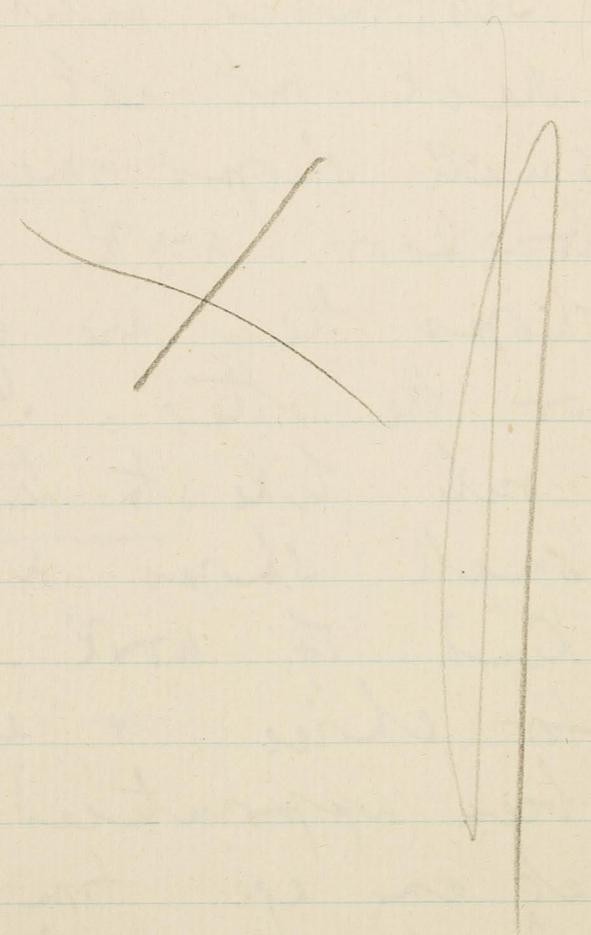


In praise of the Trade Soc.

Polytechnic classes.

Benevolent Soc.

Arbiters in general.



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

It is not in favour of the existence of Trade Societies but must say that he cannot complain of the quincworkers Soc. They have shown themselves at once liberal and reasonable. They have started classes of their own accord. Finding the Polytechnic had nothing suited to them, they have got a room & engage their own teachers and allow non-society men to learn as well as themselves. W.D.'s son is now attending and from what he learnt there he took a first prize for stops. For some models he made. The Soc also started the Benevolent Soc which is open to both U & Non-Unionists. In addition he has not such squabbles over

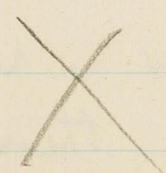


Overtime.

All busy or slack together

Course of Trade.

Drink.



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

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

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

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

91 was a very fair year.

92. fair.

93 very bad.

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



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

Rents

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

was friendly & will give any further information



Ch. Thomson. plumber & zinc worker.

Permanent staff.

Plumbers & zinc workers.

Inside & outside men.

Wages and hours.

February. 14<sup>th</sup>

G. H. S.

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

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

He does both plumbing and zincwork.

diff workers for each. no good shops interchange - very few zincworkers can do plumbers work & very few plumbers will do zinc work though most of them can

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

8<sup>0</sup> per hour is the usual wage for outside and 9<sup>0</sup> for inside men.

or 8/6 per day of 9 hours -

Some skilled inside men get as much



The London trade rests with 6 houses.

Permanent & casual staff.

Proportion of Permanent to casual.

Day workers.

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

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

Good men as a rule are permanent. He would say that 25% (as a pure guess) would represent the proportion between casuals and regulars i.e. about  $\frac{1}{4}$  of the whole trade are casuals.

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



In praise of Daywork.

Seasons.

Payment in the outskirts.

$\frac{1}{2}$  +  $\frac{1}{2}$  on P + Day.

Odd men have precarious livelihood

you more likely to get better work - & so much can be concealed even with severe inspection - but the men are more obliging they will turn from one job to another as wanted. Has been strengthened in his opinion by the failure of a joiner across the road (Ryder) who has just failed. Their work was a piece hit by degrees all Ryder's customers came across to him and complained of the bad work. August to Xmas is the busiest time for finishing new buildings - the middle of the year is the slackest for flower boxes do not make much difference in this part of London.

The competition among the small men on the outskirts of London led the masters to pay rather less than in London itself. About  $\frac{1}{2}$  or  $\frac{1}{2}$  of the Trade are on Piece & Daywork.

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



Regular work for Regular men

Over & under time.

'The Road'

Training & Apprentices.

Indoor work & skilled.

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

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

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

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

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

Indoor work is particularly skilled especially



Generally all busy together.

Very healthy work.

Training sharp boys.

Verbal agreement.

Course of trade.

No alternative trade.

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

Some times one house is busy while another is  
slack but they are gen all busy together.  
It is very healthy work. he has men of 60  
earning full wages.

Himself he trains boys by picking out sharp  
lads: often men come to him and offer  
premium or regular apprenticeship but  
he wont be bothered with apprentices:  
often a boy is so good for zinc but  
very handy at plumbing, what is the  
good of being bound to teach such  
a boy zincwork? so he makes a  
verbal agreement with the parents and  
says he will try a boy who shall  
leave at a <sup>weeks</sup> ~~months~~ notice either for  
misbehaviour or incompetence.

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

The men do not shift to any other form



of employment that he knows of

Rents.

6 roomed houses in the roads off the Hackney Road let at about 12/- per week.

The Cambridge Heath flats where he has some property, 3 rooms with water laid on are let at 8/- per week.

Zincworkers better than the Plumbers.

The men are a very fair lot - each is paid separately. They subscribe to the gen. Benevolent fund & help one another when in trouble. eg. they had just subscribed about 5/- for an old man who could not get enough work. In this way they are much better than the plumbers.



F Braby & Co. zincworkers.

Easton Road

Division of business.

Both Piece & Daywork.

Feb. 16<sup>th</sup>

G. H. D.

Mr. Fred R. Braby & Co. Ltd. Zinc & galva-  
nized iron manufacturers. 210 to 220  
High Street Borough.

