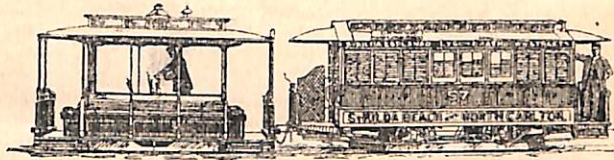
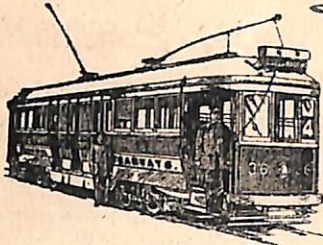


Tramway Board Agreement



—The—

Tramway Journal

Official Organ of the
Victorian Branch of the
Australian Tramway
Employes' Association.



Registered at the General Post
Office, Melbourne, for trans-
mission by post as a Newspaper

VOL. V. NO. 15

NOVEMBER 17, 1916

PRICE : ONE PENNY

B.B.C.

B.B.C.



Corporal Thomas
Percy Swinburne
19 Fawcner Street, South Yarra

A Letter from his Father

WRITING to the Principal of Bradshaw's Business Colloge,
Corporal Swinburne's father says:—

"Enclosed is a portrait of Percy in his uniform, which I know you would like to have.

"I would like to thank you for the kindly interest you and your staff took in him and his welfare.

"When you first suggested that he should take up your Shorthand Course, we expected that it would take him at least a year as he could only attend the evening classes. We were simply astounded to learn that he could write and freely translate his notes of military lectures when he had received only 15 hours' tuition. He did practically no home study as he was too busy.

"The progress he made in the other two subjects he took up with you—Mechanical Drawing and Bookkeeping—was equally satisfactory."

There are at present in the College several students who have enrolled this year, who can be distinctly located as the outcome of Mr. Swinburne's influence, the business recommended by him totalling £150 in fees.

Bradshaw's Shorthand Course

is complete in 5 easy Lessons. You have only to learn 26 simple strokes, 26 brief word signs, 6 prefix abbreviations, and ONE rule of contraction. FIRST LESSON FREE to all sending in this advertisement with their name and address attached and three penny stamps to cover postage.

You'll also be interested in pamphlet "P11." Ask for it when writing.

Bradshaw's Business College

244-250 FLINDERS ST. MELBOURNE

Principal - E. H. BRADSHAW F.I.A.V.

B.B.C.

B.B.C.



Tramway Journal

FRIDAY, NOVEMBER 17TH, 1916

"Free men are bound to each,
And in the tie
There's wide result not cramp and snit,
But faith fair as the sky."

TRAMWAY BOARD CONFERENCE.

The following are the rates of pay and conditions of work offered by the Tramway Board in lieu of the claims submitted by the Association in the Log:—

Division I. Interpretation.

The following terms shall have the meanings set against them as under:

(1) "Student" for the training of whom a special rate is fixed:—A man who is under training as a Gripman or Conductor until he has worked by himself (i.e., not under direct supervision of another Gripman or Conductor) and earned money in that capacity. If other than a "Student" Gripman or Conductor is sent to "learn a road" on which he has not previously worked and takes more time than equivalent to a full day's work to do so, he is to be considered as a "Student" for all time in excess.

If a Gripman trains as Conductor, or vice versa, he is to be considered as a "Student" while learning the new duties and until he has worked in such capacity by himself for payment.

(2) "Track Repairers."—The men who take up and relay or file fit or fasten rails, points, crossings and other iron work of track, or take up and reset paving blocks or sets.

(3) "Leading Ropeman"—The head men at Engine Houses where two or more Ropemen are regularly employed, and the man at Engine Houses where only one Ropeman is regularly employed.

(4) "Extra Gripmen or Conductors"—The men hitherto called Casual Gripmen and Conductors.

Division II. Working Conditions.

The following working conditions shall be observed:

(1) Forty-eight hours shall constitute a week's work and eight hours a day's work in the service of the Tramway Board.

(2) The work of seventy per cent.

of the Gripmen and Conductors on the Permanent Staff shall be confined within ten consecutive hours, except on Saturdays, Public Holidays, and other days when exceptional traffic requires special tables to be used, on which days it shall be confined within eleven consecutive hours. The remaining thirty per cent. of the Gripmen and Conductors on the Permanent Staff shall be paid at the rate of time-and-a-quarter at the least for all time they work on any day outside of a spread of eleven hours, and at double rates for all time outside of a spread of twelve hours.

(3) The work of extra Gripmen and Conductors shall be confined within twelve consecutive hours or they shall be paid for all time worked in excess thereof at the rate of time-and-a-half.

(4) Gripmen and Conductors on the Permanent Staff shall be entitled to one day off duty without pay each week, also extra Gripmen and Conductors as far as practicable.

(5) If a rostered day off of Permanent Gripmen and Conductors be cancelled without two days' notice to the Gripman or Conductor, he shall be paid for two hours' work at least and at the rate of time-and-a-half, or (if he have a full day's work) at the rate of time-and-a-quarter.

(6) All Gripmen and Conductors shall begin and finish their day's work at the depots to which they are attached or travelling time both ways shall be allowed. Extra Gripmen and Conductors shall begin their day's work at the depots to which they are attached, or if required to proceed to another depot, they shall be paid for any time reasonably occupied in travelling to and from such depots in excess of the time necessary to travel from home to the depot to which they are attached.

(7) Gripmen and Conductors shall be paid for all their time on duty from the time of signing on until the time of signing off.

(8) Gripmen and Conductors shall be allowed a minimum of thirty minutes for meal relief on week-days and twenty minutes on Sundays.

(9) Meal relief for Gripmen and Conductors shall not be postponed beyond 5¼ hours except in the cases agreed on in writing between representatives of the Association and of the Melbourne Tramway and Omnibus Company Limited on the 27th June 1913 and confirmed on the 11th November 1913, or which shall hereafter be agreed upon in writing between the parties to this agreement or fixed by the Board of Reference.

(10) No permanent Gripman or Conductor shall be called upon to begin a new shift (a day's work) unless he shall have been at least ten hours off duty, except when changing shifts or when necessary to avoid loss of trips or to meet special emergencies.

(11) Permanent Gripmen and Conductors shall work day and night shifts on alternate weeks as far as possible, and if other-

wise they shall all share the day shifts in rotation.

(12) When a permanent employee is directed or is required by roster to attend for duty and actually attends but is not required for any duty or to stand by that day he shall be relieved from attendance for duty for that day within one hour and shall be credited with four hours' work.

When a permanent employee is directed or is required by roster to attend for duty and actually attends and is required to work and/or to stand by for work he shall be paid for all time worked and/or standing by but for four hours at the least.

When an Extra employee is directed or required by roster to attend for duty and actually attends and is required for work and/or to stand by for work, he shall be paid for all time worked at full rates and for all time standing by at half rates but for four hours' work and/or standing by during the day at least.

No payment shall be made under this clause in a case where the Board has given to the employee or left at his residence two hours before the time fixed for attendance a notice stating that he is not required for duty.

(13) Employees required to attend for Sunday duty by direction or by roster and actually attending shall be paid as follows:—

(a) Permanent employees, for the number of hours for which they have been required to come for duty.

(b) Extra employees, for number of hours actually on duty not being less than four hours.

