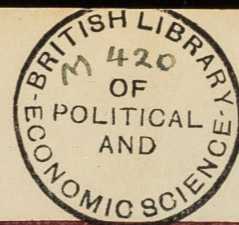


B92



[i]

Section 34
Glass & Pottery

name and address.	Occupation.	Page.
Mr Payne. Bethnal Green.	Glassblower at Snape's factory	1.
Mr Anderson. Bethnal Green R ² .	Small master glass blower	2.
" Dark. 2 Crossland St Bethnal G ² .	Glass blower.	5.
J. Rose. 2 Tavistock St Bethnal G ² .	Secy. Glassblowers Union.	9.
Mr A. M. Powell. Whitecross glass works. Tudor St. E.C.		13.
Mr Bailey. 77 Exceatour Glass W ² Wenlock R ² - City R ² h.		17.
Mr Chambers. Pottery Works - Lyona Road E.		24.
Mr G. Chambers. Fulham Pottery Works. Putney Bridge.		26.
Messrs Doublton & Co. Pottery. Lambeth.		32.
" Falk & Stadelmann	Lamp merchants 83-89 Farnham R ²	36.
Miss Clayton & Bell.	Stained glass painters. 311 Regent St. (moulders)	38
Mr S. Thomas. Secrelain. Pottery Union.	387 Rotherhithe h ² R ²	44
Rev W. A. Morris.	St Ann's vicarage. S. Lambeth R ²	53.
Mr C. Keale. glass engraver.	6 Whitecross Place. Finsbury E.C.	54.
Messrs Clayton & Bell.	311 Regent St.	56.
Mr Percy Bacon.	Stained glass. makers. 11 Newman St	58.
L ² J. Clark. working kiln	43 Elmwood St ² Lambeth walk	60.
Mr Frank Wright.	formerly moulder at Doublton's.	64.
Mr J. Pye. Secy to amalgamated Silvered Pewellers etc.	65 Middletem Road.	69
Mr Gascoigne - London	affiliated Potters - 140 Princess R ² Lambeth S.E.	78.

name + address -	occupation -	Page
Mr H. Ball. 174 Tottenham Cr ^d	Secretary glass painters Union.	80.
Mr J. Palmer. red. potter. 3	Pottery Cottages. Post ^A Wk. near Seltham	85.
Mr Sydney Stiff. Pottery manufacturer.	^{London} Lambeth Pottery Wk. Lambeth.	93.
Secy London Labour Association	12 ^a division am High R ^d New Cross	95.
Mr Hampton. Glass manufacturer.	Vauxhall walk. S.W.	96.
Messrs Parr Bros: Glass & Jewellers silvers etc.	9 ^a Eastern D ^r .	97.
Mr J. Leicester. 1 The Crescent	Belvedere R ^d Lambeth - Secy Flint Glass <u>Blowers Union</u>	100.

August 2nd

1.
Mr. Payne - working at Sharps factory.
Working on night duty. He & his brother take
day & night duty in turns.
Night hours are - 7 or 7 + 15 to 11 - then 1 1/4 resp
then 12 1/4 to 3 - another 1 1/4 or 1 1/2 & work again
from 4-30 to 7.

~~At~~ There were five boys working with him.
The boys earn from 10/- to 16/- or 18/- &
a man can earn £2. man is paid by the
piece - boys by the week - (so far as I could gather)
until they have served their time - when it is
evident they must be turned off & other boys
taken on. What becomes of these boys? They
are said to join the ranks of the casuals &
irregulars.

These small blowers in Bethnal Green cupric
themselves almost entirely to small work-
ing little medicine bottles - The molten glass
is taken by one of the older boys at the end of
a tube blown out, placed in a mould, allowed
to cool for a second or two, & broken off
above the lips; the broken portion is then heated
again by the man seated near the furnace

^{neck}
 & the lip ~~is~~ are carefully formed, tho' with
 extraordinary rapidity, by twisting round the
 iron rod upon which the bottle is fixed, & inserting
 into the neck a small iron ^{tool} instrument which
 fashens the shape into a perfect circle &
 forms the lip at the same time. The man
 works so fast that he is able to keep pace
 with the two boys who do the blowing. The
 bottles are then placed in a half heated
 chamber so as to cool gradually.

When on night duty they work 4 nights a
 week. Mr Payne is not a unionist being the stepson
 of his employer.

Mr Anderson, glass manufacturer, whom
 we also visited, gave us rather higher
 wages. - Boys 12/- to 20/- & men up to
 £2-10. Here again small medicine bottles were
 being made.

The London glassblowing trade had gone down
 a great deal, labour & materials being cheaper
 in the midlands. Coal cost a good deal more
 here, rents were higher. Fortunately he was his
 own landlord, & also owned some house property
 along

along the street. (old Bethnal green road).
 There were not more than 2 men working
 at this furnace to perhaps 8 or 9 boys.
 It was not easy to count them. They were
 constantly hurrying to & fro from the furnace
 to the moulds, dropping the bottles into an
 open box in front of the man who finishes the
 necks & lips, whence they are carried off by
 youngsters of about 14 or 15 to be cooled.
 The whole scene is exceedingly picturesque.
 The first workshop we went into, was only
 approached thro' a long & perfectly dark
 passage, so that we had doubt as to
 where we should come out. Finally we
 burst in upon this active scene. The glowing
 furnace at the back, no other light being
 required - the holes from which the molten
 glass was taken, shining like cat's eyes
 thro' the gloom. Two or six black figures
 hurrying to & fro, now warming their tubes
 with lamps of glass, all a-pour at the end,
 in the air, now bending down over the moulds,
 while the man sat on one side, ^{rolling} finished

rolling the rod on which the bottle was fixed backward & forward, & his knees with his left hand, working out the neck & lip with the small iron tool in his right - knocking off ~~a~~ finished bottle, & putting ~~a~~ a fresh one onto the rod, twisting it round, knocking it off & so on with marvellous rapidity & dexterity - The figures of the boys looked black against the glowing back ground, except when they were lighted up for a few seconds by the lump of glass which they waved in the air above them as they blew thro' the tube. Mr Anderson took us all over his warehouse & shop by the light of a glowing lump of glass at the end of a tube. He had £9,000 worth of moulds stored away. One of his furnaces was knocked off - he has three altogether - because work is so slack. He looked back with fond regret to the days of the last influenza epidemic, which had brought a harvest of orders for medicine bottles.

Aug. 4th

Mr. Dark. Glass Blower. 2 Crossland Square
Bethnal Green.

is a member of the London Glassblowers Society.
The trade in glassblowing has increased
considerably in London since he can remember,
this mostly in small works. medicine bottles
etc.

The rates of wages (trade union) are reckoned
at 5/- per day for glassblowers.

6/- " " " " " " Finishers.

But wages are paid by the piece as a
rule. e.g. for smaller medicine bottles the
price paid is 5^d per gross for blowers
& 6^d " " " " " " Finishers.

Smart workers can make for 2 to 2½ gross
per hour.

When therefore a blower speaks of having
made 8 or 9 days ~~work~~ in the previous
week it does not mean that he has
worked a large amount of overtime but
that he has earned an equivalent amount
of money over and above the 5/-^{or 6/-} per day
established by the unions as minimum.
daily

daily wage.

The average weekly earnings of a blower range fr: 35/- to 45/- & of a finisher fr: 6/- to 9/- a week more.

The hours worked are 12 ÷ 2 for meals.

Each Furnace employs 6 men for night & day work. besides probably a couple of boys.

Mr Anderson, whose factory is described page 2. - was formerly a strong unionist but since he has set up as a master has taken to employing nothing but cheap labour & boys. only in a non-union shop are there such a number of boys employed as we saw in the works we visited in Bethnal Green.

The Union shops are obliged to be very particular in this respect: & the number of boys are strictly limited. I believe to 1 to each shift of each Furnace. i.e. 2 per Furnace.

The Union seems to be a flourishing one; there is also another. Mr "General"

"General". I think it is galled, which embrace all England.

The work is not unhealthy. Mr D. is 55 & has never experienced any ill effects.

The only danger to be avoided is that of chills, for in the proximity of the Furnace the temperature is naturally very high.

Mr D. pays 10/6 for a dark little 6 roomed house, with which he expresses himself well contented. He has put up a little green-house at the back in the yard - & erected a kind of covered way from the public passage leading down the centre of the square, thro' the little front garden to his own door.

This public passage was on the evening of my visit turned into a canal, over which planks had been laid to serve as bridges. There had been a heavy shower in the afternoon & the drain pipe was stopped up, & the "square" lying below the level of the streets on either side had naturally become a sort of lake -

Mr D. complained that the house altho' a

new one had practically been built entirely with old materials - That the brick & the wood were both old - & it was impossible - keep it as clean as one would to free the place from insects - Insects there certainly were.

A smart looking new house that is being built to face the street, is constructed of precisely the same material, Mr. D. said - & a fellow feeling caused him to sympathize with the future inhabitants whenever they might be.

1st Sept:

M^r G. Rose. Secretary. to London Glass Blowers Union - 300 members. including nearly all glass blowers in London.

The London trade is almost entirely for small vials & medicine bottles. Very little large work done.

It is all piece work but paid nominally by the day or the hour.

There are 3 men to each furnace whose combined wages are reckoned at 16/- per nominal day.

1 maker at 6/- per day.

2 Blowers. - 5/- - -

In case of one man being absent while the other two continue at work the latter whether Blowers or makers receive 11/- per day. & they have to make two thirds the number of glass bottles etc which constitute their nominal day.

One man has to make one third & obtains 6/- per day.

As to the nominal day that is arranged thus

Continued

Stewartale for example in case of ¹⁰⁰⁰ cups to do
 thus ~~fasting~~ ordinary vials. The amount
 which must be turned out for a ^{nominal} days work
 equalling 16/- among 3 men. is 11 groos.
 Thus if 22 groos were turned in the 10 hrs
 which constitute the ordinary working time
 of a glass blower, the shift of men would
 technically be said to have done 2 days
 & so on. As a general rule every man
~~can~~ ^{can} earn about 2 days or 12/- in case
 of makers & 5/- in case of blowers in the
 24 hrs.

