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## South Side Labour Protection League.

Interview with General Secretary, Mr. H. Quelch. Oct. 19/91

The South Side Labour Protection League is a Federal Union consisting at present of about 20 Branches each enjoying a great degree of autonomy, & federated with a central Council.

It dates from 1889 after the Dock Strike, but in some ways may be regarded as a revival of the former "Labour Protection League" of 1872.

This was a great Union (to which Quelch himself did not belong) of 20-30,000 members. It fell to pieces when trade fell off. The strike at Millwall which imposed levy upon levy on the Union (somewhere in the seventies) had a great deal to do with breaking it up. (Mr. Quelch has a copy of the original Rules.)

One Branch (the Overseas Carriers) survived the break up & was in existence at the time of the Dock Strike, with a small fund of its own, which it was not willing to "put in the pot" by joining ~~the~~ a great Centralised Union like the Dockers. Besides this the various sections of



Waterside labour on the South Side were unable in the strike to get their special grievances attended to or even understood. They were told from ~~Wades Arms to organise~~ ~~Wades Arms~~ they organised themselves in sections opened books & began taking contributions, during the strike, making membership of these unions a condition of receiving relief.

They sent a delegation to Wades Arms; the result being the formation of a central Committee for the South Side, meeting at Sayes Court.

This was the origin of the S. Side League, which for some time met at Sayes Court - since removed.

Thus the conditions under which the S. Side Labour Protection League was formed left them no choice as to mode of organisation, which had to be a rather loose federation.

Thinks that had Mann & Gillett not insisted on too much centralisation they would have secured all the South Side men for the Dockers Union. There was at first a good deal of bitter feeling between the two unions but now they are quite



friendly.

Quelch thinks that in the S. Side League there is too much latitude left to Branches, but that on the other hand the Dockers Union has faults in the opposite direction. The mode of organization as a federal Union is he thinks unique.

The first attempt was to organize a S. Side Federation of Trades Unions & Branches of Unions, but this was a failure & in the result ~~was~~ was the federal Union. 33

Branches existed at the beginning, but many (eg Mill-Sawyers) seceded & formed separate Unions. There are now about 20 branches.

The numbers of the Union at its highest point were 5000. Now there are rather more than 2000 financial members. The falling off is partly due to decline of interest, but partly to the formation of separate Unions out of branches.

A financial member is a member less than 13 weeks in arrears. As regards exclusion for being in arrears the matter is left in hand of Branches.



Some Branches have a Burial Fund to which they pay  $\frac{1}{2}$ d a week, & get £10 on death & £6 on death of wife. They have to levy if there is a run of deaths, as of course the Burial fund by itself is actuarially unsound. Quetch is quite aware of this fact.

(4)  
They have had very little trouble with defaulting Branch Secretaries, although the bulk of the funds is in their hands. Branch Secretary of Woodwich Branch took some £3 or £4, & there have been various small defalcations but not important.

The minimum subscription is  $2\frac{1}{2}$ d a week, of which 6d a quarter goes to the Centre for administration, and a certain amount ( $1\frac{1}{2}$ d a week) to the new Federation. The minimum is fixed by the Central Council, but Branches are at liberty to fix their subscriptions at a higher rate. As a matter of fact however more are higher than 3d. Entrance fees vary from 2/6 to £10.0.0. This is a Branch matter. Only one Branch, the steam-ship workers in the river fix it as high as £10.0.0.

At the beginning in '84 the subscription was 2d with 3d a quarter to the Centre, which might be taken out of the 2d, or made an additional subscription at the discretion of the Branches.

On one occasion they have had to levy for a strike (for meal-times). The levy was paid up



fairly well by those at work.

The Branches of the League are as follows :-

- 200 2 Branches Shipworkers, { 1 at Wapping\* (Steamship)
- 200 { 1 at Bermondsey
- 4 Cooperers at Granary wharves
- 1 Quay Cooperers, Surrey Commercial Docks,
- 1 Warehousemen Surrey Commercial Docks
- 6 General Wharf-Labourers.
- 1 Arsenal Labourers (Woolwich) -
- 1 Deal-paters (small).
- 1 Engineers Helpers (Deptford)
- 250 1 Riverside Cooperers (Surrey Commercial)

~~(where are others?)~~

The Central Council is elected by branches, each branch send delegates in proportion of 1:100 members. Council meets once a week. The only paid officer giving all his time is <sup>English</sup> Branches make Bye-laws, subject to the Code of Rules of the Central Council. Branches may have strikes of their own, provided they will support them out of their own funds. (There is no system of equalisation of funds among the Branches, which are virtually little unions of their own) If a strike is ordered from the



Centre, the Branches may be led to support it.

As regards division of labourers between S. Side L. P. L. & Dockers Union, most of the shore com-poters belong to S. Side League, also most of the men in the grain department of the Surrey Commercial.

There was a successful strike for pay for meal-times in Nov 1889. Meal time pay is an old custom at the Wharves. The wharfingers tried to put an end to it, after the Mansion House Agreement to which however they were not parties. There were several special agreements at the Surrey Commercial & Granary Wharves.

At the time of this strike the League was not fully organised. Each Branch paid strike pay so far as it could. They made a levy also. The whole strike cost rather more than £100. They paid strike pay at the rate of 1s a day & 3s on Saturday.

The men at the Granary Wharves are paid by the day or the week. ~~They~~ There are two



systems of ~~work~~ hours, the long hours (12 hours a day less about 2 hours for meals (= 1 hr. dinner, 1/2 hour breakfast, a few minutes lunch or "muggin" and a few minutes in the afternoon) and short hours = 10 hours less 1 1/2 hrs meal time.

Pay is 5/10 for long day & 5/- for short. There are a few constant men (12 hours a day less meal times = 30/- a week), and (10 hours a day less meal-times 26/- a week)

~~that~~ The work is landing & discharging grain to the wharves. There are no extras such as dust money &c. Some of the constant men belong to the Union.

Casual men are called "strappers". They are called on by the foremen but there is no list so far as he knows in the granary department.

Grain work is very irregular. He estimates that strappers & permanent men together earn on an average throughout the year 10/- a week. This is got by taking average no. of days employment of men by personal enquiry. A good number only get one



day's employment out of six, and "play" for the remainder. They shift about and look for work elsewhere, but he does not think they get it, but is in a fog as to how they live. Wives often work at sack-making, & also in some cases the children.

~~The~~ Steamship workers may in exceptional cases earn 15's a day. They are fine strong men, many of them sons of steamship workers. Very few Country men. Mostly London born, a good many London born Irish on South Side.

Mr. Brett (president of League) is a weigher in Surrey Commercial Dock, Burke the Treasurer has sons in the docks. (He is a fellowship holder) Both ~~have been~~ are sons of riverside labourers.

Old men :- not many in the docks as dockers are a short-lived race. They are put on jobs light enough for them to do. Quelch thinks they are "unfairly pitted against younger men".

A considerable number of boys come into Dock employment. ~~There~~ A proposition has



been carried to form juvenile branches, but nothing has as yet come of it. Boys are ~~now~~ employed in granary wharves, <sup>& as quay porters</sup>. There ~~was~~ is opposition to this in the Union, but no strikes have come about. The boys are introduced by fathers in ~~the~~ dock or wharf employ.

The tickets of the Dockers, Gasworkers &c are recognised. ~~Not~~ Not many transfers however are made.

He thinks there are not many at work in ~~main de lat~~ waterside labour on South-Side who belong to no Union.

When members go into infirmary they deposit their tickets with their branch, and take it out again when they come out.

Colonial wharves busiest autumn to Xmas,  
granaries June to October,  
Timber Summer.

Quelch himself has been at many trades. He is a Berkshire man; has been in upholstering,



cattle dealers, skin shop, iron-mages, iron foundry,  
paperhanger (13 years) & now secretary of South  
Side League.

Has only been out of work for 15 weeks since  
he was a boy. (This was when sacked by  
Beaumont & Morris for being a "tyrant queller",  
when they made it very difficult for him to  
get work elsewhere. He tried them at the  
waterside for employment but without  
success. ~~Then got to~~

[of Evidence before Royal Commission]



Oct. 26. 91

C.B.