(14) Gripmen and Conductors who are sent from one line to work on another for special traffic (i.e., traffic to and from Races, Football, or other sports) beginning after twelve o'clock noon, and who go off duty between the times of traffic to and from such sports, and when they are at Car Houses situated more than one mile by the nearest route from their own station, shall be paid at full rates to permanent men and at half rates to Extra men for time so off duty, provided that no payment shall be made for time so off duty if the Gripman or Conductor be given and perform more than four hours of such special traffic work, nor, if such time off duty is convenient for a meal, for the time taken for such meal, with a minimum of thirty minutes.

(15) Gripmen and Conductors shall have the right to exchange shifts or days off between themselves by mutual arrangement subject to the consent of the Line manager of the Line to which they are attached.

(16) Unless otherwise herein provided, all duty done on Sundays by employees who are not covered by the Award of a Wages Board or other Authority on the subject, shall be paid for at the rate of time-and-a-quarter.

(17) Unless otherwise herein provided, all duty done on Christmas Day, Boxing Day, New Year's Day,

New

Easter Monday, Good Friday, Eight Hours' Day, Anniversary Day and King's Birthday by employees who are not covered by the Award of a Wages Board or other Authority on the subject shall be paid for at the rate of time-and-a-quarter.

(18) Unless otherwise herein specially provided, all duty done by employees in the service of the Board mentioned herein in excess of forty-eight hours in any one week shall be paid for at the rate of time-and-a-quarter for the first six hours and at the rate of time-and-a-half afterwards.

(19) Except as provided in the next clause, all duty done by Gripmen or Conductors in excess of eight hours in any one day, including Sundays and Holidays, shall be paid for at the rate of time-and-a-quarter for the first hour and at the rate of time-and-a-half afterwards.

Minimum rates only shall be paid for such time as is attributable to interruptions of traffic on any day caused by accidents or fires or by instructions from Government, Municipal or Police authorities.

(20) All duty done by a Gripman or Conductor between the hours of one a.m. and five a.m. shall be paid at double rates. This clause shall not come into operation unless an all night service of cars be begun on any Line or Lines and only so far as regards duty done on such Line or Lines.

(21) Gripmen and Conductors on the Permanent Staff who are called back to run trips after their ordinary rostered work for the day is finished shall be paid for all time so worked up to a total for the day of eight hours at the rate of time-and-a-quarter, for time over eight hours and up to nine hours at the rate of time-and-a-half, for time over nine hours and up to ten and a half hours at the rate of time-and-three-quarters, and for all further time so worked at double rates. In reckoning payment for call-back duty the minimum time to be worked for each increase of rate shall be fifteen minutes. Call-back duty shall not be affected by the limitations imposed by clause 2.

(22) All duty done by Track Repairers and Track Labourers in excess of forty-eight hours in any one week, and provided such excess duty be done between six a.m. and six p.m. of any day except Sundays shall be paid for at the rate of time-and-a-quarter for the first six hours and at the rate of time-and-a-half afterwards. All duty done by them between six p.m. and eleven p.m. on any day shall be paid for at the rate of time-and-a-quarter, and between eleven p.m. of any day and six a.m. of the following day or between six a.m. and one p.m. on Sundays at the rate of time-and-a-half. No men shall be required to take equivalent time off in lieu of time worked between six p.m. and eleven p.m. or on Sundays between six a.m. and eleven p.m., but may be so required, to the extent of four and a half hours and on the following day

only, for time worked between eleven p.m. and six a.m.

(23) Track Oilers on duty between midnight and 7.30 a.m. at their regular work shall be paid at ordinary rates for such duty but shall be allowed double the time off duty the next day up to a limit of eight hours unless by mutual consent payment at the rate of time-and-a-half is made for such duty in lieu of time allowed off duty. Track Oilers when working on the ropes between eleven p.m. on one day and six a.m. on the following day or between six a.m. and one p.m. on Sundays shall be paid at the rate of time-and-a-half.

(24) Ropeman at Engine Houses where only one Ropeman is regularly employed when required to examine or repair or replace ropes on any night after they cease to run for traffic shall have his hours off duty (provided he shall have been available for at least forty-eight hours in the week) so arranged that such night work up to at least six hours, if so many be worked, shall be paid at overtime rates. Work done by Ropemen in any other occupation after traffic for the day is over shall be paid at overtime rates.

(25) Gripmen and Conductors shall be paid an extra rate of twopence per hour when training students.

(26) Subject to the provisions of clause 27, all employees except those usually working at the Repair Shops or Car Factory, who shall have entered the service of the Melbourne Tramway and Omnibus Company Limited or of the Board after 1st November, 1915, shall after twelve months' actual service be entitled to leave of absence for seven consecutive days on full pay as for six working days, and thereafter the same annual leave with one day additional for each year of service up to a maximum of fourteen days' leave with pay as for twelve working days.

Subject to the provisions of clause 27 employees who have been in the service for a longer period but less than four years shall after having completed two years' service be entitled to ten days' leave and payment for nine working days with one day additional for each year of service completed on or after 10th August 1916, up to the aforesaid maximum and those with four years' service or more completed on or after 10th August, 1916, shall be entitled to twelve days' leave and payment for eleven working days with one additional day for each year of service completed after that date up to the aforesaid maximum.

(27) (a) Employees who are qualified for annual leave of absence under clause 26 of this Agreement shall be entitled to same in full after each year of their service, without any deduction, at some time during the following year, at the convenience of the Board, provided they shall not have been absent for any period without the permission of the General Manager of the Board or with the permission of the General Manager of the

Board for a longer period in the aggregate than thirteen (13) days in a year. In the event of their being absent with the permission of the General Manager of the Board beyond such period of thirteen (13) days, because of sickness or accident of which they must satisfy the General Manager of the Board, but for not more than six (6) calendar months or one hundred and fifty-six (156) working days in the aggregate, the payment for their annual leave accruing for that year shall be reduced by one three-hundredth part for each day of such additional absence.

(b) In the event of their being absent with the permission of the General Manager of the Board for any other reason for not more than fourteen (14) days in the aggregate in any one year beyond such period of thirteen (13) days, a similar reduction shall be made for each day of such additional absence. For each day's absence with the permission of the General Manager of the Board not exceeding fourteen (14) days in the aggregate beyond the period of twenty-seven days in any one year, a similar reduction shall be made for each day of such additional absence, provided such additional absences are of no longer duration than two days at any one time.

(c) If leave of absence be granted because of sickness or accident for longer periods than one hundred and sixty nine (169) days in the aggregate in any one year, or for other reasons for longer than two (2) days at a time beyond twenty seven (27) days, or for any period whatever beyond forty-one (41) days in the aggregate in any one year, employees shall not be entitled to claim any annual leave or any payment in lieu thereof for that year's service.

(d) Nothing in this clause shall limit or affect in any way the right of the Board to grant or refuse leave of absence from duty to an employee as and when the General Manager may think fit.

(28) Extra Gripmen, Conductors or Shunters when on annual leave shall be paid at the rate of nine and threepence (9/3) per day for the number of working days fixed herein to be paid.

(29) In calculating service under Division III, Nos. 1, 2 and 3 and Division II, clause 26, hereof, the time of actual service of an Extra employee during the two preceding years shall be deemed to be service.

(30) Each Extra Gripman Conductor and Shunter shall receive a minimum wage at the rate of fifty shillings (50/-) per week averaged over six weeks of his service, or should he be employed for a lesser period than six weeks then he shall receive a minimum wage at the same rate averaged over his period of service.

(31) Each Extra Gripman, Conductor or Shunter employed irregularly shall be paid at an average minimum rate of eight shillings and fourpence (8/4) per day when employed for less than five days in any week but if for five days or more the mini-

imum shall be fifty shillings (50/-) as provided in the preceding clause.

(32) Promotion shall be governed by capability, suitability, seniority and record.