The hours worked are fr: 7. to 7. with
 2 off for meals, but this is left largely
 to the workman own wishes. When an
 complaint ^{has to be} made agt ^a workman
 the Secretary of the Union is generally
 called in to give him a warning &
 warn him agt continuing his bad habits.
 but the employers rarely discharge or
 give workmen as there are very few
 to be had.

Most of the London factories use
 broken stuff & melt it down again.
 They

Apprentices.

They do not produce glass from the raw material. About 6 hrs required to melt broken glass ready for use.

Very few apprentices in society shops - The Trades Union regulation is 1 to 5 men - but there are not so many as that in London ^{among} ~~the~~ the society factories. This is made up for by non-society places, where a large amount of boy labour is used. These turn out cheap & bad goods of the more unimportant kind at a rate at which no society shops can compete. but the work turned out by the latter is far better. 5 years apprenticeship is considered enough for a boy to learn all that is necessary in London work - A good deal of trouble is caused by the men turned out for the non-society shops who have not learnt their trade properly & can not put their hand to every kind of work that is required. trouble both to the employers & the unions.

Droit is still a considerable evil among glass-blowers, tho' better than it used to be

Mr. M. R. is a teetotaler & has induced a good many to follow his example.

Boys apprenticed are supposed during first six months to pick up the work anyway they can. They start with 9/- or 10/- a week or less in non-union shops. After the first year they are supposed to be able to take the place of any journeyman who may happen to be absent for a day or two. If a boy is working with them men are allowed 1/- extra ~~per~~ per nominal day. Boy has to do about 6 days' work before being paid any extra wages. Then he may get $\frac{1}{2}$ journeyman's wage or full wage according to the opinion of the master.

Average week in the year for flower.

£2 to £2-10-

for water. £2-10 to £3-

This includes stoppages

8 days may be considered a fair average tho' many men make up to 14 or 15 days in the week.

There is a book in which the rate to be paid

paid for each article is carefully noted

M^r A. M. Powell. of James Powell & Son.
Whitefriars Glass Factory - S.C.

All kinds of glass products are turned
out here. Fine glass for domestic uses.
imitation Venetian - opal - glass. cut glass.
stained glass windows. painted windows.
vitreous mosaics. & a new form of mosaic
formed by glass tiles - called "opus sectile".
There are a whole staff of painters & designers,
as well as workmen - there are engineers
& blacksmiths - in fact a great variety
of workmen & artisans.

The technical term for the men
working at a furnace is a chair.
there are usually 3 men & a boy to
each chair. (this is all strictly in
accordance with the regulations of the
Glass Makers' Society which is practically all-powerful)
Every man who enters the shop is bound

To join the Society - but as a rule only members are taken on so when a man is wanted application is made to the Secy.

The work here is paid by a standard of nominal "hours" instead of days.

For the fancy work the rate to be paid - i.e. the number of pieces to be produced to make up the nominal hour - is in each case discussed with the workman & settled with their consent. A book is kept in which every shape of vase or glass is registered with size & shape described & drawn & opposite it is noted the number of pieces 20 or 30 or 40 or the case may be which make up an hour. The nominal hour is

- paid for. 1. glassblowers. $7\frac{1}{2}$
- 2. servitor. 6.
- 3. footmaker $5\frac{1}{2}$.
- 4. Boy $1\frac{1}{2}$

But the average amount of work done is two nominal hrs for every hour worked. The hours of the week are 4 P. worked in

in 6 hr. shifts. Thus men beginning at 7 would continue to 1. - then take 6 hrs off & start again at 7.

10 p. cent bonus is given on quarters salary. There is perfect regularity throughout the year. - no shifting to other employments. Sometimes painters & designers shift from one branch into the other.

There is an increase in the business since 1911. as far as the number of men employed is concerned. The vitreous mosaic & "opus sectile" are both increasing trades.

There are no regular bonded apprentices. Each come at 13 or 14 & are paid for the beginning

It takes at least 10 years to get a thorough knowledge of ^{how to make} all the various shapes & colored articles turned out by this factory.

Boys are taught by picking up what they can - trying their hands at blowing w. meal flour etc. This is encouraged.

Capacity is lost in an average of men working before the furnaces about 50, at least there

X

Apprentices.

Loss of Capacity.

Drinks

Drinks

Notes on Drunkenness

there are not many who hold out after that 60 is quite the limit of age for men working at glass blowing. Of course this does not hold good as to the less trying work done in the factory.

The men are exceedingly steady, & come in well after Bank holidays. There is not a complaint of in this respect.

An allowance is allowed for Bank holidays provided that men come in on the Tuesday morning & this acts as a powerful incentive. Stokers work 8 hrs in 3 shifts - 7³⁰ pm hr.

Firemen -

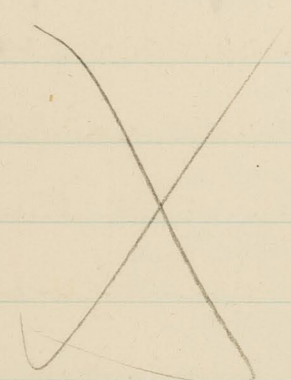
Labourers. - about

6³⁰

Sept. 6.

Hours.

Time or Piece.



M^r Bailey of J. & W. O. Bailey.
Excellent glass works. Wenlock R^d City R^d
h. - Bevelers, silverers & fitters of mirrors.
Hours - 8-7 & 8 to 2 on Saturday =
53 altogether, reduced since last year fr:
57.

All work on time except bevelers.
Time workers get "time & quarter" overtime.
Some 15 years ago bevelers could earn
£5- in 4 days work & seldom thought
of work the other 3 days. - Since that
time they seem to have been completely
demoralized, and are now a unsteady
class of men spending a large amount
of their money at the public houses of which
there are two opposite the gates of
the factory. They still earn more than
any other branches in the line. 40/-
to 45/- being not uncommon in the
week. Whereas silverers & fitters
do not as a rule earn more than 30/-
the latter often 25/-.

To such an extent are the bevelers demoralized
that

that Mr B. asserted - & his assertion was supported by his Foreman - that they frequently borrowed money for the apprentices at the rate of 1^d per shilling per week interest in order to get ready money for drink up. It appears however that they do not always pay, one man who left lately for Manchester owed one of the apprentices over £1.

The Bellows Union had lately behaved in a most arbitrary manner, in spite of the fact that the Firm had welcomed their establishment 2 years ago - & especially their rules as to apprenticeship which were greatly needed. A short time ago they were extremely busy & advertised for 3 extra men. but obtained no applications. Then it leaked out that the Union had issued a secret injunction against the men taking the place. because those at work declared that for some weeks previously they had only been making 35^s per week, & that any extra work that was to be had was their due

After discovering this the Jini called in the General Secretary & explained matters - upon which he said that as soon as they had finished a new polishing mill which they were erecting he wd send in 2 men.

Up to that time, however, he had positively refused to allow men to go in to work tho' there was work to be done, & tho' they had many of them been out of work for weeks past - & according to the foreman's statement, had told them to "go to the work house" when they asked what they were to do. The Union further prevented men fr. moving freely fr. one shop to another to better themselves & get on, & it's machinery was not infrequently put into motion on account of some private spite. They were not trying to coerce the silvermen & others to join them. but Mr B. did not know to what extent they had succeeded. His rule was not to make exceptions in favour of Union or non-union men. But if he found the men really ill treating

in treating non-unionists - he should interfere.
 The best thing the Union had done was the
 reestablishment of the apprenticeship system.
 which had been in force for the last 2 years.
 It is true there are still some firms which
 entirely refused to conform to the regulations
 re apprentices, & continued working a large
 number of boys, which flooded the market
 with 2nd rate labour. but the greater number
 of Silverers in London (there are about 14 or
 16 firms) had adhered to them, & this had
 greatly assisted in reducing to some
 order the condition of the trade as regards
 labour - which had previously been in
 a state of chaos. They were not strong
 enough however to force the one or two
 outstanding firms into the ring, & their
 competition - employing as they did cheap
 labour in the form of boys - was very
 severe. Moreover some firms do not
 pay their apprentices by time but by piece.
 & this is manifestly unfair - for it means
 that the apprentice will do work beyond
 the

the value of his week's salary, & thus cut the ground fr: under the feet of the other men while supplying the employer with cheap labour. This also the union had not stopped altho' in some cases it occurred in "union shops".

The number of apprentices is regulated to 1 in every 5 men. There is at present something of a dispute as to whether this means elad 1 to a fraction of five men. For instance the firm employ 18 hewellers & want to take 4 apprentices; the Union will not admit of their having more than 3.

Two apprentices at 14 years of age get.

For the 1 st year	8/- per week.
2 nd "	10/-
3 rd "	12/-
4 th "	15
5 th "	18
6 th "	21.
7 th "	24.

If apprentices at 15 years of age they receive after

Busy & slack seasons

Shifting

Trade since /91

after first 3 years 2/- per year more.

Generally 5 or 6 years are considered sufficiently long for apprenticeship.

Spring & autumn are usually busy seasons - this depends a good deal on the furniture trade. During busy months overtime is worked. It is rarely necessary to take on extra hands.

nearly all the employees have regular work.

There is no shifting into any other employment - But fitters & cutters might shift from one branch to the other - Fitters are the men who fit the glasses into frames. cutters the men who cut the glass to its proper shape.

Generally speaking the trade has been stationary, tho' there has been an advance in the business of this firm since /91 - The price of plate glass had dropped greatly in the last few months about 35% since last year - nearly all

all the plate glass used in London is manufactured in Belgium or France. The price is not only cheaper, but the quality is better than the English glass manufactured in Lancashire. The reasons for this are - 1. cheaper wages.

2. probable cheaper transport.
3. Better system of manufacture.
4. Probable better raw materials.

One of the great English plate-glass manufacturing firms was on the point of death - the London & Manchester Glass Co.

A great number of women & boys are employed in the glass works in France. Not much experience as regards this - but should put down 50 as the ordinary limit of a beveler's wage earning term. The silverers & fitters owing to more temperate habits probably work longer. This evil is still rampant among the bevelers, & especially among the cleverest & smartest workmen. nevertheless 2 out of 18 are beet eaters. - all 3 apprentices also

Loss of capacity

Drunk

M^r Chambers. Pottery works. York Road.