Head office 252-264. Easton Road NW  
end at Deptford. Liverpool Glasgow  
and Adelaide.

Interview with Mr. Asell manager at this  
branch.

Easton Road may be called the centre of the  
zincworking industry. The chief offices  
of the firm are there. London is prob-  
ably the centre of the trade although they  
have branch offices elsewhere where there  
are also native zincworkers.

Workers divided into indoor & outdoor men  
who are able to interchange: it is  
only the 'botchers' who cannot interchange  
& with them they will have nothing  
to do.

Work is both a piece & daywork. On large



Wages.

Overtime

Hours.

Training.

jobs a piecework price is generally arranged - such as station public buildings etc.

8<sup>2</sup> to 9<sup>0</sup> per hour is the general rate paid to fine workers on day work, for a full week of 54 hours.

There is some overtime, say about 3 weeks at Brabys because they do such large jobs but probably not much in the smaller houses.

The men are paid time and a half after 8 P.M. and double time after midnight. It does not often happen that they work after midnight, only in exceptional cases where there has been an accident such like or where a job must absolutely be finished by a certain time or it has got behindhand.

They begin at 6 A.M. in the Easton Road and at 7 A.M. here - we say 6 was the usual time for the trade to begin.

Men learn by picking it up: very few are apprenticed. Boys come into the shop & pick work up. Men go out to work with



Permanent casual staff

$\frac{4}{5}$  of the trade is not stationary

Seasons

Character of the men

Short time

56.  
notes who if they are sharp pick it up & finally call themselves zinc workers. The larger proportion of the trade are able to do both inside & outside work.

Firms of any importance have a <sup>permanent</sup> ~~general~~ staff & then take on other extra men as they have need of them.

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

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

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

A very little short time is worked, perhaps



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

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



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

Place of meeting

Memberships.

The Tin canisters Soc.

The E. London Operative Tinplate  
workers.

Feb. 19<sup>th</sup>

G. H. D.

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

Rule 11. That the business of this society be con-  
ducted at the "Coy's Hall", Bride Lane  
Fleet Street in the Parish of St. Bridges, in the  
City of London and the County of Middlesex

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

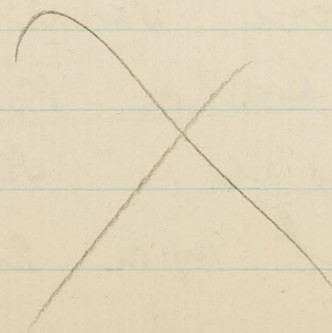
There are in London also the Tin canisters  
makers Soc of which J. Barton of 3  
Wannington Street is secy. which meets  
at the White Swan Tavern St. White-  
friars. every Saturday evening.

\* The East London Operative Tinplate  
workers who are a separate body: they  
number just upon 200 members. they



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

The different articles manufactured.



take in members working for the lower priced shops in the trade which no Seaman's Soc will not touch.

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

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

- Baths - plate baskets - bain marie pans - coal scuttles - dees boxes - Scarborough trunks (tin rim) - karp string boxes - sandwich boxes - bread pans - brawn moulds - chums



Work done.

The shipping trade.

Wages & hours.

Hours in the trade.

cake pans - candlesticks (nearly gone out now)  
canisters - coffee pots - saucepans - all kinds of  
kitchen utensils - dust pans (grosses of them)  
barrow cans (in great quantity) is those cans  
which you carry beer about in in the bar-  
row field and elsewhere - kitchen boilers  
(for the top of the fire) - Kettles - milk  
cans - moulds - hatchovers - post horns -  
packing cans (they do some of the linings to  
cans but they are more generally done by  
the canister maker) - tea Kettle, pots  
urns - umbrella stands - waterpots -  
railway carriage warmers.

The Shipping Trade are usually day workers.  
at 9<sup>0</sup> or 8<sup>1</sup>/<sub>2</sub> to 9<sup>0</sup> per hour for a  
full week of 54 hours - several shops  
eg. Forbes, Sedgwick, Armstrongs, Mc  
Whisters, Lester, Parkins etc do work  
for ships entirely. They are mostly in  
the East End more or less near the  
Docks & don't touch the other parts of  
the trade. The Port employ their own men



Overtime.

Hours.

Young men don't mind  
irregularity.

Triplate.

A little iron is galvanized  
but none turned in London.

There is a good deal of overtime on occasions.  
The steamboat trade makes things so sharp,  
work must be done at highest pressure possible.  
& work is rather uncertain. A man may have  
work for 2000 days & then again nothing for  
two or 3 weeks or vice versa.

The hours of the shipping trade are from 6 AM  
until 5 PM and until 12 on Saturdays.  
Heavy lamp work is very well paid & so is  
all strong work like ships ventilators  
(often of copper) & ships lamps.

A great many young men go into this line.  
They do not mind irregularity while  
they have only themselves to think about,  
but as soon as they are married & settled  
they turn to the general trade.

Triplate is iron turned. This is done in Wales  
& the quality now is not so good as it  
used to be. There is not so much tin put  
on & the metal is not so malleable.  
No plate is turned in London nor is much  
galvanizing except at Scafer near  
Stepney Station & Brabys at Deptford.



Piecework Prevails

Each paid separately.

Daywork Rates.

Large shops in Gas meters  
and General Line.

Earnings of the worst men.

Piecework prevails. Each man takes out his work singly & is paid singly according to the Society's price list. This is the rule of the trade. There is much more piecework than daywork. Some of the small shops employ day workers but there is no regular rate for them. They earn from 7<sup>0</sup> to 10<sup>0</sup> or even if at daywork rates but it all depends on the kind of shop & the kind of work.

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

- Parker as the gas meter maker and the Kingsland Road Gas meter Company employ about 80 in template workers (Baths).
- Parker of Bermondsey employs 70 or 80.
- Harding of Long Lane. 70.
- Wilson of Wardour Street 70.
- Spoker of Fitzroy Square 30 or 40
- Shopper of Rivers St. 20 or 30.

These are the largest shops.

The worst men probably earn 30<sup>0</sup> per week because it does not pay master to have men who earn less.