(33) During Probationary service while men are becoming proficient in duties of a higher paid grade to secure promotion, they shall be paid at their former rate of wage for the first four weeks, and for the next eight weeks at a rate midway between the rates of the old and the new grades, and thereafter at the rates fixed for the new grade.

(34) When there is more than one ground for extra payment, the Board need not pay more than double the minimum rate.

(35) An employee shall perform such work as the Board may from time to time require, when he is used for mixed functions, i.e., for two or more grades of work, he shall be paid at the rate of pay fixed for each grade for the time employed thereon, provided that he shall not during any day in which he shall perform other as well as his usual grade of work be paid at a lower rate than fixed for his usual grade.

(36) Men engaged to sleep in the offices at night during holiday seasons before or after their day's work is done shall be paid at half their usual minimum rate of wage for all time they are required to be at the office, with a minimum of two shillings and sixpence (2/6) per night.

(37) For making any report in writing as to an accident or making a report as to an incident on a Form separate from the Day report the employee shall be entitled to four-pence (4d.).

(38) An employee attending by instructions at Head Office or elsewhere on the Board's business or to answer Complaints or reports shall be paid for his time at ordinary rate except in cases where his attendance is owing to his own misconduct.

(39) Each employee shall be entitled to six free passes per week.

(40) Each Gripman and Conductor and each employee required by the Board to be in uniform shall be provided from time to time as required with a suit of uniform together with the uniform cap.

(41) Gripmen and Conductors may obtain their order of seniority in the service on application at the Head Office.

(42) Conductors before shorts are charged against them shall be allowed to inspect their trip-slips and report relating to same and compare them with the statement of total fares registered by the Punch and with any statements of the count of tickets handed in by them.

Any Conductor against whom shorts are sought to be debited shall be allowed to place before the Accountant in person any objection he may have and if the Accountant persists in making the debit the Conductor may forthwith bring his objection

in writing before the Board of Reference. Any overs caused by clerical errors in a Conductor's report shall be refunded by the Board.

(43) Official notices relating to the business of the Association may be posted on suitable boards at each Car House and Engine House. The Association shall be entitled to provide the boards for this purpose subject to the approval of the General Manager of the Board, but the boards and all the notices therein or thereon shall be under the control of the Officers of the Board.

(44) Members of the Association will be at liberty to wear the present badge of the Association on their watch chains.

(45) Employees shall be subjected only to a practical eyesight test under working conditions in event of their being required to subject themselves to a re-examination for vision.

(46) The service of a permanent employee shall not be terminated for other than grave misconduct unless a week's notice be given to him by an Officer of the Board, or by the employee to the Officer in charge of the department in which he works. This shall not apply to any person employed in the Repair Shops or Car Factory of the Board. A week's pay in lieu of notice shall be respectively paid or forfeited.

(47) (a) Before any Gripman or Conductor of three months' service or over is dismissed or dispensed with or is suspended for three days or more on the ground of alleged misconduct the man charged shall be given at least twelve hours' notice in writing to answer the charge and the notice shall specify the charge and the person who is to make the inquiry and the time and place of the inquiry.

(b) At the inquiry the man charged shall be entitled (if he choose) to be represented by an Officer or member of the Association duly authorised by the Association. But if the Officer or member so authorised behave offensively to the person who makes the inquiry notice may be given by the latter to the Committee of the Association and the inquiry shall be postponed for twenty-four hours to allow another suitable person being authorised.

(c) So far as the Board and its employees are concerned and so far as they can influence passengers or other persons not in the employ of the Board making charges (and except in the case of members of the Board's private—detective—staff) the man charged shall be informed of the charges forthwith if the person charging was on the car at the time and as soon as reasonably possible if the person charging was not on the car at the time and at the inquiry the person charging shall be confronted with the man charged.

(d) If misconduct be charged by a member of the Board's private (detective) staff no charge shall be held to be proved unless the alleged misconduct was observed by two or more

persons or unless similar misconduct has been previously reported of the man charged. If the charge be found to be proved and punishment of dismissal be inflicted the Board shall if requested give to the man charged a letter stating that he was accused of the charge (to be stated in the letter) by a member or members of the Board's private (detective) staff and was found guilty on the evidence of such staff and therefore without being confronted with his accuser.

(48) For the purpose of this Agreement a Board of Reference is hereby appointed consisting of three persons nominated by the Board and three persons nominated by the Association with liberty to either party to vary such appointment from time to time and the Registrar of the Court in case the Board of Reference be equally divided on any question or either party call in his assistance.

(49) If any dispute or question arise in connection with the wages or working conditions of members of the Association in the employ of the Board, between the Association or any of its members in the employ of the said Board, and the said Board, it may be referred to the Board of Reference, and the decision of that Board shall be final and conclusive between the parties to the reference as well as the parties to this Agreement, but no variation in the rates of wages or hours of work nor any substantial deviation from the terms of this Agreement shall be sought to be procured by either party or made by the Board of Reference. Provided also that the Board of Reference shall not in any case unless with the consent in writing of both parties determine any question affecting the interpretation of this Agreement or any clause thereof.

(50) The Board of Reference shall sit at such time and place as the members agree or failing agreement as the Registrar may determine.

(51) The General Manager of the Board and the Secretary of the Victorian Branch of the Association together with each member of the Board of Reference shall be given at least 48 hours' notice in writing of any meeting and the business to be transacted thereat and four members shall form a quorum.

(52) The Board shall not permit any of the operations or functions referred to in this Agreement to be carried on or exercised by a Contractor or other person except in accordance with the terms and conditions prescribed in this Agreement as if the Contractor or other person were himself a party to and bound by this Agreement. This clause shall only apply to the ordinary business of the Board.

(53) For any breach of this Agreement the maximum penalty shall be in the case of the Association or the Board £1,000 or in the case of individual members of the organisation £10 each.

Division III. Minimum Rates of Wages.

The following are the minimum rates to be paid from the beginning of the pay week next following the date of this Agreement to Employees, members of the Australian Tramway Employees Association, in the service of the Board:—

	Per Day
(a) (1) Gripmen and Conductors in their first year of service	9/6
(2) Gripmen and Conductors in their second year of service	10/0
(3) Gripmen and Conductors after their second year of service	10/6
(4) Horse Car Driver using Bell Punch	10/0
(5) Signalmen in charge of Levers	11/0
(6) Signalmen with flags	10/6
(7) Shunters	9/4
(8) Shed Mechanics	11/6
(9) Shed Laborers	9/6
(10) Lampmen	10/0
(11) Car Washers	9/4
(12) Driver of Power House Engines (leading)	14/2
(13) Driver of Power House Engines (other)	13/4
(14) Night Driver of Power House Engines and Acting Watchman	11/0
(15) Firemen on four fires or more at Power Houses	11/0
(16) Firemen on less than four fires at Power House	10/6
(17) Ropemen (leading)	13/0
(18) Ropemen (other)	12/6
(19) Boiler Cleaners over 21 years of age	9/0
(Plus 6d. per hour when working inside of boilers.)	
(20) Boiler Cleaners under 21 years of age—Ordinary wages plus 6d. per hour when working inside boilers.	
(21) Engine Oilers over 21 years of age	9/0
(22) Track Oilers (leading)	11/0
(23) Track Oilers (Assistant)	10/0
(24) Track Gangers in charge of road	11/6
(25) Track Gangers (in charge of four men or more)	11/0
(26) Point Adjuster and Blacksmith	11/0
(27) Tar Distiller	11/6
(28) Track Repairers	10/0
(29) Track Labourers	9/0
(30) Track Cleaners	9/0
(31) Tunnel Cleaners	10/0
(32) Watchmen (excluding watchmen at Repair Shop)	9/0
(33) Laborers not otherwise specified (excluding labourers at Repair Shops)	9/0
(34) Drivers in connection with Track Repairing and Tunnel Cleaning	9/0
(35) Office Messengers	9/0
(b) Youths under 21 years of age may be employed in the following occupations or places:—	
At Engine Houses (oilers)	
At Car Houses	

As Track Repairers
As Track Labourers
As Track Cleaners
As Ropemen's Assistant

The minimum rates of pay for such youths shall be:—

For the first year at 25/- per week
For the second year at 30/- per week.