Stapeney. maker of drain pipes & chimney
pots - also large brick field owner at Faversham
Kent.

Hours 6 to 5.30. but as all men are
on piece work they please themselves to
a great extent. At the same time they
are not nearly so irregular in coming to
work as they used to be. From early they
would frequently stay out all Monday &
half Tuesday; this is now getting much
more uncommon.

July & August are slack months, &
also times of frost in the winter, when
it is not possible to break the ground.
But it is rarely necessary to discharge
any hands. Business has been very slack
the last 2 months but no hands have
been discharged.

Nearly all the work in connection with
pipe-making is done by machinery. The
clay is ground, sifted, sifted mixed with
water & shaped all by machinery. Formerly
the

The shaping was done by men with a wheel
 as is still the case with the finer sort
 of work at Doulton's; but now for such articles
 as clay pipes & chimney pots. the clay enters
 the machine at one end raw material &
 comes out at the other ready-made except of
 course for the baking.

Men who come in as unskilled workmen
 get £1 per week. & rise gradually until
 they are able on a good week to make
 3s to £2.

There is not much skill required - & no
 system or method of training in vogue.

Busy & slack seasons.

Piece work.

Loss of capacity.

M^r Chambers of the Fulham Pottery Co.

The busy time is principally from May to Sept: the ginger-beer-bottle season - Oct. is slack. November & Dec: busy with work for the publicans. Then again rather easy in January & February.

Artisans, i.e. skilled potters. "Throwers off" & ~~the men~~ ^{the men} get from 35p to £2 all the year round. & at times can earn up to £3 in a week. Most of them do not work more than 50 hrs.

A considerable amount of latitude is allowed to men in the matter of hours worked, during the week, so they are all on piece work. A lot of men stay out for one day in each week at any rate.

The work is not unhealthy - especially as no lead is used in the glazing of any pottery in London. Some men go on at work up to a considerable age - well over 60. But it depends greatly on accurate sight. Both for throwers off & finishers. & if a man loses this he is practically unable to continue at work.

Besides

Besides skilled potters, there are also the yard labourers - & cellar-men who crush the clay & look after the general process of preparation. The Burner. the kilnmen & the glazers.

The Burner is a highly skilled individual. & the whole success of each "burning" depends upon his skill in taking the pots etc out of the kiln at the right moment. He gets a regular salary of 50/- a week besides various tips for employees - when he has been very successful.

The kilnmen are practically stokers. & have little or no skill. They work in day & night shifts, are paid by the hr: earning for 20/- to 25/- a week. The "crushers" who shovel raw unprepared clay, under the mills, & those who are engaged generally in preparing the clay for use by the real potters earn for 20/- to 25/- the head men getting 30/- whereas any labourers get about 20/-.

The clay is for the most part brought from Somerset & Dorset. it comes in hand

Edward

Process

square blocks. It is broken up with picks
 & shovelled under mills where it is ground
 into a fine powder. Then by machinery
 transferred ^{thru a sieve} into a sort of round tub where
 after being mixed with water, it is squeezed
 out into lumps of fine clay ready for
 modelling. These are then removed by machinery
 or hand to the potter's room. Each potter sits
 before his wheel - & has a boy to attend upon
 him. The boy takes the clay, kneads it well
 and breaks off a sufficient lump for the
 purpose required. This the potter or thrower
 of takes & places on the wheel, which is
 set turning. ~~After~~ After moistening the
 clay he quickly fashions the gingerbread
 bottle or whatever it may be. Turning
 out a large number per diem. The boys
 are paid by the men generally receiving
 fr: 8/- to 10/- per week. Not being regular
 apprentices they are not often taught
 the trade, and after they have grown old
 enough to do harder work, they as a rule
 join the ranks of the general labourers -

The

Apprentices.

Foreign competition

Continuation of processes.

29.

(The firm takes on apprentices - the others, notably Doultons, do not. They are bound from 5 to 7 years. - 5 preferred as when they come at 15 or 16 and are more dependable. For first 3 years are paid $\frac{1}{2}$ price for what they do. - the $\frac{2}{3}$ - Doultons)

There is no foreign competition in any coarse pottery goods except in the porous cells used for electric purposes which are now mainly made in France. -)

The larger pipes used for drains etc are made by means of beating the clay out into a flat about $1\frac{1}{2}$ inches thick & then laying it into plaster of Paris casts in half sections. These are then put together & allowed to stand for some hours, after which the plaster of Paris having absorbed the moisture in the clay, the casts are taken off & the clay is dry & hard enough to stand by itself. Then the various articles ready for baking are stacked in the kiln & burned for some 60 hours. The length of time for each kiln is regulated by the

Bonner

Process, upon whose skill the success of each burning often worth a considerable sum of money depends.

Before being baked - all the goods that require glazing are dipped in glaze & those that have to be more carefully joined down are worked while yet soft by a man with a lathe - Also bottles that are labelled with the names of the makers of ginger beer etc - have the labels printed on by means of a stamp - are afterwards glazed & then burned.

Considerable number of filters exported to America & the Colonies - & of ginger beer bottles to Australia - Chemical vessels are also largely exported to America. England & Germany are the two principal makers of chemical vessels.

Of the men upon the wheel - throwers etc - & skilled workers about 90 p.c. have regular employment - but the majority of labourers are not in regular work. There are always a number of men hanging about public houses who are

are ready for odd jobs, but do not care about regular work. - These are put in to off load waggons of clay or coal etc. whenever their assistance is required.

Visited Works. 15 Sept.

Mess^{rs} Doulton & B. Lambeth.

Saw Sir H. Doulton & Mr. Rix.

Sir H. said that they had always endeavoured to stick to the plan of giving regular employment to all their men. There was nothing so demoralising to any works as to allow men to work only 3 or 4 days in the week, but he feared he should shortly be obliged to do so as ~~the~~ business was undoubtedly getting worse year by year.

Every year saw new industries starting up in countries where England had formerly supplied the market. alone. He had lately had many instances of this. Both India & S. America were beginning to reduce their demand for pottery goods. The U. S. A. had ceased to buy to any large extent, & it was upon them had he had formerly counted not only for maintaining but for extending his operations. Germany & France so far from buying are now flooding England with cheap pottery & making it daily more difficult to maintain the old establishment at the works. People p. these countries had largely picked

picked the brains of Doultons, & were now using their acquired knowledge to the latter's distress. He declares that he does not oppose Free Trade doctrines, at the same time, he believes that Free Trade is no longer being worshipped as a fetish; as far as his own business is concerned he seems to think that Free Trade is doing a good deal to knock the bottom out of it. But he seems to consider that whatever is done England cannot in the future maintain her past industrial ~~depression~~ position - that the present depression is not temporary, but lasting as far as England is concerned & some new means of employment will have to be evolved out of the wreck, if we are to maintain our population at the same level as at present -

Mr. Rice said he wd do his best to fill up wages sheet & employers form. but that his employees are engaged in such various occupations that it will be most difficult to tabulate them.

He gave an account of the strike that occurred
some

some time ago - the men insisted that only
 1 boy should be apprenticed to every 7 men.
 This w^d just allow of the firm to maintain
 their then position but would not permit of
 any expansion. Most of the skilled potters
 & throwers etc. went out. The firm then devised
 a machine for the more ordinary ^{round jars etc} work by which
 a boy who had been at it for a week could turn
 out about ~~at~~ 5 times as many pieces in the time
~~as~~ as a man formerly could who had learnt for
 two years - All the best hands were taken back
 but the more or less workless ones did not
 find another berth, & the place of the least
 skilled was to a great extent taken by
 machinery -

There are a large number of boys on the works
 at present. I should think the proportion
 in the pottery part of the works was 2 boys
 to 1 man. Of course the quizer beer bottle
 throwers had each their boy helper, but
 as well as these the machines above mentioned
 were worked largely by boys, & in the moulding
 dept^s the proportion was at least 2 to 1.

The

41 d + R

The actual factory rooms were large well-lighted & airy - and as little dust as possible under the circumstances.

Crucible clay comes from Ceylon - The stoneware clay from Devon & Dorset.

Mr. Rix enquired Mr. Doulton Co's assurance that no lead ~~was~~ ^{is} used in glaze by Indian manufacturers. This is because lead is only used in preference to borax where ^{porous} earthenware is baked under light heat, since it melts & fuses more quickly - in the cases of stoneware the highest heat possible is required - so that not only the external glaze ^{is} fused on the surface - but that the whole body of the clay be heated to ^{that point} ~~the point~~ ^{without collapse} should fuse & become vitrified & a like glass absolutely water tight & ~~not~~ invulnerable to acids. It is this that acid pans are made.

Mr. D. said also that it was useless engaging men as designers who took a long time to evolve new designs & carry them out, however good their work might be, It was necessary in order to keep the works going to work upon certain cut & dried patterns & reproduce them constantly. This may account to some considerable degree for the generally inartistic productions of Doulton & Co.

15 September. 1893.

Messrs Fald. Stadelmann & Co - Lamp. merc. anto.
83 - 87 Farringdon Road -

The lamp-globe manufacture hardly exists in England at all - a certain number are made at Stourbridge - but the English manufacturer is entirely unable to compete wth Germany. A number of globes were shown to compare the prices. The Germans cost generally 1/3. The English about 2/4. - there was generally still 75 p.c. difference if not more. The workmanship or etching of the English is certainly better - but the Germans who go in for quantity rather than quality have completely pushed them out of the market. Scarcely anything in this line is manufactured in London.

French glass ware is even more expensive than English.

A great deal of cheap Table glass is imported from Belgium.

The cheapness of the German ware (fr. Saxony & Bohemia) is attributed to the better knowledge of the manufacturers on the subject of mixing the ingredients: as well as to lower wages.

The

The majority of the furnace makers are themselves workmen, and work with their families. They turn out goods at an extraordinarily cheap rate. All these things tell against the English manufacturer who will not keep his concern going without a considerable profit for himself & must pay higher wages than are current in Germany. The lamp metal work is mainly made in Birmingham, or that is the better & more solid part - the cheap & nasty also comes from Germany. The two parts of the lamp are put together in London.