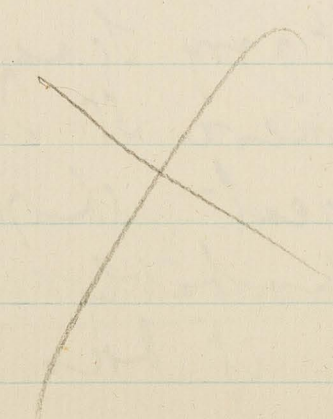


The rental of a workbench.

No regular seasons now.

Masters don't make for  
stock so much as they used.

But little shifting.



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

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



Hours of work.

Full week 54 hrs but  
many work less.

The hours insisted on  
by the masters.

Quick work to make good  
money.

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

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

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

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



Very little overtime.

Against State interference

System of learning trade

Overtime is very seldom worked in the General line. The Soc has no rules against it are all the same trying to stop the practice Mr. D. was against any regulation of trade hours by acts of Parliament. Leave the workman alone, he can shift for himself now. If you must have an 8 hours day then you must provide against men working in two shops. He had come across a case the other day in which this was done & another man was being kept out of employment. but it is very difficult to find out a case of this kind

There is practically no system of Apprenticeship the old way was for a father to be allowed to teach his sons & be paid for all they did. The employers did not mind because they got small work done such as scribing, wipers, small oil cans & saucepans made for them. Men don't like small work. This is still done - In other places the rule is to stop  $\frac{1}{3}$  or  $\frac{1}{2}$  of the boys learning until he is 22 years of age. As a rule the



Boys pick it up.

Don't let us have state Pensions.

Employment of boys.

Varying capacities.

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

The society encourages no classes for the men. In the technical schools a few learn pattern cutting. Relations with the employees are good and the society subscribes to the Pension Fund. 'Don't let us have state Pension of any kind'

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

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



Gas meter trade.

Canister work.

Small hawkers.

will slip through the hands of another in no time

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

They are pieceworkers but are particular about beginning at 6.30 A.M. until 5 or 6 P.M. Sat.

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

A few of these men are bicycle workers. The work is healthy but he did not think it was quite so healthy since they had given up using rosin for solder & taken



Age

Machinery

Work now

Drink

to spirits which give off rather noxious fumes. Several old men over 70 are still good workmen but as a rule masters don't like to take on anyone over 50.

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

He would like to have day work the rule but does not see that it will ever be possible.

Work done now is much prettier to the eye than it used to be, though not really better because the metal they have to work upon is not so good.

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



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

Mr. D will give any further information & will  
speak to Mr. Barton of the other Temple  
Society.



Mr. Cheswright of Messrs. Belts.  
Metallurgical capsules & metal rollers.

Business so prosperous that  
directors would rather not  
give wages.

Only one other firm in London.

Great many women & girls.

Feb. 22

70.  
S.H.D.

Mr. Cheswright, Manager to Messrs. Belts & Co.  
L. Metallurgical capsules &  
tube makers, 1 Wharf Road, City  
Road, on an introduction from Mr.  
Bentley & Johnson Gold wire drawers &  
tinsel makers of Kings X Road.

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

They employ altogether 957 men & women  
& have apparently more than one  
factory in London.

He said there was only one other factory  
in London besides this firm & that  
did not employ more than 30.  
Have more than 500 (apparently 545)  
were women & girls.



Hours.

Women & girls on piece & earnings.

Men on time.

The unhealthiness of lead melting  
& carelessness of the men.

A remarkable case

Earnings.

Regularity & Season.

Training

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

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

& for women 16/-

The men are time workers.

The work is healthy except at the lead melting  
melting pots. about 12 are employed here

& have to be moved about the factory

as soon as they begin to feel the effects  
of the poison. By doctors advice they are

given as much milk as they care to

drink and are allowed to work all  
the time they are at work. But they

are careless & will eat with unwashed  
hands & so many get lead poisoning.

The men earn the wages of first class labourers  
i.e. about 27/- & the engineers are paid the  
usual union rate

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

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



Against an 8 hours day.

Course of trade.

Each paid separately.

and gradually pick their duties up.  
Said the employees would be very strong against anything in the shape of an 8 hours day. They had tried to form a Society among themselves, but there was not enough cohesion & they failed.

They never work either overtime or short time.

91 was a very good year.

92 & 93 very fair.

Each man & child is paid separately.



Mr. Darby: Tinplate workers.

Earnings of men.

Hours.

Training

Aspect of the Trade.

Feb. 24<sup>th</sup>

G. H. D.

Mr. H. Darby . Patent stove ~~workers~~ & can  
& cutters. 249 Pantowille Road.

He employs tin plate workers, who when on  
Time earn \$ per hour and in Piece  
~~30¢~~<sup>27¢ in Summer</sup> 40¢. When busy some earn as  
much as 50¢ & 60¢ in winter.

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

Mr. Darby said his father who had been  
27 years in Spokes Shop (said to be the  
best in the west and tin trade) now manages  
this business is the account keeping part of  
it & he & his brother did the practical  
part.

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

The trade as a whole was one of large houses



## Character of the Trade

## Sweaters

## Seasons

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

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

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

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



## Time versus Piecework.

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

## Training.

## Rooving members & Drink.

for other particulars see form.

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

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

The roads has many rooving members: men who go about from Birmingham to the Lakes to the north: they are irregular & do not seem able to settle down: this is the part that is worst as regards drink: Mr D had me in his employ last summer but had to discharge him.



C. W. Abel. Tin canister & Tin man's soc

Founded 1881.

4 Societies in London.

Nearly all common goods  
are made by machinery

Feb. 23<sup>d</sup>

G. H. D.

C. W. Abel. Secretary to the London Tin  
Canister & Tin man's Society. meeting place  
Bill. Tavern. Church Row - Houndsditch  
Sats 9.30 P.M.

Priv. ad. 15. Broadway St. Poplar.

Founded 1881. registered in 1883.

4. Societies in Trade.

1. Amalgamated. Tin plate & Geometer.
2. E. London. Tin & Iron plate. (See Chit of the Soc. sat 1.)
3. Tin canister soc.
4. Packing case (tin & wood) makers.

