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LABOR CONDITIONS IN PORTO RICO.

BY WALTER E. WEYL, PH. D.

INTRODUCTION AND SUMMARY.

Labor conditions in Porto Rico are inherently different from labor conditions in the United States, or in any of the highly civilized countries of Europe. Porto Rico is a tropical island, and the striking difference which one feels in coming from a country in the temperate zone to the Tropics is reflected in an entire change in the social, political, and economic conditions of the two regions. The absence of winter and the warm, equable climate reduce the necessities of the population, and have determined largely the housing, clothing, food, earnings, and the manner of living and working of the population. The character of the industries is also different. Tropical agriculture is carried on in a manner entirely at variance with the agriculture of temperate zones, and the same is true of all other forms of industrial life.

A study of Porto Rican labor conditions is practically a study of the economic and industrial conditions of the island. This study necessitates, therefore, a consideration of the racial character of the population and of the manner and rapidity with which the population increases, as a result of the excess of births over deaths, or of immigration over emigration.

The labor problem in Porto Rico, as compared with that in the United States, is extremely simple. The island is not, as is the United States, a vast complex of agriculture, industry, and commerce, mutually dependent and altogether self-sufficing. The country is preponderatingly agricultural, and the great mass of the working population is engaged in agriculture. As a consequence, an overwhelming proportion of the workmen belong to the unskilled or low-

skilled class. There is little differentiation, little specialization, little subdivision of labor. The workmen of the country are upon a low basis, as regards the character and the variety of their work and the amount of their remuneration, and they are not yet sufficiently advanced to be organized into great unions, as in the more highly developed countries.

Just as there is no considerable differentiation among the workmen of Porto Rico, so there has been but little change in conditions during several centuries. Since the sixteenth century the population has steadily increased, and what was once a sparsely settled country has now attained a density of population considerably in excess of that of our more populous Eastern States. Aside from this numerical increase, the condition of the population and of the working classes in particular has remained stationary. The people live now as they lived one or two hundred years ago, close to the soil. They are still, though to a less extent than formerly, dependent largely upon the immediate products of the region, and it is still possible for a small acreage to maintain life in the same manner as life was maintained in the island two hundred years ago. The island, lying to the eastward of the American continent, seemed to be largely forgotten during the centuries, and there was but little interference from without, and until within recent years no sudden or great turn in the development from within. It is probable that the condition of the working class in Porto Rico has changed less in three hundred years than the condition of the working class in the United States has changed in fifty years.

There are certain interesting phenomena in Porto Rico which might be studied with advantage. One of these is the influence of slavery and of emancipation. Like all tropical countries in America, labor in Porto Rico was formerly in large part slave, and, as in these countries, emancipation took place within the last century. African slavery was introduced as early as 1513, and was extended gradually as the aboriginal population disappeared. From 1860 on, the number of slaves diminished, and since 1873, when emancipation took place, there has been no slavery on the island. The long-continued existence of slavery, however, has had its effect on the industrial character of large sections of the laboring population.

Labor conditions in Porto Rico have been largely affected by the character of the environment and by the nature of the population. Upon this small island, without mineral resources and without large harbors, a population of 1,000,000 people is gathered. The island consists of a longitudinal ridge of mountains gradually sloping to a narrow plain extending around the coast. The atmosphere is humid and somewhat enervating on the northern coast, but drier on the southern. The population consists largely of descendants of Spaniards and of negroes, with a probable admixture of Indian blood. The popula-

tion is rapidly increasing, as it has in the past, and is practically unaffected by immigration and emigration, which are small. There is but little race antagonism between the whites and the colored people. The island remained for almost four hundred years under the rule of the Spaniards, and during that period it had only a few months of autonomous government. The religion of the vast mass of the population is Roman Catholic.

The great majority of the population reside in the country, not more than 8 per cent of the entire population living in cities of 8,000 or over. Until within recent years the sanitary conditions of the island were execrable, and a vast amount of work will be required to make the conditions even approximately good. The education of the people of the island has for centuries been neglected, and it is only since the American occupation that substantial progress has been made.

The proportion which the workers bear to the entire population of Porto Rico is somewhat smaller than that prevailing in the United States. This is due, however, to the large number of children on the island. Considering the adult population, Porto Rico has almost exactly the same proportion of breadwinners and dependents as the United States; but a far larger proportion of these workers are engaged in agriculture and a much smaller proportion in manufacturing, mining, commerce, and the professions. The proportion of women employed is very much smaller than in the United States, and the employment of women, so far as it goes, is very much greater in the cities of Porto Rico than in the country districts. There is a large employment of boy and girl labor, even below the age of 10 years.

The great mass of the labor of Porto Rico is unskilled, over five-eighths of all workmen being classed under the general head of laborers, and a much larger percentage being directly classable as unskilled. The largest class of workers of all sorts is that of agricultural laborers or field hands. Both white and colored laborers work as field hands. The whites, who form over three-fifths of the population, are to be found in larger proportions in the uplands than on the coast. The principal industry in which these white people are engaged is that of coffee raising, which is the most important industry in the uplands. The corresponding industry in the lowlands is sugar culture, which is rapidly growing in importance.

Roughly speaking, the daily wages of field hands in Porto Rico range from 30 cents to 55 cents. The prevailing rate of wages in the coffee region is from 25 cents a day, with a breakfast worth 5 cents, to 30 cents a day, with or without breakfast. The prevailing rate of wages in tobacco raising is slightly above 40 cents a day, and the prevailing rate of wages in the sugar industry is about 50 or

slightly above 50 cents a day. These wages vary slightly from plantation to plantation or from year to year. To a very large extent wages are fixed by custom rather than by the direct and obvious action of competition.

The principal disturbing element to wages, both of agricultural hands and of urban workers, was the change in the currency from the provincial money existing in 1899 to the American currency.^a The sudden change from a dollar worth 60 cents in gold to a dollar worth 100 cents in gold, or, in other words, an advance of 66⅔ per cent in the value of the circulating medium, could not but have a considerable influence upon the wages of the people. The effect of this change in the coffee district was obscured by a frightful hurricane which occurred at about the same time (1899) and which crippled for a considerable time the coffee industry. The depression which occurred not only as a result of this hurricane, but also from other causes, is not yet past, and has prevented the workmen from obtaining the same pay in American currency as was formerly obtained in the provincial currency.

The net result of the changes in wages and in the currency in the coffee district was to leave the worker worse off than before. The hardship inflicted upon the workers in the coffee district, however, has been even greater than that entailed by these changes, because

^a Prior to 1895 the currency of Porto Rico was Mexican, for which the provincial currency was exchanged at the rate of \$95 of provincial money for \$100 of Mexican money. At the time of the American occupation the circulating medium of the country was provincial silver that had been coined at the mints of Madrid and Seville and exported to the island. These coins, together with fractional currency, bore the date of 1895 or of 1896, and by the year 1898 there were about six and a half millions of provincial silver in the country. As compared with the gold dollar, the Porto Rican peso was below par. Its bullion value was less than that of the American silver dollar, the value of the silver being only 93.5 per cent of the value of the American silver dollar. In 1898, and for a short time previous, the dollar exchanged at a fixed, arbitrary, official rate of 60 cents, the American gold dollar being at a premium of 66⅔ per cent, though this official rate was not observed in private commercial or banking transactions.

The following table shows the value of the Porto Rican peso in American gold for the years 1884 to 1899:

VALUE OF PORTO RICAN PESOS IN AMERICAN GOLD, 1884 to 1899.

Year.	Lowest.	Highest.	Mean.	Year.	Lowest.	Highest.	Mean.
1884	\$0. 870	\$0. 898	\$0. 882	1892	\$0. 763	\$0. 840	\$0. 802
1885 .....	. 888	. 909	. 871	1893 .....	. 699	. 777	. 738
1886 .....	. 800	. 870	. 835	1894 .....	. 625	. 714	. 670
1887 .....	. 781	. 853	. 807	1895 .....	. 526	. 607	. 597
1888 .....	. 813	. 893	. 858	1896 .....	. 625	. 680	. 653
1889 .....	. 781	. 865	. 818	1897 .....	. 584	. 641	. 613
1890 .....	. 794	. 893	. 844	1898 .....	. 584	. 629	. 607
1891 .....	. 818	. 840	. 827	1899 .....	. 606	. 629	. 618

there has come a very great reduction in the total amount of work to be done and a consequent lessening of the regularity of employment.

The effect of the change in the currency on wages has been equally obscured in the sugar regions. While in the coffee districts the change from a 60-cent dollar to a 100-cent dollar was synchronous with a great depression in the industry, on the other hand the change in the sugar industry occurred along with a rapid increase in the prosperity of that industry. The declaration of free trade with the United States opened up to Porto Rican sugar producers a free and practically unlimited market. As a consequence, the raising of sugar has become immensely profitable. Tens of thousands of acres are planted in cane, and the industry is being extended in all directions. Land which formerly lay fallow or was used for pasture is now put into cane, with the result of an increased demand for labor. The peons, or agricultural workers, in sugar culture, appear to be now receiving the same rate of pay in American currency as they formerly received in the depreciated provincial currency, and, as changes in prices have not been sufficient to offset this difference, the condition of the peons on the coast seems to have been materially bettered.

The wages of the manual laborers in the cities do not appear to have remained at the same level in American currency as formerly in the depreciated currency. There are, however, no trustworthy comparative statistics upon this subject, and it is necessary to base a judgment largely upon the statements made by employers and workmen. There seems, upon the whole, to have been an increase in the actual purchasing power of the wages in the cities. In San Juan the present wages for some occupations are the same in gold as they were in provincial currency in 1898, and while the gold prices of commodities, and especially rents, have risen, the condition of a large section of the urban population appears to have improved. On the other hand, there is to be noted in many trades a marked retrogression in the condition of the workers. The old system of hand trades in Porto Rico, suffering as it did from local competition in Spanish days, has now begun to decline rapidly as a result of the competition from American manufacturers. There are many handicraftsmen who were formerly occupied in manufacturing articles who are now limited entirely to doing repair work. This change has come about from the fact that it is much cheaper to produce these articles by machinery in large and well-equipped American factories than to produce the same articles by hand labor in Porto Rico, even though the rate of wages is much lower in Porto Rico. The handicraftsmen of Porto Rico complain of the lack of work and the reduction both in the volume and in the remuneration of their labor.

The rates of wages for many urban occupations are given in detail in the appendix to this report.

To a considerable extent the wages of rural workers are supplemented by additional remuneration in the form of free lodging, free breakfasts or lunches, and in some cases free fuel. These supplementary earnings are much more common in some districts than in others, and they appear to have been more common in former times than at present. In many parts of the country it is usual to permit the peon to "squat" upon the land of the proprietor and to build a hut from wood obtained upon the proprietor's land. The entire value of one of these huts, as measured in labor, does not seem to average more than \$20, although this is admittedly an estimate. The rent granted free is thus inconsiderable, and does not constitute an addition to wages of more than about a cent or two a day; nor is the custom uniform or universal. On many of the plantations visited there was accommodation for only a part of the peons, and no accommodations for others. The grant of breakfast, which is the midday or 11 a. m. meal, is of more consequence. This meal usually consists of about a quarter of a pound of codfish, together with eight or twelve plantains or bananas, and is supposed to amount in value to about 5 cents a day. In some cases the right of the peon to utilize a small part of the land and raise thereon his own fruits and vegetables constitutes a considerable addition to his remuneration. In the urban centers this system of supplementary wages does not seem to prevail.

The labor of women is relatively less important in Porto Rico than in the United States. Statistics are given for women's wages in the tables which form a part of this report. As in all other countries, the rate of remuneration is considerably smaller than that for work requiring approximately equal skill performed by men.

The principal cause of the low wages prevailing in Porto Rico appears to be the large excess of population. The statistics of births and deaths in Porto Rico are defective and throw no direct light upon the situation, but from other available statistics it is quite clear that the population, already extremely dense, is increasing at a rapid rate. The nature of the industries of the island and the manner in which the working people live are such as to cause the population to increase rapidly. The marriage relation in Porto Rico is extremely loose. Many men and women are living together in permanent sexual relationship who have not been married, either legally or by ecclesiastical sanction, and there are many consensual unions which are fluctuating in their character. In a number of cases a man may live alternately with several wives, and instances are not infrequent where the present common-law wife and a former deserted wife live in the same street. The unions, both legal and free, take place at

a very early age and result in large families. In the country districts the cost of raising children is extremely low, and the prevailing custom of making the children useful and a source of family income at an early age encourages the rapid increase of population. On the other hand, there is a high mortality, especially among children, which acts as a check upon the growing numbers. Notwithstanding this fact the working-class population, already in excess of the demand for labor under the present conditions of industry, is growing at a rapid pace.

Another cause of the low wages prevailing in Porto Rico is the relative inefficiency of the workers. This inefficiency is due in part to a certain listlessness, unintelligence, carelessness, and lack of initiative, and may be in part traceable to the conditions of work during slave times as well as to the manner in which the work is directed and controlled. The efficiency of the worker may be also affected indirectly by the contempt in which manual labor and the manual laborer are held by the land-owning class of society. The work of the peon, both in the country districts and in the cities, is also rendered less effective by the absence of improved means of cultivation or manufacture, and by the habit of permitting things to be done in the way in which they have been done for decades, instead of taking advantage of the progress in machinery and in the technical arts. The principal cause of the inefficiency of the worker, however, is his illness and in many cases his malnutrition.

Statistics of hours of labor are given in considerable detail in the appendix to this report. In all cases these statistics are based upon verbal statements, either by manufacturers or by workingmen, and have not been tested by reference to time books, owing to the fact that such records are not kept.

The remuneration of the laborer depends not only upon the amount of money which he receives, but also upon the cost of the articles for which this money must be expended. Detailed statements are presented in this report, bearing upon wholesale and retail prices and upon the cost of living. This cost of living is a very different factor from that with which the American workingman has to deal. Life in Porto Rico is much simpler and the requirements are very much lower. The ordinary agricultural laborer lives, with his family, in a single hut, which is built by his own labor, and which is practically without furniture and entirely without decoration. Fuel for heating is unnecessary, and fuel for cooking is either cheap or gathered entirely free of money cost. Of his living expenditures, by far the largest part is for food, which is small in variety, simple in quality, and low in cost. The diet of the Porto Rican peasants, especially in the coffee districts, is below what is necessary to maintain industrial efficiency. The cost of living in the cities, and espe-

cially in San Juan, is very much higher and the requirements are much greater. The housing conditions in the cities of Porto Rico, especially in certain parts of San Juan, are very bad.

The sanitary condition of the island, which was extremely bad under Spanish domination, has steadily improved since the American occupation, but there still remains much to be done to bring it to the level of American cities. In the cities ordinances have been enacted requiring the establishment of water-closets and providing for the conveying of water to the houses, and conditions have been improved. In the country districts the situation is much worse than in the cities, and the primary dictates of health and decency are flagrantly disregarded, with the result that the health of the people is seriously affected.

The worst scourge of the population of Porto Rico, and especially of the rural working-class population, is anemia. This disease, which is caused by a minute hookworm which attacks the red corpuscles of the blood, is almost universal throughout the upland districts of the island. The consequence of the widespread character of the disease is to permanently debilitate great masses of the population and to render them either partially or totally incapable of work. Much of the alleged laziness of the Porto Rican is due to this disease, which renders work extremely painful and wearisome. The disease is spread chiefly by the feces of the persons infected, and its widespread character in Porto Rico is the result of the custom, in the universal absence of water-closets, of depositing excreta upon the ground, where it serves as the basis of future infection. The prevalent habit of the country people in going barefooted tends to facilitate the spread of the disease. At the present time the problem of anemia is being vigorously attacked by a commission appointed by the insular government. Thousands of cures have been effected, and an effort is being made to spread among the people a knowledge of the means necessary to combat the disease. The permanent cure of the people of Porto Rico would be of enormous influence in increasing the efficiency of the working population of the island.

An attempt is also being made to increase the efficiency of the workers by spreading among them the benefits of an elementary education. The vast majority of the population of Porto Rico, as is shown by the statistics contained in this report, are illiterate. Considerable advance has been made since the American occupation of the island, not only in ordinary elementary education but also in industrial training.

The subject of labor organizations and strikes is treated in this report. It has not been feasible to obtain reliable statistics of strikes. Such replies as were made to inquiries were so palpably incorrect or hopelessly vague as to render it inadvisable to continue the investiga-

tion. The general conditions underlying labor organizations in the island of Porto Rico, however, are set forth, as well as a statement concerning the status of the labor unions and the history and present position of the *Federación Libre*, or the Free Federation, the Porto Rican organization affiliated with the American Federation of Labor.

In securing the original data contained in this report many difficulties were encountered. It was often extremely difficult to obtain reliable statistics of wages. The average establishment in Porto Rico is small, and in many instances business has been directed for years in a primitive manner. Many of the employers interrogated claimed that they had no pay rolls, and even where the pay roll was available it was not always useful. It was often difficult and sometimes impossible to learn from the pay rolls the nationality of the employee, whether Porto Rican, Spanish, or a native of some other West Indian island. In some cases it was even difficult to arrive at the sex of the employee, since many of the Spanish names might stand for either male or female workers. Again, many of the pay rolls are kept by numbers instead of by names. Another difficulty in obtaining statistics of wages arose from the fact that in many of the industries the occupation or special work of the employee was entirely different from anything which we have in the United States, owing to the fact that the industry in Porto Rico has not arrived at the same stage of development as in the United States.

It was still more difficult to obtain data bearing upon the cost of living. While retail prices have been given for a number of the articles of consumption, there are others, such as bananas, yautias, yams, plantains, etc., which are important, but for which statistics of general validity are difficult to obtain. Many shop people do not keep books, and catalogues are, as a rule, issued only by large firms, which do not cater to the working classes. Where catalogues do exist the prices are likely to be in excess of those actually charged. Prices vary from town to town, from shop to shop, from customer to customer, and from minute to minute. In the very small stores, where the workmen purchase, articles are sold not by weight or measure, but by the cent's worth. The clerks in these stores acquire great dexterity in determining by the eye the proper amount of beans or rice or soap to be sold for one cent, but there is nothing accurate or uniform in the determination of the quantity. None of the working class families keep accounts, and the uniform reply to the question of how much does it cost you to live is: "I spend all I earn; I spend all I have."

One of the difficulties encountered in obtaining information upon labor conditions in Porto Rico is the fact that, except in a few cases, it is not possible to obtain the statements of the employers on questions which are not a matter of record. To a considerable extent the

statements made by employers on such matters have been compared with similar statements by other employers and with the information given by the trade-union leaders of the island. In some cases, however, this has not been possible, especially where the labor has been performed, not as the result of a direct contract with the employer, but through a middleman or contractor. The ordinary unskilled workman, or peon, is unable to give accurate information concerning the conditions of labor under which he works.

PHYSICAL CHARACTER OF THE ISLAND.

The industrial and labor conditions of Porto Rico have been influenced primarily by the physical character of the Territory and the nature of the population inhabiting it. Porto Rico, the smallest of the Greater Antilles, lies to the east of Haiti, being separated from that island by the Mona passage. It stretches from latitude $17^{\circ} 50'$ to $18^{\circ} 30'$ north; from longitude $65^{\circ} 30'$ to $67^{\circ} 15'$ west, being thus the easternmost of the Greater Antilles and entirely within the Tropics. Its shape is rectangular, its length east and west being slightly over 100 miles and its breadth north and south about 36 miles. Its area, about 3,600 square miles, is three-fourths of that of Connecticut and a little over a thousandth of that of the United States.

The island of Porto Rico consists of a range of mountains and hills running east and west, with a maximum altitude slightly over 3,600 feet and sloping toward the coast. The slope of the land is gradual toward the north, but steep and difficult toward the south. The greater portion of the area is high, and from the range of hills which form the water divide of the island hundreds of small rivers and streams flow northward and southward to the coast. These rivers are not navigable except for a few miles near their mouths.

This island is, by its natural conditions, adapted for agriculture but not for mining, manufacturing, or commerce. The climate of the island is remarkably equable. The temperature very rarely rises to 100° Fahrenheit, and for a long period the average annual temperature has ranged on the northern coast from 78° to 82° . The coolest month in the year is January, with a temperature averaging about 75° , while in August, the hottest month, the average is about 82° . While the variation from month to month is but slight, there is considerable difference according to altitude. The temperature in the interior, especially on the higher levels of Aibonito, Cayey, and Utuado, is much lower than along the coast. The island has the advantage of a daily sea breeze, and the evenings are mostly cool. During the summer season the temperature rises and there is much rain. The humidity is also very high, averaging in San Juan about

80 per cent. The absence of cold weather and the high degree of humidity render the climate somewhat debilitating. The rainfall is heaviest on the northern coast, averaging about 60 inches in San Juan, and of this rain about 40 inches, or two-thirds, falls during the summer and the autumn months.

The island is poor in mineral resources. Such minerals as were discovered in Porto Rico were long since exhausted by the mining operations of the Spaniards, and at the present time no mining of any extent is carried on.

Nor are there great opportunities for commerce. The coast is generally low and level and there are few good harbors, the best being that of San Juan, the capital of the island. Ponce, Guanica, and Jobos are the only harbors on the southern coast where boats of ordinary draft can enter. Porto Rico may thus be described as a small island, mountainous in the center and level along the coasts, with a climate and soil adapted for tropical agriculture, but without mineral resources and without good harbors.

POPULATION AND RACE.

According to the census of 1899 the population of Porto Rico was 953,243, spread over an area of only 3,606 square miles and giving a density of 264 to the square mile. This density is about the same as that of New Jersey in 1900, almost twice that of Pennsylvania, slightly over three times that of Illinois, and over seven times that of Cuba.

The island of Porto Rico is not only densely but evenly settled. The density of population of the seven departments into which the island is divided ranged in 1899 from 200 to the square mile to 415 to the square mile. The most thickly populated department is thus only slightly over twice as densely settled as the most sparsely settled department. Judged by a comparison of the last census with former census enumerations this evenness of settlement in Porto Rico is increasing.

The island is more thickly settled in the west than in the east, and more densely settled in the north than in the south. The coast lands are more thickly settled than the interior. The most sparsely settled of the entire 69 municipal districts of the island has a population of 58 to the square mile—about the same density of population as Indiana.

The original Indian population was conquered and practically exterminated by the invading Spaniards, but there is evidence of a considerable intermixture between the Spaniards and the Indian women. The population of the island, even at the present day, retains traces of the Carib or Indian physiognomy. Beginning with

the early part of the sixteenth century, large numbers of negroes were introduced. There were probably many unions between the whites and the remaining Indians, and between each of these and the newly arrived negroes. As a consequence, the present population of the island of Porto Rico is made up, to a considerable extent, of the descendants of these unions between whites and blacks, with a certain admixture of the descendants of unions between Indians and whites, and between Indians and negroes.

Of the 953,243 inhabitants of Porto Rico enumerated in the census of 1899, 589,426, or 61.8 per cent, were returned as whites, and 363,817 as colored. Of the latter, an insignificant proportion (75 in all) were Chinese, the remainder being negroes and persons of mixed white and negro blood. The proportion of white persons in Porto Rico is thus apparently greater than in any other of the West Indies except Cuba. While the proportion of whites was 66.9 per cent in Cuba (1899) and 61.8 per cent in Porto Rico, only 38.4 per cent of the inhabitants of the Bermudas, 25 per cent of the inhabitants of the Bahamas, 8.6 per cent of the inhabitants of Barbados, 6 per cent of the inhabitants of St. Vincent, 4 per cent of the inhabitants of the Leeward Islands, and 2.3 per cent of the inhabitants of Jamaica were of white blood. According to the census, there was in 1899 a larger proportion of persons of white blood in Porto Rico than there was in Florida, Alabama, Georgia, Louisiana, Mississippi, or South Carolina in 1900, as is shown in the following table:

PERCENTAGE OF WHITE, COLORED, AND NEGRO POPULATION OF TOTAL POPULATION IN CERTAIN SELECTED STATES OF THE UNITED STATES, 1900.

[From the Twelfth Census of the United States, 1900.]

State.	White.	Colored.	Negro.
Florida	56.3	43.7	43.7
Alabama	54.7	45.3	45.2
Georgia	53.3	46.7	46.7
Louisiana	52.8	47.2	47.1
Mississippi	41.3	58.7	58.5
South Carolina	41.6	58.4	58.4
Porto Rico (a)	61.8	38.2	.....

^a Census of 1899.

As compared with former years, the percentage of the white population of Porto Rico appears to be growing larger. Until 1820, when the colored inhabitants made up 55.6 per cent of the population of the island, the negroes gained more rapidly than the whites, but since the latter date there has been a steady and almost continuous decline until, in 1899, the proportion of colored was only 38.2 per cent. Of this, it is claimed that 83.6 per cent are of mixed blood, which, if true, would leave only about 6.3 per cent of the entire population of pure negro blood.

The proportion of whites is largest in the western departments of the island and decreases toward the east, and is somewhat greater in the northern than in the southern districts. It is also larger in the interior than on the coast. In 40 municipal districts touching on the seacoast, the proportion of whites is 58.8 per cent, while in 29 interior districts, largely in the higher and cooler parts of the island, the proportion is 66.3 per cent. The negroes are more largely employed in the culture of sugar, and the whites more largely in the culture of coffee. The colored population tends, also, to mass itself in the cities.