19 Sept.

Messrs Clayton & Bell. 311. Regent St. (stained glass
widows).
Mr John R. Clayton.

The men engaged upon the glass painting etc. are of the mechanic standing. They earn good wages. averaging from £2 to £3 - say £2-5 all thro' the year. & ~~work~~^{employment} is very regular, for there are so few skilled hands about that it is not possible to take odd men on in busy times & then discharge them. The average hours are 48 to 50 - but at busy periods - just before principal Church feasts - Easter, Christmas, Whitson, a certain amount of overtime is worked.

A few apprentices are taken on - there did not seem to be more than 3 in the glass-painting room. where at least 30 men were at work. These are generally sons of men in the firm.

The work, whether carrying out designs in full size - or "painting" does not seem to rouse any artistic sense or enthusiasm. The men are content to carry out what is given them, ~~and~~ provided they get a fair wage

75
 wage - There is certainly not the same artistic feeling ⁱⁿ about an English workman, as in an Italian or Frenchman, and it almost seemed as if the former could not be taught to see what was artistically good.

This was especially exemplified in the silver trade, where at the time of the Prince Consort's influence, many English firms but especially Hunt & Rookill engaged some of the best French workmen, & produced some beautiful things - This they were encouraged to do by the Prince's constant consenting to see bits of their work - thus advertising them - After his death, however, things went back to the old state, and it would appear that the good work done at that time had left no impression.

75
 He believed ~~that~~ the want of the artistic sense to be in a large measure due to the absence of anything like artistic out-door monuments in the English towns, in Paris for instance if any group of statues were greatly applauded at the Salon, the Gov^{ts} frequently

frequently buys it & puts it up to ornament
 some public place. This strikes the eye
 of the working-lads as they pass to & fro
 & they are able to form unconsciously an
 artistic opinion, which the Englishman
 cannot do without going to museums &
 galleries - which no boy is inclined to do in
 his playtime - Instead of these heroic figures
 the man in the street in England sees
 nothing but people in trousers stuck up
 in various corners - there is no artistic education
 to be got out of them.

Mr Clayton also complained that the ordinary
 English mechanic earns £2 & over a week as
 well as drank too much, rendering himself
 stupid thereby. The mental faculties are
 much more bright & alive when not dulled
 by chunks of meat, cheese & beer. He stated
 that his men have 6 meals in the day.

1. Breakfast - ^{7-20 or 2.} coffee - bread & butter, eggs, fish or bacon -
2. ^{about 11} lunch - snack - cold meat or cheese & bread & pint of beer.
3. Dinner - meat, vegetables, pudding, beer.
4. afternoon - snack about 3. beer - & possibly bread & cheese.
5. Tea.
6. Supper - hot meat, bread & butter & beer.

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Mr. John Bell. took me over the works.
 The glass is bought already coloured - fr.
 Powell's of Whitefriars, a Birmingham firm -
 a translucent Tint. The ruby glass is so powerful
 that it has to be applied about an $\frac{1}{8}$ of an
 inch thick or less onto white or light coloured
 glass to make it of the proper thickness.
 If it were manufactured of the same thickness -
 viz about $\frac{1}{2}$ of an inch - as the other glass, it
 would appear black.

After the design has been drawn out to the
 full size, it is traced out on canvass, upon
 which the separate pieces of glass, with
 their colours are marked out. The glass
 is then sorted - every colour being numbered,
 on the canvass-sheet, so that the cutter has
 only to find the colour of the corresponding
 number and cut to fit the sizes on the
 canvass ^{after being temporarily fastened together with glue}. The principal features are
 the ^{outline} ~~part~~ of it - such as a face
 just eyes, nose with a ear. - & then the
 shading colour, which is a sort of glass sand
 is rubbed all over - & then comes the most
 important

This shade being formed by a
sort of glass sand. is not applied to the surface
of the coloured pane, but by burning becomes
fused with the body of the glass & irremovable.

important part of the work upon the actual glass.
The window put together upon the canvas with glue
is put up against a strong light. ^{by means of} ~~the~~ which the
outlined features show thro' the shading - The
lights & shadow on the design is then copied
by an inverse process to that generally adopted
in painting. the shade colour being scraped off
by means of a hardish brush to produce the
lights - After this it is unglazed & burned.
The burning requires considerable skill & knowledge.
small pieces - may be burned very quickly at
a great heat. 20 minutes in the kiln or $\frac{1}{2}$ to
 $\frac{3}{4}$ of an hour sufficing to cool them. the
larger pieces however have to be in the
kiln. about 12 hrs. - 6 hrs. to make up the
fire, & 6 hrs. for it ~~to~~ burn out.

The only colour that is actually used is
that golden yellow. which is composed of
nitrate of silver & chrome. It has been
in use since the 14th century -

After burning the glass is fitted with the grooved
lead which holds it together. each joint is
soldered on either side, & finally a cement is
rubbed

rubbed in between the glass & the lap of lead which tightens & fixes it practically forever.

The majority of painters are of the standing of mechanics.

There is a Union among them but little is heard of them. If however there were to be a strike - it is probable that women would be brought in to do the work, as it could perfectly well be done by women.

Apprentices have to send in drawings etc to show that they have some talent for drawing ~~for~~ before they are taken on.

19 Sept:

44.

M^r P. Thomas. Secretary - Pottery Moulders
Union for London. 387 Rotherhithe New R^d. S.E.
After the big strike at Doulton, which lasted
about 13 weeks. The old Pottery Union practically
fell to pieces. & the potters are only just
in process of reorganizing themselves. This
time into two Unions for London. 1. The Moulders
& 2. The Throwers. Each society has its own
officers but these would act together in case
of a dispute with any employer. Formerly
the two branches formed one association
but it is supposed that the divergency of
interests between them had led to jealousies
which prevented a considerable number
joining who might otherwise have done so.
This, it is hoped, will be avoided by the present
system of separate organizations for the two
branches.

There are not more than 200 skilled potters
in all London. That is moulders, finishers
& throwers. but each of these men has
from 9 to 10 unskilled depending upon his
work. Thus at M^r Chambers (v. page 26)

there are not more than 4 skilled men, altho
about 40 men employed altogether.

Doulton's are reckoned to employ as many
skilled men as all the rest put together.
This is doubtless on account of their producing
a higher class of work.

Their business in the quifer beer a sanitary
depart^{ment} is increasing at a great rate. in
fact they have lately opened a new shop for
nothing but quifer beer bottles, & have just
received an order for 2, two, ~~000~~ bottles.

There is no complaint at present. Doulton's
is the only firm of the kind which the men had
any feeling on account of their employing
an undue proportion of boys, but just now
there is no friction between masters & men
because the trade is doing well, & increasing
considerably in London. All hands are therefore
employed - in spite of the boy labour. There
are hardly 3 skilled men out of employment
at the present time.

There are no recognized boards of arbitration
in the Trade. The men proposed to arbitrate
before

Relations with employers

Board of arbitration

before the London Conciliation Board at the time of the great strike. but Doulton's refused to do so.

Rate of wages.

The recognized rate of wages is 8^d per hour - but this varies, according to skill & quickness of worker as it is all piecework, from 7^d to 1/- Overtime rate is the same.

The average weekly wages of a skilled potter are 35/- throughout the year - this includes holidays & slack times. Firms generally shut up 3 or 4 days during bank holiday time, & sometimes a whole week, for repairs etc. The unskilled men, kilnmen, potters etc.

average 22/- and are generally paid by the day. a good many of them only come on for odd jobs. These men have no union or if they are in one would probably belong to the Gen^l Labourers'.

Machine workers in sanitary potteries - i.e. men who look after the pipe-making machines are paid by the nominal day of so many pipes turned out according to the size. They can often earn half a day over the nominal day

day: thus their method of payment is similar to the glass-blowers

Throwers are paid for guinea beer bottles. Union rate. 18^d per 100.

non-union firms. 15

Ever since steam has been introduced to turn the throwers wheels, the latter have had to pay 4/6 per week to masters for steam power. Formerly they had to pay boys to turn the wheels. Mr Thomas doubts whether the steam power ~~cost~~ used for this purpose costs the master as much as they receive for the men in payment for it. The throwers have also to pay 7/- a week to the boys who prepare the balls of clay for them to work on. so that after they have met these expenses. the sum, that would be quoted by a master as being earned by a thrower - has considerably dwindled.

The regular hours are from 6 to 6 - 1/2 per meals. & till one o'clock on Saturday. At all firms, however, except Doultons, where there are strict regulations as to overtime, a considerable

hours.

Age at which capacity is lost.

The diseases to which potters are most liable are rheumatism & consumption. But the potter's rot, such as is known in Staffordshire is unknown in London owing to a difference in the process.

Busy - Slow Seasons.

considerable number of hours overtime are constantly worked in busy seasons. Many firms do not turn off steam power till 9 at night.

Throwers & moulders fr. 50 to 55. no man would be taken on at a fresh place after 50 years of age.

The kiln-men are all young. Their work is often very heavy. Carrying large loads of clay pipes up & down stairs, piling them up for burning in the kilns. which is usually both hot & dusty work. They do not keep on in regular work much after 40 or 45. - At 50 they are as a rule broken up and stranded. doing odd jobs here & there as they can, or less in receipt of parish relief.

For Throwers. The summer during which guinea beer bottle trade is at its highest, & the months fr. Oct. to Dec. when they are engaged on quart & 2 or 3 gallon bottles for public house trade, are the busy times. July to April are fairly slack unless they receive orders for guinea beer bottles in anticipation of the season.

For moulders. As these men depend entirely on the building trades they are affected by the same causes that make them slack or busy. There is generally a certain amount of slackness in winter especially in time of frost.

On the whole however, work is fairly regular. In many times the kilnmen work by night shifts.

In the slack times the work is fairly shared when we are not usually discharged.

They are not adapted for any other kind of work, & cannot therefore shift into any other trade, neither do they shift from one branch to another. But there is always a good deal of moving from one employer to another going on.

Boys are usually apprenticed at 16. In 5 years - earning $\frac{1}{2}$ price - They are taught & looked after by the foreman - & start in the first instance upon the smaller class of kiln-pottles - In some cases they have to pay their boys who help them by ^{preparing} ~~making~~ clay

Shifts.