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

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



Very many lads and girls.

Preserved provision tins is the most skilled branch.

Houses in the Trade.

Preserving factories make their own tins.

the Tin Canister Soc was formed. Work is getting still more divided. 1000 of lad girls now employed. anyone can manage the machinery. You need not know how to make a whole tin.

Preserved provision tins are the most skilled branch.

Shoys & Sons.	Doek lead.	(4 or 500)	} about
J. Feather.	Bermudey Sq.	(4 or 500)	
Grant & Co.	late Noakes.	Spa road. 150	
Scott & Co.	Daptford.	400	
Farwig	Thames St.	(lads 20 w) 50 x 60	

are the largest employes - & all employ <sup>men</sup> women & boys to a large extent.

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

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



Factories making tin

Membership.

Soc + un Soc men work together.

good relations with masters

No fast price list

Nearly all P.

Some Task work.

6<sup>d</sup> to 9<sup>d</sup> per hr. for skilled men.

Earnings of girls.

Cross + Blackwell.

Lezantys.

Morton (have introduced mach). Milwall.

Cunningham Dufourier Co. St. Giles St.

Poulton + Knivels.

} Employ men  
skilled +  
but little mach.

About 100 financial members now.

Society do work with un Soc. men.

Get on fair with the masters. They have no  
hard & fast price list for the work is changing  
so.

Work is increasing in London but the tendency is  
that very few men are required.

Vary nearly all piecework. Diff. mach &  
diff. way of working makes each shop  
diff. as to piece rates.

At Feavers they pay them so much per hour  
require them to do so much for it it is  
a task work system.

Pay men here from 6<sup>d</sup> to 9<sup>d</sup> per hour  
for the skilled men.

Believes it a common thing for girls to make 1/4  
of : young girls would get half that



The worst shop.

No board of Conciliation but belong  
to Chamber of Commerce.

Hours of work.

Seasons balance one another.

Men travel to seaport towns  
for herring fishery.

Scott & Co. will be about the worst shop has reputation

of being a cutting shop.

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

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

Majority of trade is P. in tin canister making. Decidedly for the best of the trade is at the Provision places.

Diverse goods are required in so many diff. trades that seasons balance one another July, Aug. Sept. Oct. the preserving trade for fruit (this affects the females more than the men in this case).

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

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

Common thing for men to go from London to



Pay in preserving shops.

Earnings of pieceworkers.

Aberdeen, Fraserburgh, Lovestoft, Stornoway,  
4 firms in Aberdeen w<sup>d</sup> employ 200 m  
each for 8 or 10 weeks or nothing exc  
soldering down. Some make it a habit to  
go, he can make it pay.

A good man in a preserving shop, or Day work  
work. the req. shop<sup>price</sup> is 8<sup>d</sup> per hour  
some pay 8<sup>d</sup> + 9<sup>d</sup>

Pieceworkers make rather more but think  
P. rather demoralising & doubts whether we  
really get through more work in a year &  
earn more money.

When busy on P. men make 50<sup>d</sup> + 1<sup>3</sup>. Some  
even more - knows actual men.

These firms you have a speciality eg. soap  
is Dagenby's (where he works) rain bag.  
They are very busy now & w<sup>d</sup> be still busier  
before Xmas.

In the other shops eg. Fraser's seats etc. Dagenby's  
rate is from 7<sup>d</sup> to 8<sup>d</sup> but w<sup>d</sup> employ a few  
at that. These they employ to make sample  
goods & special orders.

The poorest men are to be found in the em



Sweating in the tinplate  
& subcontracting.

Men in canisters line

Gen: men are paid sep.

Birmingham centre of trade

Work is not gen: shared in  
slack seasons.

box making is those who make cheap tea & coffee  
canisters but there are few as it is nearly all  
made by infant labour. <sup>in Diplole line.</sup>  
But you can go still lower. eg. Francis & Co. in  
Cherry Gardens. ie big houses will buy cheap  
tinware from little sweaters - & these are small  
lawyers who make up things at home with  
wife & children & then retail them.  
But there is no demand for canister things  
etc in large quantities so this state of  
things does not exist among them.

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

Birmingham is the real centre of the Trade.  
Work is not at all shared as it might or  
it should be. Lagerships do do it, but the  
majority turn of men at once - 'To a ridic-  
-ulous extent', with discharge a man even  
for 3 days & then recall him again. It's  
often interviewed employees on this matter.  
Mortons also share out fairly.



Seasons for preserved meats.

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

Hours of opening

Not much overtime now.

Some.  
Day workers get time  $\frac{1}{2}$ .

Preserving trade is nearly always export so workers  
make up large stock.

Potted meats, tongues, hams etc are busy in latter  
end of Feb. - Dec & Jan are few dull in trade  
generally - Sausages begin at end of Feb & though  
rather but fall off before it gets hot, potted  
meats go on all the year. Fruit & fish in the  
Autumn - & a general trade in the winter.

Men shift a great deal from shop to shop i.e. from  
one canister maker to another. All round men  
do shift in the mechanics. <sup>with a lot of shifting</sup> It is against a  
man to have shifted but as a rule it is not  
his own fault.

Most shops open at 7 & as many at 8. (esp where  
females are employed) few at 6 till 5.30.  
The others till 7. until 1 or 2 on Sat.

Not much OT now. used to exist to great extent  
has had a tendency to fall off the last 2 yrs  
thinks it is because of the general feeling  
about it. Day workers get time  $\frac{1}{4}$  but  
there nothing extra in many cases.

Go into a shop, job about as a porter, then put  
on to a press in machine wh edges up the



Training

Quickfingered boys & girls wanted.

Conditions of membership.

Benefits & subscriptions.

tops & bottom of a canister. Then might go on to  
Rife & so for one machine & another & then  
finally put to bench as soldiers. Very few  
stop till they are 18. They earn 10/- or 12/- & then  
go at 16 to 18. eg. a man at Lloyd's says a  
boy works till 18 days perhaps get a job at a  
-nother shop & pick up things to go into better  
shops but as a rule they leave the trade & get  
work where they can.