For the third year at 40/- per week

The number of youths under 21 years of age employed at the minimum wage shall not exceed:—

At Engine Houses—Two.
At Car Houses—One to every three or fraction of three men employed.

As Track Repairers and Laborers
—One to every five or fraction of five men employed as such taken together.

As Track Cleaners—One to every three or fraction of three men employed.

As Ropemen's Assistants—One to every three or fraction of three men working with ropemen on the ropes.

Division IV. Temporary Allowance.

(1) The Board hereby undertakes to make a special allowance in addition to the wages payable under this Agreement, during the year ending 31st October, 1917, by way of a bonus at the rate of Three Shillings per week or sixpence per day, to men employed in all occupations mentioned in Division 3 A hereof, whose minimum rates of wage are fixed at less than Twelve shillings and Sixpence per day, provided that they are not in receipt by reason of the Determination of any Wages Board or other Authority, of any minimum, overtime, or special rate of wage higher than the rates of same fixed in this Agreement.

The Board also undertakes to pay during the said year to every adult employee included in Division 3A hereof with the exceptions hereinbefore mentioned, a further bonus sufficient to increase the combined minimum rate of wage and bonus to Ten Shillings per day.

All such bonuses shall on 1st November, 1917, cease.

(2) Within one month from the 1st November, 1917, and 1st May, 1918, respectively, the Association may request the Board to continue to give to men above 21 years of age (in addition to the minimum rates of pay scheduled in Division 3A herein) bonuses not exceeding one shilling per day, in lieu of the bonuses which expired on that date, and (provided the conditions contained in the following clause hereof are complied with) the Board will continue to give such bonuses as may be determined in accordance with said conditions, as from the said 1st November, 1917, or 1st May, 1918 respectively, and for a period of six months from such dates whereupon they shall cease.

(3) In the event of the said request being made under clause (2) hereof,

the Association shall within one month from 1st November, 1917, or 1st May, 1918, respectively, forward to the Board a Certificate from the Commonwealth Statistician. Such Certificate shall quote the purchasing power of money Index number for Melbourne (Food, Groceries, and House Rent), compiled upon the basis at present adopted by the Commonwealth Statistician, for the following years:—

Year ending 30th September, 1912

Year ending 30th September, 1916 and for the year ending 30th September, 1917, or 31st March, 1918, as the claim may require.

(4) For the Half-year commencing 1st November, 1917, the bonuses to be given in lieu of the respective bonuses expiring on that date shall bear the same proportion to those bonuses at the difference between the Index number quoted for the years ending 30th September, 1912, and 30th September, 1917 bears to the difference between the Index numbers quoted for the years ending 30th September, 1912 and 30th September, 1916.

(5) For the Half-year commencing on the 1st May, 1918, the bonuses to be given in lieu of the respective bonuses expiring on the 30th April, 1918, shall bear the same proportion to the respective bonuses which expired on 31st October, 1917, as the difference between the Index number quoted for the years ending 30th September, 1912 and 31st March, 1918, bears to the difference between the Index numbers quoted for the years ending 30th September, 1912 and 30th September, 1916

(6) In calculating any bonus under clauses (4) and (5) hereof the nearest penny shall be taken, but no bonus shall under any circumstances exceed the sum of One Shilling per day or Six Shillings per week.

NO SPLIT IN THE MOVEMENT.

Who is it trying to make people believe that the Labor movement is split? Some, no doubt, who would very much like to have it so, but whose hopes are stronger than their judgment of events, or their scruples in reviewing them.

There is nothing like a split in the working movement; on the contrary, never before was so fine a demonstration of solidarity shown as was given in the anti-conscription vote of the people of Australia and the work of the unions to organise for that vote.

Every power that would dearly like to see a split in the movement was exerted towards conscription. And though a certain number of electors who are in general devoted supporters of the Labor movement were seduced to follow the "Yes" course, the great bulk vote, organised entirely as it was by the union strength of Australian workers, gave such a rebuff to those who would fall away from Labor principles, that a fine,

solidified strength is implanted throughout the whole ranks of the workers.

What are the seceding few to the great mass of unionists? Let anyone of them try his position with his constituents if he wishes to test how far the voters are behind him.

Here is a summary of how the electorates voted on the conscription issue throughout Australia: N.S. Wales 27 seats—22 "No"; 5 "Yes"; Victoria, 21 seats—11 "No"; 10 "Yes"; South Australia, 7 seats—5 "No"; 2 "Yes"; West Australia, 5 seats—all "Yes"; Tasmania, 5 seats—all "Yes." The total number of constituencies voting "No" is 46 against 29 voting "Yes."

These figures relate to the vote counted under public scrutiny. After October 31st the scrutineers were dismissed, and from that time the count as published has shown a most persistent reversal of its previous inclination for "No."

We are not imputing motives against the officers who conducted the count. Their duty was no doubt faithfully carried out; but the fact that the figures revealed in the count were not published by the electoral officers, but were the property of the censor's department, to be published as other authority decided, at least gives us reason to look for the salt when we are reading of the strange advance "Yes" continually made in the unscrutinized period.

But even if we accept what was published holo-bolus there still remains the unshakeable fact that a solid majority recorded its strength against Mr. Hughes, his policy, and his tory associates.

There can be only one form of government in Australia now if this land of democracy is to be ruled on a democratic basis of majority right.

* Labor is secure in the people's confidence. It is no more split than a body is split when it is purged of an offence. Certain individuals who so far forgot the movement as to imagine that their personal elevated selves were more than mere incidents on its course, have been forcibly told that they are only individuals after all, while the Labor movement is the concrete body of the great section of the millions who are animated with the purposes of progress.

Leaders have not the same authority in the Labor party as in the old time political sections. They are only leaders as figures. At all times they are amenable to the will of the members generally; the members are in close association with the P.L.C. Executive, and the unions affiliated therewith, and so there is continual contact between the highest officers of Labor and the lowliest member of a union.

This is demonstrated to a chastened few who seemed to think that they were magnified to greatness beyond the reach of the ranks. They were

magnified into madness that has caused them to be cast out from the Labor movement they thought they had outgrown.

None of us desire that the Labor movement shall be other than an instrument of democratic rule for the ongoing of our Australia towards continual betterment of social living for the advance of a better manhood. What can be more encouraging to those who love their fellows and have faith in the expanding growth for social justice to rule between man and man, and nation and nation, than this splendid expression of confidence in the principle of government by Labor than has been afforded in the anti-conscription vote? A split indeed! It is by such "splits" that our course to justice is made firm.

COMMITTEE OF MANAGEMENT

Minutes of meeting held November 13th, 1916; Mr. T. K. Partington in the chair.

Present: Messrs. Bones, Hill, McMahon, Scott, Jewell, Turner, Wright, Cooke, Dibbs, Conkey, Hills, O'Shea, Watt, Reed, Porter (vice Spannon), Palethorpe, C. Turner, Gavin, Blyth, Scruby.