There are some reasons for viewing these statistics of race with considerable doubt. In Porto Rico, as elsewhere, it is frequently impossible to distinguish persons of mixed blood from pure whites or negroes. There is a constant temptation, moreover, for the individual to misrepresent his race, and to state that he is white, although he may be of pure negro or of mixed blood. It is probable, therefore, that the real proportion of colored persons, as of pure-blooded negroes, is larger than the statistics seem to indicate.

OCCUPATIONS.

The number of Porto Ricans reported by the census of 1899 as having gainful occupations was 316,365, or 33.1 per cent.^(a) This would apparently indicate that the proportion of the Porto Rican population engaged in gainful occupations was smaller than in the United States, where 38.3 per cent of the population were so engaged, or in Cuba, where there were 39.6 per cent.

This discrepancy, however, is only apparent, and can be explained. Porto Rico, as stated in another place, is said to have a larger percentage of children below the age of 10 years than the United States, Cuba, or, in fact, any other country in the civilized world. As children under 10 years of age are, generally speaking, included among the dependents, the large percentage of children in Porto Rico naturally tends to make the percentage of dependents in that island unduly large and the percentage of wage-earners small.

^a The statistics which follow concerning the occupations of the Porto Ricans are from the Census of Porto Rico, 1899. The comparison with Cuba is for the census year 1899, and that with the United States for the census year 1900. Following the terminology of the census of Porto Rico for 1899, the term "breadwinners," or "persons at work," is occasionally used for the longer phrase, "persons in gainful occupations," and the term "dependents" for "persons not engaged in gainful occupations."

The following table gives the comparative figures for persons 10 years of age or over in gainful occupations in Porto Rico and Cuba in 1899 and in the United States in 1900:

PERSONS 10 YEARS OF AGE OR OVER IN GAINFUL OCCUPATIONS IN PORTO RICO AND CUBA IN 1899 AND IN THE UNITED STATES IN 1900.

[From the Census of Porto Rico, 1899.]

Country.	Persons 10 years of age or over.	Persons 10 years of age or over in gainful occupations.	
		Number.	Per cent.
Porto Rico	659,294	316,365	48.0
Cuba	1,215,810	622,830	51.2
United States (a)	57,949,824	29,073,233	50.2

^a Twelfth Census of the United States, 1900.

It appears from the table that of the inhabitants of the age of 10 years or over 48 per cent were breadwinners in Porto Rico, as compared with 50.2 per cent in the United States and 51.2 per cent in Cuba. The proportion of breadwinners is thus 2.2 per cent less in Porto Rico than in the United States and 3.2 per cent less in Porto Rico than in Cuba.

In Porto Rico there is a slightly larger percentage of breadwinners among the colored population than among the white population. The following table shows that while 32.1 per cent of all white persons in Porto Rico are engaged in gainful occupations the percentage for colored persons is 34.8 per cent:

NUMBER AND PER CENT OF WHITE AND COLORED IN GAINFUL OCCUPATIONS.

[From the Census of Porto Rico, 1899.]

Race.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
White	589,426	189,762	32.1
Colored	363,817	126,608	34.8
Total	953,243	316,365	33.1

This difference is due to the very large employment of colored females. The percentage of white males at work is slightly greater than that of colored males, being 57 per cent for the whites and 56.7 per cent for the colored males. The percentage of colored females employed is almost double that of white females, 13.7 per cent of all colored females being engaged in gainful occupations as compared with 7.4 per cent for all white females.

The following table gives the number and percentage of white and colored males and females employed in Porto Rico in 1899:

NUMBER AND PER CENT OF WHITE AND COLORED IN GAINFUL OCCUPATIONS,
BY SEX.

[From the Census of Porto Rico, 1899.]

Race and sex.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
White males.....	294, 195	167, 662	57. 0
Colored males.....	173, 068	101, 002	58. 7
White females.....	298, 231	22, 100	7. 4
Colored females.....	185, 751	25, 001	13. 7
Total.....	953, 248	316, 865	33. 1

The great majority of the white breadwinners in Porto Rico are native born. Of 189,762 white persons engaged in gainful occupations, only 8,422, or 4.4 per cent, were born outside of Porto Rico. This is manifestly due to the fact that the white, like the colored, population is almost entirely native, less than 2 per cent of the whites of Porto Rico being of foreign birth. Of the whites in Porto Rico a far larger percentage of the foreigners than of the natives is engaged in gainful occupations. While 55.9 per cent of the native white males are engaged in gainful occupations, the proportion for the foreign-born white males is 92 per cent. The percentage of the foreign-born white females in gainful occupations is also greater than that of the native white females.

The following table shows this relative employment:

NUMBER AND PER CENT OF NATIVE AND FOREIGN-BORN WHITE PERSONS
IN GAINFUL OCCUPATIONS, BY SEX.

[From the Census of Porto Rico, 1899.]

Nativity and sex.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
Native white males.....	285, 903	159, 478	55. 9
Foreign-born white males.....	8, 892	8, 184	92. 0
Native white females.....	292, 706	21, 862	7. 4
Foreign-born white females.....	2, 525	298	9. 4
Total.....	589, 426	189, 762	32. 1

It should be stated in explanation of this table that the large percentage of workers among the foreign born is due, primarily, if not entirely, to the fact that this immigrant population is almost entirely adult.

The following table shows for specified age groups the percentage of native white, foreign white, and colored males and females at work:

PER CENT OF MALES AND FEMALES IN GAINFUL OCCUPATIONS, IN EACH SPECIFIED AGE GROUP, BY NATIVITY.

[From the Census of Porto Rico, 1899.]

Age group.	Males.			Females.		
	Native white.	Foreign white.	Colored.	Native white.	Foreign white.	Colored.
9 years or under.....	0.4	0.9	0.8	0.3	0.9	0.8
10-14 years.....	33.6	38.0	88.4	6.5	7.0	10.5
15-19 years.....	85.6	95.9	89.6	13.7	18.1	22.3
20-24 years.....	96.5	96.1	97.6	13.1	18.1	22.2
25-29 years.....	97.3	97.9	97.7	11.2	11.1	19.7
30-34 years.....	97.5	98.3	98.0	10.8	13.0	21.5
35-44 years.....	97.2	96.0	97.9	10.9	9.2	22.7
45-54 years.....	96.1	95.8	96.7	9.9	10.9	22.0
55-64 years.....	94.3	92.5	95.2	8.1	9.2	18.9
65 years or over.....	86.9	76.8	87.3	5.5	4.7	12.0
Total.....	55.9	92.0	56.7	7.4	9.4	13.7

The percentage of persons employed of total population is nearly uniform throughout the country. In Arecibo, which has the smallest proportion of breadwinners, 31.6 per cent of the population are engaged in gainful occupations, while in Mayaguez, which has the largest proportion, the percentage is only 35 per cent. The variation in the proportion which the breadwinners bear to the population is therefore inconsiderable, and the fluctuations among the seven departments of the island are much less than among the provinces of Cuba, and very much less than among the States of the United States.

On the other hand, the percentage of persons employed is much greater in the cities than in the country. In San Juan 43.7 per cent of the total population are engaged in gainful occupations, as compared with 30.3 per cent for the rest of the department in which San Juan is situate; in Mayaguez 43.7 per cent, as compared with 33.8 per cent in the rest of the department, and in Ponce 46.2 per cent, as compared with 32.4 per cent for the rest of the department. The proportion of persons employed for the three cities was 44.7 per cent, as compared with 32.2 per cent for the remaining districts of the three departments.

This larger employment in the cities is due in some measure to the greater opportunities for work for men, but to a much larger extent to the superior opportunities for women to obtain employment. In the three cities mentioned the male breadwinners represent 65.3 per cent of the entire male population, as compared with 56.1 per cent for the rest of the three departments, and in the same cities the female breadwinners represent 26.6 per cent of the entire female population, as compared with 8.1 per cent for the rest of the three departments. While the percentage of males employed was, there-

fore, only about one-sixth greater in the cities than in the rest of the three departments, the percentage of females employed in the cities was considerably over three times as great as the percentage of females employed in the remaining portions of the three departments.

Like most countries which are preponderatingly agricultural, Porto Rico employs but a small proportion of female workers. In the United States 14.3 per cent of all females were engaged in gainful occupations; in Porto Rico only 9.9 per cent were so employed. While in the United States there were 22 females employed for every 100 male employees, there were fewer than 18 females employed in Porto Rico for every 100 male employees. Although the proportion of female workers was smaller than that of the United States, it was greater in Porto Rico than in Cuba, where only 8.8 per cent of all females were engaged in gainful occupations.

The following table shows the distribution of breadwinners in Porto Rico, Cuba, and the United States, by sex:

NUMBER AND PER CENT OF PERSONS IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES. BY SEX.

[From the Census of Porto Rico, 1899.]

Country.	Males.			Females.		
	Total.	Breadwinners.		Total.	Breadwinners.	
		Number.	Per cent.		Number.	Per cent.
Porto Rico	472,261	268,664	56.9	480,982	47,701	9.9
Cuba	815,205	555,974	68.2	757,592	66,356	8.8
United States (a)	88,816,448	23,753,896	61.2	37,178,127	5,319,397	14.3

^a Twelfth Census of the United States, 1900.

It is essential to remember in any discussion of labor conditions in Porto Rico that the population of the island is preponderatingly agricultural. While in the United States only 38.0 per cent of the entire number of breadwinners are engaged in agriculture, fishing, and mining, in Cuba 48.1 per cent and in Porto Rico 62.8 per cent were employed in that class. As the number of persons engaged in fishing and mining in Porto Rico is extremely small, while the number in the United States is large, the disproportion appears all the greater.^(a) While only 3 breadwinners in 8 in the United States are engaged in agriculture, in fishing, and in mining, the proportion in Porto Rico was 5 in 8, and of those so engaged nearly all were employed almost entirely in tilling the ground.

In the United States the proportion of breadwinners engaged in domestic and personal service is 19.2 per cent; in Cuba, 22.8 per cent,

^a The census of 1899 returns only 455 fishermen, or 15 out of 10,000 of all employees, and only 48 miners and quarrymen, or less than 2 out of 10,000 of all employees. Doubtless some miners and fishermen were returned as "laborers," but their entire number was probably very small.

and in Porto Rico 20.5 per cent. It results from this that the percentage of breadwinners employed in Porto Rico in trade and transportation, in the manufacturing and mechanical industries, and in professional services is very much less than in the United States or in other manufacturing and industrial communities. There are only 76 breadwinners out of every 1,000 employed in Porto Rico in trade and transportation as compared with 164 in 1,000 in the United States, the proportion being less than one-half as much in the island as on the continent.

The difference between the proportion of workers engaged in manufacturing and mechanical industries in the United States and Porto Rico is still greater, and that between persons engaged in professional service much greater still. In Porto Rico only 84 out of every 1,000 breadwinners are engaged in manufacturing and mechanical industries, as compared with 221 in the United States, the proportion in Porto Rico being not much greater than 1 in 3 to that of the United States. Again, for every 1,000 breadwinners in Porto Rico there are but 7 persons engaged in professional service, as compared with 43 in 1,000 in the United States.

The following table shows the distribution by large groups of industries of the breadwinners in Porto Rico and Cuba in 1899, and in the United States in 1900:

PER CENT OF PERSONS IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES, BY CLASS OF OCCUPATION.

[From the Census of Porto Rico, 1899.]

Class of occupation.	Number in Porto Rico.	Per cent in—		
		Porto Rico.	Cuba.	United States. ^(a)
Agriculture, fisheries, and mining.....	198,761	62.8	48.1	98.0
Domestic and personal service.....	64,819	20.5	22.8	19.2
Manufacturing and mechanical industries.....	28,515	8.4	14.9	23.1
Trade and transportation.....	24,076	7.6	13.8	16.4
Professional service.....	2,194	.7	1.4	4.8
Total.....	316,365	100.0	100.0	100.0

^a Twelfth Census of the United States, 1900.

These comparisons are still more striking if taken in connection with the figures relating to the sexes of the breadwinners in the various groups of occupations. While 42.3 per cent of the employed males in the United States are engaged in agriculture, fisheries, and mining, the proportion of males in Porto Rico employed in the same group is as high as 73.3 per cent. In other words, almost three-fourths of all men and boys engaged in any occupation in Porto Rico are employed directly in agriculture. The males employed in domestic and personal service in Porto Rico represent 10.2 per cent of the total breadwinners; in the United States, 14.7 per cent. Males

engaged in trade and transportation in Porto Rico represent 8.3 per cent, as against 17.9 per cent in the United States. In the latter country those engaged in manufacturing and mechanical pursuits represent 21.6 per cent, while in the former only 7.5 per cent are employed in such occupations; and those engaged in professional service represent 0.7 per cent in Porto Rico and 3.5 per cent in the United States.

While the male employees in Porto Rico are preponderatingly engaged in agriculture, the women and girls are employed mostly in domestic and personal service. In the United States 18.4 per cent of all females employed are in agriculture, fishing, and mining, and 39.4 per cent in domestic and personal service; in Porto Rico the proportions of women engaged in these groups of occupations, as compared with the total number of women employed, are 3.9 per cent and 78.4 per cent, respectively. In other words, while there are fewer than $2\frac{1}{4}$ American women and girls employed in domestic and personal service to every woman or girl employed in agriculture, fishing, and mining, there are in Porto Rico over 20 females employed in the first group of occupations for every female employed in the second. The percentage of women engaged in professional service is also smaller, as has already been stated. In proportion to the total number of females, 14.3 per cent women are employed in the United States, as against 9.9 per cent in Porto Rico, a difference of 4.4 per cent in favor of the United States. Of those employed, moreover, there is over 11 times as large a proportion in the United States engaged in professional service as there is in Porto Rico. Out of every 1,000 females in gainful occupations in the United States 81 are employed in the professions, and of every 1,000 females employed in Porto Rico there are only 7 so engaged. Out of every 10,000 females, both breadwinners and dependents, in the United States, 116 are engaged in the professions, while in Porto Rico, of every 10,000 females in the country, only 6.4 are so employed.

The following table shows the percentage of breadwinners, by sex, in Porto Rico, as compared with Cuba and the United States:

PER CENT OF MALES AND FEMALES IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES, BY CLASS OF OCCUPATION.

[From the Census of Porto Rico, 1899.]

Class of occupation.	Porto Rico.		Cuba.		United States. (a)	
	Males.	Females.	Males.	Females.	Males.	Females.
Agriculture, fisheries, and mining	73.3	3.9	52.6	10.3	42.3	18.4
Domestic and personal service	10.2	78.4	17.2	69.6	14.7	39.4
Manufacturing and mechanical pursuits	7.5	13.4	14.7	16.6	21.6	24.7
Trade and transportation	8.3	3.6	14.2	1.0	17.9	9.4
Professional service .....	.7	.7	1.3	2.5	3.5	8.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

^a Twelfth Census of the United States, 1900.

The great majority of breadwinners in Porto Rico belong to the unskilled classes. Of every 1,000 breadwinners 682 were classed as laborers and 82 were classed as servants. In other words, 76.4 per cent, or over three-fourths of all men, women, boys, and girls employed on the island, were laborers or servants. The proportion of males is still greater, 78.8 per cent of all males employed, or almost four-fifths, being reported as laborers.

The following table shows the percentage of breadwinners of both sexes in 9 specified occupations, including, as may be seen, 92 per cent of all breadwinners:

PER CENT OF PERSONS IN PORTO RICO IN 9 SPECIFIED OCCUPATIONS OF TOTAL PERSONS EMPLOYED.

[From the Census of Porto Rico, 1899.]

Occupation.	Per cent of all breadwinners engaged.	Occupation.	Per cent of all breadwinners engaged.
Laborers	68.2	Salesmen and saleswomen	1.5
Servants	8.2	Agents	1.8
Launderers	5.4	Operatives in cigar factories.....	1.2
Merchants	2.8		
Dressmakers and seamstresses.....	1.8	Total.....	92.0
Carpenters	1.6		

The laboring population of Porto Rico is extremely homogeneous. The census of 1899 divided all breadwinners into 82 special classes of occupations, but 68.2 per cent are employed in the single category of unclassified laborers and 92 per cent in 9 classes. The other 73 classes thus included only 8 per cent of all workers.

Of the 82 classes above mentioned, moreover, 52 classes are made up of special occupations, each employing less than 0.1 per cent of all employees, or less than 1 in 1,000 employees.

The classes of actors, architects and draftsmen, artists, bookbinders, bookkeepers, brickmakers, builders and contractors, butchers, cabinetmakers, charcoal burners, clergymen, commercial travelers, confectioners, dairymen, dentists, engineers (civil) and surveyors, engineers and firemen (stationary engines), foremen and overseers, gardeners and florists, gold and silver workers, gunsmiths, harness-makers, hostlers, janitors and sextons, journalists, lawyers, literary and scientific persons, livery-stable keepers, machinists, mechanics, miners and quarrymen, musicians, nurses, government officials, officials of manufacturing companies, photographers, physicians and surgeons, planters, potters, restaurant and boarding-house keepers, shirtmakers, steam-railway employees, stock raisers, stonecutters, straw workers, street-railway employees, sugar makers, tanners, telegraph and telephone operators, tanners, watch and clock makers, wood choppers, include in each case less than 0.1 per cent of all workers, or fewer than 316 in each group.

There are 17 other classes, including apprentices, barbers and hairdressers, blacksmiths, clerks and copyists, coopers, draymen and hackmen, fishermen, hat and cap makers, hucksters and peddlers, masons, messengers and office boys, painters, policemen and watchmen, printers, lithographers, etc., soldiers, tailors, and teachers, each of which had over 0.1 per cent but less than 0.5 per cent of all employees. There thus remains only 13 classes of occupations, in each of which there are as many as 0.5 per cent of all employees.

Of the 80 occupations in which, according to the census of 1899, the Porto Rican males are engaged, there are 52 in each of which are employed less than 0.1 per cent of all male workers, or fewer than 268 workers, and of the 19 employments in which females are engaged, there are 8 in each of which are employed less than 0.1 per cent. Of the 47,701 women and girls employed in Porto Rico, 46,159, or almost 97 per cent of all, are engaged in 5 classes, viz (in the order of their importance), servants, laundresses, dressmakers and seamstresses, laborers, and merchants.

EMPLOYMENT OF FOREIGNERS.

The employment of foreign born in Porto Rico is not of great importance, owing to the small number of the nonnative population. In 1899, for every foreign born white male in a gainful occupation there were 19 native white males so employed. As a general fact, however, it may be stated that foreign born whites are and always have been engaged in the specialized occupations, and in the higher and better-paid trades. There are 19 times as many native white males as foreign born white males engaged in gainful occupations, while of laborers, which is the great unspecialized class, there are over 54 times as many native white males as foreign born white males.

DEPENDENTS IN PORTO RICO.

In Porto Rico there is a larger proportion of dependents to workers than in the United States or in Cuba. This is due to the very great proportion of children in the population. According to the census of 1899, 30.9 per cent of the entire population of Porto Rico were below the age of 10, as compared with 22.7 per cent in Cuba, while the percentage for the United States in 1900 was only 23.8 per cent. The proportion of children under 10 to the entire population is thus very much higher in Porto Rico than in Cuba or in the United States, and also higher than in any single State of the United States or in any advanced country in Europe.

The following table shows the percentage of the population of Porto Rico, of Cuba, and of the United States, respectively, within various age groups. From this table it may be seen that there are

many more children in Porto Rico in proportion to the population than in Cuba or in the United States, and there is a much smaller proportion of adults in the former island than on this continent. In Porto Rico 43.9 per cent of the entire population are below the age of 15, while in the United States only 34.5 per cent are below that age. On the other hand, 47.1 per cent of the population of Porto Rico are between the ages of 15 and 49, while the percentage for the United States is 52.1 per cent. Thus a considerably larger percentage of the inhabitants of the United States are between the ages of 15 and 50, during which most work is done, and a smaller percentage of the inhabitants of the United States are either too young or too old to work. It must be noted, however, that in Porto Rico the excess in population is to be found in babies and children, and not in persons who have attained the age of 50 or over, in which age groups the proportion of the population is less than in the United States.

PER CENT OF POPULATION OF PORTO RICO IN EACH SPECIFIED AGE GROUP AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Porto Rico.	Cuba.	United States. (a)
4 years or under.....	15.8	8.3	12.1
5-9 years.....	15.1	14.4	11.7
10-14 years.....	13.0	14.0	10.7
15-19 years.....	9.8	11.3	9.9
20-24 years.....	9.3	9.7	9.7
25-29 years.....	8.8	8.7	8.6
30-34 years.....	6.8	7.6	7.3
35-39 years.....	5.0	6.3	6.5
40-44 years.....	4.6	5.4	5.6
45-49 years.....	2.8	3.8	4.5
50-54 years.....	3.5	3.7	3.9
55-59 years.....	1.6	2.2	2.9
60-64 years.....	1.9	2.2	2.4
65-69 years.....	.7	.9	1.7
70-74 years.....	.6	.7	1.2
75-79 years.....	.2	.3	.7
80-84 years.....	.3	.3	.4
85-89 years.....	.1	.1	.2
90-94 years.....	.1	.1	.....
Total.....	100.0	100.0	100.0

* Twelfth Census of the United States, 1900.

AGE OF BREADWINNERS.

Not only has Porto Rico an unduly large percentage of children as compared with adults, but the percentage of children employed in gainful occupations of the total number of children is high. According to the statistics of the census of 1899, 1,670 children below the age of 10 were employed in the island. Moreover, while only 14.8 per cent of the children from the age of 10 to 14, inclusive, are engaged in gainful occupations in the United States, in Porto Rico 22.4 per cent and in Cuba 24.6 per cent are so engaged. In other words, between one-fourth and one-fifth of the Porto Rican children from

the age of 10 to 14, inclusive, are engaged in gainful occupations. The percentage of boys and girls from 15 to 19, inclusive, at work is also greater than in the United States, constituting in Porto Rico almost one-half (49.3 per cent) of the entire number of persons between those ages. For the remaining ages, up to and including 54 years, the percentage of persons employed in Porto Rico is less than that in the United States. Above that age the percentage which the workers of Porto Rico are of the entire population of that age is greater than a like percentage for the United States. The important fact, however, as shown by the table, is the large percentage of children below the age of 15 years reported as employed.

PER CENT OF PERSONS IN GAINFUL OCCUPATIONS OF TOTAL PERSONS IN EACH SPECIFIED AGE GROUP IN PORTO RICO, AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Popula- tion.	Number em- ployed in Porto Rico.	Per cent in—		
			Porto Rico.	Cuba.	United States. (a)
9 years or under.....	298,949	1,670	0.5	0.6	.....
10-14 years.....	124,953	27,939	22.4	24.6	14.8
15-19 years.....	93,148	45,990	49.3	43.8	b 42.9
20-24 years.....	88,475	48,195	54.4	56.2	b 61.4
25-29 years.....	84,265	45,008	53.4	57.7	} 59.3
30-34 years.....	64,317	36,598	55.3	59.3	
35-44 years.....	91,802	52,267	56.9	60.4	58.4
45-54 years.....	59,268	32,859	55.4	60.3	57.7
55-64 years.....	33,716	17,951	53.2	59.5	52.8
65 years or over.....	19,950	8,893	44.5	52.0	39.1
Total.....	953,243	316,365	33.1	39.6	38.4

^a Twelfth Census of the United States, 1900.

^b Eleventh Census of the United States, 1890.

It must be noted in this connection that much of this child labor is agricultural and is not continuous throughout the year. A large proportion of the children who help their parents by doing chores are probably returned as child laborers. It is rather difficult, therefore, to determine to what extent the work of these children is permanent throughout the year and to what extent it is merely sporadic and temporary. The large amount of child labor may be due in part to the lack of school facilities and in part to the fact that there is no general effective control of these children.

The proportion of females engaged in gainful labor in Porto Rico is less than in the United States. This small percentage of female workers, however, is distributed more evenly throughout the life of the worker. In other words, the women employed in Porto Rico appear to work more regularly throughout their lives, and to be employed not only before what is customarily the marriage age, but also during the period following marriage.

This tendency may be attributed to several causes. In the first

place, there is not in Porto Rico, as in the United States, the great demand for young unmarried girls and women in offices and stores. The nature of the work is largely such as can be carried on by women throughout their entire lives, and especially by women who are loosely married or who, after marriage, are thrown upon their own resources. The low wages which prevail in Porto Rico may perhaps be considered as one of the causes for the large continued employment of women after their marriage.

It is also to be noted that many of the women employed are engaged only during the crop season. To a large extent women are employed in picking the coffee crop and during the picking season work either alone or with their husbands and children. They are often employed by the husband, who receives the pay for the entire family. Women are also employed in the tobacco districts in the lighter tasks and are also used to a very limited extent in picking cotton. The opportunities of women to work in the sugar fields are much more restricted.

A very large number of women are employed in the stripping of tobacco, the making of paper boxes, and in other work in connection with the tobacco industry. They are also engaged to a large extent in hat making, sewing, tailoring, and embroidering. The drawn work of the Porto Ricans, while not so famous as that of the Mexicans, is rapidly achieving a reputation, and women and girls may be seen working at it in many of the towns and often in villages and isolated rural cabins.

Many women engage also in washing. This washing is usually done on the banks of a river. Near almost every town and village of Porto Rico dozens of barefooted women may be seen squatting upon the flat stones of a stream washing and rinsing clothes during the entire day. These women usually work directly for customers, and appear to average from 20 to 50 cents a day; but it is impossible to secure exact data concerning their earnings, which vary from week to week.