Methods of Training

Admission to Union

Increase in Trade

2

clay-balls, their full wages & so only make about a quarter wages. In other firms the master pays the help. wages.

Apprentices are admitted to Union in last year of their term. Other journeymen have to be well known ^{as regards their work} to members of the union either or else must be armed with good recommendations from provincial Unions.

The Trade is increasing considerably in London, on account of 1. electric light appliances. 2. advance of sanitation abroad & consequent demand for all sanitary pottery ware. pipes, pans etc. The London sanitary pot stone ware is the best, being made from the Poole ^{which is the best that is any part of world.} clay fr. Dorsetshire. No other bed of clay for making of stone ware has been found in any part of the world equal to that at Poole. A very large export business is now being done in these sanitary stone ware & it seems to be likely to maintain its position, unless equally good clay is found elsewhere.

3. The use of terra cotta ornamentation in

Decrease in number of Furnis

Temperance

in architecture has also increased the pottery trade. It's a good deal of this work is done in Devon where the best red clay is found. Doulton's red clay comes from Hampshire.

Yet in spite of the increase of the trade & of the fact that there are in London at least 9 or 10 times more men employed in London than 25 years ago, there are only about half the number of potteries. There are at this moment about $\frac{1}{2}$ doz. potteries standing ~~there~~.

There are practically no foreigners engaged in potteries, and few of the men in London are countrymen. Nearly all are Londoners.

There is no doubt a considerable improvement. 25 years ago the potters were a very intemperate lot. They rarely went to work on Mondays and Tuesdays - also a working potter ~~was~~ used never to put on different clothes on Sundays. There is more self-respect among the skilled men than formerly. This does not refer to the unskilled.

Rise in wages.

Rents.

A keel stater, used formerly to have a difficulty in sticking to their work, since the others were apt to make it hot for them, but this not the case at present.

There has not been any rise in the rates of wages except of the men engaged in sanitary work for whom ~~some~~ small rise has been made. Rotherhithe New Road.

House fr. 6 to 7 rooms including ~~some~~ yard of 30 to 40 ft. sq. - 13/- a week.

2 rooms 4/6 to 5/- - 1 room . 3/-

In Lambeth rents are much higher - the same house would cost 16/- or 17/- with a smaller yard or none at all.

The work is all paid by the piece.

Rev. W. A. Morris: St. Ann's Vicarage, J. Lambeth P.

Muskeled pottery men, such as kiln men or
founders etc. are a very rough lot. Their
hours are very irregular & they are
supposed to be paid $4\frac{1}{2}$ an hour. Tho' this
is merely a nominal hour & in the hour
worked they often make more - say up to 6.
The reason of this is that the foreman
will estimate the time necessary for
stacking a kiln - if the men work quickly
they often do it in less time but are
paid for the whole estimated time.
They are an intemperate lot, probably
owing to their having to wait about a
great part of their time. They are often
ordered to be ready to stack a kiln
at 6 a.m. say, & then have to wait one
or two hrs before the kiln is ready for
stacking. During these times they
have nothing to do & generally go to
a neighbouring pub.

21. Sept.

57.

M^r C. Heale. 6 Whitecross Place. Finsbury. E.C.

Working of glass engravers.

This industry has greatly declined in London owing to the cheaper practice of sand blasting. It is only the very high class work for which there is a small market that is still engraved at the wheel.

There are not more than 30 or 40 men doing this work in London at present. The greater part of this kind of work is done at Stourbridge.

The trade is generally passed down from father to son & few outsiders ever come into it. It is in London entirely a chamber-master's industry there being no glass engravers working in any factory. But it is generally the custom to work for some ^{special} large firm in the west end.

No design is made beforehand. "I draw on the glass with my wheel as an artist does on paper with his pencil."

Long hours have to be worked in busy times, but the hours are regular each
man

man being his own master -

There are no definite busy & slack seasons now. work depends largely upon orders.

It is necessary to make about 12/- a day in order to cover all expenses -

The work is perfectly healthy. only requires good eyesight - h. h. knows an old man of 90 still working at it. (?)

He works sometimes 11 & 12 or more hours. & takes his holiday by going over the country to different exhibitions - where he works before the public in the afternoons. He is just off to Hull.

Rent in white cross place for 3^u poor little rooms ^s 7/6-

Wages & hours.
There is no extra overtime rate.

Regularly-

Shifting

Trade in 1891.
methods of training.

Messrs Clayton & Bell - 311. Regent St. Stained glass.

Draught men. 20. - earning 2 to 8 g/s: working 8 hrs. - no piece work - full working week. 4 P. hrs.

Painters. 60. earning £2 to £3 - 10 working 9 hours - all time workers. - full week 57 hrs.

Glassiers. 20. earning £2 to £2-10. working 9 hrs. all time workers. - full week 57 hrs.

All have regular work. The years employment is generally uniform. A little more pressure before Easter & Christmas. - rather less at Wintertime.

There is no other trade into which men shift neither do they change from one branch to another.

much the same as at present.

Almost all the draughtsmen & many of the glass painters were brought up & taught in the Firm. The designs are made by the partners (Mr P. Bacon says that they have use of poor artists designs to a very large extent.)

Considerable skill is necessary in the assistants, but they are all under personal control

~~Mr. Clayton & Bell.~~

control & supervision - and work more by rule of thumb than by any artistic sense.

The time it takes to learn depends entirely on the natural aptitude of the pupil. Boys are not taken on until they have shown that they have a certain talent for drawing, but there cannot be said to be any general ~~to~~ average term after which a man becomes a finished painter or draughtsman.

All boys are articles pupils.

There is some competition with German firms; but practically no foreign work is employed in England in this business.

It is a vice little known among glass painters there has therefore been no noticeable difference in this respect of late years.

Mr. Clayton writes "our art is much beset with difficulty owing to the indolence and indifference of assistants to self-improvement in artistic study - They have no comprehension that in art studentship should end only with death" - "I am much impressed that in the professions as well trades & crafts, there is much stupidity."

Foreign Competition.

Intemperance.

75-

75
26 Sept: 1898.
11 Newman St. TW.

| sluggishness in the direction of study:

M^r Percy Bacon. promises to send wages return etc.

All assistants are carefully trained men. Glass painters. pay a premium of £20 on entering.

Doan's men - pay £100 premium & come from a higher class. They do not improve greatly from an artistic point of view but are content to carry out the designs submitted to them without criticism, and do not usually attempt designing on their own

account -
They are ^{the painter} probably raised socially above the ordinary mechanic by their work, as drunkenness is very rare among them.

The rich ruby glass is coloured with chloride of gold & is ~~usually~~ very expensive. For this reason - it is usually flashed over white or blue glass and forms a film of colour over it - The ruby glass which is coloured throughout costs £2 the sq^{ft} foot &

is technically called "pat. metal" being left to cool ~~in the same~~ just as it comes out of the pot without being applied to any other glass. The colour is a deep red almost black in parts for the colour is unevenly distributed & exceedingly beautiful & rich.

The rich yellows are formed not with any stain but by painting over white or green glass with nitrate of silver mixed with yellow lake - the latter ingredient only serving to spread the colour evenly over the surface. The palour or deepness of the colour is the result of more or less intensity of heat in the burning.

Most of the firms made use of poor artist "ghosts" for their designs - the two Bacon - were for a long time in this position & made 1,500 designs for various firms before they could start for themselves.

28 Sept. 1893.

The nominal hours supposed to be necessary for clearing a new kiln are practically settled by the foreman & manager. of course always upon the basis of the old time-work system. It is said that dark hints are afloat ~~now~~ of a reduction of these new wages, now that employers have found that paying by the piece they can get twice as much work of men as formerly.

M^r. J. Clance. 43 Ethelred St. Lambeth Walk. - Foreman of kiln-men at Doulton's where he has worked 28 years.

These men are nominally piece workers altho' nominally paid 4^d per hour. The way in which this anomaly arose was the following. Up to some years ago kiln-men worked by time like any other general labourers & received 4^d an hour working 59½ hrs in week. As trade in pottery increased it was found necessary to hurry the clearing & setting of kilns, as space for kilns is limited - & it is ~~at~~ large job to build new ones. The men were then told that they would be paid the same price for ^{clearing & setting} a kiln as before, only they would be paid no longer per hr. but per kiln. The time taken by in the old time-work days is thus still the measure for each kiln - & when we is total that a kiln is reckoned at abt 30 hours work. It means according to average rate of work ~~done~~ while time work was in vogue. The result

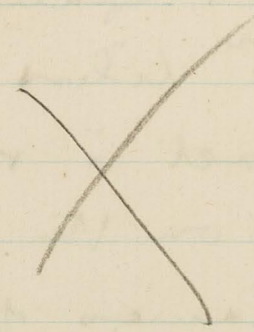
result has been that kilns are now cleared & set in half a less than half the time that used to be taken. So that the men instead of making 4° an hour, frequently make 9° & even 10° , & thus not infrequently are registered in the wages books as having ~~earned~~ ^{worked} 100 or 110 hours in the week, when, as a matter of fact they have in reality worked perhaps under 50.

The hours are very irregular. Men work in gangs of 5 or 6. & do not know exactly the time when they may be wanted which depends on cooling of kilns. Generally 3 days is reckoned to each kiln of average size for burning & cooling. Gangs take on work in turn. As ~~the~~ ^{each} kiln comes on ready for clearing the fact is notified on a board hanging up on the factory walls together with the names of the men of the gang to whom the clearing work will be committed.

Kiln men's wages average from 30/- to 35/- all the year round, it is therefore

Wages

Cellarmen wage - hr



about
Therefore, the highest paid unskilled labour
in London.

The tunc workers or cellar-men - i.e. men who
grind the clay - & whose business is really
more disagreeable than kiln setting, are
paid at the ordinary unskilled rate i.e. fr.
20 to 22/- per week. These work the full
59 1/2 hrs.

The kiln men are unfortunately both
intemperate & in provident. Their work
& the irregularity of their hours possible within
them to the former. There are but few of them
who save anything out of their pay, &
the majority of them after 45 or 50 hours
about for some years doing odd jobs
& finally finish in the workhouse.