Minutes of previous meeting read and confirmed on the motion of Messrs. Conkey and Palethorpe.

New Delegate. Mr. J. Wright of Port Melbourne was welcomed by the chairman.

New Members. Names ordered to be sent on to the General Secretary on the motion of Messrs. Gavin and O'Shea.

A member applied to be exempted from payment of anti-conscription levy on account of lengthy illness. After considerable discussion it was resolved on the motion of the Secretary and seconded by D. A. Turner that such application be held over until the month's notice to members to fulfil their obligations had expired.

Several members were granted exemption from payment of contribution on account of sickness.

Correspondence. From the Australian Builders' Laborers' Union convening Conference with Unions to consider proposal of establishing a Labor Daily in Victoria.

Mr. D. A. Turner moved, and Mr. C. Turner seconded, that no action be taken. Carried. Speaking to this resolution, delegates on the Trades Hall Council said that that body had a similar project in hand which would be placed before the members for consideration.

Several Branches of the Political Labor Council tendered thanks for assistance given on Referendum Day.

From Secretary, Jika Jika State Electorate, requesting list of financial members eligible to vote in selection

of candidate for State Parliament. The Secretary was instructed, on the motion of Messrs. Gavin and Conkey, to furnish the necessary particulars.

From Messrs. Huddart, Parker, Ltd. reserving P.S. "Hygeia" for Tramway Picnic on 12th February, 1916. Resolved on the motion of Messrs. Cooke and Hill that the Secretary forward the necessary deposit to secure the steamer.

Reports. Several delegates reported on the disabilities of Conductors employed on Swanston Street Line through the color of transfer tickets to the electric system, thus making it extremely difficult for the men to do the work efficiently and expeditiously. Resolved that the Secretary write to the Tramway Board drawing attention to this matter.

Report of Mortality Fund. Mr. McMahon presented his report (printed elsewhere). Mr. Jewell stated that he had visited the Registrar at the Arbitration Court, whose opinion was that the Fund could be made compulsory and recoverable by law. In answer to Mr. D. Turner, Mr. McMahon stated that the proposed payment of 1/- per month would only be during the war period. Motion by Messrs. McMahon and Turner: That a general meeting be called to discuss the Mortality Fund. Amendment: By Messrs. R. N. Cooke and J. Hill: That the ballot on the day of election shall take the form of each voter being asked if he is in favor of joining the Mortality Fund, and if so he will sign his name on a sheet provided for such purpose. Amendment carried.

Report by Secretary re deliberations of Trades Union Anti-Conscription Congress. Both he and the President had attended a meeting of the Congress, at which several important resolutions were passed, the subject of which will be made known to the members at a later stage. Report adopted.

Reported by T. K. Partington that Mr. P. Poulter, late of Clifton Hill, had received great distinction from the Czar of Russia for bravery under fire, and had also been further recommended by his own officers for special recognition. Resolved that a letter of congratulation be sent to Mr. Poulter's father.

Messrs. Jewell, Partington and Cooke reported re Log.

Anti-Conscription Levy. Resolved that notices be sent to each depot, showing the amounts paid by each member (to be sent after the expiry of the one month's grace. Now in operation).

Elections. Resolved that the usual practice be followed, viz., where delegate is not opposed, he will conduct ballot, but where delegate is opposed or standing for another office, candidates to agree to the appointment of deputy: failing to agree, Returning Officer to make the appointment.

When several minor matters had been transacted the meeting closed.

THE AMERICAN PRESIDENCY.

The election for President of America was one of the several strange records this year has seen. It was a record vote; and the result was also a record error—so far as the first announcement went.

For the big millionaire interests' man, Mr. Hughes, was declared to have won when he didn't win, and the rejoicing at the downfall of Mr. Wilson was general throughout the misinformed circles that follow the money interests everywhere—when Wilson had not fallen.

Not that Hughes or Wilson represent so very much general difference in their parties to the working class. Since both stand for the upholding of the present inequitable system, neither of them are of great use in that respect.

But many Australians are not aware that the solid strength of the big money magnates, the Standard Oil people and the like, were ranged behind Hughes because Wilson had refused to go on with a war in Mexico that was wholly intended to prosper the millionaire interests of the States.

It is only a few months since our newspapers announced that war had commenced between Mexico and America. A few days after that statement, it was made to appear that the war was not actually being waged, but that the President, Woodrow Wilson, was negotiating differences in order to bring about a settlement.

The history of how that war was not proceeded with concerns Labor, and is a sore point to the great ones of America who were engineering for profit from blood. It appears that it was the American Federation of Labor that intervened between the millionaire gang and its prey.

Samuel Gompers, the celebrated president of the American Federation of Labor, waited on President Woodrow Wilson as soon as he was certain that the Mexican war was no longer to be kept from the people who were engineering for it. He told President Wilson what the position was and assured him that if American troops actually began to kill Mexicans every section of commerce in America would be tied up by the influence of a complete strike.

Mr. Wilson heard things new to him. He was aware that not only was America dependent on industry going on but if the war was to be proceeded with and be successful, the working man would have to be drawn upon very largely to form the armies.

This, Samuel Gompers told him, would not happen for such a war, and the President was so impressed that he immediately took such steps that the war did not actually eventuate.

Ever since that time, President Wilson has been assailed by the press that is controlled by the money influence as a tool of Gompers. The President of the Federation of Labor

has been satirically spoken of as the force behind the throne—the actual President of America.

The name of Samuel Gompers has been used in the Presidential election campaign something in the same way as the I.W.W. was here in the conscription campaign—but with more justification.

That Woodrow Wilson won is a matter for at least qualified congratulation on the part of Australian workers. So far as the European war goes it is not competent to speak of Wilson's part there, but at least it can be sure that the part of peacefulness that President Wilson has taken has not by any means hurt the Allies. If war had been entered upon by America there is reason to think that America could not have given so much assistance to Great Britain as she has done in the role of a friendly neutral supplying munitions and money to a mountainous extent.

THE NORTHCOTE TRAMS.

An Undoubted Success for Municipalism

The excerpt from the daily press, published in the last issue of the "Journal," indicating that the Northcote trams are not so successfully managed under complete municipal control as when they were in charge of a private citizen, is not by any means the view of this "Journal."

It is too late at this stage of successful management of municipal enterprises such as trams to expect that any one of us to believe that an individual whose motive is solely to make profit is more fitting to control a city tramway system than the appointed representatives of the citizens who own the trams and the streets.

There is no need to quote the almost fabulous success of Glasgow, of London, of Manchester, or even of Malvern, in municipal tramway control, to prove what is so well established as to be an accepted principle.

The fact of the matter regarding Northcote is that the expense of several innovations, badly called for for years, and only instituted by the new management, makes a comparison with previous profits impossible for the present.

There was an inference in the report that the new scale of wages and industrial conditions would be regretted by the citizens as imposing too heavy a burden upon the finances.

Nothing of the sort is likely to happen. The only object in stating such fear is that of preventing the right being given the men employed on

Northcote Tramway System from getting what they should have been paid for years past. The traffic is increasing, the men are efficient, and the system is running as an effective tramway undertaking.

TRAMWAY EMPLOYEES' MORTALITY FUND.

As there has been a serious falling off of membership during the last few months, the Committee of Management of the Association and the Committee of the Mortality Fund have given the matter very serious consideration.

One of the subjects that caused the Committees a lot of anxiety is the fact that the Association guaranteed the subscriptions of the members of the Fund who went on active service.