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

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

Benefits 10/- out of work for 13 wks in 12 mths.  
4/- wife. } funeral.  
8/- member }  
6/- wk subscription.  
12/- Di. pate pay. as long as it lasts.



Course of Trade.

Conditions of work.

Do not expect to live till  
very old.

Drink.

Deptford for biggest factories.

Girls are fairly respectable lot.

is fair financial condition.

1893. a bad year many out of work. by far  
the worst they have had.

1892. fair.

1891. fair.

Not healthy. shut up in workshop. as a rule it  
is hot from the fires. The fumes from the  
spirits of salt (arsenic) are poisonous. & a little  
from the lead. rosin is much pleasanter to use.

Not many old men in the trade. man of about 50  
is considered old. do not expect to live till  
very old. After 50 it wd be diff. to get  
work. It is trying for the eyes. The glitter of  
the reflected gas in the tin is bad esp. in the  
provision trade you require good eyesight  
to see that there are no leaks.

leaky tins are a rule are wasted.

Perhaps men drink a little: work is so hard that  
thanks it compares favorably with most trades.

Deptford is the place where the biggest factories are.  
Has heard that the girls are a rough lot. Faversham  
"he passed of a morning seen a fairly respectable lot to  
"what you would expect in that trade: wd not"



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

Rents.

Rents in 15 Brabaza St.

9/1. per week. 5 rooms & washhouse.  
3 up side & an addition over the washhouse  
& 2 down.

16 ft. frontage. Garden behind. 18 to 20 ft x 6  
& probably the same all down Brabaza St. covering  
half the street.

Will send rules & address of Packing case maker.



Mr. Lovel. East London Operative  
Tin & tin plate workers.

prev address  
12. Highwood Rd.  
Gurney Rd.  
Stratford.

The East End branch.

Trade divided among East End,  
West End & Sweaters.

Feb. 24<sup>th</sup>

J.H.D.

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

This represents what is known as the East End branch of the trade, not because the factories are necessarily in the East though most of them are, but they express a difference between the other tin-plate soc & themselves. The other is known as the West End soc and not nearly all the West End factories are in the West. The 'West End' means the best class of trade who work according to the Society price list: the East End does the middle class of trade and the small men in the east.



Have no price list.

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

Hours of work.

Piecework Trade.

Hours in the Trade.

No women etc at Pades.

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

This is not due to the different machines used for very little machinery is used in London guillotine cutters worked by hand gear & not by steam is the most usual form. The general rate of hours is from 8-7 a weekdays and 2 on Saturdays. Hardings the largest & one of the best East End shops works from 8 to 8.30.

The men may have if they like to take it one hour for dinner &  $\frac{1}{2}$  for tea.

It is a piecework trade & all work is a Piece. Hardings of Union St. Boro' employ 80 or 90. Reeves & Son of Boundary St. Shoreditch. 30 or 40. Bakers. of Featherston St. City Rd. 40.

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



Staple summer & winter work.

The small garret masters  
and their wares.

Cheapness their only quality.

The staple summer work is waterpots & a summer like 90 very favourable to their business.

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

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



Origin of the small sweaters

Training by Apprenticeship  
is the rule.

Want of 'go' in East end  
employers.

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

These small sweaters have been journeymen themselves and are anxious to be independent & so start for themselves. The reason is that it requires so little capital to start in this line. You can make a start in a common way with as little as 30s. or £2 and quite easily with £3. The tools are not expensive & a man bent of starting for himself he generally made a gradual collection before he actually goes on his own account.

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

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

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



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

Earnings.

to track them, though all the more respectable shops of keeves, Hardings & Bakers, accept apprentices. These boys start on extinguisher & pint pots & pint saucepans & funnels & keep to this small work all through their time. A boy does not look ahead he is willing to do always that which he can get most money at while a boy and when he comes out of his time he knows only one branch and has still to pick up the general trade. This is the case here. There must be something wrong about a system & its execution when you can see a man & he has often seen men 'Eating bread & cheese after they have served a full seven years Apprenticeship'. A fair man a full time all the year round will make an average of 28/- per week. But it is surprising how much capabilities differ. Some men will make as much as 40/- per week. He has seen one man earn 4s and another 30/- on the same kind of job & working the same number



Earnings.

Would be glad of the Dockers 6<sup>d</sup>.

Slackest month.

Each man paid sep.

Drunkennes. Better now.

Die & iron plate workers are  
one & the same man in London.

of hours. The 3 man was one of exceptional ability. They have no fixed daywork rate & very few men are day workers. Hardings has 12 men a time at 8<sup>d</sup> & 8<sup>d</sup> per hr. & good men.

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

January & February & the Autumn are the slackest seasons.

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

Drunkennes is not so bad as it used to be. The bad lot of men that used to be in the trade as one of the reasons of the low rates of remuneration. would say they were a very much brighter lot now.

In London Die & iron plate workers are one & the same man: in Birmingham the trade is subdivided; such large jobs come in of the two classes of work that they



Membership.

Factories as a rule well-built.

Long hours in small shops.

Spirits of salt rosin.

have two distinct classes of workmen.

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

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

Most of the shops have sick clubs & some have money clubs but the best workmen disapprove of the latter.

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

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

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



he said he c<sup>d</sup> promise as it was the rule for  
the men & not for the masters to keep the  
wages books in this branch of the Trade.

He will fill up & send the Trades Union form.



A. J. Denman small tinplate worker.

One of the men who work  
for the large houses.

Difference in prices.

Feb. 28<sup>th</sup>

F.H.D.

A. J. Denman. Tinplate worker. esp beer  
mugs. cans & small work.

68. to 70 Tabard Street on an introduction  
from the Rev. W. L. Vyoman of the  
Charterhouse Mission in Tabard Street.

He is one of the small men - the biggest of  
the lot he said. who supply the large  
houses with the small ware.

He mentioned 6 or 8 other men in the  
same way as himself said they were  
all over London.

Among these small masters there is a recog-  
-nized price list which applies only to them  
it is lower than that in force in the  
factories eg. for make small beer can  
the price is  $\frac{2}{4}$  the gross in in big houses  
the price wd be 1/4. These big places do not  
touch this kind of work. They retail what  
they get from the small men but like  
the world to think they have made it



Fear of publicity

His life.