(11)

J. Falvy, Secy No. 2 branch S.S.L.P.L.  
Founded at time of strike. Now  
300 financial members; have had  
more, perhaps double at first, but  
many came solely for relief tickets,  
& probably were down in more than  
one place. They were a very  
poor lot - not genuine dock workers.  
Probably there are as many bona  
fide dockers in the branch now  
as ever.

About 20 new members made  
during the year. The men are  
mostly stationary - very little moving  
either from outside or from other  
branches.

The work is corn work, requiring  
both skill & strength, & is done  
at Horsleydown, Bermondsey &  
Rotherhithe. A portion is done  
in Surrey Commercial Dock, but Mr.  
Brett will give best information  
as to dock work. Mr. Falvy



knows more about the granary portion,  
 as Keen's, Bovil or John Wudeis, at  
 Hovaleydown; Hokenner, Royan, Seth  
 Taylor, Reed & Son, Addis or Son, John  
 Wuden (again), Darnell or Son, Gardner  
 or Lidey, at Bermondsey; Jones &  
 Son, Fishers, King & Queen, at Rotherhithe  
 Addis will employ sometimes 100,  
 at other times only 20. all  
 are busy together, the last 3 m<sup>os</sup>.  
 of year being busiest time. Even  
 then there are more than enough  
 men - has not known an instance  
 of being short handed for 9 or 10 years.  
 Busiest time is when the Baltic trade  
 is on, this being the principal trade.  
 Slackest time from May to beginning  
 of August. No other kind of work  
 suitable for these men is to be had  
 now. 17 or 18 years ago manure  
 works were closed because of the  
 smell; this <sup>work</sup> suited the men, as it  
 fell at the slack season for work.



mentioned to him that Tom Mann had stated that this question of slack time in connection with the Baltic trade was one of the most difficult problems they had to deal with at the docks; but Mr. Falvy resented Tom Mann's interference, saying he did not understand the work, & nearly made a muddle by trying to put extra work on the hour system, but it was prevented in time.

90 % of the work is casual day labour; paid by day or half-day. Hours of work, 6 to 6, with 1/2 hr. interval 8-8.30, 20 min. at 11, 1 hr. from 1 to 2, & 20 min at 4 o'clock. If overtime is worked, 1/2 hr is allowed after 6 for tea.

Wages: 5/10 per day; after 8.30, 5/-; after 12 o'clock, 2/11. Overtime, 8/- hour.

During busiest time there is



only 3 days work a week, & it falls almost to nothing in slack time. There is very little overtime.

Improved methods have reduced the labour needs. At present work is very short because of failure of Russian harvest.

The men follow the work about, flocking to wherever there is a boat to be unloaded. They are selected by the foreman with or without a list.

A very large proportion of the men are not married - mostly youngish men. Faloy (aged 56) is the only one left of his set of young men. They die off from 30 to 40 years of age because of hard work & hard living. The men go 3 or 4 days without food; then when they get to work they can hardly eat, & a little drink affects them. A large

4



number are total abstainers

Half or more are Irish - or London Irish; not many English countrymen. Ogan has imported some specially for pea-splitting - kiln work, wh. is like malting.

90% of the men are in the union.



Nov. 1891

16  
I. a.

Mr. Brown, Secy of Warehousemen's  
Branch S.S.L.P.L.

This branch meets at Clare College  
Mission Hall, Rotherhithe. Founded  
Aug. 1889.

190 members on books; 60 financial.  
All the latter are practically regular  
men, those who are not permanent  
being taken on every morning. The  
others are not able to keep up  
their payments. They are allowed  
3 mos. in wh. to pay.

There have been no transfers,  
although the principle is acknowledged,  
there is little need for it in this  
Union.

They are not making new members,  
but have old ones come back.

Subscription is 3<sup>d</sup> week; it was  
increased from 2<sup>d</sup> to provide for  
federation, & was willingly agreed  
to by the men in this branch.



There have been no levies yet, it being the rule not to levy for any purpose while funds remain.

Subscriptions are collected at weekly branch meeting.

Average age of members is from 35 to 40. There may be one under 20, & about 20 over 60, the latter being mostly weighers & permanent hands.

The members are mainly warehousemen & weighers employed at the Surrey Commercial Docks, in handling grain, i.e. seeds, &c.

Warehousemen. - The duty of these men is to store the grain in the warehouse. It is heavy, dirty work generally. The lighter part of the work is trimming the grain after it is bulked, so that it does not fall under foot. This is done by the permanent hands, the heavier work being left to the extra men.



who are taken on every morning.

Weighers. - These are mostly elderly men, & their work is light but responsible. They do not lift the grain about, but merely weigh it when on the scale & keep record of it. The Australian, New Zealand & Californian grain comes in bags; the rest in bulk. Each bag has its particular mark, & they are weighed & sorted according to this mark. The bulk of the grain is taken charge of by the Dock Company, & is given out as orders come in for it. But a certain portion is delivered direct to the buyer, & in these cases the order is brought by a lighterman. This order is brought to the weigher, who before delivering it goes to the mate of the ship to see that the bill of lading is endorsed in favour of the



\* The weigher's time is from 7 a.m. to 5 p.m., with 1 hr. for dinner. His standing money is 14/- a day, with 4<sup>d</sup> extra for every 100 qrs weighed. He wd. average about 400 qrs a day, thus bringing up his money to 5/4. Tally clerks, who get 5/- to 6/- a day, are employed by the merchants.

(19)  
buyer. When the grain is in bags, the buyer takes so many bags, & pays according to their weight; in other cases it is measured out in accordance with his order. It is the weigher's place to see that the order is properly executed, & corresponds with the particular mark (or quality) required.\*

Inside Corn Porters. - These usually work in gangs consisting of 5 men or a boy each, & are employed by a contractor who takes over the work. The company pays 1<sup>2</sup>/<sub>2</sub>- a quarter or 12/6 per 100 qrs. for all deliveries; if carried more than 50 yards, 1<sup>2</sup>/<sub>2</sub>- a qr. extra is allowed; if landed from the ship, 1<sup>2</sup>/<sub>2</sub>- a qr. extra with 3/4<sup>d</sup> for inside hopper [i.e. the hole inside the warehouse into wh. the grain is shot, or whence it is carried by



means of bands worked by machinery  
to whatever part of the building it is  
wanted],  $\frac{1}{2}$  for outside hopper, &  
1<sup>d</sup> for carrying upstairs.

The contractor takes as his  
poundage half a man's pay from each  
gang. Thus if a gang worked  
500 qrs. per day (on good days  
work) the total pay wd. be £3.2.6,  
fr. wh. the contractor wd. take 5/-  
This Mr. Brown thinks is very unfair,  
but he admits that there was a rise  
in prices in 1872, & that the  
Compy may say they allowed for  
the present system in fixing the  
revised scale of pay.

The contractor has 5 permanent  
gangs, & there uphold the system  
because they get the pick of the work,  
& get practically regular work.  
Probably these men average 45/-  
a week all the year round.

The system also suits the



Company very well, because the contractor relieves them of their responsibility under the Employers Liability Act, & saves them the expense of a clerk & a foreman.

For extra gangs the contractor takes 1/- in the £.

After the permanent gangs come 4 preference gangs, the members of wh. do fairly well, averaging about 5/- a day. Beyond this come from 200 to 300 men whose earnings are very precarious, but who nevertheless keep to this kind of work, turning up every day on the chance of a job. They may go elsewhere sometimes, but haven't much chance of getting anything. These men may get 3 days work a week, & make a living somehow.

Cart Teams. - These are teams of 5 men, & their work is done inside the warehouse: 1 man bushelling, 1 holding sack, 1 dragging on scale, 1



dragging off scale, 1 lowering at  
 loophole. These teams are also  
 under a contractor. There would be  
 one regular gang at each warehouse,  
 or after that 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, or 5<sup>th</sup>  
 teams, taken on as required. These  
 men form their own teams. The pay  
 is 1 1/2<sup>d</sup> a qr. There are 11 ware-  
 houses doing this work, for each of  
 wh. there wd. be a first gang.  
 Each first gang sticks to its own  
 warehouse, but the other teams go from  
 one warehouse to another. The  
 teams make 6/- to 6/- a man per  
 day when in full work. The first  
 teams in the larger warehouses get  
 quite full work; in smaller warehouses,  
 work is not so full. Warehouses vary  
 a good deal in size, the new ones  
 being very large.