Now, it goes without saying that the Association is bound to keep its pledge, and we are quite sure also that the members of the Association are morally bound to make every endeavour to keep the Fund up to the amount it stood at when the war began, and the first members went away on active service.

Again, members of the Association must be reminded that one of the prime reasons for the institution of this Fund was to relieve the Association of the numerous calls upon it for members in distress, or for their dependents when death took away the bread-winner.

Therefore we say that the attention and co-operation of every member of the Association in Victoria is required.

It is difficult to understand why such a splendid proposition is so poorly supported. We have never had more than half the members of this Branch paying into it.

The amount of good performed since its inception should cause every man to join it.

The Fund has enabled many widows of our comrades to start in business or in some other way to make a living for themselves and children, and in cases of total disablement the Fund has been a great assistance.

Surely when the bread-winner is stricken down by death or permanent illness it is not too much for us to support a Fund for relief of such cases. Furthermore, no man knows when he himself may meet death or disablement, so that from a personal point of view the Fund should commend itself, apart from the unselfish element of helping others in their need.

The joint Committees (that is the Mortality Committee and the Com-

TWO MILLION BOOKS

— AT —

COLE'S BOOK ARCADE, MELBOURNE

If you don't READ and THINK you'll get the worst of it.

mittee of Management) are convinced that the best way to maintain the Fund is to institute a regular collection of one shilling every four weeks. Members are well aware that many of the claims made on the Fund during the past year have been on account of men killed in action, and the number of calls have been more than doubled. Now, for the first two years the Fund operated, it cost each member a fraction over 1½d. per week. Under this new proposal we ask you to subscribe 3d. per week, and we feel sure that many men who are not now subscribers will realise their duty and join in making the Fund the success it ought to be, and all keep faith with the men who went away to fight.

A question will be submitted to all members of the Branch at election time:

..ARE YOU IN FAVOUR OF JOINING THE MORTALITY FUND, AT THE RATE OF A REGULAR SUBSCRIPTION OF ONE SHILLING EVERY FOUR WEEKS?

A LAST WORD: Members who are in favour will put their names down on a sheet of paper presented by the Deputy Returning Officer with the above question thereon.

The Fund started on 1st of August, 1913. To date it has paid out over £1200. Taking the claims that have been fully paid the average has been £44/10/0.

The recent calls will realise between £35 and £40.

Come on now, comrades, this Fund is a good thing. Join up and make it better. Put your name on the sheet on Election Day—28th November—and when you do, be faithful to your promise. It will be only 3d. per week.

Yours, etc.,

B. McMAHON

For the Joint Committees

NEW MEMBERS.

(As notified by Delegates' Information Returns.)

(Dates denote first payment due.)

ABBOTSFORD—

Jones, A. J. V., conductor, 23/10/16

BRUNSWICK—

Beith, G., conductor, 1/11/16
Bennett, J. A., conductor, 1/11/16
Hume, A. S., conductor, 1/11/16
McLoughlin, J. J. P., shunter,
1/11/16

CLIFTON HILL—

Cheosire, O. W., gripman, 1/11/16
Hopkins, H. E., conductor, 1/11/16

COBURG—

Frost, R., conductor, 1/11/16

ESPLANADE—

Platt, W. H., gripman, 1/11/16
Ryan, J. F., gripman, 1/11/16
Sincock, T. E., conductor, 1/11/16

ESSENDON—

Downes, T., Trackman, 1/11/16
Hoskin, J. T., motorman, 1/11/16
McDonald, J., trackman, 1/11/16

NORTH CARLTON—

Buley, F., conductor, 1/11/16

NORTH FITZROY—

Henry, T., conductor, 1/11/16

NORTH MELBOURNE—

Hay, J. M., shunter, 15/11/16
Monaghan, L., gripman, 15/11/16
(From Metalworkers' Union)

NORTHCOTE—

Mathieson, J. N., trackman, 1/11/16

PORT MELBOURNE—

Baker, W. J., gripman, 1/11/16

SOUTH MELBOURNE—

Elbray, R. J., conductor, 1/11/16
Macaw, D. B., conductor, 1/11/16
Smith, S., conductor, 1/11/16. (Cl.
Queensland Assn. of Operative
Plasterers).

VICTORIA STREET—

Leeman, H., gripman, 1/11/16
Maher, W., conductor, 1/11/16

MEMBERS LEFT

(Dates denote last payment)

ESPLANADE—

Firman, L. G., conductor, 4/10/16

SOUTH MELBOURNE—

Dolan, W. J., gripman, 20/9/16
Houen, W., 26/7/16

MEMBERS OFF SICK

(Dates denote last payment)

ABBOTSFORD—

Wilson, P. J., gripman, 4/10/16

BRUNSWICK—

Kneale, W. H., conductor, 26/7/16
Lloyd, J. H., gripman, 9/8/16
Prout, A., conductor, 6/9/16

MEN! Have you heard OF War Time Furniture Bargains?

YOU'LL find them worth investigating. Foreseeing the enormous advances which have since taken place in timber, glass, and everything else used in the manufacture of Furniture, "BIG" Paterson bought huge stocks at the old pre-war prices—so far ahead of even HIS immediate requirements that to-day you can still furnish at prices otherwise impossible.

You men who are about to marry and you who wish to add to the comforts of your homes, are to-day in the position to buy your Furniture at (for these days) unheard of prices.

War-time Bargain Prices are available to those who would prefer to arrange Easy Terms as well as to cash buyers. You'll find this proposition a GREAT MONEY SAVER.

Come in and bring the wife that is to be; see the wonderful range you have to choose from; it'll open your eyes.

"BIG" Paterson guarantees safe delivery wherever you are, and pays freight on all cash orders. If out of town send for the "BIG" Catalogue, it's brimful of interest, and it's quite easy to make your selection.

Mind, all losses or breakages in transit are borne by "BIG" Paterson.

The "BIG" Paterson

"Where Good Unionists Shop"

Cor. SMITH & MOOR STREETS, FITZROY

CLIFTON HILL—

Callinan, T. A., conductor, 23/8/16

NORTH MELBOURNE—

Jesse, S. H., conductor, 28/6/16

NORTH SIDE—

Hodson, F., trackman, 18/10/16

PRAHRAN—

Forbes, W. D., conductor, 6/9/16

RICHMOND—

Fogarty, D. J., gripman, 26/7/16

SOUTH MELBOURNE—

Hollow, R. J. W., conductor, 28/6/16

SOUTH SIDE—

Johannesen, C., sen. trackman,
18/10/16

F. C. NEEDHAM

F. V. O. A.

Optician

By Appointment to the
**TRAMWAY and RAILWAY
EMPLOYEES**

SIGHT TESTED

Satisfaction Guaranteed

Note Address:

Block Place, Melbourne

OFF BLOCK ARCADE)

TUNNELMEN—

Mounsey, A., tunnel cleaner, 6/9/16

MEMBERS ENLISTED

(Dates denote last payment)

CLIFTON HILL—

Collins, A. S., conductor, 18/10/16

ESSENDON—

Murray, T. J., conductor, 20/9/16

MEMBERS CALLED UP

(Dates denote last payment)

ESPLANADE—

Hartick, A. T., conductor, 1/11/16

Nicholls, T., conductor, 1/10/16

Quinton, R., gripman, 18/10/16

Taylor, George, conductor, 1/11/16

ESSENDON—

Madden, H., trackman, 4/10/16

NORTH CARLTON—

Harvey, J., conductor, 18/10/16

PRAHRAN—

Brooks, J. R., conductor, 18/10/16

SOUTH MELBOURNE—

Smith, C. L., conductor, 6/11/16

NORTH MELBOURNE—

Hayes, J., gripman, 1/11/16
O'Shea, F., conductor, 18/10/16

MEMBERS TRANSFERRED

ESPLANADE—

Bull, L. W., conductor, to Brighton Road.