As soon as a man becomes slow, his
gang will not allow him to continue at
work as he is a loss to each of them.
& he is generally put onto some easy
job such as sweeping the place out or
loading barges at the wharf, at his old
rate of wages viz 20 to 22/- for the week.

These men also borrow largely from certain workmen among them who drive a prosperous trade in usury, charging 1^d a week per shilling interest, or 400 per cent! men will go on paying penny after penny for months until the original shilling has been covered over and over again, rather than pay up at once. The majority of them have not only got nothing saved to fall back upon, but are even generally in debt to the amount of their next week's wages.

There is no union among them at present - but there was smashed at the time of Doulton's strike - since that a good many have joined the Genl. Labourers & Eng. Labour Unions -

2 October 1893.

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Mr Noah Wright - formerly terra-cotta moulder at Boulton's. left after the strike & has not since had employment. (two years ago).

The strike lasted 3 months. It occurred on the question of the limitation of apprentices. The Union wished to limit them to 1 to 7. ~~This was done~~ Boulton's would not accept it.

The throwers then who had been the originators of the strike got the moulder to come out "in sympathy". Not long after the leading spirits among the throwers were offered good places at the Boulton's & left the union & returned to their work. Many of the moulders were thus left stranded.

They were not taken back in a body - only those who had not connected themselves very remarkably with the union were allowed to return. Thus Wright, ^{who} was an organiser, was refused readmittance, and a good many others with

with him. The feeling between throwers & moulders is not of the best.

There is no solidarity among the potters. They are rather an intemperate & improvident lot, & have no idea of uniting for a common advantage. They fall a great deal but fall away when the pinch comes. Their principal idea is to secure "out of work" pay & having done that are content. At the time of the strike not 1 in 10 in the union paid up the strike levy, & the strikers were consequently soon reduced in funds. It is even difficult to get them to pay their weekly contributions. They are frequently irregular - being paid by the piece they consider their time as their own, & go on as a good deal as they like. If at the end of the week they have a bad "Saturday night" they come to the union declaring they were unable to pay. There were constant difficulties of this sort.

Wages Hours, Time workers.

Piecerworkers.

The usual hours in the trade are $10\frac{1}{2}$ per day, & $6\frac{1}{2}$ on Saturdays making 59 per week. About the only regular time workers are the Plaster model makers for pipes, terracotta work etc. These should get $7^{\frac{1}{2}}$ an hour. Same rate as plasterers - but many of them are only paid $6\frac{1}{2}$. $6\frac{1}{2}$ to $7^{\frac{1}{2}}$ is their rate generally speaking. There are also Plaster mould makers or those are paid by piece earning about the same as the clay moulders.

Throwers doing small works i.e. bottles etc. earn on average of £2. after deducting wages labour 7/- & steam power $\frac{5}{6}$ - Throwers on large jars & chemical work. earn nearer £3 on the average. Moulder, if on sanitary pipe work, makes 35/-

" on architectural terracotta work is usually highly paid - but work is more irregular & often completely slack in winter. one year his best week was £2.19.11 & his worst 7/- on the whole he averaged about 35/-

Overtime.

Loss of capacity.

Shifting.

Terracotta modelers generally paid six pence per foot cube.

Overtime & sleep time are both equally rare. It has rather been the custom to discharge men in a period of prolonged slackness.

Between 50 & 60.

The terracotta business depends on building trades - is generally slack in winter. But often one or two big orders have to be carried out, which prevent this.

There is no other trade in which men can find employment in slack times. Very few men are able to shift from one branch to another, as it is rare for any man to have been taught two branches. But there is a good deal of shifting going on from one employment ^{or} to another.

Seven years is supposed to be the proper number of years for apprenticeship. But few firms have bound apprentices at present.

Drafts

Doultons are the worst in regard to Bon
labour. & have flooded the whole country
with semi-taught potters. So much was
the case that the Scotch Union were
forced to put on a special premium of
£10 entry for outsiders, as Scotland was
fairly overrun with Doultan's men.

Sir H. D. at the time of the strike declined
to see Mr Bolton of the Amicable
Board, or Mr Shipton. He refused to admit
the principle of the men having any voice
whatever in the conduct of the business.
The Union demanded the limitation of
apprentices in the proportion of 1 to 7
but would have been ready to meet Sir
Steuart, if he would have made any suggestion.

Mr Joseph Pye. Secretary to Amalgamated
Bevellers, silvers, riders, fitters & cutlers
union - 65 Middleton R?

Up to last year there was only a bevellers
union, & that was only organized in
1891. But in Dec. 92 it was decided to
bring into the same union the Bevellers
silvers etc. as their work is extremely
interdependent. This decision however
only came into operation on the 1st July
1893. It is now called the Amalgamated
Plate glass workers' Union.

The primary objects are to establish
funds for the promotion of the well-being
of its members, to enable its members to
secure by every legitimate means a fair
remuneration for their labour, a reduction
of the hours of labour, to maintain an
equitable regulation of wages throughout the
trade, to make provision for the burial
of members and their wives, for accidents
and for the promotion of their general
welfare, trade rights & privileges; and

Qualification of members.

Out of work

Apprentices.

Disputes.

to secure just & honorable conditions & relations between employers & workmen.
R. iv. Any person working in the Plate or Sheet glass industry is eligible for election & if elected then (sic) shall be entitled to all benefits at the expiration of twelve months providing they are clear on the books.

Members out of work must report the fact within two days to the Gen^l Secretary or be fined two & sixpence. The same with regard to obtaining work again.

Numbers are limited to 1 boy to every 5 men.

Boys when apprenticed shall only work at & learn thoroughly that branch they have been apprenticed to.

No one may come into the trade after 16 years of age. before?

The term of apprenticeship is to last four years.

2 of Rule XX says. Should the Executive, however

however deem it wise to settle the dispute by arbitration, they shall have the power to approach the employers association and submit the dispute to arbitration the arbitrators to consist of an equal number of employers & workmen.

The funeral claim on the death of a free member. is £8. on the death of a members wife £4. This only extends to one wife! Accident benefit amounts to 6/- per week for six weeks.

The branch secretaries & committees must govern their own branches in keeping with these general laws of the Union.

Travelling expenses are also granted to men in search of work. They are provided with a card & have to notify their arrival at each place where a branch exists.

The following branches are now included in the amalgamated trade society.
1st Bevelers - who bevel off the edges of plate glass, before it is silvered.

is a fashion which has only been generally adopted in the last few years & the trade has consequently largely increased. There are two classes of bevellers

1. Straight workers - i.e. men who simply bevel straight edges. This is the simpler work & is paid by the piece. The prices are regulated by the Union & range from $\frac{1}{2}$ & $\frac{5}{8}$ inch bevel at $1\frac{1}{4}$ per foot on a "10 ft run".

upto 3 inch bevel at $1\frac{3}{4}$ do do.
Any length over 10 ft. is charged $\frac{1}{2}$ extra per foot. etc.

2. Straight workers average ~~about~~ 36/- per week all thro' the year.

2nd Shape workers. are men who follow curves with their bevelling. This is far more highly skilled work & requires great accuracy of eye - They work time & make for 10 to 11/- & sometimes more per hour - averaging throughout the year £2-2 to £2-5.

Following are conditions of dayworkers and minimum statement for straight work

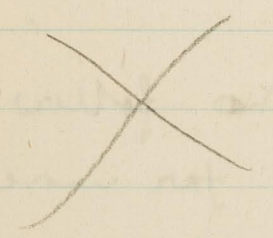
That the maximum time per week be 54 hours, at the minimum rate of eight pence per hour for dayworkers, and Time a quarter for overtime. That the 54 hours be made before overtime commences in any week.

That piece workers & dayworkers share & share alike in the work given out, and if it be necessary through slackness of trade to discharge any men, the dayworkers be discharged in the same proportion to the piece workers.

That no member be allowed to work on the Bonus System.

No deductions to be made for breakages of the result of pure accident, materials used, or fines imposed, & that no workman wash sand.

Formation of a Board of arbitration consisting of equal numbers of employers & workmen. This is signed by the secy of the Employers Association, as well as by the Secretary of the Trade Union. 2 Dec. 1892.



76
Generally
~~Each~~ silverers have a "netter-off"
or assistant. These men are regarded
as ordinary unskilled labourers & are
not admitted into the Union. They have
not learnt any branch, & have not
passed any course of apprenticeship.

2. Silverers - ~~Siders~~ - the men who silver the
back of the plate glass. to convert it into
looking-glass. ~~are~~ work twice and are
paid by the week. Their wages vary
according to skill fr: 30/- to £2-2.
A man can count on earning this amount
all the year round. He is rarely discharged
for slackness. This applies to all
the time workers.
3. Siders - men who judge glass, i.e. discover
small flaws - and ~~know~~ ^{determine} which is the back
& which the front side of the glass. The
side that is which has to be silvered -
the side that is ^{to be} bevelled.
These earn fr. 27/- to 32/- a week.
& are paid by the week.
4. Fitters are also paid by the week.
& receive fr. 25/- to 35/- - Their work is
to fit glasses into cabinets - wash stands etc.
5. Cutters. the branch specially employed
for cutting-down the plate glass and
comes in - to the shapes wanted.
They receive fr. 28/- to 42/- per week.
all

Loss of capacity. Healthiness
of trade.

Intemperance of Jewellers.

all being paid according to skill.
Hours fixed by the Union are 54 - a time
quarter to be charged for first 2 hrs overtime.
Time a half for any time worked after that.
The same regulations are adopted in regard
to the other things as for the Jewellers.

Silvering which used to be very unhealthy
when mercury was used, is now one of
the healthiest branches of the work.

The normal age for loss of capacity at
the work may be stated at 55. This would
apply also to cutting & fitting.

Jewellers & riders do not perhaps on
the average continue work so long.

Mr. Pyle puts their ^{average} term at about 50.

This is because the first is a well,
disagreeable process, and men are apt to
get rheumatism & loose the power
over their fingers. They are also much
more intemperate than men employed
in the other branches - owing probably to
the nature of the work & also to the fact
that being on piece-work they are more
independent

independent of time & keep more irregular hours. ~~and~~ Their intolerance probably has something to do with an earlier loss of capacity.