The men forming the extra  
 cart teams do either that or inside  
 porters work. These gangs, although



paid by the contractor, work under the direction of the dock ed's foreman. The foreman sends to the contractor for a gang of men, & they do as he tells them.

Both sets of men above described work from 8 a.m. until work is finished - or really as long as the ship works. They used to work very long hours before the strike; not so long now, whilst the work is much more regular. The reason of this is that ships used to be kept back according to the market.

Normal working day is 8 to 5, with 1 hr. for dinner.

60 qrs. per hour is very good work. Has seen 120 qrs. hr. done, but this is very exceptional.

Seasons. - Busy season commences in May, & continues thro' June, July, Aug. & Sept. Oct & Nov. are slack,



Dec. & Jan. usually busy, Feb.,  
Mar. & April slack

In the busy time 1500 men  
are employed, dropping to 500 in slack  
time. About 600 of the 1500 are  
practically union men. Piece work  
is controlled by the union men, the  
permanent gangs being all unionists.  
These gangs are the same as were at  
work before the strike, & having got  
the best positions are able to say  
they will not have non-union men.  
It is not to the contractor's interest  
to oppose this.

The foremen who take on the  
day workers place themselves. Some  
prefer union & some non-union men.

Casual Warehousemen. - Previous  
to the strike they worked from 7 to 5  
for 4/2 (being at rate of 10 hrs at  
5<sup>d</sup>) Since strike they have got 6<sup>d</sup>  
hr., & 3<sup>d</sup> for meal 1/2 hr., tho' they



actually take an hour. For sometime after strike they worked same hours as before (7 to 5), but now an hour has been taken off, & they do not start work till 8; so they get 4/3 for 8 hrs. actual work. They do not like this much, because the first hour was an easy hour for getting the place ready. This is now done by the permanent men.

The permanent men still work from 7 to 5, & are on weekly wages. Some of the young fellows only get £1, but most have 24/- They get a little overtime, paid for at 6<sup>d</sup> hr.

The casual men, whose pay wd. be 8<sup>d</sup>, rarely have any overtime. They are discharged, & the permanent men kept on late.











Mr. Brett. (President). S.S.L.P.L. Nov 2 / 1891

Mr. Brett is a weigher, but belongs to the  
Overside Com Porters' Branch (no 33), being the  
only member of that branch who does not  
follow the work of an Overseide Com-porter.

As a rule the Branches of the League  
called by name of particular trades (e.g. Warehouse  
Branch) are not confined to members following  
that Branch of trade. But the Overseide Com-porters  
and the Steamship Workers make a rule that  
their members must follow up the trade,  
Brett being the only exception in no 33 Branch.

All the <sup>over-side</sup> Com. work in the Surrey  
Commercial Docks (i.e. all the work of unloading  
com from the vessels until it reaches the quay)  
is done by 28 gangs each of 6 men besides  
the ganger.

They are paid ~~per gang~~. 17/4 a 100 qrs of  
all grain seeds except oats,  
15/3 100 qrs oats

(Oats weigh lighter per quarter). This Rate



was fixed in 1872. Previous to that year the rate had been  $15\frac{1}{3}$  for general grain and  $13\frac{1}{2}$  for oats.

The gross amount of takings less <sup>1 1/2 d a ga.</sup> office dues is shared equally among the gang, the ganger sharing alike with the others.

It is ~~they have~~ ~~a day~~ ~~and~~ divided the "pots" at the end of the job.

The ganger in the corn-work has no chance of "sweating" the men, as happens in the timber. Before 1872 the gangers used to ~~contract for~~ be under contract with the companies to get the work done. But at that strike the gangers made no attempt to get gangs together but turned up alone at the docks, so that the contracts were found to be valueless & are not now made in ~~writing~~ legal form. ("We was going to have a turn with the rest" as Mr. Burke said)

The gangers are all Union men, & demand tickets from the men employed

After the 28 gangs are fully



employed the casuals outside the gangs get a chance.

The custom is that one ganger stands aside from his gang to manage any casual work, & is paid by the gangs (6d a gang per day). This is done by the gangers turn & turn about, for a week at a time. This custom is said to be old, but on the other hand Mr. Bell says that previous to ten years ago a ganger would take on an extra gang of casuals, who would work side by side with the regular gangs. He considers that the existing system works to the advantage of the regular men, & keeps the gangs together.

~~(note: - After a good deal of questioning I could not get a very clear account of the above curious system. It is a <sup>point</sup> question which we ought to ask Mr. Griffin).~~

The regular members of gangs would earn an average wage of 27/- a week, throughout the year. Many com porters however only get half a week's work.



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The Overseer Comptrolers are the only Branch of the Labour Protection League on the South Side which lasted from 1872 to 1889, and they are ~~the~~ the only Branch which succeeded in keeping up their wages throughout that period. The only reason he can think of is that they stuck to their Union. The work is heavy & skilled & hence the men are above the average, which makes Union easier.

Since the strike of 1889 conditions have improved in every way. Overtime is gone. In the spring of 1889 the employes reduced rates to level before 1872, & Union could not resist, but recovered rates by great Dock strike.

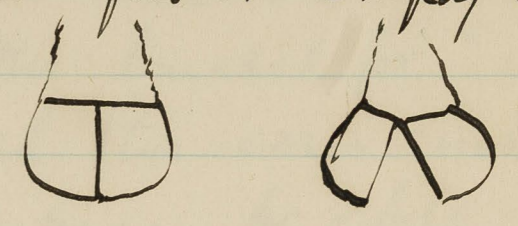
Before 1876 the same system <sup>in the grain work</sup> prevailed at Millwall as at the Surrey Docks. After the unsuccessful strike of 1876 the system <sup>at Millwall</sup> was changed to a ~~combination~~ <sup>mixture</sup> of Day & Piece work. Since 1889 they have gone back to same system as Surrey Docks.

The ~~last~~ Use of Machinery in unloading corn.



at the Greenland Dock. —

The Machinery consists of a hydraulic Crane carrying a Bucket which can fill or empty itself by dividing in two.



This bucket is lowered into the hold into the grain, where it opens & closes again. So as to fill itself, & is then raised & swung round & discharged into the "Hopper" on the quay where it goes first into the scale where it is weighed (the scale weighs 30 - 100 lbs oats, & 40 - 100 of wheat). From the scale, a slide being removed, the grain goes into a well and is taken up ~~by an elevator~~ to the height of the warehouse by an elevator consisting of a revolving band with pans. It is then thrown on to travelling bands and carried to any part of the warehouse & to any floor.

This machinery has been in use 8 or 10 years: introduced by degrees.

The labour employed in connection with



The machinery is as follows: -

(1). In hold of vessel. "Trimmers" who are unskilled casual labourers 'trim' to the bucket for "devil" as it is called), i.e. shovel the corn into a heap so that the hopper may be able to fill itself. These men form a branch of the Dockers' Union. Earnings: -

(2). Man who drives crane earns 2/6 a week, hours 7-5 less 1 h; dinner. Some belong to the South Side League, some to Dockers. Majority non-Union. They remained at work during the strike, & have not been cordially invited into the Union. There was however once a Hydraulic Branch of the Dockers Union.

(3). The weighing is done by "weighers" (under charge of warehouse foremen). They form a special branch of ~~Union~~ (B. S. S. L. P. L. (Brown Secretary - see his evidence).

(4). Men on various floors of warehouses to receive the grain from the travelling bands & to bulk it with shovels. - Unskilled labour. Some



belong to S. Side League, & some to Dockers.

There is more manual work done in Docks now than 10 years ago, but the changes to Machinery have come hardly on the Com-porters.

The Com-porters are chiefly Irish. (See evidence from T. Macarthy Stevedore).

The men who work actually for the ships ~~at~~ at discharging grain in bags, general cargoes, and timber are stevedores and are employed by the ship-owners. The com- & deal-porters ~~but~~ handle the ~~grain~~ bags & timber when they come overboard into the lighters or on to the quay.

Overside Com-porters discharge grain that arrives in bulk. ~~and~~ ~~in~~ ~~the~~ ~~case~~ ~~of~~ ~~bags~~ ~~of~~ ~~grain~~ grain in sacks & in bulk are partly discharged by stevedores & partly by overside Com-porters, the former handling the sacks, the latter the grain in bulk. There is a similar division in the case of cargoes partly (say) of bales & partly of grain in bulk.