Hours of work,

themselves. He begged that none of what is written here should be printed; he should be ruined if it was ever to be known that he gave information. The big houses would cease to patronise him. He works for keeno(?) He was himself an apprentice to the trade but ran away. He saved where ever he could. never spent any spare money. was for a great many years higher up in Tabard St. was offered the good sized premises he now inhabits. for £6000 by a man who had been ruined by spending £7000 on putting them up. For a joke he offered £3000, & in a month he had a letter saying his offer was accepted.

For 10 years he never had a days' holiday, & the longest time he has had a holiday in 27 years is 17 days. He employs 10 men all the year round. They never shift to any other house, they know the price they will get is the same in all small houses. They work from 8-7 on full days and 8-4 on Saturdays. In slack time



Earnings.

Dinner hours optional

Work of wife & children.

Character of the men.

They get 3 or 4 days a week. Just now it is very slack - two men while I was there left the shop 4 PM. with 4/- each as the result of a days work - In slack times men earn 20/- to 24/- & in busy many make 40/- & even a little more but then it is very hard work. When things are slack men may take an hour off for dinner but when busy they take very much less, they may do as they like about it.

He has never let his wife work at the trade but he knows of men who do | all this information came out with very great reluctance | there are not very many of them. Many more who employ two or 3 boys. He is the largest class with ten & then it varies down to 2 in small shops.

The men are a poor lot though his have been with him 27, 24, & the youngest 13 yrs. Some of his men have started as small masters for themselves. They drink a



Drunkenness the cause.

Rents.

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

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



Rents.

To make a beer can.

Soldering

rates staves. & others with brooms behind the deaf asylum in the Old Kent Road which he lets for 106 per year. They have besides a wash house & a yard 16 x 15 ft.

He showed the whole process of making a  $\frac{1}{2}$  pint beer can.

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

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



the whole boil (of itself) a gas is given off which is inflammable. More zinc is put in until the mixture will boil no more. Then it is said to be 'killed'.

Then a copper bit is taken & heated dipped in the solution rubbed up & down the joint, which are then soldered.



Men employed at Hardings.

System of apprenticeship.

at Baker's.

Apprentices.

March 8<sup>th</sup>

G. H. D.

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

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

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



At Kew's.

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

Mr. Lovell sent both this

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

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

3. Kew's. Boundary St. Shoreditch.  
Employ about 30 tinmen, 26 of whom are Unionists  
They have seven apprentices.

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

Making a total of 7 years apprenticeship.

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

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

Hoake's & Co Spa Road Bermondsey employ girls  
making bottles.

Wray & Son Mill Street Dockhead also employ  
girls making bottles & other articles.



Articles made at Keevers.

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

List of articles made by members of the Society  
taken from the catalogue of Tin, Iron, Zinc  
& japanned wares manufactured & sold whole-  
sale only by James Keevers. 8 & 9 Boundary  
street Shoreditch.

'Japanning done for the trade.'

American ovens - Batchelors tea Kettle - Basting Ladles -  
Baths - Candles ticks - Caskboxes - Cansisters - Coffeepots -  
Colanders - Dipping pans - Dustpans - Etrus - Extinguisher  
feet warmers - fish Kettle - funnels - Hand tools - Imi-  
tation pewter pots - jugs - Kettle - Knife trays -  
Milk pans - pails strainers - Oil bottles - icisters - Ovens -  
pails - Pennakins - plate covers - pudding pans -  
saucepans - Tea cans, cups, Kettle - Toilet can -  
Scarborough travelling hanks - Valenches - Waterpots -  
Iron plate & galvanized ware.

Coal hods & scoops - cinders sifter - smoke pipe -

Boiler filler - Baths - basins - cinders shovels - frying  
pan gridirons - meat hooks pails - soda scoops -  
Soap dishes - water pots - cast iron hollow ware &  
cast iron enamelled ware - are not made but brought  
in from the country.



Laffield & Brown Brass founders &  
Coppersmiths.

Numbers employed.

Division of work & wages.

Hours.

Seasons.

March 7<sup>th</sup>

G. H. D.

Men Laffield & Brown. Brass founders and Copper  
-smiths. Dolphin Lane, near the West  
India Dock station.

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

Coppersmiths - leading hands.	42/	120/
Brass finishers	-	-
Brass moulders	-	42/ 38/ for ordinary

5 1/2 hours per week - 6 - 5 for 5 days.  
6 - 1 on Saturdays  
allowing an hour for dinner & 1/2 for break  
fast.

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



Fluctuations owing to ships.

Other losses in the Trade.

Full hours per day.

Overtime rate.

Agreat worked a occasion.

between the number employed in a busy and a slack season. This is owing to ship <sup>building</sup> being the staple industry of London like themselves such as Blundell in the WJ dock Road, Brockleys, Stewards, Thomas D. Thompsons, Dexter & Perkins, who all employ coppersmiths.

Caird & Rogers & Hendry, & themselves only do copper & brass work where as the chief business of the others is engineers work.

9½ hours and 6½ on Saturdays constitutes the full working day and a man must make these hours before he can expect to be paid anything for overtime.

For the first 2 hours OT. time & a quarter is paid & time 1½ afterwards. On Sundays Double time.

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



A Day work Trade!

Coppersmiths & moulders  
labourers.

Each man paid separately.

Walking money.

London Friendly Soc of Coppersmiths.

manager went away  
& handed over to his friend  
How does this a soc man  
London come  
in here  
as far as  
page 107

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

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

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

Brass moulders have one between 3 of them. Brass finishers are those who are at lathe & vice work.

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

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

The London Friendly Society of Coppersmiths



Out of work sick

Financial position

Burial & 'Extra Burial' fund

See rules p 100

members. 360 (Dec. 1892). 365. (Dec 1893).  
paid £203.9.6 out of work in 92 to 93. to  
92 members  
and. 179. 13.0 to 83 members.

Several names being the same on both lists.  
£5. 17. 6 was the highest <sup>(sum for 92)</sup> amount paid to any  
one man on the out of work list & 4/- the  
lowest.