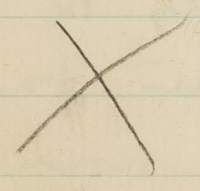
Older lose working capacity earlier because their work requires very fine eyesight. which a man rarely possesses after 50. (?) The trade depends largely on the cabinet making industry, & follows it in regard to slack & busy seasons. End of April to August is slack. Then busy up to Dec. after which a short period of slackness, and again a spurt in the spring. This period in autumn & spring trade. But this slackness is not felt by the men; it is very rare that any are discharged. & even short time is uncommon.

The majority of firms do not discharge men in short slack seasons ^{made the men} but share alike.

Men cannot shift into any other trade. there is nothing for which they are fitted except possibly glassmaking. but in case this would -

Slack & busy seasons.

Shifting.



From Branch to Branch.

29

X

Improvement in drunkenness.

would only be done in isolated cases.

The allied branches ^[to Jewellery] are silversmiths & sidings and cutting & fitting. In small shops where only a few hands are employed the same man ~~only~~ will undertake ~~these~~ these branches at once. but it is not in accordance with the rules of the Union that men should go from one branch into another & when apprenticed they may only learn one branch.

Jewellers move a good deal more from one shop to another than the other branches. men are often idle for ^a short time in their branch. as it is a quick trade. i.e. work is ordered just before it is wanted & can be quickly prepared.

There is an improvement in this respect since the Union was organised. as when men get discharged thro' some fault of their kind, the Union let them "framp about abit" before allowing them to get work elsewhere.

Employers always ^{apply} employ to the Union when they want men.

The London Affiliated Potters' Trade Society.

Interview with W. Gascoigne 140. Pineo Road, Lambeth, S.E. (J. Jenner) Dec. 1893

1890. 270. Members on books.

1893. 29. — " — " — " —

Not one man belonging to Doultons in the Society now.

In Nov 1890. Balance at Bankers was £433. 11/5. Paid out the whole by Sept. 1891. Hercules Buildings Bank.

Doultons Strike Fund at L & S. W. Bank.

Balance £338. 5/7. Paid that amount out during Strike

130 of the 270. Members came out on Strike - 140 were levied 2/6 very week during the Strike.

Before a Balance Sheet of Strike Fund, was made a general collapse took place, & it was not completed.

"Throwers" work piece-work:— a few day-men only. They would sooner go as labourers, than to another branch of trade.

(continued)

4. Months. Slack time

Nov:- Dec: inclusive.

"Smiths." Pottery Old Kent Road:- The men here had a dispute in Aug: 1890. It was decided by Arbitration. The Trades Council being arbitrator. The men & masters were pleased at the decision & have worked friendly ever since.

Balance Sheet. Quarter ending Sept 93.

	Income	4.. 8/6	
29. Members	Expenditure.	2.. 2/3	
		<u>£ 2.. 6/3</u>	In Treasurers hands.

Mr Gascoigne gave a copy of the Annual Statement for 1889. (probably the last printed). At the end of that year the balance in hand was £ 326.13.1. Out of work pay cost

First quarter	£ 21. 9. -	} £ 96. 2. 10.
Second "	23. 13. 6	
Third "	19. 10. 4	
Fourth "	31. 10. -	

Glass Painters' Union

G.A.
Oct. 6/93

Interview with the Secretary Mr H.W. Ball.
The Mortimore Arms, 174 Tottenham Court Road.

The glass painting is in the hands of people who do church work & domestic glass work of the best class.

The Union was established in 1889 and has about 120 members or about 2/3rd of the entire trade. There may be 200 men engaged in the trade but this number would cover all.

Unionists & Non-unionists work together

Subscription - 6^d per week.

Benefits - Out of work, 12/- per week for 10 weeks in the year. There is ~~also~~ also a Benevolent fund raised by fines for assisting widows of members.

Relations with Employers are satisfactory.

Boards of Arbitration - None

Relations with Employers - Satisfactory

Wages & Hours. The recognized system is day work. Attempts have been made to introduce piece work but it has been opposed.

The Union sent a circular to the clergy exposing the system - especially ^{as} adopted by one firm - Messrs Cox, Son, Buckley & Co Southampton Street, Strand, W.C. Another firm also tried - Messrs Ward & Hughes, Fitch St. _{Soho}

Circulars sent in

No particular hours are recognized by the Union but 9 hours is the working day for ornamental hands and 8 hours for figure hands. The hours usually worked per week being

The minimum wages is 9^d per hour for both classes, the best men commanding higher rates: $\frac{1}{3}$ is the highest & is paid to exceptional men. May regard the average wages of the ornamental hand as 35/- & that of the figure hand as 40/- per week.

per week being	{	Ornamental hands -	50 hours
		Figure	44 "

Most of the men are in regular work & would make these averages. There is a fringe of casual men who would not make more than 20/- a week average per year. They come on the Society every year.

Apprentices would earn 2/6 per week the first year; 5/- per week the second and gradually rise to 2/- in the seventh year.

Age & Capacity. Know men in the trade, 60 years of age but few would go to this age. If a man were seeking work he might get on at 55, not later.

Seasons. Busy before the Church festivals - Easter, Whitsuntide & Christmas. At other times there are new buildings. Domestic work is regular. A little slack from August to November.

Overtime is not usual. Only work at exceptional times.

In Slack Times men are discharged, e.g. those taken on for long time.

Unemployed do not find work in other trades. They may leave the trade, but if so they do not return.

Shifting from Employer. There is a certain percentage who shift about, not more than 10%. About 90% have regular situations.

Method of Training. Apprenticeship - 5 to 7 years, supplemented by tuition in art school. In a few shops lads are received and work their way up. This is a slower system & not a growing one.

Conditions of Admission to Society. Proposer & seconder have to certify as to candidates work and also that he is worth the minimum wage.

Mr Ball gave a copy of the Report of a

Committee of Enquiry as to the Trade
Conditions. This gives particulars respecting
Subdivision of work, Home & Piece work, Wages & hours
of labour, Apprenticeship etc - which see.

25 Oct: 1892.

Former Union.

83

M^r. J. Palmer. 3 Pottery Cottages. Pottery Wks.
New Eltham. working - red clay potter
(flower pots - chimney pots etc).
About 10 years ago a union was formed
among the red-potters. & numbered 70
members at the start. It died however,
a natural death owing to want of
cohesion amongst the men, & difficulty
in getting subscriptions paid up.
After this nothing more was attempted
in the shape of organisation among the
men until Jan'y 1889. when a considerable
number joined the London & Co. Labour
League. They had a short strike which
resulted in a rise of wages for the
men. but in June 190 attempted
another strike - on account of the
numbers of boys employed by some
masters. This strike was lost &
the London Labour League then, in
order to give employment to the
men who had fallen out owing to the
strike, started the New Eltham Coop.
Society.

Society. advancing £1,200 for necessary
 buildings, etc. ^{working capital} Unfortunately, no adequate
 control seems to have existed over the
 management of the concern. The buildings
 put up cost over £2,000, & so the
 society started not only without working
 capital but with a heavy debt.
 The management was said to be
 bad - & for one reason or other the
 coop. system had to be abandoned
 last year. The ^{former} manager has now
 become a sort of middle man between
 the League & the men, who are in
 precisely the same position as men
 at any other factory, but the League
 still exercises a sort of central, ^{nominal}
 certain direction to look after the ^{business}
 & see that fair wages & hours are paid etc.
 There are about 150 men & boys
 employed in the actual "making" of
 red pottery in the metropolitan
 district - the proportion being about
 half & half. - & besides these there are
 probably

number of men-employed

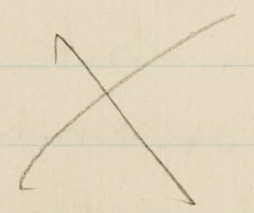
probably fifty more labourers, kiln-men
burners etc. dependent on the industry.
of these 200 not more than 25 are
members of the League.

There are two large factories in Tottenham
Mr. Coles' & Mr. South's - which compete
very hard against each other & by lowering
prices all over the metropolitan district
have made it very difficult for any
employer to give a fair wage.

Coles employs 48 "makers" half of them
boys & 80 hands in all. South about
40 or 50 hands in all. Both these factories
are worked with steam to turn the
throwers wheels, & 8/- a week is
charged for use of steam power.

The work is paid by the piece -
the regular system being to pay a
certain sum per "cast" of pots. varying
according to size of latter.

Thus, ^{two inch to} 4 inch ~~to 6 inch~~ pots are paid
4^s & 4^s/₂ respectively per "cast" of 60 pots.
5 inch & 6 inch pots are paid 5^s per
cast



cast of 48 & 32 pots respectively.

Pots which go 24 to the cast & larger ones going 16 to the cast are paid @ $5\frac{1}{2}$.

At Coles & Souths, however, a ~~rather~~ system has been introduced of paying a fixed weekly wage but exacting the production of a minimum number of pots. ~~If more is produced, it is preserved that over time is paid.~~ This system is however resented by the men who prefer to work on the old principle and together with the fact of a large number of boys being employed, has led to relations between employers & employees being decidedly strained.

Work is at present very slack at these two factories owing to high price of coal. & so the other factories where steam power is not used & profit not cut down to such a very thin margin are paying a load in -

The new Eltham Factory is not now supplying a certain number of h^{is}

Coles

Wages.

Coles Customers.

The makers - who would be called "throwers" in an ordinary pottery, should earn up to 32/- a week in a busy time - and average 27/- a week all the year round.

Boys learning the trade ~~or~~ or making small goods - as at Messrs Coles - get about 15/-

A man working with steam power and a boy to help him, has to pay about 15/- per week as a first charge upon his wages. The wages however remain about the same as at other shops where steam power is not employed. The only difference being in the greater quantity of goods turned out.

Kiln-men make on an average 27/- or 28/- ranging from 21/- to 32/- . They are now paid by the piece like in other potteries, but by the week. Their pay is however from time to time increased by overtime. They are the only pottery workers

Hours.

Loss of employment

Busy & slack seasons.

40

workers who do work ~~at~~ ~~the~~ ~~time~~. much overtime.