Notes from Mr Brett (President) & Mr Burke  
(Secretary of no 33 Branch) S.S.L. P.L. collected  
at visit to Surrey Docks (Greenland Dock)  
Nov 16/1891. H.L.S.

A gang of over-side-com-paters consists of ~~the~~ 7 men.  
3 in hold. 2 to drive winch. 1 donkeyman,  
& 1 to receive the sacks as they are raised  
out of the hold, undo the chain & place  
them on the weighing machine, & then put them <sup>over-side</sup>.  
1 man really is enough to drive the winch, so  
that there is a man to spare who can take  
the place of the ganger for a time if necessary.  
(e.g. when Burke went round the docks with  
me & a winch man took his place).

A job rarely lasts more than a day.  
Payment is made entirely at the end of  
the job - there is no drawing of money  
per hour & dividing the "plus".

In the Surrey Docks there is a "Mutual  
Aid Fund". Men pay 1d a week &  
receive 7s a week for 4 weeks & 5s a week



for a second four weeks when sick, & £5 at death. It is managed by the Dock Company's officials.

Brett describes it as not popular: "too much red tape". Men do not get the sick allowance until after they are well again, and the existence of the ~~sick~~ fund is used by the Company as an argument against paying wages to men during sickness.

There is also a Superannuation Scheme come into force about a year, including the staff down to Assistant Warehouse foremen, but not the labour staff.

Change on Salaries up to £100	1 per cent
100 to 200	2
200 upwards	3

They give  $\frac{2}{3}$  of salary at the age of 65.

He would personally object to any superannuation scheme for labour based by the Company, but would like to see it National.

Com-porters are short-lived, and any scheme to be of use must begin at 55 not 65.

The dust in the hold gets into the lungs.



and after 45 men cannot earn usual full wages. They "knacker" as it is called: i.e. knock off a few hours earlier than the others, being replaced by an outsider in the gang.

As they get older a few get employment in warehouses on light jobs but not many.

There is also a Dock Club & Institute (also managed by the Company). Subs: 6d a month. There is a good library, but the men think the Club too much "bossed" by officials, & "too much like a school". (Will send a Balance Sheet).



Notes of Interview with Mr Brett President & Mr Burke, Treasurer of South Side L.P. League, as to wages of men working in Corn Dept. Surrey Com<sup>l</sup> Docks.

Corn Dept - Surrey Commercial Docks - employs a staff as under.

- (a) Granary keeper. Mr Scott, salary £200 to £250 per annum has control of all the grain operations.
- (b) Assistant Granary keeper. Mr Hewitt, salary about £120 per annum. Assists Mr S. generally.
- (c) Surveyor of Cargoes or Shipworker. Mr Williams: has about 50/- a week. Has a foreman shipworker (Hubbard) <sup>under</sup> <sub>him</sub>.
- (d) Under the above are 7 granary or warehouse foremen, each of whom has charge of one of the 7 granaries or warehouses.
- (e) Assistant foremen. 7. one for each granary.
- (f) Licenced weighters. There are 13 of these men now & each has a parchment from the Dock Coy.
- (g) Second class or extra weighers. 40 to 45 of these men
- (h) Warehouse men, weekly servants, are mostly old men. About 7 at 2/- & 23 at 24/- per week.
- (i) Extra labour. Taken on daily.

The above includes all labour working in the granaries.



(c) ~~The Surveyor of Barges has to~~

(d) Warehouse foremen. Assistants get 30s a

(e) week rising to £2 per week for foremen. Their hours are from 7 am to 5 pm, after which hour overtime is paid. 30s a week entitles a man to 8 $\frac{1}{2}$  per hour for overtime and £2 a week to 4 per hour.

Grain is shot loose on the floor of the granary. It is the foreman's duty to see that it is placed properly and that space is economised. The height to which the grain is piled depends on its quality: thus large grain would be bulked in large heaps while bad grain would be more spread out to counteract the tendency to 'heat'. If the grain does 'heat', it has to be 'turned' with large wooden shovels. Foremen are also responsible for deliveries. Orders are given in at the ~~main~~ principal office and passed to the foreman, who would employ a gang to deliver it and a weigher to weigh it.

(f) Weighers. Some of the licenced weighers have been in the docks over 30 years. They are not often appointed. None since 1883; the previous to that some were appointed in 1879 when 15 years had elapsed



since the previous app<sup>t</sup>. They are of two kinds, weighers on shipboard and in granary. Their duty is to weigh the sacks & keep a tally. Regular wages are 24s a week (7 am to 5 pm). When working in the granary they are paid at this rate but when working on board ship the rate is 4<sup>d</sup> per 100 quarters or 200 sacks. This brings their wages up to an average of 30s all the year round. Most of the licenced weighers are employed ~~on~~ on the ships as they have the privilege of choice of work.

Second class or extra weighers (Mr Brown is one) are usually engaged in the warehouses, delivering to wagons or craft. Out on ship board when busy; they would average about 26s a week.

(h) Warehouse hands do the general work of the granary, open doors, sweep floors, close doors, run errands and 'trim' to the gangs.

(All these regular workers commence work at 7 am.)

(i) Extra labour is taken on at 8 am. Before the strike these casual hands were taken on at 4 am.

(c) The Surveyor of Cargoes has to find all the extra  
(labour



labour that is needed on board ship and to fix the necessary gear, which is provided by the Company. He & his foreman take the general control & put a man over each ship to superintend the unloading.

The men engaged by the shipworker are all on piece work. They include trimmers & the men for the derricks. [The derricks require two men for each; one to lower and another to take the snorter from the sack. The 'snorter' is a chain with a ring at one end, <sup>this chain</sup> which is passed round the mouth of the sacks when they are lifted. The gear consists of a 'gin' (a grooved wheel), a runner (a rope running in the groove), and the span (Two wire ropes stretched <sup>between</sup> from the masts) to which the gin is fastened.]

When the grain is placed awkwardly in the hold, the shipworker also employs men to take it in barrows. 'under plumb' e.g. to the hatchway opening where the men are working.

† Over-side gangs discharge the grain from the vessels to the quayside. There are 28 gangers employed by the Company and each of these

† Some vessels are discharged by their captains, who hire men from the Dock Company at about 7/6 per day each.



The earnings are divided equally amongst all the men of the gang. If there are a few halfpence that will not divide evenly into  $\frac{1}{2}$ d for each man, they go to the ganger. This is the only (pecuniary) advantage he has.

The weigher makes out the bill with the quantities etc. The ganger takes it to the office where it is signed and the pay bill made out. This is taken to the cashier, who pays the ganger.

has a gang of 6 men. Three of these work in the hold, one holding the sacks while the other two are 'bushelling'. The ganger and three other men work at top.

From 1872 to March '89 these men were paid  $17/4$  per 100 quarters for seed & all grain except oats. For oats which are lighter the rate was  $15/3$  per 100 quarters. At March '89, the Company reduced the rates to  $16/1$  and  $14/3$  respectively. At the great strike however the former rates were regained.

Steam power is optional with the captain of the ship. If this power cannot be obtained, the gangs have to use hand ~~winches~~ winches. If they get the use of the steam winches, the <sup>Dock</sup> Company charges them  $1/3$  for 'heavy labour'. "Because the winch continually running chafes the runner" Both thought this charge most unjust especially as the Dock Company does not pay for the steam. They contend that the Company gain by the use of steam as the work is done faster. Using the steam winch a gang can do 600 or 700 quarters a day; with the hand winch only 400 to 500. This is an advantage to the Company as the



'extra labour' has to keep pace with the gangs.

Both also grumbled about the changes the Company has made since the strike and say that the Company keeps to the letter & evades the spirit of the agreement. One ground of complaint was that in the winter the old men (see (h)) are put on half time and paid 10s a week. This is ~~an~~ an old custom but since the strike the Company has extended it to the old servants. Brett <sup>has</sup> only got half time since the strike but was always regular before. They say the Company keeps on some who went to work during the strike ~~and also that~~.

The Dock Company have arranged a scheme for superannuating the staff, which applies to all of the rank of foreman and upward. Premium is a percentage on the salary and entitles the men to 2/3 of their salary at the age of 60.

Premium 1%	on wages	£ 100
" 2%	"	£ 200
" 3%	"	£ 300
" 5%	"	£ 500

"Have done this because the County Council is going to purchase the Docks, to ~~pro~~ provide for their staff."