CLIFTON HILL—

Honeyman, W. J., conductor, to South Melbourne

NORTH MELBOURNE—

Campbell, A., gripman, to Nicholson Street

PORT MELBOURNE—

Smith, E. T., shunter, to North Melbourne

SOUTH MELBOURNE—

Hazel, S. G., conductor, to Clifton Hill

TOORAK—

Nield, R. A., gripman, to Brunswick

VICTORIA STREET—

Conway, J. J., gripman, to North Carlton

MEMBERS REJOINED

(Dates denote 1st payment due)

BRUNSWICK—

Kneale, W. N., conductor, 1/11/16 (After sickness)

Lloyd, J. H., gripman, 18/10/16 (After sickness)

Prout, A., conductor, 1/11/16 (After sickness)

CLIFTON HILL—

Callinan, T., conductor, 18/10/16 (After sickness)

ESPLANADE—

Ewert, W. A., gripman, 1/11/16 (After Military duty)

ESSENDON—

Mitchell, T., trackman, 1/11/16

Shepard, W., motorman, 1/11/16 (After Military duty)

NORTH MELBOURNE—

Jesse, S. H., conductor, 1/11/16 (After sickness)

PORT MELBOURNE—

Nicholas, G. M., gripman, 18/10/16 (Entered in last issue as "Murray, George Nicholas")

RICHMOND—

Fogarty, D. J., gripman, 4/10/16 (After sickness)

SOUTH MELBOURNE—

Hollow, R. J. W., conductor, 6/9/16 (After sickness)

Banks, J. B., conductor, 18/10/16 (After Military duty)

TUNNELMEN—

Mounsey, A., tunnel cleaner, 1/11/16 (After sickness)

NOTE

NORTH FITZROY—

"Scorse, C. R. L., not gone into camp."

BALANCE SHEET OF WAR FUNDS SUBSCRIPTIONS.

For Seventy Weeks

To 31st October, 1916.

By Employees of the Tramway Board and the M.T. & O. Co., Ltd.

To Subscriptions		By Allocation	
60 Weeks as per last Balance Sheet	£2614 3 2	Belgian Relief Fund	£1136 4 2
61st Week	27 11 0	Fund for Employees with	
62nd Week	27 14 1	Exp. Forces	£470 4 5
63rd Week	30 3 0	Less Grant.. .. .	21 0 0
64th Week	25 4 9		
65th Week	24 18 0		449 4 5
66th Week	26 10 0	Australian Red Cross Society ..	437 17 10
67th Week	23 15 6	Australian Patriotic Fund	63 15 10
68th Week	25 11 9	Y.M.C.A. Field Service	320 14 4
69th Week	21 12 0	Motor Ambulance Fund	86 19 7
70th Week	18 11 0	Sick and Wounded Australian Soldiers	335 13 2
	£2865 14 3	Serbian Relief Fund	31 11 0
Interest—		Printing Subscription Sheets ..	5 9 6
Employees' Fund	20 13 7	Grant to Soldier	21 0 0
Motor Ambulance Fund ..	2 2 0		
	£2888 9 10		£2888 9 10

SUMMARY OF WAR FUNDS SUBSCRIPTIONS.

For Seventy Weeks
To 31st October, 1916

By Employees of the Tramway Board and the M.T. & O. Co., Ltd.	
1 Brunswick Car House	£458 9 0
2 Head Office	395 18 10
3 North Melbourne Car House	263 18 11
4 South Melbourne Car House	192 6 3
5 Fitzroy and Nichol- son St. Engine Houses	154 13 3
6 Victoria Street Car House	136 13 6
7 Richmond Car House	109 13 5
8 Clifton Hill Car House	108 19 3
9 Esplanade Car House	107 3 9
10 N. Carlton Car House	88 3 6
11 Fitzroy Car House	87 19 7
12 Prahran Car House	86 0 10
13 Nicholson Street Car House	84 10 1
14 Toorak Eng. House	85 6 0
15 St. Kilda Car House	84 3 3
16 Toorak Car House	81 9 1
17 Port Melbourne Car House	63 8 3
18 Brunswick Engine House	51 19 2
19 Carlton Car House	50 1 0
20 Richmond Engine House	44 2 6
21 St. Kilda Eng. House	42 5 0
22 S. Melb. Eng. House	41 3 0
23 Esplanade Engine House	31 18 9
24 N. Melb. Eng. House	28 12 0
25 Carlton Eng. House	24 13 0
26 E. Brunswick Stables	17 11 1
27 N. Carlton Engine House	9 9 0
28 Kew Car House ..	8 11 0
29 Hawthorn Car House	8 8 0
30 Tunnel Cleaners, Nth.	6 14
31 Tunnel Cleaners, Sth.	1 6 0
32 Feed Works	4 0
	£2865 14 3

THE DREAM BEARER.

Where weary folk toil, black with
smoke,
And heat, when whistles scream,
I went, all fresh from dawn and dew,
To carry them a dream.

I went to bitter lanes and dark,
Who once had known the sky,
To carry them a dream—and found
They had more dreams than I.

Mary Carolyn Davies.

THE AUSTRALIAN TRAMWAY EMPLOYEES' ASSOCIATION

Victorian Branch, No. 1.

Nominations Received for Officers of the Branch for the Ensuing Term.

PRESIDENT, (1): Frank Anstey,
M.H.R.

VICE PRESIDENTS (2): McCrae,
W. S. (Victoria Street).
McMahon, B., (Clifton Hill).
Partington, T. K. (Clifton Hill).
Pollard, H. (Nicholson Street).
Villiers, L. J. (North Melbourne).

ASSISTANT SECRETARY (1):
Scott, W. (Toorak).

TREASURER (1):
Hendy, R. (South Melbourne).
Hill, J. G. (South Melbourne).
McLaughlin, M. E. (Prahran).
Turner, D. A. (North Side).

AUSTRALIAN COUNCIL (4):
Anstey, F., M.H.R.

Cooke, R. N. (Brunswick).
Jewell, T. (Secretary).
McCrae, W. S. (Victoria Street).
McLaughlin, M. E. (Prahran).
Partington, T. K. (Clifton Hill).
Swanson, J. W. (Esplanade).
Villiers, L. J. (North Melbourne).

8 HOURS DELEGATES (3):
Hill, J. G. (South Melbourne).
Skelton, W. (Richmond).
Turner, C. H. (North Carlton).

TRADES HALL COUNCIL (3):
Kelleher, J. D. (Brighton Road).
Jewell, T. (Secretary).
McMahon, B. (Clifton Hill).
Turner, C. H. (North Carlton).
Turner, D. A. (North Side).

P.L.C. CONFERENCE (3):
Blyth, J. C. (Richmond).
Hill, J. G. (South Melbourne).
Kelleher, J. D. (Brighton Road).
McLaughlin, M. E. (Prahran).
Skelton, W. (Richmond).
Turner, C. H. (North Carlton).
Villiers, L. J. (North Melbourne).

TRUSTEE (1):
Cocking, V. (Nicholson Street).

DELEGATES:

ABBOTSFORD:
Cassidy, M. S.
Hills, F. T.

BRUNSWICK:
Cooke, R. N.

BRIGHTON ROAD:
Conkey, R.

CLIFTON HILL:
Bayfield, H.
Crump, W. H.
Holland, R.

COBURG:
Hobby, H. G.