56 a week is the usually recognized limit - but in slack times much less is often worked - and men are kept out occasionally for one reason or another when orders are few.

It is not the custom for men to be sacked in slack seasons. They are more often kept on doing perhaps 3 or 4 days work only in the week.

Of those that are sacked, some go out during the summer as bricklayers or builders labourers etc.

There are very few men in the trade absolutely out of work at present. The two large firms at Tottenham are rather slack owing to coal strike. These are not very clearly defined - but as a general rule. The busy season for flower pots begins about March & goes on till June when trade begins to fall off till October. Then occurs

Shifts

Training

occurs a lull of 8 to 10 weeks after which business gradually opens up again till trade is quite busy in March.

Men rarely shift into any other branch of the Pottery trade - tho' there is a good deal in flower pot making that resembles ordinary pottery work. There is however a good deal of shifting from one employer to another. As a considerable number of small employers having two or three hands under them are found on the outskirts of the metropolitan area.

No apprentices are taken on in Londn. Boys begin by learning to make one or two snalls. i.e. 2 inch or 3 inch pot. In the country it is the custom to apprentice for 5 to 7 years. and this system certainly generally turns out good all round men.

There is no qualification necessary for admittance to the Londn & Co. Labour Association.

Intemperance

materials used

Red potters used formerly to have a bad name for intemperance. But there is undoubtedly a marked improvement among the younger generation.

The clay used is the common yellow clay. There is no great skill required in mixing etc. and far less heat is needed in burning than for stone-ware, in which the substance has to be vitrified.

Pots remain about 3 days in the kiln. & the Burner here as elsewhere is one of the most responsible men in the place. A first rate - thoroughly reliable sober burner is said not to be an easy thing to obtain. & when caught, he is paid high wages, but he is expected to do a considerable amount of overtime & the work is hot & tiring.

Copy of letter from Mr Sydney J. Stiff.
of London Pottery Works, Lambeth. 1904: 1893.

Dear Sir:

Please excuse the delay in sending figures
& wished them to be correct & have not had
much time to spare lately.

We employ about 210 hands in all
divided roughly as follows.

- 22 Throwers averaging £2-0-0 per week.
- 30 kilnsetters - 22/- to 50/-
- 20 moulders. - 30/- to 40/-
- 12 adult pipe workers averaging 20/- to 35/- - much of this is unskilled labour.
- 4 Foremen.
- 3 kiln burners.
- 2 Pyric drivers.
- 2 Brick layers - paid at trade rates.
- 2 Fitters & repairers 30/- & 40/- respectively per week of 60 hrs.
- 4 mould makers 30/- to 55/-
- 15 Stock labourers averaging 23/-
- 45 Boys from 13 to 19 years of age earning

earning from 8/- to 22/- per week. unskilled.
 45 labourers, clay mixers, yard hands, pipe
 stackers, packers etc. 20/- to 33/- per
 week of 60 hrs. some piece & some day
 work.

Exclusive of clerks about £320 per
 week is paid among about 165 men &
 45 boys. Also about 25 men have to pay
 boys of their own for assistance in their
 work which brings the totals really to
 165 men & 65 boys paid directly or
 indirectly.

Averaging the boys at 15/- per week
 this makes the men average earnings
 £1. 12-0. to £1. 13-0. per week.

Trusting these details will be
 of assistance in yr work.

(Sd) Sydney J. Stiff.

Oct. 27.

X

Eltham Pottery works. re.
interview with Sect. of London & Co^l
Labour Association at 12^a Lewisham Hill R^d near Cross
J.P.

When the Red Pottery Labourers first
joined the Association - Mr Beale was
able to obtain a rise in wages by
negotiations with the masters, during
which he succeeded in inducing them to
adopt some sort of code of general
regulations as to rates of wages.

In 1890, however, the masters having
failed to adhere to this code, a basis
besides adopted a regular system of
boy labour for all small work, a strike
was ordered - & then it was that a
considerable number of the men on strike
decided to buy a coop. association
of capital for the start could be
advanced by the Association.

This was done as described by Mr Palmer
on page but owing - said the Secy +
to a want of solidarity among the men
&

a consequent feeling of dissatisfaction which had grown up among them. The Co-op system had ~~to be~~ dropped - and a system of management of the ordinary kind more or less under the supervision of the labour association was adopted.

Oct. 28.

M^r Kempton. of glass works. Vauxhall Walk. S.W.
good premises. makes very artistic glass work -

promises to send report as to wages etc.
Has great difficulty in getting first class skilled blowers. For some time has applied to Secy of Union for 4 good men. but it is impossible to obtain them. He says he will have to train up young men to do the work - at present his 3 sons do all the ^{highly} skilled blowing. Such as his vases for glasses - & crinkled lamp shades etc. which are not made in moulds.

the hours are from Monday morning to Friday

4 Nov: 1893.

Class Beveling. Silvering etc.
Wage in various branches.

Regularly. etc.

Regular wages.

Friday morning. men work in two shifts of 6 hrs each - i.e. 12 hours in the 24 during 4 days in the week. The rest the 3 days when furnaces are being prepared they are entirely free.

Mess^r Parr Brothers of Eastern Pl^t & C. send following replies to Question Form.

Beveling rates fixed by rules of Union. (piece work)
Silvering. weekly wages 25/- to 40/- according to skill -

Fitters -	"	"	20/- to 30/-
Cutters.	"	"	30/- to 40/-

The Busiest seasons are the months of March & October - but there is no very distinct season outside these two months.

The cause of this is the summer & winter stocks respectively being purchased by the furniture dealers.

All employees by the week have constant pay

Piece workers

How much work to rest get?

Do men shift to any other employment?

What was condition of trade in 1891?

Methods of training.

Loss of capacity

Foreign competition.

Pieceworkers employment varies according to state of trade.

This depends on the number of men among whom the work is divided, but as a general rule a man will not remain in a shop unless he can earn a good average wage.

ho.

Somewhat better than at present but not to any remarkable degree.

Glass cutters & bevellers by apprenticeship. Other branches pick up the work without regular method, as no particular skill is required.

Glass cutters require an apprenticeship of 4 or 5 years. Bevellers can be taught in a few months.

Bevelling is the most exhausting work owing to the piece work system, and a man is not much good after 45 years of age. In other branches the age is extended 10 years. None of importance whether between French & English firms, or foreign & English concerns in London. (Mr J. Parr complained in this respect

the

the statements of Mr Bailey regarding the advantage of Belgian over English glass - & told me that the English firms, ^{Plate Glass Factories} had lost immense sums of money in competing with the Belgian, & having cut down prices to the lowest level, had been forced to flood the market with masses of cheap glass - which it was now impossible to dispose of -

A slight improvement in this respect; owing to the fact that there are fewer small masters in the trade & the men are working for employers who provide better workshops & altogether better conditions - & the more respectable associations have a beneficial tendency.

The Beveling branch is the worst in this respect. It happens to be the one in which the men are freer agents, and whose pay is of a less stable nature than that of the other branches.

no.

non-unionists are made ^{so} miserable by continual interference, that they soon join the Union for quietness sake.

Interference -

any overtime rate?

any trouble between Unionists & non-unionists?

Copy.

100.

7th Nov. 1893.

1 The Crescent.

Belvedere R^d Lambeth.

Dear Sir.

The highest skilled glass makers wages in London is about from £3-4-0. to £3-10-0 per week (average).

The next grade will average £2-6-0.

The 3rd or lowest grade (many of them grown up Boys) will average 2d/- weekly.

The average hours will be about 48 weekly.

The condition of workers might be good and is for the sober & thrifty. But the doubly accursed drink shops is our terrible foe - the ruin of our men.

We have a well organized Trade Society to which we all pay (first 2 grades 2¹/₂ weekly) the third grade 1⁵/₆ per week.

For this, or these payments, we receive 7/- sick per week 10/- per week unemployed 15/- per week for those whom we consider oppressed - as long as they are out, with the first chance of work that occurs.

occurs. then we give 9 pounds each to all who come on superannuated list. Then we give 6/- per week to the superannuated as long as they live 4/- a week 20 years membership 2/- a week under 10 years membership -

On the death of a member we pay 8 pounds to his wife death 5 pounds. If i arrears all this is stopped. The arrears are always owing by the Bosses seldom from any other cause.

It is 30 years since we had a strike we settle our disputes by negotiation & reason & find it answers.

What a blessing it is to the workers - facing each other for each others good.

The eight hours would not suit us at all. We want to earn all we can & make hay while the sun shines. The more we earn the better for Trade. Our purchasing power being increased by high wages or greater earnings. All purchase of the useful is a purchase of labour (?), don't believe therefore in the modern craze of 8 hrs a day.

We

We want fittest workmen for fittest work.
We have one fourth of our men out. The
great bulk unskilled or unfit. This is a very
great measure is self caused by want of effort
& self application. I think the great factor
of this cause.

Wth Truly

J. Leicester.

The number of Flint glass Blowers in London
will be about one hundred & twenty (120) -
But there are many small places making
inferior work - The condition of the workers
wretched in the extreme.

12 Nov:

(As regards the latter statement, I afterwards
made enquiries from Mr Rose. Secy. London
Glass Blowers. with whom information it
appeared to clash. He told me that the
men engaged upon "small works" who form
the bulk of his Union. The "dark" glass
Blowers are not considered as glass Blowers
by Mr Leicester & his Union. The Flint Glass
Blowers, altho' they are for their own kind

of work more skilled, & can work much faster & better at small vials than the majority of men in the Flint glass Association who are to a great extent north-countrymen. When Mr Leicester therefore writes that there are only 120 glass Blowers in London. he refers to the blowers of larger articles & "tablemen" exclusively - the London blowers are called somewhat contemptuously "cribmen" by the other society. This is because they originated, so to speak, in an illicit trade. At the time of the ^{tax on the} manufacture of glass a large number of men used to make small bottles at home ^{melting up broken glass} in a pot or crucible over the kitchen fire, & sold their bottles at a cheap rate free of duty. They ~~then became~~ became known as "cribmen" & the London industry in small vials is said to be the direct outcome of this illicit manufacture. There does not seem to be much love lost between the two Trade Unions.

Stt.)

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