44  
S.S. Nov 6/91

Mr M. Burke, Secretary. Corn Porter's Branch  
No. 33. S. S. Labour Protection League

Meets at the Princess Alexandra, Neptune St, Rotherhithe. Tuesdays. 8 pm.

This branch of the League was formerly a Branch ~~of~~ of the old Labour Protection League and was established in 1872. This organization had gradually dwindled away until at the time of the strike in 1889, this branch, 5 branches of stevedores & the tea porters whom Tillet was organizing were the only ~~local~~ trade unions [of this class]

This branch was affiliated with the Stevedores until about a year before the strike when they left them as the Stevedores wished to alter the name Labour Protection League to the "Stevedores" Labour Protection League. In the early days the membership was about 200; this was reduced to about 150 at the time of the strike (1889). All financial.

Membership. There are about 240 or 250 members now. Gained about 100 during the year. Do not seek new members.

All the members are cornporters except Mr Brett (weigher). Not much variation in total number of members.

Members live principally at Bermondsey, Rotherhithe and Deptford.



Ages. Members' ages vary from 18 to 40. Majority would be between 30 & 40. There would be a few above 40 - old hands.

The work is too heavy for the old men. A man cannot work at it more than 10 years - His breath gets short and strength fails. Some who have a weak constitution go into the Infirmary or Workhouse, others get work at the wharves.

Unionism. There are not many non-union men.

All the gangers are Society men and they seldom employ non-society. This has a good effect on the membership. The cards (Federation) have to be renewed quarterly and members must (practically) attend & pay the subscription. If a man has not got the ticket on the day after the quarterly night the men know he has not paid up. Tickets have to be produced when a man is taken on.

Busy Season is from April to January. The gain comes from Russia & Canada. Work is more regular since 1889. There is not so much night work. When overtime is worked the gang gets  $\frac{1}{2}^d$  per quarter extra after 5 pm.

This only applies if work be continued after 6 pm.

Wages. Average about 27s. In the winter would not average



more than 10/- a week. Might reach £2. in the busy time.

Gangers are taken on in turn. They do not contract for the ship. "Might not see the ship again" after the first day's work on it. They <sup>hand</sup> are taken on every morning & assigned to different hatchways & are paid off when they have done at night. There may be 3 or 4 gangs working at one hold. If the men are kept after 5 p.m., the gangers draw lots for the 'turns' on the following.

Funds. This branch had about £350 in hand before the strike in 1889 & after the strike received £250 from the Wade's Arms.

Strikes. This branch has had none since the 1889 strike. There was a levy 6<sup>d</sup> per week for 7 weeks for the strike at Spratt's. - unsuccessful. Also 3<sup>d</sup> per member for about a fortnight for the box & packing case makers at Groves, Hatcham - successful. After they had gained their point, these men seceded & joined the Woodchoppers Union. Also 3<sup>d</sup> per member for about 3 weeks for a strike at Keen's Granary (about 15 months ago). Succeeded by blocking Keen's craft. He wanted to go from the agreement.

Mr Burke does not wish this note about funds to be published.



Quay Corn porters. These men land the grain & store it in the granaries <sup>Also load & deliver to barges and wagons.</sup> The work is undertaken by a contractor (Adams), who employs about 150 men. He forms the men into gangs, usually 5 or 6 to a gang. There are ~~usual~~ five regular gangs. Each of these gangs pays this man half a ~~do~~ man's pay for every day's work. The earnings are divided into  $\$ 5. +$  a half part, the half part being Mr Adams'. The men, who do not belong to these gangs he charges about  $\frac{1}{4}$  in the £1 on their earnings. There are 5 preference gangs. Warehouse keeper sends him the bills; he draws the money & deducts his share.

Rates for deliveries from warehouses are 12/6 per 100 quarters. From quay to granary, 1 1/2<sup>d</sup> per quarter if over 50 yards; ~~less~~ less than 50 yards 1<sup>d</sup> per quarter. If the grain has to be carried upstairs the price rises about 1/2<sup>d</sup> per quarter. ~~Most~~ Most of the upstairs work is done by hydraulic power. These men get 1<sup>p</sup> per quarter.

Gangs often consist of one man 'hanging on', one at the door & two at the bulk shooting & 3 boys. — 4 men & 3 boys. The lads get 6 each per 100 quarters & the remainder 6/10<sup>d</sup> is divided amongst the 4 men.



Sometimes 2 more boys and another man is added to the gang & under this system the amount of work is doubled.

[ These men do not earn quite so much as the oversee corn porters ]



Steam Ship workers. Branch No 32. South Side L.P. League.

Mr W.C. Deeks.

Meets at the "Town of Heth" end of Nightingale Lane, Wapping on Thursday evenings 8 to 10 p.m.

There are 153 members on the books. Not more than 8 are not financial. These are either sick or out of work. New members this year 9; 3 of them just lately. Struck off during year 6; two of these have rejoined.

Entrance Fee is £1; payable 5/- on night of admission and 15/- within 3 months of joining. Card & Rules cost 3<sup>d</sup>. Contributions 3<sup>d</sup> per week.

Death Benefit. Member is free in 6 months. At death of free member, a levy of 4/- per member and at death of free member's wife a levy of 6/- is taken. £10 is paid to relatives in one case & £5 in the other. If there is no legal widow or nominee the Committee have to "see the funeral carried out in a becoming manner." Members not paying levy within three months are put out of benefit for three months. The amount of levy was raised recently from 6<sup>d</sup> & 3<sup>d</sup> respectively to above rates.



Cards last 26 weeks and are stamped quarterly. If a member is sick and leaves his card with the Secretary, he is exempted from contributions until he takes up his card again. Member going to sea must leave written notice with Secretary or he is liable to fine. Members not clearing on the quarterly night are fined 2<sup>d</sup> and erased when 14 weeks in arrears.

Age. Most of the men are between 25 and 35 years old. A few older men and a few younger but not many. Nearly all are married.

Nationality. Majority are Irish or London Irish. There is one Frenchman & the remainder are English.

Live near Wapping. Join the branch because they follow the trade. Most of the men work between London & Bridge & Shadwell.

Levies. Have had none for strikes of their own. Made a 1/- levy for the Australian strike and another 1/- levy for the Carron & Hermitage strike. A few little disputes of their own have been settled between the steward & the men.

Hours & Rates From 6 am to 6 pm, 7<sup>d</sup> per hour or fraction of



Gangwayman gets 1/4 per day extra.

an hour; from 6 pm to 6 am, 9<sup>s</sup> per hour; all meal times are paid for. They are: breakfast 30 min; dinner 1 hour; supper 1 hour; collation, 30 min; (about 1 am); If a ship works until 10 pm. tea time 1 hour is allowed; if all night an extra half hour is given for breakfast.

When the I. I. Worker is working in "any dock" he receives Amalgamated Stevedores' pay, (8<sup>d</sup> per hr + 1/4 per hour overtime) & works their hours. See Rules.

An old card of Rules qualifies this distinction viz "Any member working in docks where stevedores are employed shall receive 8<sup>d</sup> per hour" etc.

The men do not usually start work until 8 am; this saves the breakfast time for the employers.

Piecework. Some goods are discharged piecework, such as stone - road metal - at 7 1/2<sup>d</sup> to 8 1/2<sup>d</sup> per ton, where it is difficult to get out the rates are 8 1/2<sup>d</sup> to 9<sup>d</sup>. Sw<sup>o</sup> Decks is paid 8 1/2 per ton in the after hold of the ships at the wharf where he works. Rails are paid at 9<sup>d</sup> per ton. He is opposed to piecework. Thinks the system is responsible for the present condition of the men.

Method of Work etc. The men gather at the Places of Call. (See Rules page 9). When they are engaged, they have to show their cards to each other. Any man refusing



Brokers usually employ a master stevedore at a rate per ton and the latter engages the men and arranges his gangs. Each master usually has his own gangs.

to produce his card is liable to a fine of 4/- and is treated by the others as a non-member for the time being e.g. They would refuse to work with him. Men would ~~not~~ go off from the stairs to load or unload vessels in the river. Also load & unload to the quay & wharves but greater number work in the stream. Men work in gangs; one at each hatchway. The number of men in the gang varies according to the size of the vessel & its peculiar circumstances. Usually numbers 8 to 11 men. Unloading stone, there are six men to the gang.