The chief occupation of Porto Rican women is in the household. A large number of them cook, and others are employed as nurses and servants. Except in a few of the leading hotels and restaurants, cooking is done almost entirely by women. The rate of pay varies greatly.

The following table shows the number and per cent of persons according to sex and age engaged in gainful occupations, and includes for comparison the corresponding percentages for Cuba and the United States.

This table shows that a larger proportion of males above the age of 10 are employed in Porto Rico than is the case in the United States.

PER CENT OF MALES AND OF FEMALES IN GAINFUL OCCUPATIONS IN EACH SPECIFIED AGE GROUP IN PORTO RICO, AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Males in gainful occupations.				Females in gainful occupations.			
	Number in Porto Rico.	Per cent in—			Number in Porto Rico.	Per cent in—		
		Porto Rico.	Cuba.	United States. (a)		Porto Rico.	Cuba.	United States. (a)
9 years or under	900	0.6	0.9	-----	770	0.5	0.2	-----
10-14 years	23,155	35.5	44.0	21.4	4,734	8.0	4.5	8.1
15-19 years	37,453	87.2	91.6	80.5	8,537	17.0	10.3	30.6
20-24 years	40,408	96.9	98.1		7,737	16.6	11.4	
25-29 years	38,497	97.5	98.5	96.3	6,511	14.5	12.0	19.9
30-34 years	30,665	97.7	98.6		4,928	14.9	13.4	
35-44 years	45,228	97.4	98.3	96.6	7,039	15.5	14.6	15.6
45-54 years	23,468	96.2	97.5	95.5	4,391	14.7	15.6	14.7
55-64 years	15,357	94.6	96.2	90.0	2,094	12.3	15.8	13.2
65 years or over	8,053	86.6	90.2	68.4	860	8.0	13.3	9.1
Total	268,664	56.8	68.2	60.0	47,701	9.9	8.8	14.3

^a Twelfth Census of the United States, 1900.

The following table shows the per cent of persons engaged in gainful occupations in urban and rural districts according to age and sex. It shows that by far the larger proportion of female laborers are engaged in the urban districts, while of the boys below the age of 15 the larger proportion are employed in the country.

PER CENT OF MALES AND OF FEMALES IN GAINFUL OCCUPATIONS IN EACH SPECIFIED AGE GROUP CLASSIFIED AS URBAN AND RURAL.

[From the Census of Porto Rico, 1899.]

Age group.	Per cent of breadwinners.					
	Total.		Male.		Female.	
	Urban.	Rural.	Urban.	Rural.	Urban.	Rural.
9 years or under	1.1	0.5	0.9	0.5	1.3	0.4
10-14 years	21.5	22.5	27.7	35.9	15.6	7.6
15-19 years	58.3	48.6	36.4	37.3	34.3	15.5
20-24 years	65.2	53.4	37.0	36.9	36.1	14.8
25-29 years	65.7	52.3	37.5	37.5	35.4	12.8
30-34 years	67.7	54.3	36.9	37.8	40.4	12.3
35-44 years	64.5	56.3	35.7	37.5	37.1	13.6
45-54 years	59.5	55.1	31.5	36.5	35.6	12.9
55-64 years	53.7	53.2	27.0	35.0	31.0	10.6
65 years or over	35.5	45.1	23.2	27.2	17.9	7.2
Total	44.9	32.4	65.6	56.3	26.4	8.7

AGRICULTURAL LABOR.

As has been stated, the great mass of persons engaged in gainful occupations are employed in tilling the soil, and the welfare of the island, and in particular of its working population, depends primarily upon the agricultural conditions and possibilities.

Of the total area of Porto Rico (3,606 square miles), 76 per cent, or 2,743 square miles, are included within farms. The area under cultivation amounted in 1899 to 747 square miles, or to almost 21 per cent of the entire area of the country. These figures indicate to how much greater an extent the island of Porto Rico is settled and occupied than is Cuba, in which country only 29.9 per cent of the total area of the island is included in farms and only 3 per cent of the entire area under cultivation. The figures for Porto Rico correspond more closely with those for the United States in 1890, when 16 per cent of the entire area of the country (including the arid regions of the West) was under cultivation.^(a)

The census of 1899 gives the total number of farms in Porto Rico as 39,021 and the total area as 1,757,774 *cuerdas*, the average farm thus having an area of only 45 acres or *cuerdas*.^(b) Of this land, only 477,987 *cuerdas* were cultivated, giving a cultivated area of slightly over 12 *cuerdas*, or acres, per farm. In the United States in 1900 the average farm contained 147 acres, of which 72 acres were improved, while in Cuba in 1899 the average farm had an area of 142 acres, of which 13 acres were under cultivation. The following table shows these returns for the various departments of the island:

CULTIVATED AREA AND AVERAGE SIZE OF FARMS, BY DEPARTMENTS, 1899.

[From the Census of Porto Rico, 1899.]

Department.	Total area (square miles).	Cultivated area (square miles).	Proportion cultivated (per cent).	Average size of farm (<i>cuerdas</i>).	Average amount cultivated (<i>cuerdas</i>).
Aguadilla	240	83	35	28	9
Arecibo	621	158	25	50	15
Bayamon	542	68	13	45	8
Guayama	561	78	14	57	13
Humacao	329	49	15	39	10
Mayaguez	395	123	31	96	13
Ponce	321	183	22	53	17
Total	3,509	742	21	45	12

These statistics, however, present averages which in many instances are misleading. The census of Porto Rico apparently included under

^a The census figures for agriculture in Porto Rico can not of course be considered as exact. Agricultural data are necessarily defective in a country in which the population is not used to investigations of this nature, in which ignorance and illiteracy prevail, and in which even the limits of plantations are not fixed. The fiscal authorities of the island have themselves been unable to determine the limitations of many of the properties, owing to the lack of satisfactory departmental maps, and the returns made to the census enumerators in the absence of such information must have been, therefore, merely approximate.

^b For small areas it is sufficiently exact to use the terms acre and *cuerda* interchangeably. The *cuerda* has an area of 1.008 acres. A farm of 45 *cuerdas* would therefore contain about 45.4 acres.

"farms" little patches of ground which were located near houses and can not be classified as farms in the ordinary sense of the word, since of the 39,021 farms reported, 22,327, or 57.2 per cent, were under 5 *cuerdas* in extent. In other words, 5 out of every 9 so-called farms in Porto Rico were 5-acre patches or still smaller. Of the remaining farms, 7,417, or 19 per cent, had an area of from 5 to 9 *cuerdas*; 4,503, or 11.6 per cent, had an area of from 10 to 19 *cuerdas*, and 2,927, or 7.5 per cent, had an area of from 20 to 49 *cuerdas*. It thus follows that only 4.7 per cent of all the farms of Porto Rico had an area of 50 *cuerdas* or over. Only 851 farms, or 2.2 per cent, had an area of 100 *cuerdas* or over.

COFFEE.

At the time of the census in 1899 coffee was by far the most important of all the crops cultivated in Porto Rico. The census authorities state that "the only measure of agricultural products which was obtained by the census consisted in the area cultivated in each crop."^(a) Measured by this standard, coffee was by far the most important crop. According to the census figures, 41 per cent of all the cultivated land was devoted to coffee, 15 per cent to sugar cane, 14 per cent to bananas, 8 per cent to sweet potatoes, 4 per cent to Indian corn, 2 per cent to malangas, 2 per cent to rice, 1 per cent to coconuts, and only 1 per cent to tobacco.^(b)

Approximately this same relation between the amounts of land devoted to the three great money crops—coffee, sugar, and tobacco—reappeared in the values of the crops as given for 1897 by Señor Coll y Toste, civil secretary of Porto Rico under the Spanish Government. In that year the value of the coffee crop was estimated at \$12,222,599, that of the sugar crop at \$4,007,992, and of the tobacco crop at \$1,194,318, all of these sums being in provincial currency. Thus the value of the coffee crop was given as three times that of the sugar crop, just as the acreage two years later (1899) was given as about three times as great as that devoted to sugar.

Since 1898, however, a complete revolution has taken place in Porto Rican agriculture, with the result that the coffee industry has greatly diminished in volume and the price of the product has fallen, while, on the other hand, the sugar industry has grown rapidly. The value of the coffee crop, the exports of which during the three years 1895 to 1897, inclusive, formed 70 per cent of the value of all the exports from the island, sank rapidly, both absolutely and in relation to other crops and other exports. This decline in the coffee industry was due in part to the phenomenally large production in Brazil and other

^a Census of Porto Rico, 1899, p. 152.

^b These figures account for only 88 per cent of the cultivated area.

coffee-producing countries, which tended to reduce the price and to a certain extent to close the markets of the world to Porto Rico.

An equally severe blow came as the result of the acquisition of Porto Rico by the United States. This acquisition of territory did not in any way benefit the Porto Rican coffee planters, since even under Spanish rule they enjoyed the benefits of free importation of their product into this country. On the other hand, the turning over of Porto Rico to the United States resulted in a great diminution of the island's coffee exportation to Spain and Cuba, in which countries Porto Rican coffee had hitherto received preferential treatment as a product of a Spanish colony. The consequence was that the Porto Rican planters were not only obliged to meet the severe competition of the Brazilian coffee, but were deprived of the advantages and preferential tariffs under which they had formerly prospered.

A still greater injury to the Porto Rican coffee industry was inflicted by the hurricane of 1899. This hurricane, which swept over the greater part of the island, was especially disastrous in the coffee district. Not only were the trees, which require five years of growth, ruined, but entire plantations and houses and everything necessary to the conduct of the industry, including even the soil itself in some instances, were swept away. The destruction of life, the washing away of houses and bridges and of whole plantations were only incidents of the hurricane. The immediate effect was a great reduction in the size of the crop. The already impoverished planters were unable to secure sufficient capital to reestablish their plantations upon a paying basis, and even at the present time, six years after the date of the hurricane, the coffee industry in Porto Rico is still suffering from its dreadful effects.

The crop, the larger part of which is exported, was valued in provincial currency in 1850 at \$700,000; in 1870 at \$1,000,000; in 1880 at \$3,000,000; in 1890 at \$5,600,000, and in 1897 at \$12,200,000. Since that time the crop has declined greatly in amount and value, and in 1904 the value of the coffee exported was \$3,900,000 in American currency, equal to \$6,500,000 in the provincial currency of 1897.

As a consequence coffee is no longer the most important crop in the island of Porto Rico. In 1904, of the entire exports of the island, amounting to \$16,013,390, sugar constituted 54 per cent, coffee 24 per cent, and tobacco 11 per cent. In other words, while less than ten years ago the exports of coffee were more than three times as great as the exports of sugar, at the present time the exports of sugar are two and one-fourth times as great as the exports of coffee. The following table shows the quantity and value in American currency of the exports of sugar, coffee, and tobacco during recent years:

EXPORTS (INCLUDING SHIPMENTS TO THE UNITED STATES) OF COFFEE, SUGAR, AND TOBACCO, 1901 TO 1905.

Year ending June 30—	Coffee.		Sugar, brown.		Leaf tobacco.		Manufactures of tobacco.
	Pounds.	Value.	Pounds.	Value.	Pounds.	Value.	
1901.....	12, 157, 240	\$1, 678, 765	137, 817, 470	\$4, 715, 111	α 4, 990, 237	α \$375, 527	\$308, 364
1902.....	26, 906, 599	3, 195, 662	183, 822, 636	5, 890, 302	α 2, 052, 973	α 212, 768	1, 573, 748
1903.....	35, 127, 635	3, 970, 574	226, 215, 132	7, 470, 122	2, 174, 078	194, 867	1, 763, 207
1904.....	34, 329, 972	3, 903, 267	259, 294, 060	8, 690, 814	3, 104, 754	286, 106	1, 466, 425
1905.....	16, 849, 739	2, 141, 009	271, 325, 118	11, 925, 804	2, 513, 271	437, 882	2, 161, 411

* Including stems and trimmings.

Generally speaking, it may be stated that apart from domestic consumption on the island the coffee is raised for foreign markets and tobacco and sugar for American markets.

The prevailing rate of wages throughout the coffee district of Porto Rico is 30 cents a day. There is little fluctuation from this wage, although in a considerable portion of the territory 25 cents with free breakfast is paid and considered as approximately the same.

These wages do not, however, apply to the picking season. The system which prevails, and which has prevailed for many decades, is to pay the workmen by the day, except during the crop gathering, when payment is made by weight or measure, the almud being the customary standard. The pay for the almud varies from day to day and from plantation to plantation. In the early part of the season the rate of pay for the almud is higher than later on, owing to the fact that ripe berries are scarcer and the quantity which a man can pick in a day correspondingly less. As the season advances and the fruit ripens more rapidly the rate per almud decreases, although the amount which the pickers can earn increases. Toward the close of the season the earnings of the men, women, and children engaged in picking again decline.

It has not been possible to secure correct data covering the annual earnings of the workmen in the coffee plantations. The regularity of employment, however, is not great and there are many interruptions, necessitated both by the nature of the industry and the frequent rains, which often make work in the afternoon impossible. The labor needed in the coffee district during the greater part of the year is less than that required to keep busy the entire available body of workers, consequently there are many persons unemployed except during the picking season. From data obtained from the books of the planters and from other available testimony it appears that the average worker on the coffee plantation is not employed over four days a week during the greater part of the year. The workmen are not paid at all during the time when it rains, and in the coffee regions it rains on a large proportion of the days in the year.

On one plantation 13 men were employed at the time it was visited.

Of this number 2 men worked $5\frac{1}{4}$ days; 2 worked 5 days; 1 worked 6 days; 1 worked 4 days; 2 worked $3\frac{1}{4}$ days; 1 worked $3\frac{1}{2}$ days; 1 worked 3 days, and 3 worked 2 days. The average for the 13 men amounted to 3.9 days of work during the week. On this estate the peons work only half a day on Saturday.

On another estate 2 men worked 6 days; 1 worked from 5 to 6 days; 2 worked 4 days; 5 worked 3 days; 13 worked 2 days or less than 3 days; 4 worked 1 day or less than 2 days, and 1 worked less than 1 day; whereas 4 men carried on the roll did not work at all. The average amount worked during this week appears to have been about 3 days.

Upon the basis of 4 days a week, the rate of remuneration of the workers in the coffee district would not be over \$1.20 per week, except during the picking season, and this figure is in excess of that earned by those who are less fortunate in securing even this regular employment.

On one plantation on November 23, 1904, the following amounts of coffee were picked: 3 men picked 1 almud each; 10 picked between 1 and 2 almuds each; 5 picked between 2 and 3 almuds each; 3 picked 3 almuds each, and 1 man picked 4 almuds. The price of the almud on this day was 8 cents.

The rate of pay as measured in provincial currency was greater during Spanish days than the rate of pay in American money at the present time. On a typical plantation in the interior of the island the daily rate of pay for peons, which prior to 1899 was 44 cents in provincial currency (somewhat over 26 cents gold in 1899) fell in that year to 25 cents American currency. The rate of 44 cents was maintained during the previous twenty years despite the fact that the value of the currency as measured in gold decreased greatly during that period. The fall to 25 cents in American money represented a real loss to the peons, owing to the fact that the prices of the commodities which they purchased did not fall to an equal extent.

The decline in the rate of pay upon this particular plantation was accompanied by a decrease in the regularity of employment and a lessening of the total amount of work done. When visited, the plantation was employing only about one-fourth as many peons as it employed a number of years before, and this lessening of the working force was shown to be general throughout the island.

There is during the picking season a great demand for labor, a demand which is supplied by drafting all available workmen into the service and by obtaining the assistance of the wives and children of the workers.

In a large group of plantations it was found that there were employed on the average from 350 to 400 men throughout the year, these men being employed, however, with considerable irregularity. Dur-

ing the period when the crop was being gathered the number of men at work was increased about 50 per cent; in other words, instead of 400 men being at work, 600 would work. Moreover, there was an average of about 180 women and 360 children aiding the 600 men, so that counting women and children equal to men the labor force was almost trebled in these plantations. These figures are approximations only, but they indicate the fluctuations in the labor force and the very considerable reduction of the force at the end of the crop season.

SUGAR.

Sugar was first introduced into Cuba in 1548. Its production, however, was inconsiderable until the nineteenth century. According to Colonel Flinter the production in Porto Rico in 1775 amounted to only 273,750 pounds; in 1803 to only 176,344 pounds; in 1810 to 2,544,923 pounds; in 1828 to 12,251,662 pounds, and in 1830 to 31,514,388 pounds.

The following table shows the quantity and value of the sugar crop in Porto Rico from 1850 to 1897 by decennial periods:

QUANTITY AND VALUE OF SUGAR PRODUCTION, 1850 TO 1897.

[From the Census of Porto Rico, 1899.]

Year.	Quantity (pounds).	Value (pesos).
1850	112, 129, 432	3, 910, 167. 38
1860	116, 015, 181	3, 430, 455. 33
1870	191, 649, 670	5, 749, 492. 10
1880	221, 220, 394	3, 016, 948. 55
1890	128, 021, 904	3, 732, 465. 50
1897	126, 827, 472	4, 007, 992. 08

Since the American occupation, and especially since the free admission of Porto Rican products into the United States, there has been a great boom in the sugar industry. Until the year 1879 the sugar crop always exceeded in value that of coffee. During the 48 years from 1850 to 1897, inclusive, the sugar crop was worth \$118,000,000 in provincial currency, while the coffee crop was worth only \$98,000,000 and the tobacco crop only \$12,000,000.^a The year 1879 was the greatest year of sugar raising during the period of Spanish dominion, after which the crop of sugar became less and less important, while that of coffee became more and more important. At the present time, however, this state of affairs is being changed and there is a rapid reversal to the conditions of the former period. All the seacoast lands which by any possibility can be put into sugar are being made use of in this way; and lands which for many years had lain fallow have since been planted in cane. The pasture lands

^a Second Annual Report of the Governor of Porto Rico. Washington, 1902, page 19.

are being pressed back into the mountains in order that every available acre of land may be devoted to sugar.

With the increase in the output of sugar and the rise in price there has come a change of method. The old-fashioned process of manufacturing sugar has been practically abandoned and the modern scientific methods used in Hawaii and other places substituted. Everywhere throughout the sugar district one sees abandoned mills which it no longer pays to operate. Under the present system it is possible to extract about 10 or 11 per cent of sugar from the cane instead of from 5 to 7 per cent under the former process. To install a modern plant, however, it is necessary, for the sake of economy, to have machinery capable of producing a minimum of 5,000 tons annually, and to equip and operate such a plant hundreds of thousands of dollars are necessary. To secure the necessary output the product of several thousands of acres is required.

Rates of wages on sugar plantations are given in detail in tables accompanying this report. These tables show that the rates of wages prevailing in the sugar plantations are considerably higher than are those in the coffee districts. The demand for labor has been very great—in fact, the coast sugar lands have drawn largely upon the mountain districts for their labor supply—and wages have been high in proportion. The rates of wages for ordinary unskilled work on the sugar plantations, as may be seen from the tables, average from 50 to 55 cents per day. Wages which appear in the tables as considerably below this figure are paid to boys and striplings, and wages which exceed this amount are given to men who are employed on work requiring a certain amount of skill.

In a number of cases statistics are presented separately for men engaged in special occupations, such as cane cutters, loaders, cane-hole diggers, cane planters, cultivators, ditchers, fence men, grass cutters, land clearers, etc., but in all these cases the division is not according to the grade of the workman, but merely according to the specific occupation at which he is temporarily engaged. There is no permanent division of labor along these lines, but each of these different offices is performed consecutively by one field hand or laborer.

In a number of instances the wages of laborers engaged in special occupations can not be given, since for many tasks a special piece rate is paid, instead of day or time wages. This substitution of piece rates for time rates is taking place very rapidly and extensively. It is to be assumed, however, and the conclusion is borne out by the testimony of the employers, that the remuneration of the men under the piece system is not much greater than under the time system. The same men are usually employed alternately at piece rates and time rates, and in view of this fact it is not to be supposed that the actual daily remuneration will vary much between the two kinds of employment

at which the same men are put. In many cases the amounts received by the individual workmen engaged at piece rates are not known, since the custom is to pay a lump sum to the foreman for the whole piece of work and permit him to divide this money among the men under him in any manner or proportion that may be agreed upon between him and his men.

The higher wages paid in the sugar districts temporarily attract considerable bodies of men from the coffee districts, where laborers are abundant and poorly paid. There is, however, a considerable opposition on the part of the men in the coffee districts to migrating, even temporarily, to the lower sugar districts. They consider the coast lands unhealthy, and it is doubtless true that they feel the debilitating effects of the warm and often moist climate to a much greater extent than do the coast people, who are accustomed to it. Moreover, the work upon the sugar estates is extremely arduous. The men work under a broiling sun, usually for 10 hours a day, and this working in the sun is especially difficult for the coffee laborers, who are accustomed to the shade of the uplands. Finally, it is difficult to attract the coffee workers, owing to the fact that many of them suffer from anemia and find not only the work but the long walk to the place where the work is to be found too great an exertion for their strength. Notwithstanding these facts, a considerable migration takes place annually, the uplander remaining until it is necessary for him to return to cultivate his little patch in the hills, or until the end of the sugar season.

The sugar industry has been the one to bear the brunt of most of the agricultural strikes which have taken place in Porto Rico. This has apparently been due to the prosperity of the industry and the rapid extension of cane culture which has created a greater demand for labor. The strikes have been of short duration, and the employees are not permanently organized. While the rate of wages is higher than that prevailing in the coffee districts, the work is more arduous, and the custom of giving bonuses or free grants in the form of lodging, breakfast, etc., is not so prevalent in the sugar districts as in the coffee districts. Moreover, in the regions devoted to sugar-cane cultivation it is not so customary for the worker to have a little patch of ground which he can cultivate for himself.

TOBACCO CULTURE.

The rates of wages in the tobacco fields are somewhat lower than in the sugar districts but considerably higher than in the coffee districts. In the tobacco fields wages average slightly over 40 cents per day, the rates for men averaging between 40 and 45 cents per day. On certain plantations employing over 2,000 men and women

the rates of pay range from 40 to 45 cents and average a trifle over 41 cents. These wages are fairly uniform throughout the island with those planters employing a considerable number of men. A large part of the tobacco of the country is raised by small cultivators, who themselves do all the necessary work. These men not only raise the tobacco, but take it to market, and pay no wages, either in the cultivation or transportation of the product.

FRUIT CULTURE.

At the present time only a small proportion of the agricultural workers of Porto Rico are engaged in fruit culture. Porto Rico is admirably adapted for the growing of fruits and it is to be anticipated that a large amount of capital will be invested in this industry.

A considerable amount of capital has already been put into orange culture, but cultivation is still in its earlier stages. The trees do not bear until the fourth or fifth year, and most of the groves have been planted within that time. Several thousand acres, however, have been put into oranges and "the indications are that these plantings will be largely increased in the near future."^a Land is cheap, as compared with orange lands elsewhere, as are also labor and freight transportation, while the American tariff favors the Porto Rican product as it does that of Florida and California. The climatic conditions are perfect, since frost is unknown on the island, and the conditions as regards diseases and insect pests are no worse, if not better, than they are in Florida. What is required is better transportation within the island and from its ports to the American cities. Refrigerator facilities are especially necessary.

The wages paid in the growing of oranges average about 40 cents a day. It was possible to secure reports for only one plantation, which, however, is one of the largest on the island. The price of unskilled labor on this plantation is 40 cents a day and there is no difficulty in obtaining a plentiful supply.

It is considered probable that grapes of some European or Californian variety might be raised on the island. These grapes would probably ripen in May or June, or considerably before the California grapes are put on the market. There is at present, however, practically no cultivation of grapes on the island.

The island also offers opportunities for the cultivation and exportation of pineapples, bananas, mangoes, and coconuts. As yet the

^a See Report on Observation in Porto Rico, by Prof. F. S. Earle, in Annual Report of the Porto Rico Agricultural Experiment Station for 1903, reprinted in Annual Report of the Office of Experiment Stations for the year ending June 30, 1903, page 455. For the general conditions of orange culture in Porto Rico, see Bulletin No. 4 of the Porto Rican Agricultural Experiment Station, Propagation and Marketing of Oranges in Porto Rico, by H. C. Henriksen.

amount of labor upon plantations producing these fruits and nuts is entirely too inconsiderable to warrant investigation. The fruit and vegetable situation of Porto Rico may be summed up by stating that, while the island is admirably adapted for the cultivation of many tropical fruits and vegetables, their cultivation upon a large scale has not yet been undertaken. The only exception is oranges, and even for this fruit cultivation has been too recent and the employment of labor too small to permit it to be considered one of the leading agricultural industries of the island.

URBAN WAGES.

The population of Porto Rico is overwhelmingly rural. There is no large city in the island, and but four cities with a population of 8,000 or over. These are San Juan, with a population of 32,048; Ponce, with a population of 27,952 (including its port); Mayaguez, with a population of 15,187, and Arecibo, with a population of 8,008. The total urban population in cities of 8,000 or over was only 8.7 per cent of the total, as compared with 32.3 per cent in Cuba and 33.1 per cent for the United States (1900).