The £5. 17. 6. man also got. £2. 16. 0 for sickness.

The fall title is the 'Lodge & provincial  
Friendly Society of Coppermiths', held at  
the 'Black Horse' Leman St E. on the  
second Saturday in each month.

Secy C H Quinton, 5 Parkhall Lane, Clapham SW

The contribution date on Dec 1893. was

£43 or an average of 2/4 per member.

They have cash in hand. (Dec. 1893). to the  
amount of £2613. 6. 6.

Two men got £20 between them from the burial  
fund.

Four men — £60 — from the 'extra  
burial' fund. (no expl given, may mean a  
finer glass hearse and an extra carriage or 2



Provincial members.

Training

Ratio bet journeymen & Apps.

But apps are only paid for the time they make

Shifting

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

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

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

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



little made for stock.

'Templets'

Overtime.

About  $\frac{1}{2}$  the trade are black sheep.

their money at the end of a day & then go at the  
they are gen paid at the end of the week.  
They do not make for stock. There is so little ex  
the branches for copper pipes which they  
could make. Things have to be made after  
patterns to suit each particular ship.  
A man is sent off & measures the cases  
& has to see the shortest way of carrying  
a pipe, he brings back with him a  
'templet' or iron rod carved exactly to  
the pattern after which the copper pipe is  
made.

A man can make as much a 20 hours a day  
It often happens that one firm on contract  
work will get pressed at the end & will  
ask another firm to help them  
Here the men are a pretty steady lot but in  
the trade as a whole (said there were  
about 500 coppermiths in London) about  
 $\frac{1}{2}$  are black sheep. They are all fond of a  
drop. The work is hard & may be very  
unpleasant especially when it comes to  
cleaning out ships pipes. They used to be paid



Dirty jobs.

Overtime.

93 bad year.

Effect of Dock strike.

Poorst part of trade.

Work not shared.

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

A man can make over 100 hours per week. The engine man has been working since 5 AM on Monday night today & this was 1 PM on Wednesday.

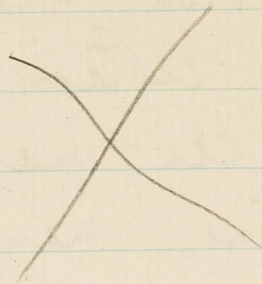
When they want men the foreman sends up to the Trade Society.

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

This is the poorest part of the copper in the trade in London. In the West End, work has to be done on pressure but then the chief customers such as the distillers give you notice and you are able to prepare beforehand. In slack times the work is not shared, the best



London repair shop.



Rents.

men are kept on the rest are turned off.

Shops don't as a rule have clubs.

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

He gave the wages of 4 men.

1 copper with 1 first good worker

-- -- medium

poor

1 good brass fitter.

which are stated on a separate sheet.

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

But you will not get the former said such good room for 5/- in other streets. he pays 7/- (for 4 or 6).<sup>(?)</sup>



Dewrance & Co. Founders & finishers

Number employed.

Hours.

Nearly all time workers except the large class of Turners

March 7<sup>th</sup>

G. H. D.

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

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

54 hours is a full working week.

6-8.30. 9-1. 2-5.30.

Monday they begin at 9 & work to 5.30 with 1hr for dinner.

On Saturdays they stop at 1.

Nearly all the work is on time except among the <sup>turners</sup> ~~turners~~; who form the greatest <sup>part</sup> ~~part~~ (more than <sup>the</sup> half) of all those employed. Here <sup>as on P.</sup> you may have an order for several thousand of one thing or suits them to do it on P.



Division of business wages.

Brass & Bronze.

112.

Pattern makers.	make	2/2.	or Time av.
Molders.	36/-	58/-	- - - -
Firmer.	30/-		- - - -
Turners.	27/-		- - - -
Bronze turners.	36/-	38/-	> 1/2 on P.
Millers. (Boys)	8/-		T - - - -
Finishers.	34/-	36/-	- - - -
Iron Turners.	34/-	38/-	- - - -
Machine men.	24/-	27/-	Some T Some P.
Labourers.	24/-		
Carpenters.	9 1/2 hr.		
Pressure gauge shop.	men	36/-	
Assistants.		30/-	
Boys.		6/-	to 12/-

Brass is made of copper and zinc  
Bronze - - - - - copper & tin.  
They buy the two separate & make the amalgam themselves.

When an order is received it passes through the following shops or departments.  
1. Order dept.  
4. Head draughtsman who makes the necessary drawings.



Pattern shop.

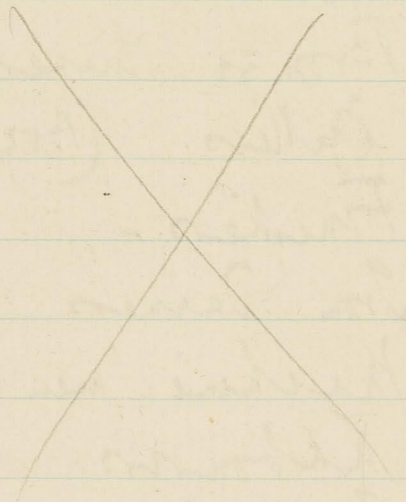
Foundry.

Moulders.

Firmermen.

Labourers.

Trimmers.



Machine shop.

Milling shop.

Finishing shop.

3. The pattern shop where the patterns for the castings are made (highly skilled work).

4. Foundry shop, containing  
a) moulders (the most skilled)  
b) Fire man who melts the bronze & pours it into the mould  
c) Labourer takes the cast out from the mould and puts the sand which is hot & lumpy through a sieve for use again  
d) trimmer takes the rough castings and trims off the burrs or rough edges & then passes them to

5. the machine shop where the bronze turner does all the lathe work.

6. Milling shop where a peculiar machine (something like the 'mill' on a panmangle but so rough) is put on by boys.

7. Do the Finishing shop where the whole is put together, polished & finished.

8. Do the warehouse or packing room to be stored or sent away directly.



Draughts men.

Turners.

Labourers.

Machine men.

No seasons.

Character of the business.