Trade in

Work is very irregular, owing to fluctuations of trade. There is really no season; only busy times are at the Wool Sales, when the wool is transhipped. It is brought by van from the Wool warehouses and vessels come alongside the wharf or wool is lightered to them. Men do not average more than 10/- or 12/- a week. Mr Deeks bases his opinion on some enquiries he made amongst his members for Mr Dulleh, who represented the S. P. Workers before the Labour Commission (See Group B. Fourth day)



He obtained particulars from about 100 of the members & found that they did not average more than 2 days a week. His enquiry extended over 3 or 4 weeks.

~~Some men~~ It is the exception for a man to make a full week. £2 is seldom earned.

The men usually keep to the work but he does not know how they live. ~~The~~ wives help but it is a marvel how they exist. The difference at

the time of the Wool Sales is that all the men get some work whereas many are off at the slack time. Weather also affects the work.

Amount of work is about the same as before the strike; but at that time they were only getting 6<sup>d</sup> + 7<sup>d</sup> per hour. Used to get 7<sup>d</sup> + 9<sup>d</sup> at an earlier date but were brought - recovered the rate at the time of the Dock Strike.

Accidents. Work is very dangerous. The men average an accident each every 5 years. Caused by defective gear - gear breaks & goods drop; goods slip out of the slings; links break in chains etc. No provision made by the employers for these accidents. They insure against the employer's liability & if you want to get anything you have to fight the Insurance Comp<sup>y</sup>.



Only a few men are in Benefit Societies.  
Cargoes consist of general goods, jute, coffee, sugar etc. Load for Antwerp, Ghent, Brussels & and Mediterranean ports; also for coast trade.

Principal Firms are:

Jas. Hartley & Co. <sup>19 Leadenhall Street.</sup> Muller's Wharf <sup>Lower East Smithfield.</sup> Dublin & Cork Boats. Employ a good number of men.  
Little & Johnson <sup>(46 Leadenhall St)</sup> Ternewijn Boats. .. 30 to 40 men.  
British & Foreign Wharf <sup>Lower East Smithfield.</sup> & Brussels Boats.  
Few of the men work for the G. S. N. Coy.

Branch Meetings are well attended; about one-third of the members turn up.

Manner of joining. Man has to be proposed and seconded by members. He is then asked into the room & members have a right to question him. A bare majority would ~~can~~ elect a man, but the decisions are always unanimous. Proposer and seconder are supposed to know the man they introduce & they are liable to a fine of 2/6, <sup>each</sup> if they propose an unfit person.



Nov. 1891

J.A.

Mr Collins, No. 10 Branch S.S.L.P.L  
Wharf Labour.

This branch started whilst the  
strike was in progress, with 500  
members; about 320 are now financial;  
there are many more than that on the  
books.

The members are mostly employed  
at Butler's, Davis's, & Mark Brown's  
(colonial & continental work). Brown's  
& Butler's are union, & they have the  
right to challenge the men's tickets & to  
stop them if they will not join the  
union or pay up. Davis does not  
recognise the union, but the majority  
there are union men. Collins works  
at Davis's; he & others are employed  
there because they are the most  
experienced hands, but the firm wd.  
prefer that they did not belong to  
the union.

Lewis. - They have a levy whenever



there is a strike on, & it is always paid up pretty well. If not paid up, the members are considered in arrears, & as most places on the S. Side recognize the ticket, it means that unless a man pays up he can't get work

The Society does not recognize juniors; they tried to organize a junior branch in connection with corn work, but were not successful. Directly the young men do men's labour they join the branches.

average age of members is about 35 About 15 old men, who get a fair share of work. In these wharves there are lists on wh. the men's names are placed according to length of service, so that sometimes the old men get taken on first.

In Davis's wharf they have 4 gangs: one quay gang, wh. has charge of landing & warehousing; one hide gang;



one gang in charge of colonial goods, working them up; one delivery gang.

The foreman of each Dept. has a list wh. he calls over. They work independently, so that if the last Dept. called on is slack there is no chance of their getting work in another Dept., because any vacancies will have been filled up before they are called out. But if there is slackness in the first Dept. called on & the other Depts. are busy, the men have a good chance of getting work.

At Butler's Whf. the foremen have no lists, but each Dept. reports to the Supt. the number of men it requires, & he calls them all. There is a regular staff of men who always get preference for work if there is any to do.

At Brown's Whf. there are 2 Depts - colonial & continental. The



Continental boats run to Ghent. The Colonial goods come by craft, & consist of hides, skins, gum & general cargo. There are 3 <sup>gangs</sup> at this wharf - Continental, Colonial & delivery. The men in the Continental gangs load & discharge, those who load being called lumpers. They do not belong to the Stevedores' Union.

The Colonial gangs work up goods ready for sale.

Each dept. is separate, & the foreman of each takes his own gangs on.

23 men in the Continental Dept. are permanent, & get 30/- a week, <sup>their hours being</sup> working from 7 to 7 on 5 days, with 3/4 hr. for dinner, & 7 till 4 on Saturdays. They do not usually work as long as this, but knock off at 5.30. The Company, however, can keep them on till 7 if required.

In the Colonial dept. 18 are



permanent men, & get 27/3 a week, working from 8 till 5.30. If they work later, they are paid 8<sup>d</sup> hr. overtime. They used to get 30/-, their hours being till 7, & then preferred this, because usually they were done at 5.30, but the Comptroller thought they wd. save money by changing the system.

In each Dept. there is a permanent delivery gang, consisting of 5 men in one case & 4 in the other. These work same hours & get same money as the others in the Dept. A few who are receivers & checkers get 30/- & 31/-

Casual men are added to all these teams according to the requirements of trade. There are always more casual men at work than permanent. The casual men get 6<sup>d</sup> an hour, & 8<sup>d</sup> overtime, all meal times being paid for. A number of the casual men get quite as much as the permanent hands, & some more.



because in the Continental Dept. there is a certain amount of piece work, but these men work long stretches,

permanence men, a lot of 2 1/2 weeks  
working from 8 AM to 5 PM of the week  
later, they are paid 8 1/2 per week  
they need to get 30, then have to  
tell it, a then preferred this, because  
usually, the men get 2.30, but the  
Group thought that was not enough  
for changing the system  
for each night, there is a  
permanence desired for, consisting of 2  
men in one case & 4 in the other  
these men are paid 2.30 per week  
as the others in the other 2.30  
with one exception, 2 checked get  
2.30  
General men are added to all  
these teams according to the requirements  
of that. There are always some general  
men at work than permanance. The  
General men get 6 an hour & 8 per  
all work time paid for.  
number of the general men get paid as  
much as the permanance men & some more



center amount of force with the  
pressure in the center. After there is a



May 21. 95.

62

Mr. E. J. Stockwell, Assn<sup>g</sup> of Foremen  
& Clerks of the Books, Brokers & Warehousemen of  
London.

The association was formed, with the  
assent of the London & India Joint Books  
Committee, at the time of the great strike,  
1889. An attempt was made by the  
officers of the Brokers Union to compel  
them to join that Union. They refused,  
formed this Society, & quickly had  
2000 members.

When the excitement was over,  
however, ~~they~~ numbers fell off again,  
& they have now only 250 financial  
members, tho' the nominal number may  
be much larger.

### Contributions & Benefits.

Entrance fee 2/6; contribution  
8<sup>d</sup> per calendar month. The entrance  
fee is optional. Those who pay it are free  
for benefits at once; those who do not  
must wait 6 months before receiving



Benefits, wh. are as follows:-

- Monetary assistance to members unemployed.
- Monetary assistance to members unjustly dismissed.
- Monetary assistance to members incapacitated from business through accident while at employment.
- Legal assistance to members when required on business matters.
- £5 Benefit to member's widow, next of kin, or nominee, in event of member's decease.

And in addition there is a register for the purpose of assisting those members in need to obtain new service, and for the mutual introduction of employers and unemployed.

Excepting <sup>for</sup> death benefit, there is no amount stipulated, each case being decided on its merits by the Committee. The Society has paid £20 in death claims, & about £30 in assistance, since its formation.

Classes admitted.