There were, however, in Porto Rico 53 small towns with a population of 1,000 or more, but less than 8,000. These small towns, together with the cities of 8,000 or over, had a population, in 1899, of 203,792, or 21.4 per cent of the total inhabitants of the island. In the island of Cuba, which has a far less dense population than Porto Rico, the percentage of people living in towns of 1,000 or more is 47.1 per cent, or more than twice as large a percentage as in Porto Rico.

The wages paid urban workers in a number of occupations are given in the appendix to this article (p. 820 et seq.). A brief statement of the conditions prevailing in some of these urban occupations will help to a better understanding of labor conditions in the island.

BARBERS.

This occupation in Porto Rico is of slight importance. There are a few establishments in the larger cities which are fairly well equipped and charge American prices. The smaller shops in the cities usually consist of a proprietor or of a proprietor with one apprentice.

BOARDING-HOUSE SERVICE.

In the boarding-house and hotel service there is a great variation in the rates of wages. These wages include board and lodging, estimated by the proprietors at \$12 per month; but this is a very evident overestimate. The wages of persons employed in this service, as in domestic service, are much lower than in the United States. The

efficiency of these employees is also much less. It is customary and is considered necessary for families to maintain a larger number of servants than families of the same income would maintain in the United States. Both of the boarding houses from which wage reports were obtained catered largely to Americans, and the wages are higher, on the whole, than in similar native establishments. No statistics are presented for restaurants or hotels, since the wages of employees in these establishments are to a large extent in the form of tips, and all restaurant keepers of whom inquiry was made claimed that they kept no books or pay rolls.

BUILDING TRADES.

The vast majority of the habitations of the Porto Ricans are huts constructed by themselves. The construction of dwellings in the country districts is, therefore, not a special trade. Even in the cities the building trades do not employ any considerable number.

The walls of the ordinary house in the city are built of native brick and then covered with cement. The bricks used are long and wide, but not thick, and are coarse and slightly burned. The price ranges generally from \$7 to \$10 per thousand. The work of brick-laying is carried on in a leisurely manner, and on most of the operations the hours of labor are about 54 per week. The three establishments treated in this report were engaged upon the construction of churches. The contractors in each case stated that the work was done by picked men. The wages range from \$1.80 to \$2.50 for carpenters; \$2.25 for foremen of carpenters; \$2.50 for foremen of masons; from \$1.80 to \$2.25 for masons, and from \$1.80 to \$2 for painters. The wages for unskilled workmen range lower, but were considerably higher than ordinary wages for unskilled labor in other industries in the cities. Mortar mixers receive 90 cents per day, and the prevailing rate of pay for common labor was 72 cents per day. Less than 10 per cent of the laborers, or 2 out of 26, receive the rate of 90 cents per day. The establishments from which the reports were obtained were in San Juan, Rio Piedras, a suburb of San Juan, and in Vieques Island. Wages in the latter region were the highest; labor, and especially skilled labor, being scarcer in that island than in other parts of Porto Rico.

CIGAR MAKING.

The making of cigars is one of the most important if not the most important manufacturing industry in the island. The industry has grown very rapidly since the American occupation of Porto Rico. The legislation permitting the importation of cigars from Porto Rico into the United States without any duty and without any impost

save the internal-revenue taxes allowed the Porto Rican cigar to compete on favorable terms both with the native American and the Cuban cigar. The effect was a great increase in the trade in Porto Rican cigars, which was followed by a temporary setback owing to the fact that inferior grades were thrown upon the market. The industry has since grown rapidly, although during the present year it has been somewhat handicapped by a large increase in the cost of leaf tobacco.

The manufacture of cigars in Porto Rico is carried on under conditions similar to those prevailing in the United States. American capital is practically in control of the industry, the largest establishment being in the hands of a company affiliated with the American Tobacco Company. Nearly all of the workers are Porto Ricans, except classers (men who grade the finished product), who, to a large extent, have come from Cuba. The employees in most establishments are organized into a trade union, affiliated with the cigar makers' union in the United States. The rates of wages, as may be seen from the table in the appendix, are lower than those paid in the United States. The wages are higher in San Juan than in the smaller towns in which many of the cigar factories are situated. Some of the manufacturers have factories in more than one district. Some of the establishments are overcrowded, but on the whole the work is carried on in fairly commodious and suitable quarters.

The cigars manufactured are principally for American consumption. The cigarettes are largely consumed locally.

All the cigars made in Porto Rico are manufactured by hand, although, of course, molds are used.

The following statement shows the earnings of various workers in a large tobacco establishment in Porto Rico:

The leaf strippers in the manufacture of cigars receive $2\frac{1}{2}$ cents per pound of leaf stripped, and 141 girls working at this earned together \$373 during a week, or an average of \$2.65 apiece. Of these, 13 earned \$3 or over, 120 earned \$2 or over, but less than \$3, and 8 earned less than \$2 per week.

The cigar classers, working on the cheaper grade, averaged almost \$9 per week. During the week under observation 15 men earned \$130, or an average of \$8.67. Of these men, 8 earned from \$10 to \$12 and 7 men earned less than \$10, but more than \$5.

The high-grade classers earned high wages. During the week under observation 9 men earned \$30 or less than \$35, 10 men earned \$20 or less than \$30, and 3 men earned less than \$20. The total payment during the week to these 22 men was \$590, or an average of \$26.82 per man. This is the highest grade work in the establishment.

At bundling cigars 5 men earned during the same week \$17.20, or an average of \$3.44 per man.

At wrapping and packing 5 men earned \$21, or an average of \$4.20 per man for the week.

For the work of drying the leaf the ordinary pay is 60 cents per day. Of 30 men so employed, 23 earned 60 cents per day, 3 earned 70 cents, 2 earned 75 cents, 1 earned 80 cents, and 1 earned \$1 per day. The average for these 30 men was thus 64 cents per day. The foreman received \$14 per week.

For the work of wetting the leaf the ordinary pay is 80 cents per day and the average pay is 74 cents. Of the men engaged in this work, 7 earned 80 cents, 1 man earned 60 cents, and 1 man earned 50 cents per day. The pay of the foreman was \$12 per week.

The pay of the cigar makers varies with their skill and with the quality of the cigar made. On a \$7.50 brand 10 men, working 5 days in the week, earned \$61.49, which is equivalent to a weekly pay of \$6.15 and a daily pay of \$1.23. Of 235 men making a \$4.50 brand, 100, or 43 per cent, earned less than \$5 per week and 135, or 57 per cent, earned from \$5 to \$10 per week. The average time worked during the week was about 40 hours. Two foremen earned together \$27.50 for the week. On the \$12 brand 30 men working 48 hours during the week earned \$294.60, or an average of \$9.82 per week and an average of 20½ cents per hour. Of these men, 18 earned \$10 or over per week, and 30 men earned more than \$5, but less than \$10. The earnings of 30 men making an \$8 brand amounted to \$124, an average of \$4.13 per week. On a \$7 brand the earnings of 40 men working an average of 48 hours a week were \$306.45, or an average of \$7.66 per week per man or of 16 cents per hour. The weekly earnings ranged from \$6 to \$9. The earnings of 20 men working 3 days were \$41.30, an average of \$2.07 per week or of 69 cents per day. The earnings of 60 men working 4 days in the week were \$332, or an average of \$5.53 per week or of \$1.38 per day. On a \$5 brand the earnings of 127 men working 4 days in the week were \$415, or \$3.27 per week or 82 cents per day. In these cases the average daily and hourly earnings appear lower owing to the fact that in many instances the men did not do their full complement of work.

In the manufacture of cigars the wages of 54 girls working as strippers for 48 hours in the week ranged between \$2 and \$3. The average earnings of the 54 were \$2.31 per week or somewhat less than 5 cents per hour.

Twenty-one men were employed at \$2 per day as leaf classers (selectors of wrappers for the cigars). The total earnings of these during the week were \$215, amounting thus to \$5.18 per week per man. Two foremen together earned \$29.50 per week and 2 clerks earned together \$29.50 per week.

On the cigarette machines 8 men earned \$99.59 for 48 hours' work, an average of \$12.45 per week, or 26 cents per hour.

In making cigarette shells 17 men, paid at the rate of 15 cents per thousand, working about 40 hours per week, earned \$81.18. These aggregate earnings, however, like many of those previously mentioned, give a lower average than the true one, since in some cases men who are carried on the rolls work only a day or a fraction of a day. Thus, of the 17 men working at a uniform rate and earning \$81.18 in all, 15 made \$80, or an average of \$5.33, while the remaining 2 made only \$1.18, or an average of 59 cents for the week.

At the work of packing cigarettes 34 men, working an average of 40 hours, earned \$243.80, an average of \$7.17 per week.

At the leaf process 3 men earned 90 cents per day, 1 earned \$1.25 per day, and 4 men earned 50 cents per day. The average for these 8 men was thus 74 $\frac{3}{4}$ cents for each day worked. The average earnings of the 8 men for the week were \$4.49.

In warehouse labor 13 men, working at \$1 a day, earned during the week \$62.25, or an average of \$4.79 each.

An average of \$1.59 each per day was earned by 3 carpenters working 2 $\frac{1}{2}$ days.

The foreman of the warehouse earned \$20 per week; the foreman of the boiler room, \$20 per week; the fireman, \$12 per week; the foreman of the cigarette department, \$12 per week, and the cart driver and the watchman each \$7 per week.

COTTON GINNING.

This is a new industry and is of no great importance. Wage data were obtained for the only establishment in operation. The rates of wages for the laborers range from 40 to 60 cents, the average wages being under 50 cents a day for an 8-hour day.

There is probably a considerable future in store for the industry of cotton growing. While cotton as yet has not been grown to any extent, that which has been produced is of an extremely good quality, equaling, it is claimed, the famous Sea Island cotton of the United States. The cotton which has been raised so far has been shipped to Manchester, England.

DRESSMAKING.

In the small establishment from which a wage report was obtained the work was performed for American customers. The rate of pay was 25 cents per day, with two meals of an estimated value of 20 cents per day. Dressmaking, especially for native customers, is frequently done in the houses of the customers. Many of the dressmakers work alone, and most of those who work in common share profits. Much of the dressmaking and of the general needlework of the Porto Ricans is excellent.

FOUNDRIES AND MACHINE SHOPS.

The foundries and machine shops of the island are few in number and small in size. They do practically no direct manufacturing and are largely confined to the repair of machinery. These machine shops are extremely primitive, although the character of the work they turn out is not of a low grade.

FRUIT CANNING.

At the present time two fruit-canning establishments exist on the island, as the result of the development of pineapple culture. Both of these were investigated, but wage data were obtained for only one. These canneries are in operation only during the season, which does not last over five months. About 95 per cent of the labor is unskilled. In the fruit-canning establishment in the city of Mayaguez the laborers (not counting those engaged in specialized occupations) included 50 men, 6 boys, and 80 women and girls. The daily wages of the men ranged from 30 to 50 cents and averaged 44 cents, while the wages of the boys and women were uniformly 25 cents per day. In view of the fact that this employment lasted only five months and that the wages were paid for 10 hours of intense and rapid labor, the wages paid furnish a fair indication of the rates received by unskilled workers in Mayaguez. There was no difficulty experienced by the manager in obtaining a sufficient number of workmen and workwomen at this price.

Both the men and the women employed in the canning of pineapples showed great rapidity and expertness in the operation. The work was carried on quite as well as in an American establishment. This was true of both of the establishments of the island. On account of the difficulty of securing the necessary pineapples the establishment for which no report was secured was working only part of the time.

LAUNDRY WORK.

Most of the laundry work is done by women washing on the banks of rivers or streams or in their own houses. There are two steam laundries in San Juan, but both are small. The female machine hands in the San Juan establishment for which a report was obtained received 5 cents an hour for 10 hours a day.

MACARONI MANUFACTURING.

A report was obtained for one macaroni factory, situated in San Juan. The factory works 6 days a week and 8 hours a day. Three-fourths of the employees were women, earning 40 cents a day.

MUNICIPAL WORK.

The municipalities of Porto Rico employ a small number of workmen for public work. These positions are eagerly sought, but the wages do not appear to be higher than in ordinary private work. Thus the municipality of San Juan pays the majority of its carpenters \$1.75; its carpenters' helpers 50 to 75 cents, the average rate for carpenters' helpers being about 73 cents a day. The masons receive \$1.75 and the masons' helpers 50 cents a day. The largest group of employees is that of the street sweepers, who are paid only 50 cents a day for an 8-hour day.

PLANING MILLS.

The wages of carpenters in the planing mills range from \$1.25 to \$1.75 per day. Unskilled labor is paid from 60 cents to 90 cents per day. The lumber used is Georgia and Florida pine. No native woods are used in the planing mills.

PRINTING AND PUBLISHING.

The printing and publishing establishments of the island are small. The rates of pay for newspaper compositors range from \$3 to \$9 per week, the average rate being under \$6. There are a few engravers employed earning from \$16 to \$18 per week.

SHOEMAKING.

Most of the shoemakers work individually and make their contracts directly with the customers. When the proprietor employs assistants he usually does the cutting and leaves the rest of the work to be done by his assistants. All the establishments were small. No machinery is used, the work being carried on by the simplest tools. Where the establishment is relatively large, as in a shop in Ponce which employs 14 shoemakers, the pay is by the pair of completed shoes.

STREET RAILWAYS AND ELECTRIC LIGHTING.

There are only three small street-car lines in the island—one in San Juan, one in Ponce, and a very small line in Mayaguez. Reports were obtained for those using electricity, these lines being situated in San Juan and Ponce. The number of men employed was extremely small. The pay of conductors ranged from 91 cents to \$1.23½ per day, and the motormen received from 82 cents to \$1.15 per day.

ROAD REPAIRING.

In June, 1905, 166 employees, including 2 boys, were employed by the insular board of public works. Of these 164 are classified as laborers. The wages of 154 men reported as employed by the board

of public works in the repairing of works varied from 40 cents to 75 cents a day. The average rate was 46 cents per day. The men work 8 hours per day and 6 days per week when there is sufficient work for them.

A considerable portion of the road repairing is done by contract. The prices paid to the laborers are, as a rule, not above the current rates prevailing in the region. Wages paid are somewhat lower in the mountain districts than near the coast, and it is, moreover, easier to obtain laborers in these regions than in the lowlands, owing to the great surplus of labor.

TAILORS.

Like the shoemakers and seamstresses, the tailors usually work for individual customers and do not receive their pay in day wages. There are, however, a few small establishments in which the men are paid by the day.

TELEGRAPH.

The telegraph service of the island is under the insular government. This department has grown considerably since the arrival of the Americans. New lines have been built to various parts of the country and at the present time the island is covered with a network of wires.

There are 9 American operators, including a chief operator, whose salaries range from \$900 to \$1,080 per year, and there are employed 48 native operators whose salaries range from \$480 to \$900. The average pay for the Porto Rican operators is \$598, and for all operators is \$642. Other employees are 14 messengers and 10 linemen. Of the linemen 9 receive \$480 a year and 1 receives \$720.

CAUSES OF LOW WAGES IN PORTO RICO.

The chief cause of the low wages in Porto Rico is the excessive population of the island. The supply of labor appears to be in excess of the demand, and while in certain places, for limited periods, it may be difficult to obtain labor at low wages, the normal condition is one of a body of workmen attempting to secure positions which are insufficient in number. The rapid growth of the population has tended constantly to force wages down, and under present conditions of increase there seems little probability of any great permanent improvement in the conditions of the working classes.^(*)

^{*} The density of population (264 per square mile) is greater in Porto Rico than in Jamaica and much greater than in Cuba or Haiti. It is, however, much smaller than in some of the crowded little islands of the West Indies. Thus Barbados, with an area of 166 square miles, has a population of 197,792, or a density of 1,192 per square mile, and the Windward Islands, with an area of 499 square miles, have a density of 335 to the square mile. The density of population of Jamaica (and Turks Island) is 183, the area being 4,373 square miles and the population 800,685. (See Statesman's Yearbook, 1905, p. xxvi.)

This increase, which still continues despite the present density of the population, has been marked during the entire period of 140 years for which official statistics are available. In 1765 the population was only 45,000; by 1800 it had increased to 155,000; by 1832, to 330,000; by 1860, to 583,000, and by 1899, to 953,000. The decennial rate of increase, while large, appears to be declining. From a perhaps apocryphal, though officially noted, increase of 57 per cent from 1765 to 1775, the rate of increase has declined with more or less regularity to a decennial increase of 16 per cent in the period from 1887 to 1899. This latter increase, which is slightly greater than that for the quarter of a century immediately preceding, may be due, to a certain extent, to a more careful enumeration at the last census. But this rate of increase is smaller than that in the United States during the period from 1890 to 1900. This increase in Porto Rico, however, took place despite a very high death rate, and is all the more remarkable in view of the fact that the population is already very dense.

This rapid increase, moreover, unlike that in the United States, is to be attributed almost entirely to an excess of births over deaths and not, as in the United States, to an excess of immigrants over emigrants. As is shown later, the immigration to Porto Rico is inconsiderable. The census of 1899 showed that only 1.5 per cent of the population were born outside of the island, and of this number 55 per cent were Spanish and 11 per cent were from Spanish America. This proportion of foreign born is much less than in the United States and only one-seventh as great as in Cuba.

The rapid increase in the population may better be understood when the marital and sexual relations of the population are studied. The marital relation in large sections of the Porto Rican population is transitory and unsteady. A considerable portion of the people live in what may be called sexual promiscuity, while another large number of men and women live together by mutual consent, without legally binding ties and often only for a short period.

These facts are brought out clearly, though not exactly, by the census enumeration of 1899. The census of that year shows that of the entire population 69.7 per cent were single, 16.6 per cent were married, 8.8 per cent were living together in more or less permanent sexual relations by mutual consent, and 4.9 per cent were widowed. This proportion of single persons, even excluding those living together by mutual consent but unmarried, is enormous. Of the population 15 years of age or over, 45.9 per cent were single persons (excluding those living together by mutual consent, but unmarried), while including persons living together by mutual consent the proportion was 61.7 per cent. When it is recalled that the percentage for Hungary, Mexico, France, Italy, Denmark, the United States,

Germany, England and Wales, Austria, Sweden, the Netherlands, Switzerland, and Belgium varied between 23.2 and 43.9 per cent (^a) the exceedingly large number of single persons in the island will be appreciated. It seems probable, indeed, that the percentage of those living together by mutual consent is even greater than that actually given above and that many of the persons reported as married are actually merely joined together in more or less permanent extramarital relationships.

Even on the face of these statistics there are 53 people in these loose unions for every 100 persons who are married. The proportion of consensual unions to marriages appears to be rather greater in the cities than in the rest of the country, and greater also in the less settled regions of the eastern than in the more highly developed western part of the island. Thus, while in Aguadilla there were only 26 persons living together by mutual consent to every 100 persons legally married, in Humacao, which represents the less-developed regions of the east, there are 91 people living together by mutual consent to every 100 legally married. These loose consensual unions are also more common among the colored than among the native white population. For every 100 native white married persons there are 37 persons living together by mutual consent; while for every 100 married colored persons there are 98 colored persons living together by mutual consent, or almost an equal number.

This state of affairs is reflected largely in the percentage of illegitimate children. The census of 1899 gives a total illegitimate population of 148,605. These figures, however, are probably less than the actual number. The illegitimate population among the colored people is very much larger than among the whites, only slightly over 11 per cent of the native whites being returned as illegitimate, as compared with over 22 per cent of the colored people.

It must not be supposed that all, or even the majority of the consensual unions, or unions of persons living together without the sanction of the State, are necessarily temporary. Many of these loose unions resulted, as in Cuba and in other Spanish-American countries, from the fact that formerly the expenses attaching to a religious marriage, while not excessive according to an American standard, were sufficiently great to cause many persons to dispense with the ceremony. These unions were not considered legally binding, nor the issue from them legitimate, but in very many cases the persons were literally unable to raise the money required to pay for the marriage.

There can be no doubt, however, that a very large percentage of these unions were and still are temporary. There are still many persons

^a These figures for other countries are only approximate, since they do not always refer to the same year nor always to exactly the same age.

in Porto Rico who change from wife to wife with cheerful alacrity. In many cases a woman in one part of the town may be supporting three or four or five children, while the children's father, with whom she was formerly joined, is living in consensual union with some other woman. The effect of these unions is to render the man entering into them reckless, both as to the union itself, the number of resulting children, and the frequency with which he changes wives.

Since the American occupation, these conditions have very materially improved. It is now possible to marry civilly without any religious sanction, and the fees demanded by the church for the religious ceremony have been reduced to such a point that they no longer constitute a serious obstacle to marriage. Moreover, and more important still, the mere fact of a man entering into a consensual union with a woman now gives to her the right to demand support both for herself and her children, and to insist upon his entering upon a fixed marriage relation. So great, however, is the poverty of the population that the legal fee of \$1, which is ordinarily required, still acts as an effective hindrance to marriage with many people who are living together in extramarital relations.

The percentage of marriages is probably increasing, and the relationship between the sexes is gradually being placed upon a better basis, upon a basis, moreover, which safeguards to a great extent the position of the woman. It can not be expected that in a country in which the standard of living is as low as in Porto Rico any serious restraint will, for a considerable time, be placed upon many of those entering into conjugal or quasi-conjugal relations. The relations in this respect are extremely primitive and naive, and this fact is reflected in the very high birth rate which prevails.^(e)

The extremely low cost of living, especially in the rural districts, makes the expenses attendant upon rearing children up to the time when they are able to work so low that sexual relationships are entered into without the most casual consideration of the ability of the newly joined couples to support the offspring of the union. When it is recalled that many families enter into this informal, although often permanent, wedlock without the dollar necessary to pay for the marriage certificate, it can readily be understood that the rearing of a family is a responsibility which does not weigh heavily.

The conclusion that the birth rate in Porto Rico is extremely high is borne out by an analysis of the statistics presented in the Census

^e This high birth rate is perfectly evident from a consideration of certain factors, including the imperfect mortality statistics and the increase of population between successive census enumerations. It is thoroughly concealed, however, by official statistics of births, which are admittedly defective.

Report for 1899. The estimate of the census is that the annual death rate is not much less than 40 per thousand and that the birth rate is considerably in excess of this; and it seems to be borne out by the facts as well as by an intelligent interpretation of the official figures.^a)

The increase in the laboring population of Porto Rico is but little affected, either by immigration or emigration. The population of foreign birth is small, amounting to only 1.5 per cent of the total. Of these immigrants, the largest percentage are from Spain and Spanish America. Upon the conclusion of peace, a certain number of Spaniards left the island and a certain number of Americans entered it; but since that time the immigration of Spaniards has more than made up for the exodus after 1898.

The emigration is also slight. The population of Porto Rico is singularly immobile, and there is comparatively slight movement even from village to village, to say nothing of from the island to foreign countries. The standard of living is so low that sentimental attractions and sheer inertia tend to hold the population in their native villages even when the opportunities for work are better a dozen miles away. There appears to be no prospect whatever of any considerable migration, either now or hereafter, from the island to the continent of America.

After the hurricane of 1899 there was great distress, and in consequence a certain migration from Porto Rico to Hawaii and Cuba was induced by agents. There was demand for labor in the sugar fields of Hawaii and in the iron mines of Cuba. Several thousand emigrants were shipped to Hawaii, many of them without any property whatever, except the clothes on their backs. The success of this experiment was by no means great. A large proportion of the emigrants arrived in too enfeebled a condition and were found to be too unused to their new work to insure success. The change in their environment and the resulting homesickness caused much discontent among them, and many of them found means to return to Porto Rico.

EFFICIENCY AND COST OF LABOR.

While the wages of Porto Rican labor are low as compared with wages in the United States, or even in most of the western countries of Europe, the efficiency of the workman is so much less that the cost of performing any particular piece of work is not always lower there than in the United States. No statistics have been collected by which the difference can be accurately gauged, and the testimony of many of the employers is so vague as to be entirely inconclusive.

^a For an analysis of these figures see the Report on the Census of Porto Rico, 1899, pp. 112 to 117, inclusive.

It is commonly stated that the unskilled workers on the plantations are so much below the agricultural laborers in the United States in efficiency that it actually costs more to perform a certain amount of work than it would in the United States. The general testimony, however, is to the effect that the labor, while less efficient than corresponding unskilled labor in the United States, is nevertheless cheaper, owing to the extremely low rates of wages. In certain industries this can be clearly shown. In the manufacture of cigars, for instance, the somewhat smaller efficiency of the Porto Rican workman is more than counterbalanced by the lower wages, with the result that it costs less to manufacture cigars on the island and import them to the United States than to manufacture them here.

Much of the inefficiency of the Porto Rican workman is due to the climate. While the heat is never as great as on the most sultry and sweltering days in the cities of our Atlantic coast, still the warm, humid atmosphere of Porto Rico is enervating. Americans who arrive in Porto Rico from the United States find that their ability to work is very much less than it was at home. The conditions appear to be somewhat better on the southern coast of the island, where the atmosphere is less humid. Even there, however, it is by no means as easy to do a full day's work as in the more temperate parts of the United States.

Another cause of the comparative inefficiency of the Porto Rican workingman is the disease of anemia. A very large proportion of the rural population of Porto Rico suffers from this disease, which attacks the red corpuscles of the blood and renders breathing difficult, and continued and severe labor almost impossible. Many of these anemics work—when they do work—in an extremely listless manner and after two or three hours of exertion are completely exhausted.