ESSENDON:
Bergin, J.

ESPLANADE:
Sparnon, T.

NICHOLSON STREET:
Moore, C. H.
Wood, H.

NORTH CARLTON:
Turner, C. H.

NORTH FITZROY:

Watt, A. A.

NORTH MELBOURNE:
Dibbs, H.

NORTH SIDE:
Turner, D. A.

NORTHCOTE:
Hellings, H.

PORT MELBOURNE:
Wright, J. H.

PRAHRAN:
Reed, E.

RICHMOND:
Blyth, J. C.
Cornish, S. L.

SOUTH MELBOURNE:
Hill, J. G.

Murray, A. G.
Verriere, H.
Sansome, W. J.

SOUTH SIDE:
Nil

SHEDMEN:
O'Shea, J. H. (Toorak)

TOORAK:
Scrubby, A. J.

VICTORIA STREET:
Gavin, W. P.

The Election will be held on Tues-
day, 28th November.

P. G. BLACKHAM,
Returning Officer

THE UNION AND THE INDI- VIDUAL MEMBER.

Every Man Should Do His Part.

It cannot be expected that a Union will flourish, succeed and prosper of its own accord (says "The Carpenter.")

If not properly taken care of, it will gradually diminish in membership and influence, and finally die.

The past history of organised labor is strewn with the wrecks of unions that came into existence over night and went out in the same way.

The work of organising and reorganising, over and over again, is a costly proposition; we have had our experience in that line, and know whereof we speak. We want and up-to-date, wide-awake, progressive organisation. To have such, every member without exception must do his part.

To make your union a success, you must: Attend its meetings regularly, pay your dues promptly, support your officers, conduct your meetings properly, do your duty willingly, be heard on all questions affecting the good and welfare of your union, assist and encourage your fellow member, give due consideration to the opinions of others, stand for right and justice at all times, reason together on all questions, avoid unnecessary wrangling and rag-chewing, stand by your colors, uplift the standard of labor, never be ashamed of membership in your union, let the history of the past be your guide for the future, remember your obligations at all times, remember, too, that organisation is your only hope; never give up!

ENGLISH LABOR PROBLEMS.**Important Negotiations.**

LONDON, 28th October.

Important negotiations are in progress for a general settlement of long-standing differences between capital and labor. Representatives of the employers and the Parliamentary committees of the trades unions have under consideration the following demands by the unions:—

1. Compulsory unionism for all workers.
2. Forty-eight hours week.
3. Minimum wage of 30/- per week for adults.
4. No reduction in wages.
5. No increase in existing hours.
6. Complete recognition of trades unions.
7. Unemployment pay by the State.
8. Settlement of post-war conditions.
9. Women's labor question.

It is believed that the present is a favorable opportunity for removing sources of friction and assisting in the resumption of normal industrial conditions after the war. A settlement, it is hoped, will be reached for a few years' experiment.

The negotiators are enlisting Government assistance. The reference made on Thursday by Mr. Walter Runciman to the fact that owing to the increased cost of food the Government is considering the possibility of enforcing a minimum wage generally throughout the industrial field is attracting increased attention.

Mr. Arthur Henderson, labor adviser to the Cabinet, presiding at a conference of skilled trades connected with engineering and shipbuilding, emphasised the need of dilution of labor in private and commercial as distinct from war work in controlled and non-controlled establishments. The present unsatisfied demands for technical units in the army and for the production of munitions and ships, he said, totalled 32,000 skilled and 128,000 unskilled workers.

The conference adjourned pending information from the Man Power Distribution Board concerning the best means of preventing the enlistment of skilled workers, and securing better methods of "de-badging," also details of the machinery required to ensure the necessary dilution.

—Daily Paper Report

This is indication that the workers of England are not going to let them-

selves drift back into the submerged ways existing before the war. Apparently the influence of the war is not to be wholly harmful. If England's workers can establish themselves so that even a start towards fair living conditions be made for the masses there is something to hope for. But the power of Unionism will be wanted in full exertion if such good intentions are to mature into facts.

VICTORY

By solid organisation the railway men of America have secured the recognition of the eight hours' day principle, the U.S.A. Congress having through an eight hours bill, in order to avoid a strike. This represents the greatest victory yet secured by labour in America.

"Mind is the master power that moulds and makes
And man is mind, and evermore he takes
The tool of thought, and shaping what he will,
Brings forth a thousand joys, a thousand ills.

War spreads its ghastly horrors o'er the world,

Its victories a tale of slain men piled
With maimed and wounded; black destruction hurled

Over a countryside, where nature smiled;

Widows and orphans crushed beneath their loss;

And all mankind stretched, bleeding, on its Cross.

The Victor counts, awhile, his barren gain:

But what is that to all the brooding hate,

The griefs and horrors that must still remain

The enmity that mankind separates,
But, hail to you, our brothers, who have gained

A battle with no fratricide bestained!

Your solid ranks were set against a foe,

Of dark oppression, tyranny, and greed;

At human ill was bravely launched your blow;

And not by brother's hand did brother bleed;

Your unity, well fashioned as your sword

Has done a deed that all men must applaud!

Not tortured men heaped up in gory piles;

Not foul destruction making earth a waste;

Your victory will live in children's smiles,

And freedom with fresh glories will be graced,

To higher things enfranchised Labor mounts,

And mankind wins a victory that counts!

HAMER

CHILD LABOR IN ENGLAND**Encouraged by Employers.**

The annual report of the officers of the General Federation of Trade Unionists, published last month, has this to say:

"It will be monstrous if the trade unionist soldier returns to find his children placed as a barrier between him and opportunities of employment. To prevent such a catastrophe it may be necessary to provide measures for returning employed children to school, for raising the leaving age, and for making this age uniform throughout the country. Such a policy will meet violent opposition from the employers who seek juvenile labor because it is cheap to them, although it may be dear to the child and to the State.

FARMERS SUPPORT STRIKE.**As It Should Be.**

The farmers of Illinois (U.S.A.), assembled in convention, in September last, passed the following resolution:

"Whereas, The miners of Rosiclare, Hardin county, Illinois, unable to live under the present wage scale and labor conditions pertaining there, attempted to organise and were obstructed and blacklisted by the operators, and even terribly oppressed by the civil authorities of the town and county; therefore, be it Resolved, that we extend the sympathy of our organisation to these brothers in toil, and urge all our members to do everything to assist them in obtaining better conditions of life and labor."

CARLTON ALE

General Meeting

TEMPERANCE HALL, RUSSELL ST.

Wednesday, 22nd November, 1916

at 10 and 8 p.m.

TO CONSIDER THE FOLLOWING BUSINESS :

The approval of an Industrial Agreement between the Tramway Board and the Australian Tramway Employees' Association.

The approval of an Industrial Agreement between Mayor, Councillors and Citizens of the City of Northcote and the Australian Tramway Employees' Association.

BRING!

Your Pence Card, also a copy of this Journal.

This is an **IMPORTANT** Meeting, and every member must attend.

FRANK ANSTEY, President.
T. JEWELL, Secretary.

Painless Dentistry

VICTOR W. M. TAYLOR

Recorded by the
DENTAL BOARD VICTORIA.
Crown and Bridge Work a Specialty.

Hours—9 a.m. till 1 p.m.
" 2 p.m. till 6.30 p.m.

687 RATHDOWN STREET

Corner of Curtain Street

NORTH CARLTON

Telephone Cent. 7554.

Resolved at Committee of Management meeting, Oct. 30th :

" That Members be notified that all Outstanding Levies must be paid within one month."

ABBOTSFORD

The **BEST** Ale