Those eligible for membership are the permanent weekly wage staff of the docks (i.e. foremen, sawyers, lower division clerks - or writers as they are called - &c., but not foremen gangers or laborers, who, so far as they are unionists, belong either to the Permanent Laborers Union or the Dockers). Foremen & clerks of wharves & warehouses,



being nearly all weekly servants, are, or may be, members. Upper Division clerks are a salaried class at the docks, & do not belong to the Society; & any member passing from the <sup>lower</sup> ~~upper~~ to the Upper Division resigns his membership. (He has attained the altitude wh. is the ambition of all the clerks in the Socy)

Disputes.

When the Society started the members had some grievance as to method of promotion at docks. A man could not pass from the lower to the upper division <sup>at the docks</sup> & there was some little unfairness about the scale of pay. But on representing the matter to the Joint Com<sup>tee</sup> these matters were soon put right, & they have since worked quite in harmony with their employers. In case of difficulty the Society always proceeds by arbitration. First



representations are made to the employer or perhaps a deputation waits on him. If this fails, recourse is next had to the London Chamber of Commerce, the Society being represented on both the arbitration & conciliation boards.

The members dare not strike in any case, because being mainly dock employees they wd. forfeit the pension which they themselves pay for. (See rules of Pension Scheme below)

They are watching with great interest the Bill now before Parliament to give greater powers to Conciliation Boards. Under this Bill if an employer agrees to accept arbitration he wd. be legally bound by the result.

Promotion & Scales of Pay at the Works

The staff of the London & India Works consists of 2 divisions:-

- (1) Upper Division - Officers in receipt



If monthly salaries.

(2) Lower Division. - Permanent weekly wage earners.

In the lower division the assistants start as messenger lad, & at about 16 years of age are promoted to be junior assistants @ 12/- a week, with a yearly increment of 2/- a week up to a maximum of 28/-, when they are eligible to become, as opportunity occurs, 4th class foremen or 4th class writers, with a maximum of 30/-. From this point, promotion, whether for foremen or writers, proceeds by yearly increment as follows: -

- \* 3rd class - maximum 36/-
- 2nd " - " - 42/-
- 1st " - " - 48/- in docks
- } 50/- (some w/houses for foremen)

The writers are mostly on outdoor work - chucking, &c. & they may pass, by examination, into the upper division, which is the indoor staff, & from which

\* It not infrequently happens that men are promoted <sup>to</sup> the 4th or 3rd class before they have served the full time in the <sup>lower</sup> grades. In such cases they start in the new class at the top wage of the rank they have just left. Thus a man getting 22/- or 24/-, wd. start ~~the~~ 4th class at 28/-



promotion is possible up to the rank of  
supt. Lads who go into the upper  
division at the commencement must pass  
an examination. Boys are encouraged to pass  
the exams., & awarded prizes for so doing.

Hours of Work.

8 to 4.30 in summer

9 to 4.30 in winter

but Foremen <sup>must</sup> go on as long  
as is needed to complete any work  
they have in hand. They do not get  
paid anything extra for this, but ~~not~~  
have compensative time instead. Thus a  
man working all night w<sup>d</sup>. be entitled  
to a day off. He is also allowed  
1/- for his meals.

Superannuation.

By virtue of a deed of  
agreement drawn up in 1890, & assented  
to by the Joint Committee on the one  
part, & by the Supts of the different  
works, as "Trustees for the staff", or



the other part, the Joint Com<sup>tee</sup> are empowered to deduct 2 1/2 % from the wages of each member of the staff for the purposes of superannuation.

Thus there would be deducted from a wage of 30/- - 9<sup>d</sup>  
34/- - 10<sup>d</sup>  
36/- - 11<sup>d</sup> &c.

Superannuation commences ordinarily at 65 years of age, but in case of illness or other sufficient cause the Joint Committee may fix the period as much earlier as they think fit.

The amount of superannuation is fixed at one-sixtieth of the salary the recipient was getting at date of retirement for each year of completed service on the permanent staff. Thus a man earning £2 a wk. on retirement, after 30 years service, wd. have a pension of £1. a wk.

If superannuated before completing 10 years service, a man may receive, at option of Joint Com<sup>tee</sup>, pension as per scale, or in



bein thereof such a sum by way of gratuity as shall at least be equal to 2 weeks salary or wages (according to rate of salary or wages at date of superannuation) for every consecutive year of completed service.

Thus a man leaving <sup>in his way</sup> after 9 years service, & with his then wages at 28/- would receive at least a gratuity of £25.4.

If resigning his situation he is entitled to be repaid one-half of the amount paid in by him, but without interest.

If dismissed the service for any cause, or resigning to escape dismissal, the man forfeits all right to the money paid in.

The Joint Com<sup>tee</sup> may also reduce the amount of superannuation in case of any misconduct, but must not act "arbitrarily or oppressively."

They may also increase the



amount in exceptional cases.

In the event of death, either before or after superannuation, the widow or children have no right to any benefit, but the Joint Com<sup>tee</sup> may, if they think fit, make an allowance from the fund, or apply it in any way they think fit.

Any question not provided for by the rules is decided entirely by the Joint Com<sup>tee</sup>.

[This need seems on the whole to give the Joint Com<sup>tee</sup> great & exceptional power over their staff & to relieve them from any corresponding monetary liability.]

Wharves, &c.

There is seldom any regular system of promotion at the wharves. Foremen are often taken on from outside, wages ranging from 40/- to 50/- a week. Neither is there any pension scheme.



41

## Labour at the Docks.

The men are taken on by the foreman, who also arranges the duties, certifies as to time worked & amount earned, &c. He arranges with the foremen gagers as to what work they will undertake, & the number of men required, & allocs them accordingly.

The labourers are divided into 4 groups:

1<sup>st</sup>, permanent men, who are weekly servants.

2<sup>nd</sup>, A men, who are practically permanent, employed by the week, given 3 days holiday a-year, & are subject to 3 days notice.

These 2 classes are moved about from one dock to another as required.

3<sup>rd</sup>, B men, who are entered on a list & given a ticket with the corresponding no. The docks are divided into groups, & each dock has its own list. The Foreman must



first exhaust his own A or B lists, & then ascertain by telephone if there are any surplus A or B men out the other docks in the group, & if so wait until they arrive. If these do not satisfy his needs, he must take on any B men who may be in waiting from docks outside the group, & then finally the P men.

This system now at first to cause a good deal of delay with the work, & even now some delay is inevitable; but the men know very nearly where the work is going, & present themselves accordingly.

at 4 pm. each day a notice is posted at each dock stating the number of men that will be required next day at each dock in the group, & occasionally, as in the case of the wool sales, the notice will also state the number wh. will be required for this purpose. So that each man,



knowing his number on the list, can judge pretty fairly of his chance of work. Men come up even from Filbury when work is slack there.

There is not much opportunity of favoritism in taking men on, because the men know when their turn comes to be employed, & will soon complain at the dock office if passed over.

The foreman must keep a register of all the men he employs from other docks & send it in, so that the record of every man's attendances may be kept.

The tickets issued originally were all numbered evenly, so that in case any man loses his ticket, he is given the nearest odd number, & the previous no. cancelled.

As a consequence of the system now employed, there has been a great falling off in the number of ~~men employed~~ casual men, & there are no longer



the rushes & struggling for work at the dock gates.

Mr. Stockwell has never heard of any A\* men, & is confident there is no such class, being a foreman of several years experience at the docks.

Guarantee fund at docks.

Every officer or clerk in receipt of salary of £50 or over must contribute to a guarantee fund: Under £300 salary, 5 annual instalments of 10/- each = 50/- in all; £300 or over, 5 annual instalments of £1 each = £5 in all. If the fund exceeds £4000, any surplus may be applied for benefit of staff; if it falls below £2000, a further contribution may be called for.



June 5. 95

Mr. Thos. Sturdy

Labour Master, L. & St. R. Works

The Labour Staff is divided into

Permanent men

A men

B ---

C ---

The permanent men are weekly servants, subject to a week's notice, & get 3 days holiday per year, in addition to the 6 statutory holidays & the Queens Birthday (10 days per annum in all). They receive  $\frac{1}{2}$  pay in sickness, & a pension after a certain period of service. This is paid entirely by the Joint Committee; the men contribute nothing towards it themselves. The permanent men are recruited from the A list. In the event of such promotion,  $\frac{1}{2}$  the time the man has been on the A list is counted towards the period of service wh. entitles them to a



pension. The permanent men may  
rise to be foreman gangers, but there  
are so few of these, that practically the  
labourer never gets any higher.