The average Porto Rican is of shorter stature and of slighter build than the average American, and his strength is considerably less. Despite his small stature the Porto Rican workingman seems to possess a fair amount of endurance. Many of the plantation owners agree in stating that the men work with a very fair degree of perseverance and endurance. This is more to be wondered at in view of the climate, the prevalence of anemia, and the general under-feeding of the population. It is perhaps to be accounted for partly by the temperance of the Porto Rican.

The negroes appear to be considerably stronger than the persons of white or mixed blood, and their endurance and capacity for continued work are considerably in excess of those of the white population. The inhabitants of the coast lands also appear to be stronger than the highlanders, who consist, to a large extent, of white persons

and of anemics. The stevedores in San Juan, Ponce, and other cities, working by the piece, are very energetic men and certainly accomplish feats of great strength. In some of the sugar mills the men, mostly blacks, carry on the head bags of sugar weighing 300 pounds. Despite the weight and the excessive rapidity of the work these men do not appear to suffer unduly from it. The work on the sugar plantations, lasting as it does from sunrise to sunset, and performed in the full glare of the sun, requires great strength and endurance.

The great mass of Porto Rican labor is unskilled. Even in these occupations, however, the Porto Rican displays far less skill and intelligence than the ordinary unskilled worker in the United States. There is frequently a listlessness about his work and a lack of interest and forethought which precludes the possibility of intelligent application. It is the common complaint of landowners that they can not trust their employees to display any intelligence or skill in carrying out orders. They also show a great lack of ingenuity and resourcefulness. They work largely as their fathers before them worked and as before them their grandfathers and great-grandfathers.

It is this fact, among others, that tends to make Porto Rican unskilled labor, like unskilled labor in all countries, expensive. It is necessary, except in the smallest forms of piecework, to have constantly present an overseer or foreman to direct the work and prevent idling and soldiering. There has resulted from this a tendency, especially since the American occupation, to give out work under the contract system and to give up as far as possible the payment of day wages. The general system now prevailing on sugar plantations is to pay a small contractor a certain sum for ditching, for planting, or for any of the other agricultural processes and allow him to employ the peons on such terms as he thinks proper.

General listlessness is perhaps the most characteristic feature of Porto Rican labor. The general relation between the employer and employee in Porto Rico is one of a blind, unthinking, and unreasoning submissiveness on the part of the peon, who is ordered about at will by a foreman. Under such conditions there is no call for and little evidence of initiative on the part of the individual workingman, who simply does as he is told to the extent of his somewhat limited capacity.

The Porto Rican laborer has the reputation of being extremely lazy, but it is probable that his reputation in this respect is somewhat worse than he deserves. It is frequently alleged by large planters that they do not pay their workmen any higher wages, because if they did the men would work a fewer number of days. It is claimed that the men who earn 50 cents a day for 6 days would not work over 4 days if the rate was raised to 75 cents a day. This assertion, which

is made by the Porto Rican employer, as it was made by the English employer two centuries ago, must be taken for what it is worth, although it might be suggested that the experiment has not often been tried. What does appear to be true is that the Porto Rican is fairly constant in his employment and works with a fair degree of regularity. On many of the plantations the testimony is that workmen return with a fair degree of regularity to their work and accept all the employment offered to them. In a majority of cases, on the other hand, the failure to work regularly throughout the week is attributed to the conditions of the industry and to the fact that the employer can not use the men. In the coffee districts, for instance, large numbers of men are left unemployed at the end of each crop, and during the season there is no work for the men when it rains. It is quite the truth that when the ordinary peon earns more than usual he is likely to spend it in gambling, but it has not been demonstrated that in Porto Rico an increase in wages would mean a proportional reduction in the number of working days.

SUPERVISION OF LABOR.

Much of the alleged inefficiency of Porto Rican labor has been due to the unintelligent manner in which it has been directed. The product of the work of a given number of men has not been as great in some industries in Porto Rico as it would be in the United States, owing to the fact that the workingmen have not been organized by their employers in the proper manner. The planters, as a rule, are not scientific agriculturists. The contempt for work of any sort which prevailed during Spanish times caused the plantations to fall into the hands of men who were not particularly interested in the administration of their estates. They did not study the best methods of culture and they failed to fertilize their land and to keep pace with advances in agricultural chemistry and the manufacture of agricultural machinery. Moreover, the planters as a rule were not wise enough to reinvest a portion of their profits in improved machinery and appliances. In good times there was a tendency to spend the large profits for purposes unconnected with the improvement of the business, and in bad times it was necessary to borrow money at high rates of interest for the purpose of carrying on the estates. Money lending in Porto Rico is almost entirely in the hands of the Spanish or "Peninsulars." The rate of interest for first mortgages has ranged from 8 to 12 per cent and even more, and for second mortgages it has been as high as 2 per cent a month. Many of the estates are hopelessly mortgaged and many of the coffee properties, especially since the cyclone of 1899, are mortgaged for an amount in excess of

their present selling value. In fact, in Porto Rico we find the anomalous situation of many planters cultivating in a more or less half-hearted way properties in which they have long since ceased to have any equity whatever, while on the other hand the real owners, the men who have advanced the money, do not foreclose because they do not want to be burdened with the control. On many estates practically the entire profits are diverted from the cultivator to the Spanish money lender, who may reside on the island but who usually lives in Spain.

To this state of affairs is partly due the low wages and the irregular employment in many parts of the coffee districts. The small equity which the planter holds in the estate which he cultivates does not permit him to pay any higher wages, and the poverty of the planter frequently prevents him from making the outlays necessary for the proper cultivation of his land. It is not unusual to find coffee estates in the hands of Porto Ricans employing only one-third as many men as they employed a dozen years ago.

At the present time the passing of lands from native to American control has tended to increase both wages and the demand for labor. The practically unlimited demand in the United States for certain Porto Rican products, especially sugar, tobacco, and fruits, would mean a far better utilization of the land and a far more effective organization of the workers if the necessary capital and the requisite intelligent direction of labor were present.

The increased effectiveness of labor as a result of the investment of capital and the more intelligent direction and economy of labor is evidenced by the change from the small obsolescent sugar mills of Spanish days to the great centrals of the present time, with their improved machinery, their more thorough division of labor, their rigid economy of work, and their far more effective organization. The output of sugar, both per ton of cane and per workman employed, has largely increased as a result of this improvement. The large mills, while paying higher wages than the smaller mills, are able to save a considerable amount of labor and make a profit far greater than was possible under the old conditions. Since the American occupation there are certain indications of a more scientific and better adjustment of the work of the employers, due largely to the incoming of new blood and new ideas. In the sugar industry, in the cultivation of fruits, and in the manufacture of cigars, the opportunities for labor have increased and the labor employed has, on the whole, been somewhat better organized. Moreover, there is a tendency, which is small but perceptible, for Porto Ricans to learn American methods of business. The majority of Porto Rican youths sent to America to secure an education still devote themselves to law and medicine, but as time goes on

it is probable that a constantly increasing number will devote themselves to the study of agriculture, technology, and business methods. Moreover, under American domination, it appears that the former prejudice of the planters against labor or even the personal supervision of labor is weakening.

COMPETITION OF PORTO RICAN WITH FOREIGN LABOR.

The competition of the labor of one country with that of another may be either direct or indirect. Direct competition takes place in the form of direct importation or exportation of workmen. Thus the London waiters are in direct competition with persons of the same occupation in Germany, Switzerland, and France, since German, French, and Swiss waiters can be and are directly imported into England and there is a constant importation and exportation of foreign and English waiters. The more usual form of competition between workmen is, however, that of products.

Porto Rican labor is less directly in competition with that of other countries than is usually the case. The direct competition is comparatively slight. The immigration laws of the United States are enforced for Porto Rico, and these laws, especially as regards the importation of contract laborers, are maintained rigidly. Despite the fact that the wages in some of the neighboring islands, notably in St. Thomas, are even lower than in Porto Rico, there is very little immigration. The emigration is also slight. The movement of Porto Rican workmen to the United States may be practically disregarded. It is doubtful whether such workingmen, ignorant of the language and unused to temperate climes, would be successful in their competition with immigrants from Italy, Poland, and other countries of Europe. Moreover, the poverty of the island is such that only a very small proportion of the workingmen would be able to raise the \$20 necessary to pay for a steerage passage to New York. There is a slight movement from the western part of the island to the plantations of Santo Domingo, which is separated from Porto Rico by a strait only 60 or 70 miles in width. This emigration, however, is so slight that it may be assumed for all practical purposes that the laboring population of the island is constant, without immigration or emigration, and that there is no direct competition of labor with foreign countries.

Indirect competition of Porto Rico with foreign countries is also small. The island is under the American protective tariff, and while the revenues derived from direct importation go to the insular instead of the Federal treasury, the competition, as regards the exclusion of products of foreign manufacture, is exactly the same as

in the United States. Most of the industries of Porto Rico are not strictly competitive. The competition of the Porto Rican sugar growers with the growers of Cuba, Haiti, Java, and continental countries does not affect in any direct manner the wages or conditions of work of the mass of sugar laborers. The inclusion of Porto Rico within the American customs union gives to Porto Rican sugar a substantial advantage over foreign sugar, which must pay a customs duty. The same is true of Porto Rican tobacco and fruits in the markets of the United States. The workmen employed in transportation, both railroad and street railway, the dock laborers, and others are beyond the reach of any possible competition. The coffee industry is in constant and direct competition with the same industry in Brazil and other countries, and it is probable that this competition is felt in a measurable degree by the workingman through the prosperity or decadence of the industry. In none of these industries is there any appreciable competition between the laborer of Porto Rico and the laborer of the United States.

In certain forms of manufacturing which, however, are not of great importance to the island the competition is more severe. There is a clear case of competition between the products of the cigar makers of Porto Rico and of the cigar makers of the continent of America, to the disadvantage, on the whole, of the latter. The cigars manufactured by the Porto Ricans are for the American market, and the transference of factories from the United States to Porto Rico or the starting of factories in Porto Rico for the American trade constitutes naturally a direct competition between the cigar makers of the two countries.

In the smaller manufacturing industries there is also competition between the labor of the two countries based on a competition between the products. A number of small trades formerly existing in Porto Rico have suffered considerably from the competition with the United States, and seem doomed to disappearance. The carpenters of Porto Rico formerly manufactured tables and other articles of furniture. They manufactured them by processes elsewhere obsolete, and the products were both crude and expensive. The free introduction of articles made with dearer labor, but by more advanced and finished methods has largely destroyed the Porto Rican industry. The same is true to a considerable extent of other smaller trades. The manufacture of hats and of shoes, and the work of blacksmiths, etc., have suffered in this manner. This competition, with its ruinous effect on the primitive industries of Porto Rico, existed before the American invasion, but the conditions have been accentuated and aggravated since that event. What has occurred is similar to the development of these industries in all parts of the world where direct competition with the factory has destroyed the former manufacture under crude

hand methods. In these industries there has been a growing inability to secure work, a reduction in the earning power of the workmen, a practical destruction of a slowly acquired efficiency, and a limitation of the work of the men who formerly manufactured to the mere doing of repair work.

WAGES AND SAVING.

The amount of saving among the workmen of Porto Rico may be practically disregarded. In the first place, wages are too low to admit of any extensive saving. With the wages prevailing, especially in the coffee districts, it is more wise to spend than to save. In some parts of the island in recent years the earnings of the family have not been sufficient to maintain the workingman in a state of industrial efficiency. The best investment of the meager earnings of the workman in these districts is in food and drink, and anything like saving would be unwise and almost criminal, if it were not impossible. In the sugar districts on the coast it might be possible to save small sums of money, but under present conditions the habit of the Porto Rican of not saving seems perfectly justified in view of the narrow margin between wages and the cost of mere subsistence.

Even if wages were higher, it is doubtful whether for many years to come there would be any extensive saving. The cost of maintaining the working population in a state of industrial efficiency, not to say of establishing a reasonable or high standard of living, is so far above the normal rate of wages existing in the island that it may be said, broadly, that the need of the workingman is not saving but spending upon articles of consumption that will benefit him. The expenditure of the meager earnings of the workman, however, is often extremely injudicious. While, as has been before stated, there is no large expenditure of money for spirituous liquors, and but little drunkenness, an unduly large part of the earnings of the workman in many parts of the island goes to a wasteful form of expenditure, namely, gambling.

Even if there were a possibility of saving, there are at present no adequate facilities for taking care of the earnings of the workingman. While a few savings banks exist in some of the towns, their clients are not primarily the working classes, and in the country no facilities whatever are to be found for investing or safeguarding earnings which are saved. In occasional instances where the workmen do acquire a small sum in advance, the custom appears to be to leave it with the foreman of the plantation until some feast day, when it is drawn out and expended.

PRICES AND THE COST OF LIVING.

The cost of living of the Porto Rican workingman can not be given in statistical form. It was found impossible to secure family budgets of any sort or description. Even the more intelligent of the Porto Rican workingmen do not keep anything faintly resembling household accounts. Expenditure in practically all cases exactly balances income. The great mass of the working class—certainly not less than 99 per cent—consume every month the earnings for that month.

It can be said with approximate, if not exact, truth that the working classes of Porto Rico do not save at all. There is no cold weather for which preparation in the form of saving must be made, and there are no extraordinary expenses which must be met. According to the opinion of the ordinary peon, there is nothing to save for.

The expenditure is very largely concentrated upon food. The expenditure for housing, except in the large cities, is comparatively small, and in the country districts it may be practically disregarded. The expenditure for clothing forms only an inconsiderable element in the cost of living of the country peon. No fuel is required for heating, and the cost of fuel for cooking does not constitute a considerable element in the budget. There are no expenditures for direct taxes. The amount of money devoted to the maintenance of religious, charitable, and other societies may be entirely disregarded. No money is expended on books, since the great mass of the population are illiterate; and even newspapers, which cost only 1 or 2 cents, are not bought to any extent by the rural population. The expenditure, therefore, is practically narrowed down to a wasteful spending for gambling and an economical spending for food and drink.

The impoverishing effect of gambling among the Porto Ricans has perhaps been somewhat exaggerated. The gambling spirit is rampant, and the Porto Rican peon is, in the great majority of cases, an ardent gambler. Formerly a large part of this gambling took place about the cockpits, and although cockfighting is now contrary to law and has been largely banished from the cities, the practice still prevails, more or less surreptitiously, in the country districts.

So widespread is the spirit of gambling that it may almost be said to take the place which in other countries is taken by saving. The Porto Rican gambles with what he saves from his food and eats what remains after gambling. It is, of course, impossible to gauge with any measure of accuracy the extent of this expenditure for gambling, but from personal observation and from the testimony of many capable observers gambling in some degree is almost universal.

A disproportionately large fraction of the small earnings of the Porto Rican workingman goes to food and drink. The latter item is not very important. The Porto Rican is singularly temperate and his consumption of alcoholic beverages is small. While the juice of the sugar cane, in the form of a drink called "guarapo," and also rum are drunk, the quantities consumed do not appear to be very great. It is extremely unusual to see a drunken Porto Rican upon the streets or highways, and during this investigation only one native was seen who was obviously under the influence of liquor. When one compares the drinking of the Porto Rican with that of the Mexican the temperance of the former appears extraordinary. This holds equally true when the temperance of the Porto Rican is compared with that of the Englishman, the German, or the American.

The selection of foods by the Porto Rican is determined greatly by relative cheapness. The peon attempts instinctively to satisfy his physiological needs by such articles, native and foreign, as will give the elements required at the least possible cost. The warmer climate probably necessitates a smaller consumption of food. It seems probable that the earnings of the majority of the workers throughout the coffee districts during the last few years have amounted to considerably less than \$100 per year per family. With such a restricted income the greatest amount of economy is essential in order to secure sufficient nutritive food.

A large proportion of the food consumed by the poor of Porto Rico is of foreign origin. The place ordinarily taken by meat in the diet of the European workingman is in Porto Rico very largely occupied by dry, salt codfish. This codfish, which is one of the principal articles of import, is obtained from Nova Scotia, and is consumed every day in small quantities by the great mass of the Porto Rican population. Rice, which is consumed in large quantities, is imported from the United States; probably most of the beans consumed are of Porto Rican growth. The bread in Porto Rico is made from American flour. It can therefore be stated that a considerable portion of the articles entering into the daily consumption of a Porto Rican workingman comes from foreign countries.

This dependence upon foreign countries for many of the chief articles of food, which at first appears striking in view of the fact that the island is essentially agricultural, is to be explained by the nature of its agriculture. The Porto Ricans are principally engaged in the raising of money crops, such as sugar, coffee, and tobacco. The condition of the island as regards both the raising of money crops and the indebtedness of the planters to merchants demanding money payments is not unlike that of the Southern cotton-raising States, especially before the civil war, when these States drew upon the West for huge quantities of corn, although they themselves were

capable of raising it. The declaration of free trade between the United States and Porto Rico renders the leading articles imported for consumption comparatively cheap in the island.

The articles entering into the usual Porto Rican diet differ largely in the city and in the country and differ also as between the coast and the highlands. In the cities the diet seems to be made up chiefly of dried, salt codfish, beans of various sorts, rice, bread, etc. Milk is scarce and is seldom used. Butter, which is imported principally from Denmark and sells for 30 cents a half pound, is far beyond the reach of the Porto Rican workingman. Bread, which is made from American flour, retails for about 5 cents a pound and forms a large part of the diet of the workingman. Beans and rice are used in especially large quantities and are cooked together with the codfish, making a not unsavory mess. Coffee is in very general use, and the lower grades of sugar are also consumed. Bananas and plantains are consumed in large quantities, although not nearly to the same extent as in the country districts. Sweet potatoes, which are rather large and coarse, are used, as is also the yautia, a tuber not unlike the potato, but with a rather sweetish taste not usually appreciated by the nonresident. Peas are eaten, and a number of other vegetables also, though in limited quantities. The principal fruit eaten is a small banana called the "guineo" and sometimes "lady finger." Mangoes are also eaten in many parts of the island. Oranges and pineapples, although cheap, do not appear to be largely consumed by the working classes, the banana being far cheaper than either of these. Yams are also eaten in considerable quantities.

The consumption of meat seems to be quite small. The cattle are lean, and in killing and preparing the flesh is stripped of every ounce of outside fat. The meat is eaten very shortly after the animal is killed, since in the absence of refrigerating facilities it would spoil within two or three days. As a consequence the beef is stringy and tough and, to Americans, unpalatable. The native Porto Ricans of the wealthier classes eat large quantities of meat, apparently more than the character of the climate and the nature of their work would warrant. To the poor workingman, however, meat is a rare luxury, so that it may be stated broadly that in Porto Rico the eating of meat is a distinct sign of a higher social position and greater wealth and is the hall-mark of economic superiority.

In the very small stores, which the working people patronize, articles of food are sold in very small quantities and not by weight or measure, but by the cent's worth. In order to ascertain accurately the prices paid in the case of such purchases, all the articles of food purchased by a workingman in the market in Ponce during a period of eight days were weighed and a careful record kept of

weight and price. The average prices paid per pound on these purchases are shown in the following table:

AVERAGE PRICES OF FOOD IN THE MARKET IN PONCE AS PURCHASED IN SMALL QUANTITIES BY THE WORKINGMAN, JUNE, 1905.

Article.	Cost per pound.	Article.	Cost per pound.
Aguacate (alligator pears).....	\$.064	Herbs.....	\$.014
Apia.....	.024	Mafafas.....	.005
Bananas (small).....	.084	Mamey.....	.007
Beans, red.....	.060	Mutton.....	.116
Beans, string.....	.032	Mutton chops.....	.150
Beef.....	.101	Onions.....	.089
Bread.....	.064	Palmilla.....	.042
Caimitos.....	.017	Papaya, green.....	.011
Carrots.....	.084	Pineapple.....	.021
Cheese.....	.320	Plantain.....	.018
Chickens.....	.194	Potatoes, sweet.....	.012
Codfish.....	.082	Potatoes, white.....	.020
Coffee.....	.160	Rice.....	.040
Corn.....	.019	Spinach.....	.021
Corn, ear.....	.018	Sugar, brown.....	.050
Corn, green.....	.017	Sweet peppers.....	.036
Cucumbers.....	.028	Tallote.....	.010
Eggplant.....	.025	Tomatoes.....	.042
Eggs (market).....	a .192	Vermicelli.....	.160
Eggs (store).....	a .240	Watercress.....	.088
Garlic.....	.107	Yams.....	.030
Gumbo.....	.055	Yautia, yellow.....	.023
Habas.....	.052	Yautia, white.....	.019
Ham.....	.160	Yucca.....	.009

a Per dozen.

In the country districts the imported articles are somewhat more expensive and are used to a less extent. On the other hand, the native products here form a larger part of the dietary of the peasant. To an almost unbelievable extent the masses of the rural population, especially in the mountainous districts, live on the banana. The banana is probably the most economical plant in the world, and in proportion to the land and labor required for its production gives the largest amount of nutriment.

With a little knowledge of the proper method of cultivating their land the Porto Ricans could live very much better without increased cost. An acre or two, or even the half acre around the peon's hut, which in many instances he is permitted to cultivate, would provide him with an amount of food of a varied character sufficient to round out his diet. At the present time corn is not consumed by the inhabitants to any considerable extent, and what is raised in the island has an unusually small ear and is hard and not liked. It is used almost entirely for feeding animals and not as food for persons. It would be quite possible to cultivate corn in large sections of the country, and a great number of vegetables could be raised in the neighborhood of the homes of the peons. What is needed more than anything else is to teach the natives the elements of agriculture. Without an impetus from the outside they will continue indefinitely to cultivate their patches in the present wasteful and unproductive way instead of

improving their diet list and general condition by the raising of other food products.

The situation with respect to the dietary of the Porto Rican may be summed up in the words of Dr. Azel Ames in his report on labor conditions in Porto Rico, published by the Department of Labor in its Bulletin of May, 1901. He says:

The food list of the rural wageworkers in Porto Rico is probably poorer than that of any equal body of people under so enlightened a government and located so near to the great granary and provision supply of the world. It barely includes the essential components to meet the physiological demands of the human system; but it is often interesting to observe how these demands will assert themselves and the individual seek food of a kind which, not especially liked, attractive, or cheap, he buys in response to the craving and claims of his physiological requirements.

Practically all observers have agreed that the diet of the Porto Rican peasant is insufficient. It has been demonstrated, says Dr. Francisco del Valle Atilés, in his book on *El Campesino Puertorriqueño*, that in the Tropics the people naturally prefer a simple diet, and can depend for their alimentation more largely upon vegetable foods than would be possible in the temperate zone. There is, however, no doubt in his mind that the *jibaro* (rustic) is ill fed. His food consists chiefly of rice, plantains, codfish, to some extent corn, to a slight extent milk, and a few native vegetables and fruits. His bread is almost invariably prepared badly, and meat is seldom eaten. As a result of defective alimentation, the general health of the population is extremely poor. Dr. del Valle Atilés goes in detail into the physiological and pathological consequences of the lack of nourishment of the Porto Rican peasant, and intimates that the industrial efficiency of the Porto Rican workman is materially and disadvantageously affected by this lack of nourishment. (e)

The cost of clothing in Porto Rico is very slight. Prices range about the same as in the United States, or perhaps a trifle higher, but the needs of the working people are extremely simple. The absence of cold precludes the use of overcoats and usually of coats and vests, and renders the wearing of outer or inner woolen garments not only useless but inadvisable. The well-to-do classes in the Porto Rican cities dress largely as they do in towns of the same size in the United States, though in lighter fabrics, and the skilled workmen also dress well though cheaply. The chief material used is cotton, which is imported from the United States and sold for a price slightly above that paid here. The prevailing color is white. Shoes and socks are almost universally worn by the skilled and even by many of the unskilled workers in the cities, as are also coats and straw hats.

^e Francisco del Valle Atilés. *El Campesino Puertorriqueño*. San Juan, 1889.

The great mass of the unskilled workers, however, dress with the utmost cheapness. This is especially true in the country districts, where the chief and often exclusive articles of apparel are a cotton shirt and a pair of cotton-duck trousers. As a rule no under-garment is worn and no coats are used, while shoes and socks are very unusual. Even where shoes are worn, socks are usually absent. There appears to be of late a considerable increase in the number of shoes used, and the time appears to be approaching when the possession and use of this article of apparel will become the mark of decency. This has already come to pass in the cities. The children even in the poorest districts of the cities hesitate to go to school unless they have shoes. In the country districts, however, this is not yet the case, and shoes for men and women, as for boys and girls, are the exception. Even where used their possession is considered a luxury rather than a comfort. It is not unusual to see a peon trudging along a dusty road carrying under his arm his precious pair of shoes, not to be put on until he has reached the outskirts of the town. The shoes are largely of American manufacture and of the cheapest grades, although a considerable number of shoes are made by hand on the island.

In many parts of the island, especially in the sugar districts and in the cities and towns, the habit of wearing an outer cotton coat is becoming more general. This is, however, still unusual, especially in the country districts and among the poorer classes of workingmen. The wardrobe of the poorer classes of Porto Ricans is as limited in extent as in variety. While the skilled workingmen as a rule possess several changes of garments, many of the unskilled workmen appear to own nothing but a week-day suit of shirt and trousers and a somewhat more elaborate Sunday suit. Many of them even dispense with the latter. A large section of the more unskilled workers live in the one suit of shirt and trousers day and night until it literally falls to pieces. The suits appear to last for a shorter time in the rain and heat of Porto Rico than they would in a drier and more temperate climate, and the numerous stores dealing in cotton duck appear to do a thriving business.