Draughts men get 40/- w<sup>l</sup>ly wages. Some 60/-.

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

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

Labourers are given 24/-.

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

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

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



Course of trade.

The Apprentice System.

Its failure.

Advantages of training your  
own boys.

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

They also make alloys and 'Babbitts metal'. Mr. Devarance had made a special study of the apprentice question and had finally adopted a system of his own which he said was very satisfactory.

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

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



X

X

Must impress boy & parents  
with solemnity of the occasion.

where, have whims and fancies about the ways in which things should be worked and will object to new machines while your own men do not do so but rather welcome any way of doing a job more quickly. He had a consultation which his solicitor and between them they draw up a form of apprenticeship (which he gave me). With a firm in which business ebbed and flowed it might be a nuisance having boys in this way for you must pay them and cannot discharge them but here it works well because they are so regular. A great point is that both parents and boy should be impressed with the solemnity of the declaration at the outset. He has up both parents and boy and gives them a lecture with a deal of solemnity. Then the boy is allowed a favour to do his best and be tried for 4 or 6 weeks. If satisfactory he is then solemnly apprenticed with this special form of indenture.



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

30/ or 36/ 2  
36/- (H.W.)

Start on milling machines.

The boy is henceforward treated as having some privileges, and is given preference over the other boys who are not apprenticed. As soon as they are out of their time the boys are either turned off or given their full money <sup>at once</sup> i.e. 36/- per week. The consequence is that between 19 & 21 they work up tremendously in order to be kept on, for <sup>if kept</sup> they will get much more than they get elsewhere. Mr. D. makes this a strict rule that a boy shall get his full money or be turned off saying that if he has worked well he will soon be worth 36/- and he has been worth a good deal more than he was getting the 20's years before he was out of his time, or he is worth so much less than 36/- that it is better to sack him at once.

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



Attitude of the men.

The terms of the indenture.

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

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



Terms of the Indenture.

Comment from the masters side.

to be done but tell or warn his master of the same.  
 3. shall not waste or destroy goods, nor lend them unlawfully to others  
 4. nor absent himself from his masters service.  
 5. But in all things as a faithful and industrious apprentice he shall behave himself towards his master during the said period of apprenticeship in consideration of which.

The said John Dewrance shall cause to be taught & instructed his said apprentice in the art or trade of Brass turning & Finishing paying unto the said apprentice such wages as the said J<sup>d</sup> Dewrance shall consider just, but if the said J<sup>d</sup> shall for > one month in a year paye unto the said app. < ——— shillings per week for age of 14-15

(this was the case)	6	15-16.
given	7	16-17
	9	17-18
	12	18-19.
	15	19-20
	18.	20-21.
		21-22.

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



Covenant on the part of the parents.

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

+

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

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

+

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



Improvers.

No injurious processes.

Lead melting.

Other houses in the Trade.

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

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

The lead melting & dealing with the lead might be poisonous but has not found it to be so, has just heard of an instance in their Russian<sup>(3)</sup> house but thinks it was prob due to the lead getting on to the cigarettes constantly smoked off the fingers of the workmen.

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

Staves at Deptford, Hart on Beard, Noakes



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

Pieceworkers have no extra rate for overtime  
Dayworkers get  $T + \frac{1}{4}$  after 5.30 up to  
any hour of night.

Packers & those in the finishing off Dept.  
often have to work OT. Customers will write  
in a hurry for a job to be finished &  
sent to them. These may at times have  
to work as much as 2 hrs per night.

They have worked overtime for 2 or 3 years  
but do not do so now except on occasion  
it does not really pay. The extra hour  
you get at night is taken out the  
next morning. With Dayworkers you

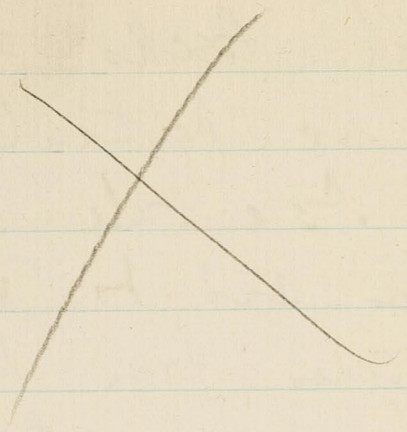
do not get a consistent extra for the  
extra hours worked even on machines  
which depend less upon the physical  
state of the man. On the whole would  
say you did get a good deal where

Overtime.

Does not pay.



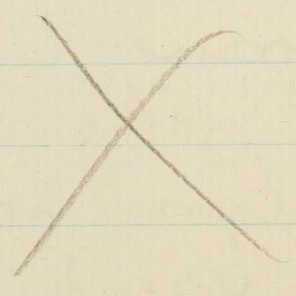
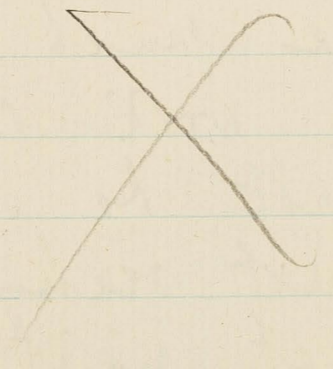
Evils of overtime



✓  
x

Drink

Habits of men



x

Limit of capacity

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

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

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

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

Fittern slack off after middle <sup>50<sup>yr</sup></sup> age very rapidly because this is muscular work. but



Hospital Saturday fund.

Men's Sick Club.

them a little & vice versa but much longer. They subscribe 150 or 200 per year to the Hospital Saturday fund. Mr D. called the men together pointed out how much they used the hospital & how little they paid to it & was given permission by the men to stop 12 per week & 2 per week from the boys out of their wages. This he does & so makes up this large sum. In return he has to get letters for any uncle, cousin or aunt of any man he employs.

The men have also a sick club. 4d. weekly. get 10/- for 7 wks. 15/- at death 12/- for wife. They divide up at the end of the year. They hold meetings in the factory. The firm keeps their accounts and gives them a dinner once a year and agrees to help them whenever they have an epidemic.

Mr D. of friendly : is preparing full wages returns: will take me over works any day between 11-17.