The A men are ~~permanent~~<sup>regular</sup> weekly  
servants, & are under just same conditions as  
to notice & holidays as the permanent  
hands, but do not get sick pay or  
pension.

The B men are registered, & each  
has a ticket corresponding with his  
no. on list. They are moved up or  
down according to regularity of attendance,  
& have priority of work according to  
their position on the list.

Each Dept. has its own list, &  
there are 46 depts, nos. on B list  
varying from 5 to 500.

The permanent & A men are  
shifted about from Dept to Dept. or  
dock to dock by the Company itself, &



must all be employed first.

Then come the B men attached to the particular Dept.; then the B men attached to any other Dept. in that dock, if in waiting; then B. men who may be in waiting from any other docks. Finally comes the turn of the C men.

A notice is posted outside the various docks, ~~each~~ ~~afternoon~~ stating the nos. ~~of B men who will be required~~ of B men who will be required at that or any other Dept. in the groups of docks. [London + St. Katherine is a group, E. + W. India or South docks another, Victoria + Albert another]. The notice is as follows: -

Nos. — to — required here  
" — to — required at —

The men not required can then take their chance at other groups.

There is a place of call for each dock, where the Compy has provided a shelter, & the men are taken on



from here.

The first call is at 8 a.m., & there is a second call if needed, at 9. Then no more men are taken on till one<sup>o'clock</sup> when the final call for the day is made. This rule is only broken in some case of special emergency. Now that the foremen find they can't have men just when they like they manage to get on without.

The consequence of this method is that there is little work for the C men & there is nothing approaching to a levy for a single man among them. The C list is a very variable one, made up from time to time as the work requires.

As to permanent staff of officials, &c., Mr. H. says list of wages is very made up for us, & will give all we require as to their position, &c.







Average Weekly Earnings of Weekly Men employed at  
 Haigs Wharf from 2<sup>nd</sup> July 1890 to 27<sup>th</sup> June 1891.

Average Earnings per man £65. 18. 4  
 Or per week. 1. 6. 11.

The average number of weekly men varied from  
 60 on the 13<sup>th</sup> June 1891, to 74 on the 16<sup>th</sup> August 1890.  
 These men are paid for Bank Holidays  
 Christmas Day, Queens Birthday & Good  
 Friday (seven days in all.)

From.	To	Average No. of men employed	-	From	To	Average No. of men employed	-	From	To	Average No. of men employed	-
2 July 1890	26 July 1890	71	1.3.4	1 Dec 1890	6 Dec 90	69	1.11.1	13 April 1891	18 April 91	65	1.4.0
28 "	" 2 Aug "	70	1.10.3	8 "	" 13 "	69	1.4.5	20 "	" 25 "	63	1.3.7
4 Aug "	" 9 "	71	1.4.6	15 "	" 20 "	69	1.3.11	27 "	" 2 May "	63	1.3.1
11 "	" 16 "	74	1.8.8	22 "	" 27 "	69	1.2.9	4 May "	" 9 "	63	1.2.10
18 "	" 23 "	73	1.10.0	29 "	" 3 Jan 1891	69	1.2.9	11 "	" 16 "	62	1.3.10
25 "	" 30 "	71	1.6.9	5 Jan 1891	10 "	68	1.6.0	18 "	" 23 "	63	1.7.5
1 Sept "	" 6 Sept "	70	1.8.0	12 "	" 17 "	68	1.10.7	25 "	" 30 "	63	1.3.8
8 "	" 13 "	70	1.7.10	19 "	" 24 "	68	1.10.2	1 June "	" 6 June "	60	1.4.6
15 "	" 20 "	72	1.6.11	26 "	" 31 "	68	1.10.1	8 "	" 13 "	60	1.5.5
22 "	" 27 "	72	1.11.4	2 Feb 1891	" 7 Feb "	68	1.9.3	15 "	" 20 "	62	1.4.0
29 "	" 4 Oct "	71	1.9.11	9 "	" 14 "	68	1.9.9	21 "	" 26 "	61	1.4.5
6 Oct "	" 11 "	71	1.9.8	16 "	" 21 "	67	1.9.7	£65.18.4			
13 "	" 18 "	70	1.8.4	23 "	" 28 "	66	1.6.5				
20 "	" 25 "	71	1.9.3	2 Mar "	" 7 Mar "	65	1.8.0				
27 "	" 1 Nov "	71	1.11.2	9 "	" 14 "	65	1.6.1				
3 Nov "	" 8 "	70	1.9.11	16 "	" 21 "	65	1.5.7				
10 "	" 15 "	70	1.7.2	23 "	" 28 "	62	1.3.6				
17 "	" 22 "	70	1.4.6	30 "	" 4 April "	65	1.3.0				
24 "	" 29 "	70	1.3.5	6 April "	" 11 "	65	1.4.0				



Account of Wages paid to preference men employed on Hays Wharf & Quay work for four months 1891.

	March.	April	May.	June.	Total.	
1	6.1.9	6.4.3	6.18.0	6.2.4	25.9.4	
2	6.5.9	5.15.9	6.8.3	6.4.0	24.13.9	15 men receive £332.14.5. for 1/3 of a year, or average of £22.3.9, equal to £16.1. per week.
3	5.14.9	5.8.9	6.0.9	6.2.4	23.9.5	
4	5.14.9	5.11.10	5.18.9	5.10.1	22.15.3	
5	5.14.6	5.14.1	6.4.2	5.12.10	23.8.9	
6	5.8.9	5.8.0	5.18.8	5.12.2	22.9.9	
7	5.16.5	5.10.6	5.19.11	5.6.9	22.13.5	
8	6.5.4	5.6.10	5.12.6	5.8.4	22.13.0	
9	-	-	-	-	-	
10	5.9.9	5.9.2	5.9.8	5.7.4	21.15.0	
11	5.6.6	5.2.3	5.11.10	5.6.9	21.9.2	
12	5.10.11	5.1.9	5.10.4	5.4.9	21.9.5	
13	5.1.9	5.1.10	5.8.9	5.5.3	20.19.9	
14	5.3.7	5.0.9	5.2.10	5.10.11	20.19.11	
15	5.3.5	5.2.4	4.11.0	5.9.8	20.4.5	
16	4.14.5	4.10.4	4.11.8	4.19.9	18.14.0	
17	4.16.5	4.8.6	4.4.5	4.19.10	18.9.2	
18	4.10.10	4.6.8	3.13.0	4.19.4	19.9.10	
19	3.11.4	4.1.4	3.15.9	4.15.1	16.3.4	



Table Cont

	March	April	May	June	Total	
20	4.9.3	3.10.7	3.7.0	4.13.11	16.0.9	
21	4.8.0	3.3.3	3.8.3	4.2.10	15.2.4	10 men receive £145.15.5, average of £14.11.6, equal to 17/2 per week.
22	3.16.5	3.4.10	3.8.11	4.3.6	14.13.8	
23	3.13.11	2.15.1	2.15.8	3.19.5	13.14.1	
24	3.8.7	2.12.3	2.6.9	3.14.0	12.1.7	
25	3.9.6	2.8.3	1.18.3	3.10.0	11.6.0	
26	3.11.3	2.10.6	1.16.5	3.10.6	11.8.8	
27	3.5.10	2.8.6	1.13.5	3.10.4	10.18.7	
28	3.5.8	2.5.0	1.16.0	3.8.0	10.14.8	5 men receive £50.19.9, average of £10.3.11 or 12/- per week.
29	3.4.9	2.5.7	1.15.0	3.4.3	10.9.7	
30	3.3.2	2.0.1	1.13.9	3.0.1	9.17.1	
31	2.13.1	1.14.3	1.14.0	2.15.6	8.19.10	
	139.5.10	124.8.7	124.14.0	141.1.2	529.9.7	

Consists of 18 permanent workmen at 26/- per week of 60 hrs = 5 1/2 per hour.

" " 6 " " " " " 28/- " " " " = 5 3/5 " " (carpenters)

" " 3 " " " " " 29/- " " " " = 5 4/5 " (Carp. foremen)

Overtime paid after 6 pm 8 per hour. Averages of 5/- per wk per man. The above men are paid for all public holidays & Queens Birthday, also have 3 days in addition on full pay making 10 days per year.