The hats of the poorer classes of the workmen of Porto Rico are made of the cheaper forms of straw or palm leaf. They are inexpensive and lasting.

WHOLESALE AND RETAIL PRICES.

In the following tables wholesale prices in Porto Rico are given for a series of articles, and an attempt has also been made to show wholesale prices in former years. A comparison of these former wholesale prices with present wholesale prices is difficult, owing to

the fact that not only has the currency changed, but the method of making sales. Formerly goods were sold to a larger extent on long credit than at the present time. The former system of selling goods to the planter contemplated paying for them either three or four months after the delivery of the goods, or upon the 31st of January, or at the close of the coffee season; but present wholesale prices are either upon thirty days' credit or for cash. Prior to the establishment of the gold standard, moreover, the value of the Porto Rican dollar or peso fluctuated violently, as is shown by the table on page 726.

The following table shows the wholesale cash prices in American currency in June, 1905:

WHOLESALE CASH PRICES OF COMMODITIES, JUNE, 1905.

Article.	Country of production.	Unit of quantity.	Price.
Baking powder	United States	100 lbs. (e)	\$6.75
Beef, jerked (<i>tasajo</i>)	Argentina	100 lbs.	9.00
Beer, Bohemia	United States	Barrel	9.00
Beer, Pabst	United States	Barrel	13.00
Candles, paraffin	United States	100 lbs.	7.50
Candles, tallow	United States	100 lbs.	14.00
Cement, Portland, Dragon	United States	Barrel	2.75
Codfish, superior	Nova Scotia	100 lbs.	7.50
Cooking pots, cast-iron (1, 2, and 5 gal.)	Germany	100 lbs.	4.50
Crackers, pilot	United States	Box	.85
Crackers, soda, Harris	United States	Box	.90
Epsom salts	Germany	100 lbs.	3.50
Flour, Perfecta	United States	Bag	5.90
Garlic	Spain	Bunch (100 bulbs)	.30
Grindstones	United States	100 lbs.	2.00
Ham, ordinary	United States	100 lbs.	9.00
Herring, smoked	United States	Box (6 to 8 lbs.)	.18
Hops	United States	100 lbs. (b)	25.00
Iron, galvanized, corrugated American	United States	100 lbs.	3.75
Iron, galvanized, corrugated English	England	100 lbs.	5.00
Iron, galvanized, plain English	England	100 lbs.	4.75
Kerosene, Diamant	United States	Case (10 gal.)	2.10
Kerosene, ordinary	United States	Case (10 gal.)	1.40
Lard, Unica	United States	100 lbs. (c)	8.50
Lard, Unica	United States	Case (d)	8.75
Lard, Unica	United States	Case (e)	9.00
Lard, Vencedora	United States	100 lbs. (c)	5.80
Lard, Volcan	United States	100 lbs. (c)	6.00
Macaroni	Porto Rico	100 lbs.	4.40
Matches, safety	Porto Rico	Case (1,440 boxes)	5.70
Oil, olive, Conradi	Spain	Box (80 lbs. net) (f)	12.00
Oil, olive, Conradi	Spain	Box (80 lbs. net) (g)	12.25
Peas	United States	100 lbs.	2.50
Pork, salt, short cuts, in brine	United States	Barrel (200 lbs.)	14.50
Potatoes, Irish	United States	100 lbs.	2.25
Rice, broken	United States	100 lbs.	2.75
Rice, good quality	United States	100 lbs.	3.00
Rice, Japanese, white	United States	100 lbs.	3.50
Rice, Japanese, yellow	United States	100 lbs.	3.25
Rice, large grain	United States	100 lbs.	3.25
Rope	United States	100 lbs.	10.00
Salt, native, rock	Porto Rico	100 lbs.	4.45
Sausage, Competitor	United States	100 lbs.	11.50
Soap, blue, Fairbanks	United States	Case (100 lbs. net)	4.30
Soap, blue, Fairbanks	United States	Case (50 lbs. net)	2.15
Soap, Fairy	United States	Case (100 cakes)	4.00
Soap, Rocamora	Spain	Case (100 lbs. net)	4.90
Sugar, granulated	United States	100 lbs.	6.75
Sugar, native, first class	Porto Rico	100 lbs.	4.40
Sugar, native, second class	Porto Rico	100 lbs.	4.25

a In cases of 20 one-pound packages.

b In packages of one pound each.

c In tierces.

d In cases of 4 to 10 cans.

e In cases of 20 cans.

f In cases of 4 cans each.

g In cases of 8 cans each.

In April, 1893, the following were the wholesale prices in provincial currency (about 70 per cent of American currency), with eight months' credit:

American flour, \$8.25 to \$8.75 per barrel.

Rice, \$4.75 per quintal. (The higher grade of rice; at that time low-grade rice similar to the cheaper American grades was not imported.)

Spanish soap, \$0.05½ per pound.

Oil, Spanish, \$0.11½ per pound.

Codfish, \$7.25 to \$7.50 per 100 pounds.

Lard, common, \$0.16 per pound (now \$0.07).

Salt, \$0.62½ per 100 pounds.

Native sugar, muscovado, \$0.04½ per pound.

Habana cigarettes, \$3.25 per 1,000.

Porto Rican cigarettes, \$1.75 to \$2 per 1,000.

Potatoes, \$3 per 100 pounds.

Macaroni, Spanish, \$0.08½ per pound.

Ham, American, \$0.23 per pound.

Rice, Japanese, \$0.05½ per pound.

Onions, \$0.05½ per pound.

Kerosene, \$0.30 per gallon.

Sardines, Spanish, \$0.85 per dozen tins.

Sausage, German, fancy, \$0.40 per pound.

Pork, American, \$0.16 per pound.

Chick peas, \$0.06½ per pound.

Candles, \$0.16 per pound.

In December, 1894, the wholesale prices in provincial currency (worth about 65 per cent of American currency) were as follows:

Codfish, \$0.07½ per pound.

Rice, \$0.047 per pound.

Onions, \$0.03 per pound.

Sugar, \$0.04 per pound.

Pork, \$0.18½ per pound.

Potatoes, \$0.04 per pound.

Kerosene oil, refined, \$0.45 per gallon.

Macaroni, \$0.10 per pound.

American flour, \$11.50 per sack.

Potatoes, \$3.75 per 100 pounds.

In November, 1897, the following wholesale prices prevailed in the seacoast towns of Porto Rico. These prices are in provincial currency, which at that time was worth about 60 per cent of American money. The prices are also credit prices, and involved on the average the payment about six months subsequent to the delivery of the goods,

Wheat flour, \$14.25 per barrel.

Cuban cigarettes, 270 for \$1.

Baking powder from the United States, \$0.12½ per pound.

Hams from the United States, \$0.18½ per pound.

Rice, \$0.0485 per pound.

Pork, \$0.14 per pound, in quantities less than a barrel.

Pork, \$0.13 per pound, in barrels of 200 pounds.

Codfish, \$0.06½ cents per pound.
 Rice, Spanish, \$0.05¼ per pound.
 Lard, pure, American, \$0.14 per pound.
 American sausage, \$0.36 per pound.
 Sugar, muscovado, \$0.03½ per pound.
 Galvanized iron, English, \$0.06 per pound.
 Spanish wine, \$0.65 per gallon.
 Spanish candles, \$0.16½ per pound.
 Olive oil, Spanish, \$13 a case of 100 pounds.
 Onions, \$0.05 per pound.

The retail prices of various commodities in several Porto Rican towns in 1905 are given in the following table:

RETAIL PRICES OF COMMODITIES, 1905.

Article.	Unit.	Retail price in—						
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
FOOD.								
Apples, evaporated, fancy	Pound.....							\$0.15
Baking powder, Royal....	Pound.....							.50
Bananas (guineos), small.	5.....	\$0.01						
Bananas (mafafas), large, coarse, for cooking.	100.....	.08						
Beans, canned, kidney, red.	2 lb. can....							.15
Beans, dry, lima, California.	Pound.....							.10
Beans, dry, white and red, American.	Pound.....			\$0.07				
Beans, dry, white and red, Porto Rican.	Pound.....	.02½	\$0.06	0.04— .05				
Beef, canned, corned, Libbey's.	1 lb. can....							.15
Beef, canned, dried, Armour's.	1 lb. can....							.30
Beef, canned, dried, Libbey's.	½ lb. can....							.15
Beef, canned, Irish stew, American.	1 lb. can....		.25					
Beef, canned, roast, Armour's best.	1 lb. can....							.15
Beef, dried (<i>tasajo</i>), Argentina.	Pound.....			.09				
Beef, fresh, ribs.....	Pound.....							.20
Beef, fresh, sirloin steak....	Pound.....							.24
Beets, canned, best.....	2½ lb. can....							.18
Butter, creamery, fresh, Armour's.	Pound.....							b .43½
Carrots, canned, second grade.	2 lb. can....							.12
Cheese, American.....	Pound.....		.20					.22
Chickens, roasters.....	Pound.....							.25
Coffee, first grade, green, Porto Rican.	Pound.....							c .16
Coffee, good, green, Porto Rican.	Pound.....		.15					
Coffee, second grade, green, Porto Rican.	Pound.....							d .14
Corn, canned, American..	1 lb. can....		10 to 15					
Corn, canned, best.....	2 lb. can....							.15
Corn, canned, medium....	2 lb. can....							.12
Corn meal, white or yellow fancy.	3½ lbs.....							.15
Crackers, soda, American.	Pound.....		.10					
Crackers, soda, Zephyr, 2½-lb. lot.	Pound.....							.12

a Price, January and February, 1905.

b 40 cents in January and March and 45 cents in February, 1905.

c 15 cents in January, 16 cents in February, and 17 cents in March, 1905.

d 13 cents in January, 14 cents in February, and 15 cents in March, 1905.

RETAIL PRICES OF COMMODITIES, 1905—Continued.

Article.	Unit.	Retail price in—						San Juan, Estab. No. 7 (Jan. to Mar.).
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	
Crackers, Uneeda biscuit	Package							\$0.06
Ducks, dressed	Pound							.25
Fish, canned, salmon, best.	1 lb. can							.20
Fish, canned, salmon, second grade.	1 lb. can							.12
Fish, canned, sardines, American, good.	½ lb. can							.15
Fish, canned, sardines, American, in oil.	½ lb. can							.08
Fish, salt, cod, best.	Pound							.12
Fish, salt, cod, American, first grade.	Pound		ª \$0.10					
Fish, salt, cod, American, second grade.	Pound		ª .09					
Fish, salt, cod, Nova Scotia	Pound	\$0.08	.08					
Fish, salt, mackerel, silver back.	Fish							.15
Flour, Hecker's, sold in 7 lb. lots.	Pound							.05
Flour, Pillsbury's best, sold in 25 lb. sacks.	Pound							.04½
Flour, XXXX best, American.	Pound		.04					
Flour, XXXX, Minnesota	Pound			{ \$0.03½ to				
Garlic, Spanish	100			.40				
Lard, American	Pound			.08				
Lard, compound, American.	Pound	.08	.07					
Lard, silver leaf, sold in 5 lb. pails.	Pound							.14
Lard, silver leaf, sold in 10 lb. pails.	Pound							.13½
Macaroni, vermicelli, or spaghetti.	Pound							.10
Macaroni, vermicelli, or spaghetti, Porto Rican.	Pound		.08	.08				
Milk, condensed, Eagle brand.	1 lb. can			.14				
Milk, condensed, Eagle brand, sold in 1 doz. can lots.	1 lb. can							.12½
Mutton, fresh	Pound							.23
Olive oil, American	Gallon							3.25
Olive oil, French, best, sold by the qt.	Gallon							3.40
Onions, American	Pound			.04				
Onions, Spanish	Pound		.08	.07				
Peaches, evaporated, fancy, in bulk.	Pound							.18
Pork, bacon, in glass	1 lb. jar							.30
Pork, fresh, loins	Pound							.22
Pork, ham, canned, sliced, Armour's.	1 lb. can							.25
Pork, "ham" (shoulders), sugar cured, American.	Pound			.11				
Pork, salt, American	Pound			.08				
Pork, salt, American, best	Pound		.08					
Potatoes, Irish, American	Pound		.03½	.03				
Prunes, evaporated, second grade.	Pound							.12
Raisins, fancy	Pound							.25
Rice, American, first grade.	Pound		.04	ª .04				
Rice, American, second grade.	Pound		.03	ª .03				
Rice, American, third grade.	Pound	.02½		ª .02½				
Rice, fancy	Pound							.06
Salt, fine white table	5 lbs.							.12
Salt, small rock, Porto Rican.	3 lbs.			.02				
Sausage, Bologna	Pound							.17
Sausage, canned, Vienna.	1 lb. can		.15					
Sausage, pork	Pound							.18

ª Price from January to May, 1905.

ª Price January to April, 1905.

RETAIL PRICES OF COMMODITIES, 1905—Continued.

Article.	Unit.	Retail price in—						San Juan, Estab. No. 7 (Jan. to Mar.).
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	
Succotash, canned, best.	2 lb. can							\$0.15
Sugar, brown, Porto Rican.	Pound			\$0.05				
Sugar, granulated.	Pound		\$0.07	.07				a .07
Sugar, second grade, Porto Rican.	Pound	\$0.04½						
Sugar, white, Cuban.	Pound							.09
Tea, English, breakfast.	Pound							.65
Tomatoes, canned, standard.	3 lb. can							.12
Tongue, canned, Libbey's.	1 lb. can							.35
Tripe, canned, American.	1 lb. can		.18					
Veal, fresh.	Pound							.25
Vinegar, cider, Monarch.	Gallon							.26
CLOTHS AND CLOTHING.								
Blankets	Blanket		.40 to .50					
Calico, American, best.	Yard					\$0.11		
Calico, American, cheap grade.	Yard					.05		
Cotton duck, American, best.	Yard					.20		
Cotton duck, American, cheap grade.	Yard					.10		
Cotton thread, Clark's, 150 yard spool.	Spool					.04		
Ginghams, A. F. C., American.	Yard					.10		
Ginghams, Everett, American.	Yard					.08		
Lawns, National, American.	Yard					.05		
Shirtings, 27 in., American	Yard					.05		
Shirtings, white, Fruit of the Loom, American.	Yard					.10		
Shirtings, white, American, cheap grade.	Yard					.05		
Shoes, men's, American.	Pair		(b)					
Shoes, men's, American, best.	Pair					3.00		
Shoes, men's, American, cheap grade.	Pair					1.25		
Shoes, women's, American.	Pair		(c)					
Shoes, women's, American, best.	Pair					3.00		
Shoes, women's, American, cheap grade.	Pair					1.25		
Socks, men's, American, best.	Pair					.25		
Socks, men's, American, cheap grade.	Pair					.10		
Stockings, women's, American, best.	Pair					.25		
Stockings, women's, American, cheap grade.	Pair					.10		
FUEL AND LIGHTING.								
Kerosene oil, Aladdin, S. O. Co., sold in 5 gal. cans.	Gallon							0.23
Kerosene oil, American, red, inferior grade.	Liter (d)	.05						
Kerosene oil, American, second grade.	Cuartillo (e)	f .04						
Kerosene oil, American, white, good.	Liter (d)	.06						
Kerosene oil, S. O. Co., first grade.	Gallon		.24					

a 6½ cents in January, 7 cents in February, and 7½ cents in March, 1905.

b From \$1 to \$4. Greater demand for the \$1.50 grade.

c From \$0.50 to \$2.50. Greater demand for the \$1.25 to \$1.50 grades.

d Liter equals 1.0567 quarts.

e Cuartillo equals ¼ gallon.

f Price in April and May, 1905.

RETAIL PRICES OF COMMODITIES, 1935—Concluded.

Article.	Unit.	Retail price in—						
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
Kerosene oil, S. O. Co., second grade.	Gallon.....		\$0.22					
Kerosene oil, S. O. Co., third grade.	Gallon.....		.20					
METALS AND IMPLEMENTS.								
Nails, wire, American	Pound.....						\$0.05	
Plows, No. 4, Hall's patent.	Plow.....						30.00	
LUMBER AND BUILDING MATERIAL.								
Spruce, boards, Canadian.	M ft.....				\$25.00			
White pine, boards, American.	M ft.....				24.00			
Yellow pine, boards and plank, American.	Foot.....				.03			
FURNITURE AND UTENSILS.								
Coffee pots, tin and enameled, American.	1 coffee pot.		.30 to .35					
Dippers, enameled, English, pints.	1 dipper . . .		.18					
Sewing machines, hand, Singer (cash).	1 machine. . .					\$20.70		
Sewing machines, hand, Singer (installment).	1 machine. . .					24.30		
Sewing machines, Singer No. 23, 1 drawer (cash).	1 machine. . .					30.60		
Sewing machines, Singer No. 23, 1 drawer (installment).	1 machine. . .					39.60		
MISCELLANEOUS.								
Soap, Babbitt's Best.....	Cake.....							\$0.05
Soap, Fairbanks' Blue Cloud, American.	Pound.....			\$0.06				
Soap, Ivory, large size....	Cake.....							.10
Soap, Spanish, long bars.	Pound.....			.06				
Soap, washing, American.	Pound.....		.06					
Soap, toilet, scented or unscented, American, best.	Cake.....					.25		
Soap, toilet, scented or unscented, American, cheap grade.	Cake.....					.05		
Starch, American.....	Pound.....		.05					

Retail prices of a series of commodities in the city of Ponce during the years 1898 to 1905, inclusive, are given in the following table. The prices are in American currency throughout the entire period.

RETAIL PRICES OF COMMODITIES IN PONCE, 1898 TO 1905.

Article.	Unit.	Price during—							
		1898 (Sept. to Dec.).	1899.	1900.	1901.	1902.	1903.	1904.	1905 (Jan. to Apr.).
CLOTHES AND CLOTHING.									
Calico, American, best.....	Yard.....	\$0.10	\$0.10	^a \$0.10 ²	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
Calico, American, cheap grade	Yard.....	.04	.04	^b .04 ²	.05	.05	.05	.05	.05
Cotton duck, American, best.	Yard.....	.30	.30	^c .23 ²	.20	.20	.20	.20	.20
Cotton duck, American, cheap grade.	Yard.....	.12	.12	^d .10 ²	.10	.10	.10	.10	.10
Cotton thread, Clark's 150-yd. spool.	Spool.....	.04	.04	.04	.04	.04	.04	.04	.04
Ginghams, A. F. C., American.	Yard.....	.10	.10	.10	.10	.10	.10	.10	.10
Ginghams, Everett, American	Yard.....	.08	.08	.08	.08	.08	.08	.08	.08
Lawns, National, American...	Yard.....	.06	.06	.06	.06	.06	.06	.05	.05
Shirts, 27 in., American...	Yard.....	^e .07	.07	^f .06 ²	.06	.06	.06	.05 ²	.05
Shirts, white, Fruit of the Loom, American.	Yard.....	.12	.12	^g .10 ²	.10	.10	.10	.10	.10
Shirts, white, American, cheap grade.	Yard.....	.04	.04	.05	.05	.05	.05	.05	.05
Shoes, men's, American, best.	Pair.....	3.50	3.50	^h 3.16 ²	3.00	3.00	3.00	3.00	3.00
Shoes, men's, American, cheap grade.	Pair.....	1.50	1.50	ⁱ 1.33 ²	1.25	1.25	1.25	1.25	1.25
Shoes, women's, American, best.	Pair.....	3.50	3.50	^j 3.16 ²	3.00	3.00	3.00	3.00	3.00
Shoes, women's, American, cheap grade.	Pair.....	1.50	1.50	^k 1.33 ²	1.25	1.25	1.25	1.25	1.25
Socks, men's, American, best.	Pair.....	.50	.50	^l .33 ²	.25	.25	.25	.25	.25
Socks, men's, American, cheap grade.	Pair.....	.15	.15	^m .11 ²	.10	.10	.10	.10	.10
Stockings, women's, American, best.	Pair.....	.50	.50	ⁿ .33 ²	.25	.25	.25	.25	.25
Stockings, women's, American, cheap grade.	Pair.....	.15	.15	^o .11 ²	.10	.10	.10	.10	.10
FURNITURE AND UTENSILS.									
Sewing machines, hand, Singer (cash).	1 machine.....	.....	.....	.....	.....	.....	20.70	20.70	20.70
Sewing machines, hand, Singer (installment).	1 machine.....	.....	.....	.....	.....	.....	24.30	24.30	24.30
Sewing machines, Singer No. 23, 1 drawer (cash).	1 machine.....	.....	.....	.....	.....	.....	30.60	30.60	30.60
Sewing machines, Singer No. 23, 1 drawer (installment).	1 machine.....	.....	.....	.....	.....	.....	39.60	39.60	39.60
MISCELLANEOUS.									
Soap, toilet, scented or unscented, American, best.	Cake.....	.30	.30	^p .26 ²	.25	.25	.25	.25	.25
Soap, toilet, scented or unscented, American, cheap grade.	Cake.....	.06	.06	^q .05 ²	.05	.05	.05	.05	.05
METALS AND IMPLEMENTS.									
Plows, No. 4, Hall's patent...	1 plow.....	^r 24.00	24.00	26.00	30.00	30.00	30.00	30.00	30.00

^a Price changed from 10 to 11 cents in May.

^b Price changed from 4 to 5 cents in May.

^c Price changed from 30 to 20 cents in May, import duty reduced.

^d Price changed from 12 to 10 cents in May, import duty reduced.

^e April to December.

^f Price changed from 7 to 6 cents in May, import duty reduced.

^g Price changed from \$3.50 to \$3.00 in May, import duty reduced.

^h Price changed from \$1.50 to \$1.25 in May, import duty reduced.

ⁱ Price changed from 50 to 25 cents in May, import duty reduced.

^j Price changed from 15 to 10 cents in May, import duty reduced.

^k Price changed from 30 to 25 cents in May, import duty reduced.

^l Price changed from 6 to 5 cents in May, import duty reduced.

HOUSING CONDITIONS.

The housing conditions in the rural districts of Porto Rico are extremely primitive. There is no necessity for the house to be warmed, since the temperature, except in the higher altitudes, is never sufficiently low to cause discomfort. The houses of the majority of rural workers are merely a framework of poles, covered with the bark of palm trees and with dried leaves, and thatched with palm leaves or a tough grass which is found all over the island. These houses are sometimes built on the ground, but more frequently they have a board floor made of palm. This floor is raised from the ground so as to permit the rain water to flow under the house, and often the house is built on a slight incline. The house invariably is one story in height, and usually consists of one large room, varying from about 10 to 20 feet square. This room, especially if it is large, is sometimes divided by a partition into two freely communicating rooms. Even where there is a partition, there is, as a rule, no division of the sexes, since in such cases all the family live, and often work, in one of these rooms during the day and sleep in the other at night. The influence of these conditions upon the sexual impulses of adolescent children is not favorable.

Despite their flimsy appearance these houses are fairly firm and have sufficiently resistant qualities for the ordinary purposes of shelter. In many parts of the island the houses are grouped in little clusters, but in other places they are isolated and found on every hilltop. The Porto Rican on the coast appears to be quite gregarious, and in this region one finds many hamlets throughout the entire territory. In the wider areas on the uplands the huts of the peons are scattered everywhere, and many are located in places difficult of access and are separated so far from one another that social intercourse, coordinated labor, and the procuring of medical assistance are extremely difficult.

During the hurricane of 1899 many of these huts upon the mountain sides were swept away as though they were bits of wood, but for the ordinary contingencies of the climate they appear to do fairly well. There are usually a door and a window and sometimes a small communicating shed in the rear in which is done the family cooking.

To the average agricultural worker, his house costs nothing. Many receive their huts free so long as they work, and in some cases they are permitted to cultivate a small plot of ground, sometimes free and at other times on shares. Where free huts are not granted the peon is usually permitted to construct a hut on the land of the proprietor, although this is becoming somewhat less general. Practically all the hut owners are squatters and few hold legal title to the lands they occupy. The land costs nothing and the hut is put up by the labor

of the peon. The materials also cost nothing, since the peon is usually allowed to cut down the trees which are necessary. Probably the entire cost of constructing a hut under these conditions is from \$10 to \$20 or \$30 worth of labor, and, on the assumption of a rent of 20 per cent of the real value, the annual cost of the unfurnished house could not be estimated at more than \$6 per year.

The furnishing of the house is equally simple. A hammock is indispensable and there are as a rule a bench or two, a few pots or jars, but usually no chairs and no bed. The clothes are hung upon nails, and there is no such thing as a bureau or washstand. There are also no tables and no carpet or matting. The benches are often nothing but a solid log upon which the people sit. It may be stated as a rule that the cost of all the articles in an ordinary peon's hut is not above \$10.

Practically the only decoration ever seen consists of the colored lithographs of American advertisers, sometimes in Spanish, but usually in English. In one room visited the decoration consisted of 50 or 60 copies of a small colored lithograph issued by an American manufacturer of soap.

One of the greatest advances which could be made in the standard of living of the Porto Rican workingman would be the improvement of his house and his clothing. It would be of great advantage to have the house made larger and with more rooms and it would be equally advantageous to have certain articles of household furniture. Some small progress has been made along these lines, but as yet the standard of living is extremely low. The Porto Rican, in so far as his house goes, lives as his ancestors did 300 years ago.

In the cities the housing conditions are probably worse upon the whole than they are in the country. The inhabitants of the country have at least the advantage of fresh air. In view of the aversion of the average Porto Rican peon to currents of air, and especially the night air, the lack of completeness with which his house shuts out the air is perhaps a blessing in disguise.

San Juan, with a population of 35,000, suffers from natural conditions not dissimilar to those in New York. The city is built on a small island and its topographical limitations have in the past encouraged an excessive crowding. The great mass of the population live in close proximity to their work, with the consequence that the crowding is more intense than would otherwise be the case.

The housing conditions in the worst section of San Juan are almost indescribably bad. While a considerable reform has been effected since the American occupation, especially in the matter of sanitation, the conditions even now are extremely evil, and in some respects worse than in the worst habitations in our American cities. In a number of houses, which were visited in the course of this investiga-

tion, it was noticed that habitations which had originally been intended for two or three families had subsequently been converted into rude tenement houses. The available space was poorly utilized, the halls being wide, the buildings low, and much expensive ground partially wasted. Nevertheless, these houses, by reason of exorbitant rents, which have increased greatly during the last six or seven years, bring in as much as \$200 or even \$300 a month, and this money is usually sent to Spain, where as a rule the absentee landlord resides.

It is not unusual for four, five, or six people to live in a single room. The custom is one family in a room, irrespective of the size of the family or of the room. Many of the rooms have uneven brick floors and whitewashed brick walls. Many of the rooms visited were extremely damp and very dark with no windows whatever, and no ventilation, except through the open door. The rooms of these houses open upon courts, which are often thronged with men, women, and children. Much of the washing, both for the family and outsiders, is done in the courts. In many of the courts dogs and chickens are in evidence, and despite the efforts of the sanitary inspector to maintain a state of cleanliness, the courts are dirty and have a bad odor.

In many houses in the poorer quarters there is insufficient water-closet accommodations, although in this respect the conditions have greatly improved since the American occupation. Some of the houses are crowded from roof to foundation; thus there can be no sufficient separation of the sexes, the most intimate of domestic relations being necessarily carried on in the view of the entire population of the room. While the population of these houses per square foot of area is very much less than in many a New York six-story tenement, and while the air space per inhabitant is often greater in the San Juan dwelling than in that of New York City, the housing conditions of the poorest people in Porto Rico appear to be almost, if not quite, as bad in respect to light, air, crowding, and sanitary conditions as the worst conditions in the city of New York.

In many of the houses which are excessively crowded on the ground floor, the upper stories are far more habitable. In a number of cases a dozen families live on the ground floor, and a single family on the floor above. The higher floors are more aristocratic and bring higher rents. The conditions in this respect are similar to those of some of the continental cities. The mild climate of Porto Rico renders the overcrowding more bearable than it would be in an American city. Many of the people sleep in their houses but spend their waking hours outside. The rooms are often vacant while the streets and the open courts, or *patios*, are thronged. Some domestic operations are carried on in the rooms, but even more are done in the courts. While

most of the workingmen of San Juan wear shoes on the street, their wives and they themselves are barefooted or wear loose slippers in the open courts and in their houses.

As a result of improved sanitary inspection, the healthfulness of the houses in the cities has been increased. The obligation to put in water-closets and the establishment of an adequate system of sewers has led to the banishment of yellow fever and to the removal of conditions which under Spanish times were almost intolerable. An important reform which has been instituted by the Americans has been the abolition of cisterns. These cisterns collected rain water and were sometimes made receptacles for refuse and garbage. The cisterns have been closed by an order of the local board of health.

Rents in Porto Rico have risen even more rapidly than accommodations have improved. The Porto Rican workingman, as well as the man of greater means, is now obliged to pay a higher rent in American money than he paid in 1898 in provincial money. At the time of the change of the currency the same rents, or almost the same rents, were exacted in American money as were formerly obtained in provincial money, and since that time there has been an advance which has been variously estimated at from 10 to 25 per cent. In other words, the man who formerly paid \$4 a month for his room in provincial money (valued at \$2.40 gold) is now obliged to pay from \$4.50 to \$5 in American money. As far as the single item of house rent is concerned, the price in San Juan seems to have mounted more rapidly than wages.

While further improvement may not improbably be anticipated in the housing conditions of San Juan and other Porto Rican cities, it is not to be anticipated that such progress will be rapid or easy. There is a tenacious opposition on the part of the landlords to any considerable improvement in the conditions, since improvements cost money. The landlords, residing as a rule in foreign countries, have no interest in their houses other than securing a high rent, and the tenants themselves, while dissatisfied with present conditions, are not clamorous for any sanitary improvements that will involve more care or cleanliness on their part. The topographical peculiarities of San Juan will tend to continue for some time the overcrowded conditions.

An excellent line of trolley cars now runs from the city to the suburbs, but a 5-cent fare is a large element in the calculation of a worker earning only 50 or 75 cents a day. Therefore it will probably be some time before the poorer classes of the city population will be able to escape from their crowded quarters.

SANITARY CONDITIONS.

Porto Rico is naturally one of the most healthful of all countries in the torrid zone. "Its whole contour is so interspersed with hill and dale, mountain stream, and playa that the copious rains which freshen the atmosphere every month in the year at the same time cleanse the surface of the earth from all impurities."^(a) Yet at the time of the American occupation the sanitary conditions in Porto Rico were extremely bad. Nothing had been done to utilize the natural advantages. The water supply was bad. Most of the country people drank the river water as it flowed in its natural channels, and many of these streams, according to the testimony of Dr. William Fawcett Smith, were used "not only as public laundries, but as common sewers for the surrounding country." The wells in the cities and towns were not unusually found in the courtyards and quite frequently in close proximity to the cesspools. The cisterns from which 55,093 houses drew their water supply were polluted in this manner, as well as by the filth which accumulated on the roofs of the houses. Except in the cities of Ponce, San Juan, and Mayaguez, there were no waterworks or aqueducts in any of the towns, and even in these cities the waterworks were in extremely poor condition.

Another cause leading to a considerable amount of sickness was the former customs observed in the burial of the dead. Owing to there being insufficient provision for the interment of the dead, the cemeteries were greatly crowded. Burials were conducted in an insanitary manner, and huge piles of human skulls and bones were heaped up in public view. The military government caused new cemeteries to be opened and gave to the municipalities the power to condemn land for this purpose. Branch cemeteries were established in remote districts, and acts were passed by the insular legislative assembly permitting free burial to the poor. As a consequence, considerable improvement has been effected in this direction.

Much of the disease, and especially the anemia, in Porto Rico is due to these insanitary conditions, which are an unwelcome heritage from Spanish administration. The unhealthy conditions are not confined to the cities alone, by reason of the fact that the conditions under which the rural population live are insanitary and that the isolated dwellings of the Porto Rican peasants do not encourage advanced sanitation.

In 1899, at the time of the taking of the census, 54 per cent of all the dwellings in Porto Rico secured their drinking water from running streams, many of which were polluted by the disposition of excreta and other filth. Thirty-five per cent of the dwellings obtained their water

^aFirst Annual Report of the Governor of Porto Rico. Washington, 1901, pages 32 and 33.

from cisterns constructed for the collection of rain water, and which in many cases were the receptacles for garbage and refuse. Only 6 per cent of the dwellings, mostly in the cities of Ponce and Mayaguez, were supplied with water from aqueducts, while only 5 per cent of all houses secured their water from springs or wells.

More serious even than the question of the source of the drinking water is that of the disposition of excreta in Porto Rican houses. In 1899, 76 per cent of all the dwellings in Porto Rico had no form whatever of water-closet or privy. No provision at all was made for the disposition of excreta, the demands of nature being fulfilled in the fields or in the gardens near the houses. Of those dwellings which had any provision whatsoever for the disposition of excreta, constituting less than one-fourth of the whole number, 96.7 per cent had an extremely archaic method in the form of the so-called *pozo*.^(a)

Less than 1 per cent of all the dwellings could be said to have a water-closet or any other form of receptacle for excreta intended to destroy the foul odors. Only 1,181 out of a total of 158,305 dwellings had a water-closet or *inodoro*. This number has largely increased, however, since the American occupation.^(b)

One of the most important of all the factors influencing the condition of the laboring classes of the island is the disease of anemia. This disease, which mainly attacks the poor of the island, more, perhaps, than any other single factor, impairs the industrial efficiency of the great mass of Porto Rican laborers. It affects the vast majority of the inhabitants of the rural districts of Porto Rico and contributes seriously to the sickness, weakness, and poverty of the laboring population.

This disease, which was formerly attributed solely to bad and insufficient food, to hardship, and to the unpropitious character of the climate, is now known to be caused by parasitic worms called "uncinaria." The worm, which is usually called the "hook worm," on account of its hook-like appearance, is about one-third of an inch in length and is developed through a larva from an ovum. This ovum, when deposited on the earth, is hatched out under favorable circumstances of heat, shade, and humidity in about twenty-four hours. The worm, however, is never hatched out within the body of man. As a consequence there can be fortunately no reproduction or multiplication of hook worms within the body, and the number of worms in an infected person can be increased only by reinfection.

This worm, which is found in, probably, over one-half of the entire population of the island, attacks the red corpuscles of the blood.

^aThere is no exact English equivalent for the word *pozo*, which includes all receptacles for excreta, except those which are intended to diminish or entirely destroy foul odors rising from it. The nearest word in English would probably be privy.

^bOf the entire number of dwellings, almost 1 per cent are returned without any specification as to the method employed in connection with the disposing of excreta.

Whether it enters the body by the mouth, or, as is more usual, through the skin, it makes its way to the intestines and attacks there the blood in the capillaries. The resulting disease is a profound anemia and a degeneration of the vital organs of the body, resulting in a chronic invalidism and frequently in death.

This disease gives to the population, and especially the poorer or laboring population of the island, its specific appearance. According to the Report of the Commission for the Study and Treatment of Anemia in Porto Rico, less than 10 per cent of the rural inhabitants of the island are entirely free from this disease. Even in light cases, where only a few worms are present in the intestines, the color of the skin changes. In the case of whites there is, in such cases, often a slight pallor, and in mulattoes a pastiness of appearance. The appetite becomes irregular, shortness of breath results, the muscles become flabby and weak, and chronic indisposition to work results. Severe headache, dizziness, and an occasional palpitation of the heart also mark the incipient stage of the disease. In the moderate cases of the disease, which may be said to be the prevailing type in Porto Rico, the effects are much more apparent. In these cases there is a considerable pallor, the skin becomes dry, sweating insufficient and irregular, and the mucous membranes become pale. The appetite is exaggerated or perverted. There is nausea, vomiting, coating of the tongue, abdominal pains, breathlessness, palpitation of the heart, rapid and weak pulsation, pain in the chest, dizziness, weakness in the knees and legs, noises in the ear, and frequent headache. The patient becomes dull and depressed and loses all ambition. The muscles become flabby and weak, and the persons so affected find it extremely difficult to work. In marked cases the pallor is extreme, and all the symptoms of the moderate cases are frightfully exaggerated. The patient is extremely dull, anxious, and melancholy. The muscles are flabby, sore, and painful, and the weakness is such that work is entirely impossible. In children and young persons the disease retards both the mental and physical growth and delays puberty. The disease in mothers leads to frequent deaths from childbirth and results often in the birth of weak and rachitic children.

The vast extent of this disease in Porto Rico is due to the ease with which the inhabitants, and especially the poor ones, are infected. The disease is carried entirely by the larva of the worm, which leaves the body in the feces, and enters it again either by ingestion through the mouth or by penetration of the skin. It was formerly supposed that infection by penetration of the skin was impossible, but it has now been well established by a series of experiments and observations that such infection is possible. In Porto Rico practically all of the infection appears to result in this way. The great majority of the sufferers are those who can not afford to wear shoes, and are not

accustomed to them, and most of the cases occur during the rainy season when the ground is wet or damp and when acute exacerbations of the skin occur. An enormous number of persons contracted this disease during the period immediately following the cyclone, when thousands were exposed to unusual privations. The peon attributes the anemia to dampness of the soil, and persons who ordinarily wear shoes frequently trace it to a time when they were, perhaps, paddling about on the banks of a stream while taking a bath.

Since the vast majority of Porto Ricans suffering from anemia belong to the poorer classes, the proportion of persons affected is larger among the workers than in any other class. The disease is largely, if not entirely, rural, the infection being slight in the city. Poor food, insanitary conditions, an ill-balanced diet, the humidity of the climate, and a generally weak condition are, perhaps, all contributing causes, in so far as they lessen the resisting power of the body. The most exposed of all laborers in the island are the coffee pickers and other workers on the coffee estates. These men, like most rural workers, labor barefooted and in the most heavily infected districts, principally in the rainy season, when all the conditions are propitious for infection. In the sugar plantations there is much less infection, but many sugar workers are infected in banana groves, and a large number of infections are contracted while washing clothes, which is usually done upon the banks of streams.

Anemia, or, as it is called, uncinariasis, is preeminently "a filth disease." The infection of the soil by the evacuation of the bowels is indicative of the personal habits of the rural worker in Porto Rico. Almost all of the patients examined and cured by the anemia commission were accustomed in their homes to deposit their feces in the open country, considerably over five-sixths of all persons examined having no privies whatever.

It is impossible to exaggerate the effect of the habit of going about barefooted in Porto Rico, because nearly all the cases of anemia can be traced to this habit. Since the worms do not propagate within the body, their numbers tend to decrease through accident or natural death of the parasites when the patient is removed from the source of infection, as, for instance, when he goes to the city to live. In the rural districts of Porto Rico, however, the custom of going barefooted tends to reinfect patients continually. Persons who have once been cured of anemia contract the disease again. The disease, moreover, is one which requires cleanliness on the part of the patient, as well as of the whole community in which he lives. To escape reinfection, therefore, the habits of the people in defecation must be altered.

Anemia in Porto Rico attacks persons of all ages. The greatest amount of sickness appears to occur between the ages of 10 and 30, but cases occur in infancy and in extreme old age.

The economic importance of the disease can not be overestimated. While women, owing to their being less exposed, are somewhat less subject to it than are the men, and while full-blooded negroes appear to have a partial immunity from its worst forms, the disease is so widespread as to be considered practically universal. The statement of the anemia commission that 90 per cent of the rural population is more or less affected is, at best, an estimate, but there can be no doubt as to the widespread character of the infection. The disease accounts in large measure for the well-known indolence of many of the Porto Rican peasants and for their improvidence and thoughtlessness of the future.

The feeling of hopelessness which the disease inspires is heightened in many cases by the isolation of the peon, and by the practical impossibility of his being reached by medical aid. His weakness is increased by the poor character of his food, and the weakness arising from anemia tends to discourage any effort to earn more or to live better. The disease becomes such a curse, and has resulted in so large a percentage of all the deaths in the country that "it is known by the *jibaro* as '*la muerte natural*' (the natural death)." According to the commission, the number of deaths from anemia is even much larger than official reports indicate, and it goes so far as to state that "our own estimate of it is that it causes about 30 per cent of all deaths." The commission concludes by saying: "So, until a determined effort to educate, direct, coax, or compel the use of some form of latrine, and a general intelligent crusade is begun, in which the infected are treated, uncinariasis, or 'anemia,' as it is popularly known, *will continue to reduce the white and mixed inhabitants forming the country class of the island to a lower and lower grade, mentally, morally, and physically, until the very existence of the class will be threatened.*" (a)

The worst feature of anemia is not that it causes so large a number of deaths, but that it so thoroughly incapacitates the sufferer and so completely destroys the qualities necessary to industrial success. The disease of the father, even if not directly conveyed to the wife and children, as is usual and probable, affects them indirectly in the resulting incapacity and inefficiency of the principal breadwinner of the family. The disease thus extends both directly and through its indirect effects to ever-widening circles, and affects fundamentally and disastrously the welfare of the entire laboring population.

The importance of the scourge of anemia has now become apparent to all in Porto Rico. The complaint about the laziness of the working population becomes less reasonable when it is realized that this population is sick, and it is now recognized that to secure better and more efficient workmen the population must be cured of this enfeebling disease. "In order to get better food, people have to

(a) Report on Anemia in Porto Rico, p. 88. The italics are from the report.

work for it, and these people are not usually capable of such labor in their present condition." ^(a)

The first steps toward doing away with this scourge were taken in 1904, when the legislative assembly of Porto Rico passed a bill providing for an appropriation of \$5,000 for the study and treatment of anemia. The commission appointed in conformity with this law consisted of Dr. Bailey K. Ashford, Dr. W. W. King, and Dr. Pedro Gutierrez Igaravidez. The treatment of patients was carried on in Bayamon and in Utuado, and was continued until August 5, 1904. During the present year the commission is continuing its work at Aibonito, having been enabled to do so by the appropriation of \$15,000 by the Porto Rican Government.

The method of treating the disease consists of the curing of existing cases and the preventing of the pollution of the soil. Every person harboring a parasite is a focus of infection, and it therefore becomes essential to cure all existing cases. The treatment consists of an expulsion of the worms by thymol or other drugs. The treatment usually takes about 5 or 6 weeks.

To cure all existing cases, however, a much greater force will be required than that provided by the commission. The absence of satisfactory municipal hospitals and the poverty of the cities make this impossible; and to even approach the gigantic task of curing what is almost the entire rural population would require a national organization with a large number of able physicians in a number of centers scattered all over the island. So great is the desire of the sufferers from anemia to be cured that many of them walk to the place where they may be treated, dragging themselves slowly for 8 or 10 hours, leaving their homes one evening and arriving at the temporary hospital the next morning.

The prevention of soil pollution is necessary to any permanent eradication of the disease. So long as the soil remains polluted with eggs and larvæ no cures can be considered final. Any attempt at chemical disinfection of the soil is of course out of the question, and the only means of curing the people and thereby increasing the industrial efficiency of the great mass of rural workers is by teaching them habits of personal cleanliness with regard to the disposition of their feces. Some work of this nature, viz, in the direction of the construction of water-closets of however primitive a nature, has already been attempted by the anemia commission with success, and many small villages now have numerous latrines, where two years before these were unknown. The institution of latrines could be encouraged and the people could be taught habits of cleanliness in the disposition of their excreta, both at home and on the plantation, by talks to the people, by teaching cleanliness to the children in the

^a Report on Anemia in Porto Rico, p. 88.

schools, by personal activity on the part of the owners of plantations, and by means of leaflets and pamphlets written in plain, simple language, and describing how the disease is propagated.^(a) Whether or not the time is yet ripe for a law compelling the building of latrines and making carelessness or uncleanness in the disposition of excreta a misdemeanor is perhaps a question, but sooner or later the people must be induced or compelled to put an end to the disease by increasing their personal cleanliness.

The effect upon the conditions of the laboring classes of Porto Rico of completely obliterating the disease of anemia would be almost incalculable. Many persons who are now too sick and weak to work would then be enabled to do so, and the industrial efficiency, as it is affected by the muscular strength, the nervous energy, the physical endurance, and the intelligent direction of work of the people would be vastly increased. An energetic movement with a view to the obliteration of the disease is probably the greatest single step which can be taken at the present time toward improving the industrial efficiency of the laboring classes of Porto Rico.

EDUCATIONAL OPPORTUNITIES OF THE PORTO RICAN WORKMAN.

The industrial capacity of the Porto Rican workman is to a certain extent influenced by and reflected in his education. The system of public instruction during Spanish days was antiquated, and in many respects inefficient and insufficient. The general administration of the schools was in the hands of the provincial authorities, and just prior to the American invasion the administration was by a bureau of the department of the interior. The expenses of the administration were provided by the provincial budget, but the principal expenses—the lighting of the buildings, the remuneration of the teachers, and the cost of school supplies—were met by the impoverished municipalities. The schools were seldom in buildings used alone for educational purposes, but were to be found usually in rented rooms with inadequate space, light, and ventilation, and with insufficient furniture, school appliances, and supplies. The schools were poor in the cities and poorer in the rural districts. The children of the working classes seldom attended before the age of 8, and in many cases, owing to their inability to secure decent clothes, did not attend at all. The teachers were very poorly paid, and under the Spanish

^a Such a pamphlet has already been issued by the anemia commission, but the great majority of patients are, of course, unable to read it. The pamphlet is called *La Anemia de Puerto Rico. Su causa y modos de evitarla*. San Juan, Puerto Rico, 1905. This little pamphlet, containing about 1,200 words, is written in an extremely clear manner, and has been as widely distributed as the literacy of patients has permitted.

system received fees from the children of well-to-do parents. Pupils from poor families were, therefore, often neglected entirely, in order that the teacher might give his whole attention to those who paid him for his services. It was believed that about 25,000 or 26,000 pupils were enrolled in the public and private schools of Porto Rico at the close of the period of Spanish dominion. Of these almost two-thirds were boys.

As a result of these conditions the percentage of illiteracy is very great. According to the census of 1860 only 51,259 persons, or less than 9 per cent, out of a total of 583,181, including children under 10 years of age, were literate. At the census of 1899 this condition had somewhat improved. In that year, of the population 10 years or over 22.7 per cent were literate.

The extent of illiteracy is very much greater in the country than in the urban districts. The isolated situation of the Porto Rican peon renders his education difficult, and the care and attention given to rural schools has always been much less than that given in the cities. We thus find that while the percentage of literates of the age of 10 or over was only 22.7 per cent for the whole island, and as low as 10 to 12 per cent in a number of country districts, the percentage was as high as 55.5 per cent in the city of Ponce, 61.3 per cent in the city of Mayaguez, and 63.7 per cent in San Juan.

The literacy is less for the interior than for the coast districts, owing no doubt in large part to the greater concentration of population in the latter regions. The percentage of literates of the age of 10 or over was 17.3 per cent for 29 inland districts and 20.5 per cent for 37 coast districts, the three containing large cities being excluded. This higher percentage of literacy in the coast districts prevails despite the fact that these coast districts have a 7.5 per cent higher percentage of colored persons than the interior, and these colored persons have a considerably higher percentage of illiteracy. Of every 1,000 whites of the age of 10 or over 271 were able to read, while of every 1,000 colored persons of the age of 10 or over only 156 could read. The illiteracy, therefore, of the whites on the uplands is much greater than the illiteracy of the negroes or of the mixed population of the uplands and is much greater than the illiteracy of the same population on the coast.

As in most other backward countries, the percentage of illiteracy was much greater among females than among males. Of every 1,000 Porto Rican females of the age of 10 or over only 199 could read, while of every 1,000 males of the same age 257 could read.

The small foreign-born white population of Porto Rico was largely literate, 87.5 per cent of the foreign-born whites of the age of 10 or over being able to read.

Since the American occupation a very considerable advance has been made in the development of education. The number of schools has been increased, the organization has been bettered, the equipment of the schools and the training of the teachers improved, and a more or less regular and reasonable system of promotion has taken the place of the former system of favoritism existing upon the island. Some of this advance was made by the military government, which improved the position of the teacher and the equipment of the school-room, but the greater part has been achieved under the civil administration of the island.

This improvement was rendered possible by the devotion to the purposes of education of a large part of the round \$2,000,000 contributed by the American Government from duties collected upon Porto Rican products. By the end of the first school year after the establishment of the civil administration in Porto Rico the number of schools upon the island had increased to 800, as compared with 500 in Spanish times. For the maintenance of these schools an annual expenditure of \$500,000 was necessary. By the next year 1,000 schools, necessitating the annual expenditure of \$600,000, were in operation, and 1,200 schools, involving an annual expenditure of \$700,000, were in operation at the beginning of the school year 1903-4. Under present fiscal arrangements, the maximum expenditure for schools appears to have been reached.

The result of this increased expenditure of money and of this improvement in the organization of the system has been reflected in an increased attendance. There were in operation on June 30, 1904, 1,113 common schools and 51 special schools. In common schools were included all graded and rural schools, and by special schools were meant high schools, industrial schools, night schools, agricultural schools, and kindergartens. The number of teachers employed in the common schools during the year 1904 was 1,204, of whom 743 were males and 461 were females; 1,075 were whites and 129 were colored. While the colored population formed 38.2 per cent of the entire population of the island, the enrollment of colored pupils was only 25.9 per cent of the entire enrollment. There were 61 teachers employed in the special schools, making a total of 1,265 teachers in all the schools, of whom 139 were Americans. Of these latter, 47, or approximately a third, were men.

The enrollment of pupils in all the schools, including both common and special schools, and including reenrollments or duplicates, was 63,556; of these, 47,089 were whites, and 16,467 were colored. The number of boys exceeded the number of girls, 37,394 pupils being males and 26,162 being females. The total number of different pupils actually enrolled, deducting duplicates, was 61,168.

The average daily attendance of these schools during the year was

41,798, the average enrollment per school was 58, and the average attendance 38. The school year consisted of 35 weeks of 5 days each, making a total, excluding legal holidays, of 170 days.

Upon the basis of an increase of population since 1899, at the same annual rate as the increase from 1883 to 1899, the population of Porto Rico on June 30, 1904, according to the estimate of the Commissioner of Education, was 1,012,775, and the total school population between the ages of 5 and 18 was 393,786. Upon this basis the entire number of pupils enrolled in the public schools was only 6.3 per cent of the entire estimated population and only 16.1 per cent of the entire estimated school population, while the daily attendance was only 4.1 per cent of the entire population and 10.6 per cent of the estimated school population. This number must be increased by the number of children enrolled in the private schools of the island, but as the total number of pupils so enrolled amounted to only 4,841, the inclusion of these pupils does not seriously affect the result. The children enrolled in private schools formed only 0.5 per cent of the estimated total population in 1904 and only 1.2 per cent of the estimated school population for that year. It may thus be seen that only 6.8 per cent of the entire estimated population and only 17.4 per cent of the entire estimated school population was enrolled in the public and private schools, while the percentage of attendance for both amounted probably to about 4.4 per cent and 11.3 per cent respectively. In other words, only a trifle over one-sixth of all the children between the ages of 5 and 18 were enrolled in any school, either public or private, common or special, in the island of Porto Rico, while the average attendance was equivalent to a regular attendance of only one-ninth of the boys and girls of the island during the year 1904.^a

It may be seen from the above summary that, while great improvement has been made in the school system over the conditions that prevailed prior to the American occupation, very much still remains to be done. Even at the present time only 1 boy or girl out of 6 is enrolled in school. Most of the pupils are to be found in the less advanced classes. The great majority, especially in the rural schools, leave after one, two, or three years, and the percentage of pupils in the sixth, seventh, and eighth years is, therefore, extremely small. One of the main causes of this early leaving of

^a The salaries of the teachers are fixed by law, and during the year 1904-5 were as follows: For rural teachers, \$30 and \$25 per month; for graded teachers and teachers of English, \$50 and \$45 per month, and for principal teachers, \$75 and \$70 per month. To these were added allowances for house rent, which for rural teachers were never less than \$3 nor more than \$8 per month, and for graded, principal, and special teachers were never less than \$10 and never more than \$15 a month. There is provision made, however, for the hiring of special teachers by special contract.

the school is the widespread poverty, and the desire and necessity of the parents to avail themselves of the services and the earnings of their children. But even if all the children were able to attend, it would not be possible for them to do so, since the seating capacity of the schools is still inadequate to even the present needs of the population.

It is essential to the industrial advance of Porto Rico that the children be accorded an education. While the advance made since the American invasion has been very rapid as compared with the progress in Spanish times, it has not been sufficient to meet the necessities of the case. Unless the rate at which schools are opened and equipped is rapidly increased it will be many years before the majority of the inhabitants of Porto Rico are able even to read and write. The problem of educating the people in at least the rudiments of learning is facilitated by the density of the population in the greater part of the island, by the smallness of the area, by the universality of the dominant Spanish language, and by the common origin and traditions of the population. On the other hand, the educational problem is rendered more difficult by the wide dispersion of the inhabitants of the mountainous districts, and by the separation and difference in ideals and ideas between the population to be taught and of the Americans who dominate the school system.

At the present moment there appears to be a marked lessening of the rate at which school facilities are being extended to the Porto Rican population, and especially to the large number of laborers in the island. This has resulted partly from the exhaustion of the special fund of about \$2,000,000, which had been set aside for the purposes of public improvement and of education. The revenues of the country have not in the past been sufficient to defray the ordinary expenses of the Government plus the considerable expenditures for public works and education, and the rate at which the revenue has increased has by no means been sufficient to make up for the exhaustion of the special fund. The expenditures for education constitute a very large percentage of the gross revenues of the island, and it is claimed that this percentage can not be increased without increasing the revenues, and further that the increase in revenue must be made up not from increased taxation but from an insular loan. On the other hand, if any great number of the boys and girls of Porto Rico are to receive even a rudimentary education, it will be essential that the appropriations be largely increased. A former commissioner of education (^a) declared, in 1904, that in addition to the outlay of \$700,000 a year, there would be necessary an additional appropriation of from \$1,000,000 to \$3,000,000 a year, even

^a Dr. Samuel McCune Lindsay. See Report of the Commissioner of Education for Porto Rico, 1904, page 34.

with the most economical administration, to insure the education of the children. This money, it was recognized, could not be obtained by increased taxation, but must be secured in the form of a public loan.

In the discussion of the laboring conditions in Porto Rico it is as essential to understand the currents of opinion as to realize the economic and political conditions which form their basis. The reproduction of such opinions is of course more difficult and more liable to error than is the statement of facts which may be capable of statistical or other demonstration. It is important to know that in certain sections an opinion is making itself felt that the education of the Porto Rican workingman is not essential, or even important. It is argued that it is the destiny of the island to be exploited, as it has been in the past, by outside capitalists, and that the condition to be foreseen is that of a large, densely-settled, low-grade, unskilled, ignorant, native population without real self government.

It is argued also that, given a population doomed to ordinary unskilled agricultural labor, it is unwise and even impossible to educate the children. It is claimed that two or three years of instruction in reading and writing will not have an appreciable permanent effect upon the children, who immediately go back to work in the cane field or on the tobacco plantation, and that under such circumstances it is impossible to educate the great mass of the people or to improve permanently their intellectual condition. If the future of the Porto Rican workman is to be a peon, what, it is asked, will be the benefit to him of any education, let alone that of an advanced education?

While this opinion is held by a considerable number of people, it can not as yet be stated to be the dominant or prevailing opinion. It is held, however, by many people, who view Porto Rico as a field for exploitation without regard to the interests of the native population, and who are perfectly satisfied that the peon be uneducated so long as he fulfills the primary qualification of being a cheap laborer. It is claimed by these people that the demand for education is at present merely the desire of the unskilled workers to escape from their usual occupations and secure clerical positions in the Government service or elsewhere, and that with the filling up of these positions the demand for education will diminish. The attitude of the Government, however, appears to be one of a strong desire to educate the native population, both in the ordinary school courses and in industrial training. There has been a considerable extension of industrial training in the island, and a number of industrial schools with some specialization along trade lines have been started. Besides public schools, there are a number of free schools founded by charitable societies.

Despite the limited extent to which they have as yet been applied, the changes in educational methods and the increased educational opportunities afforded by the American occupation have already begun to affect the attitude of the entire laboring population. There is an avid desire on the part of large sections of the population for education, a desire at once inspiring and pathetic. Little rural schools, housed in small buildings, as well as the more pretentious schools in the cities, attract children in great numbers, and the spelling book and the reader are found in huts and thatches which do not suggest the idea of education. During the course of this investigation there were met many illiterate men whose children were going to school, acquiring there a knowledge of reading and writing Spanish, as well as a smattering of English. The opportunity to educate his children is regarded as an enormous boon to the average worker, whether urban or rural, since it seems to open to them a gate which has been closed to him.

ATTITUDE OF EMPLOYERS TO EMPLOYEES.

In the island of Porto Rico, as in other Latin-American countries, the laborer is not held in high esteem. The feudal traditions which the Spanish adventurers and conquerors brought with them in the sixteenth century; the enslavement of the Indians, and the subsequent introduction of negro slavery; the preponderance from the first of unskilled over skilled labor; the absence of a strong middle class, together with the dearth of cities, all tended to create and deepen a chasm between the people who held the estates and the peons who worked upon them. The conditions prevailing in Porto Rico until the abolition of slavery in 1873 and even, to a less extent, up to and beyond the American invasion were those of a more or less benevolent and more or less responsible despotism. The *people* of Porto Rico were the large landowners, and the great mass of field workers were not so much as counted. The wealth, education, refinement, leisure, and all that wealth and leisure bring, were the property of a single class and of the children and grandchildren of that class. There was little opportunity for individuals from the lowest or peon class to rise to a higher level.

Even at the present time the condition of the Porto Rican peon is but little changed. His work is unskilled, he is easily replaced, and there is no monopoly value attached to his labor. Between this illiterate, though not necessarily unintelligent peon, working barelegged in his only suit of cotton shirt and trousers, living with a large family in a leaky one-roomed hut, earning an average of 50 cents for each day that he works, on the one hand and his employer, a man of property and education, on the other hand, there is nothing in com-

mon. There are no steps of gradation by which the one class could merge into or approach the other.

The invasion of Porto Rico by the Americans and the infusion of American ideals into the life of the people have led to some slight change in the attitude of the people toward work and toward the worker. The sons of rich plantation owners are becoming more willing to enter lucrative careers, though the professions are still unduly preferred over agriculture and business. The Americans have, moreover, tended to strengthen somewhat the position of the workingman by giving him a vote, by defining his position before the law, and by recognizing to a less extent than did the Spanish the difference between the employer and employed. Nevertheless, even at the present moment it is quite clear that the social and economic position of the Porto Rican worker is low, that he is held in small esteem, that there is a contempt for his work (a contempt not even disguised by conventional phrases), and finally that the economic power and the political influence of the workingman are extremely small.

To a considerable extent the former relationship between employer and employee was conventional rather than contractual, being upon the basis of a patriarchal and more or less benevolent despotism on the part of the employer rather than a free relation entered into by a contract between approximately equal parties. Wages were fixed largely by custom and were fairly uniform in any given district for the same industry. These wages, moreover, were only partly in money, being supplemented by the grant of free lodging and often by other gifts or grants.

This condition exists to a greater or less extent in the island at the present time, although within recent years, and especially since the agricultural strikes, the patriarchal attitude of employer to workingman is giving way and is being displaced by a very different attitude based on a more purely contractual relation. The attitude of the employer at the present time is to secure labor as cheaply as possible and of the workingman to obtain all the wages which he can possibly secure. It is still customary, however, to permit or encourage agricultural laborers to live in huts or shacks upon the employer's land. A part of the wages are paid in kind, and usually the plantation owners consider themselves more or less in the relation of masters rather than employers, a state of feeling which, perhaps, prevails to a greater extent among the Porto Rican than among the American employers who have gone into the country. Many American plantation owners have contributed to a slight extent to the welfare of their employees, giving them somewhat better huts, and securing for them at times a better supply of water. One American plantation owner regularly has two policemen present when paying off in order to prevent his men from immediately losing their wages to professional gamblers.

There is still an attitude of surprise on the part of the landowners when strikes occur on their plantations. The strike is regarded not as a desire to contract collectively, not as a justifiable or even legal attempt to alter the conditions of employment, but rather as a breach of trust, and as a manifestation of ingratitude on the part of the beneficiaries of the employer's favor.

The lax conditions prevailing in agriculture are also to be found surviving in industrial concerns. As a rule the high speed of the American workingman does not prevail in the factories or the shops of Porto Rico. Old men are retained in employment even when their efficiency is considerably impaired. In a number of establishments wages tend to remain fixed, and in some concerns the workingman continues to be paid, even when sick for a few days. Except in a very few concerns there is no rigid or exact calculation of labor and other manufacturing costs, such as prevails in factories in the United States.

LABOR ORGANIZATIONS.

The history of the working population of Porto Rico has been such as to render it very difficult to organize it into labor unions. So long as slavery existed it was manifestly impossible to build up an organization of the workingmen of the island, and even after the abolition of this institution the rigor of the law prevented any considerable labor movement from coming into existence. The character and traditions of the population make labor organization difficult even now. The great mass of the workingmen belong to the unskilled class, which even in countries like England and the United States it has been found difficult to organize. In Porto Rico these difficulties have been even greater. To the unskilled nature of the work, and therefore to the ease with which striking workers could be replaced, were added the additional difficulties of the extreme poverty of the peons. To a peon earning a maximum of 50 cents a day the payment of even moderate dues to a labor organization involves a great sacrifice. A union composed of extremely poor members can not be stronger than the material out of which it is composed permits, and the worker's very need of protection makes it more difficult to protect him.

Moreover, the lack of education, and to a certain extent of intelligence, among the workers of Porto Rico tends to accentuate the difficulties of organization. Being unable to read or write, the majority of workers can not be reached by means of pamphlets or printed material of any sort, and owing to the cost of travel they are unacquainted with their fellow workingmen in other parts of the island. They are also unaccustomed to form unions, and are unfamiliar with the methods in which unions of workingmen can best be carried on.

A final difficulty in the way of the creation of trade unions was the opposition of the former Government of the island. During Spanish times formation of trade unions was of, at least, doubtful legality, and any organized effort to effect this was looked upon as a plot or conspiracy to increase wages, and was declared illegal. When in the early part of 1902 an organizer of the American Federation of Labor, Mr. Santiago Iglesias, attempted to organize unions in the island and to affiliate them with similar organizations in the United States he was arrested, together with seven other labor leaders, and was tried by the San Juan district court for "plotting to alter the price of labor" and, together with his associates, was convicted. The sentence of Santiago Iglesias was for four years and three months, and that of each of the other labor leaders was for four months. The court also declared the Federación Libre, or Free Federation, the Porto Rican branch of the American Federation of Labor, illegal, and ordered it to be closed within twenty-four hours. The decision called forth many protests, especially from labor organizations, both in the United States and Porto Rico. The decision was subsequently reversed by the supreme court of Porto Rico.

The following extract from the annual message of Governor Hunt to the insular legislative assembly discusses the sentence imposed upon the labor leaders, and summarizes the attitude of the American administration toward the organization of labor:

The time seems ripe for the introduction of many changes in the present laws. The full benefits of American system can only be realized through legislation sweeping away un-American principles and substituting American. A recent conviction under the present penal code has brought into prominence several old laws. The man was convicted of the violation of the laws of "Plots to alter the price of things." The English translation of the Spanish Code provides that "those who wrongfully combine to enhance or lower the price of labor or regulate its conditions wrongfully, provided such combination has begun to be carried into effect, shall be punished with the penalty of *arresto mayor*. This penalty shall be imposed in its maximum degree on the leaders and promoters of the combination, and on those who shall employ violence or threats to insure its success, unless they deserve a higher penalty by reason thereof." It is said that this English translation is not correct, but should read "those who conspire to enhance or lower the price of labor or regulate its conditions *abusively*," etc. Whether the translation is quite correct or not there is a difference of opinion as to the scope of the law, one construction being that any combination to raise or lower the price of labor or regulate its conditions, even if only calculated to disturb market prices, is criminal, while the other view is that a combination becomes penal only when accompanied by an attempt on the part of those who combine to prevent others than themselves from working. It seems certain that as long as the law stands as it is ambiguities as to its intent will exist, and judges in the conscientious performance of judicial duty may pro-

nounce judgments which are harsh and incompatible with American statutes. The remedy lies with the lawmakers. There is no room for lawlessness in Porto Rico, but the right to organize to secure better wages by peaceable measures is perfectly lawful and consistent with good government. Ambition to better one's condition is intensely American, and oftentimes only gratified through organized effort; and where the purpose of an organization is merely to increase the profit of labor, or dignify its worth through peaceful ways, a law which is susceptible of a construction forbidding the execution of such purpose is unworthy of an American government and should be abrogated.

According to the revised statutes and codes of Porto Rico labor combinations are not in themselves unlawful. Section 553 of the revised statutes says: "The orderly and peaceable assembling or cooperation of persons employed in any calling, trade, or handicraft for the purpose of obtaining an advance in the rate of wages or compensation, or of maintaining such rate, shall not be unlawful, nor shall it be unlawful for such persons to organize trade or labor assemblies or unions for the purpose of bettering the mental and material condition of the members thereof by lawful peaceable means." It is, moreover, made unlawful by section 465 of the penal code to compel a workman to enter into an agreement not to join a union as a condition of employment.

The trade unions of Porto Rico are organized on a basis similar to that in the United States. The "Federación Libre de los Trabajadores de Puerto Rico," or, as it will henceforth be called, the "Federation" or the "Porto Rican Federation," is the central organization in Porto Rico. It has as its object the uniting of workmen of all classes and of all branches of manufacturing production, of arts and trades, of useful and liberal professions, of agriculture, and the workmen and day laborers generally, as well as proletarian employees of the State, and all others who in the opinion of the workmen deserve to belong to the Federation. This Federation, according to its constitution, recognizes that only by organizing the workmen of the island into unions and then combining their forces will it be possible to obtain naturally and rapidly their economic and social emancipation and destroy forever the ignorance, the slavery of low wages, the tyranny of employers, the usury, the corruption, the unjust and inhuman laws, and the other evils which they consider as obstacles to the endeavors of the workingman.^(a)

^a The statement of these objects, as well as of the means by which they are to be attained, is taken from the constitution of the Porto Rican Federation. The endeavor has been made, as far as possible, to give a free translation of the constitution and rules which are founded more or less obviously upon similar constitutions of trade unions in the United States. The reader is referred to "Reglamento de la Federación Libre de los Trabajadores de Puerto Rico," included in the pamphlet *Federación Libre de los Trabajadores de Puerto Rico. Su programa, leyes y cooperativas.* San Juan, P. R., 1903.

The Federation endeavors to form a reserve fund in every union in order to struggle successfully for the legal objects of the Federation, said objects being to secure from the capitalists the best possible conditions with respect to the remuneration of labor as well as the best treatment of the workingman in the factories, to regulate the hours of labor until such time as the working-day shall not exceed eight hours in all forms of work, and to create and sustain common fraternal centers in all towns of the island for the purpose of exchanging ideas and impressions. The Federation also has the object of raising the moral and intellectual level of the present and of future generations of workingmen by securing from the State and municipalities sufficient aid, including night schools, to enable the workingmen and their children to acquire the elemental knowledge which will serve as a basis of their intellectual development. The Federation also desires to establish cooperation, solidarity, and mutual help, and to install workshops belonging to the Federation as a means of improving the material conditions of the workingman. It is the object of the Federation, following the policy of the American Federation of Labor, to unite all workingmen not included in a special trade union in the so-called federal or general unions, called in Porto Rico "Oficios Varios."

The direction and administration of the Porto Rican Federation is in charge of a central committee of delegates of all the unions. The delegates are nominated or elected every six months in the general meetings in all parts of the island.

The administrative body of the organization is divided into sections, one of which takes charge of the internal organization of the Federation, another of "Instruction and Fine Arts," another of financial arrangements, and another of propaganda and troubles arising between labor and capital. These sections or committees do not decide finally but refer all matters for adjustment to the central committee, whose actions are subject to the final decision of the assembly of all affiliated unions. The central committee is responsible to the general assembly.

Every union composing the Federation is declared to be autonomous in so far as matters pertaining to that union or to its members are concerned.

The constitution provides that there shall be elected by every union a directing council, which shall have charge of the administration and direction of the material and moral interests of the organization. Each such union shall have its constitution, defining the duties of its officials and the contributions and duties of its members. These constitutions shall be submitted to the approval of the unions in general congress, in the same manner as the constitution of the Federation is submitted to its membership. Each of

these autonomous unions is supposed to defend and improve the conditions of labor in the particular trade to which its members belong, and to perform the duties and carry out the purposes common to trade unions in general. Each union shall meet at least once each month.

When any union requires the assistance of the other unions affiliated with the Federation, it shall petition the central committee of the organization to convoke immediately a general assembly of the unions, with the purpose that this assembly take action in the interest of the petitioning union. Where the decision is adverse to it, the petitioning union reserves its liberty of action in reference to the question or controversy in which it is engaged. It is provided that each union shall maintain a reserve fund to relieve the distress of its members in the event of contests, as well as for the creation of the spirit of solidarity among all of the unions. The constitution of the Federation defines exactly the powers and duties of the treasurer, the secretary, and the central committee. These powers and duties are not dissimilar from those usually attached to the offices in question. The constitution also provides for periodical meetings of the unions and of the Federation, and provides for the question of extraordinary expenses, and for the right of appeal to the central committee, and for other questions which may arise among the unions.

The constitution of the Federation was discussed by the assembly of unions in San Juan in November, 1898, and was certified to by the insular government of Porto Rico on August 24, 1900.

The Federation is formed upon a basis in many respects similar to that of the American Federation of Labor. Like the latter, it is a federation of unions which are autonomous, and it is directed by a general assembly elected by the unions composing it. The ultimate source of authority in the Federation, as in the American Federation of Labor, is thus the unions themselves, and, according to the theory of government, the entire policy of the organization is directed, not by a central body, but by the several unions, with powers of self-government for themselves, and jointly controlling the central body. There is, however, one point of difference between the Federation and the American Federation of Labor. The latter organization arose as a result of a joint action of unions already existing, whereas in Porto Rico the Federation was created at the same time, or before, the unions which were to form its component parts. In other words, the development in Porto Rico may be said to have begun with the Federation instead of, as in the United States, with the various unions desiring to form a federation.

In Porto Rico there are seven general districts for the unions, corresponding to the seven governmental districts. The organizations in the island are of three classes—the local unions, comprising the

members of a single trade in a single locality; the central unions, corresponding on a small scale to our national organizations, including the local unions of a given trade in the entire island; and, finally, the Federación Libre, comprising the central unions of all trades in the entire island.

In March, 1905, there were 123 unions in Porto Rico affiliated with the Federation, and through it with the American Federation of Labor. Sixteen of these unions were in Bayamon, 10 being in San Juan, 1 in Manatí, 1 in Vega Baja, 3 in Carolina, and 1 in Rio Grande; 20 were in the department of Ponce, 15 being in the city of Ponce, 1 in Peñuelas, 2 in Juana Diaz, 1 in Santa Isabel, and 1 in Yauco; 11 were in the department of Mayaguez, 10 being in Mayaguez proper and 1 in San German; 34 were in the department of Arecibo, 28 in Arecibo proper, and 6 in Utuado. In the department of Guayama there were 18, 8 being in the city of Guayama, 3 in Arroyo, 3 in Salinas, 1 in Caguas, and 3 in San Lorenzo. There were 8 in the department of Aguadilla; of which number 5 were in Aguadilla itself, 1 in Aguada, 1 in San Sebastian, and 1 in Lares. There were finally 16 in the department of Humacao, of which 2 were in Humacao, 7 in Yabucoa, 1 in Fajardo, 3 in Patillas, and 3 in Maunabo. These unions include organizations of carpenters, tobacco workers, cooks, women workers, masons, day laborers, bakers, sailors, bricklayers, coachmen, blacksmiths, coopers, tailors, cutters, dock workers, shoemakers, barbers, agricultural laborers, coffee sorters, painters, etc., as well as miscellaneous unions composed of workmen of various trades, and comparable with the federal unions of the United States.

The Federación Libre issues a monthly journal, published in Spanish and English, called the "Porto Rico Workingmen's Journal."

The union of carpenters and joiners in Porto Rico is affiliated with the United Brotherhood of Carpenters and Joiners in the United States, which is in turn affiliated with the American Federation of Labor. The constitution of the Porto Rican union is printed in Spanish and in English. It has 86 members, has an initiation fee of \$5, and monthly dues fluctuating between 30 cents and 40 cents. The membership of the union consists of regular members, between the ages of 21 and 50, half members of the age of 50 or upwards, and apprentices between the ages of 18 and 21. The regular members earn \$1.50 and \$1.75 per day. The older men earn from 75 cents to \$1.25 per day. Some of the members are paid by the piece and some by the day or week. Frequently members are paid fortnightly, and sometimes, though very seldom, by the month. Payment to union members is always made in American money. It is claimed by the union that on plantations in various parts of the island, carpenters are given chips of wood, metal checks, or pieces of pasteboard, which

are redeemable in merchandise at the plantation stores; but no such payment is ever made in San Juan or to members of the local organizations. No deductions are made from payments, and there are no bonuses or extra payments. The wages now paid are \$1.50 to \$1.75 per day, American money. The work day at the present time fluctuates between 8 and 10 hours. In the Government shops the working day is 8 hours.

During the last five years there have been two strikes. One of these took place for a reduction in the hours of work, and another occurred in consequence of the change in the currency.^(a)

The Porto Rican local of the International Typographical Union was formed at the close of 1901, as a result of the work of the organizer of the American Federation of Labor, Mr. Santiago Iglesias. There was a preliminary meeting held on December 26, 1901, at which the principles and methods of the American labor movement were explained. A second meeting was held on January 2, 1902, at which all the printers of San Juan were present. A few days later over 20 printers signified their intention to become members of the International Union and a charter was asked for and subsequently obtained. The first report of the Porto Rican local union to the International Typographical Union was made in July, 1904.

The San Juan local of the International Longshoremen, Marine and Transport Workers' Association claims a membership of 60. It follows the constitution of the American organization, with which it is affiliated. According to a report made to the author by the local secretary of the organization, the general dues during the last year amounted to \$38.05 for the entire union. The workmen are divided according to several grades; the foreman is paid by the piece and the manual workers are paid an average of 15 cents an hour. There are no deductions for fines or otherwise and the men are paid in money. There are no extra payments or bonuses. The wages 12 years ago were stated to have been \$2 in Spanish money a day. The hours of work are 11 per day. It is claimed that there is a great lack of work among the unions, and it is even stated that the members of the unions receive but one or two days' work per week. No estimate could be made of the number of weeks' work per year, but it is generally stated that there is little work and especially for the union members. There has been (June, 1905) no strike in this organization for five years.^(b)

^a Verbal and written statements by Zoilo Betancourt, secretary.

^b This information, given by Roman Tuentas, the secretary of the organization, was obtained verbally, and was subsequently reduced to writing.

PRESENT TENDENCIES.

The immediate influence of the American occupation upon the condition of the Porto Rican workingman is, upon the whole, a beneficial one. The declaration of free trade between the United States and Porto Rico, and the consequent granting to the island of a preferred position, with regard to its exports, meant an increased prosperity to the new insular possession of the United States. This prosperity has come largely to the sugar and tobacco industries, and will, probably, to an equal extent benefit those who are engaged or who will be engaged in the production and shipment of fruits. In the coffee industry, the depression which already existed in 1898, has been deepened by the American occupation. The acquisition of Porto Rico by the United States did not mean the opening of any new market for Porto Rican coffee, since even before that time coffee was admitted free to the United States; on the contrary, it meant a shortening of the European market, with the result of a further deterioration in the condition of the coffee planter. As coffee was in 1898 the principal crop of the island, this deterioration has tended to offset the beneficent influence of American occupation upon the sugar and tobacco industries.

There can be no doubt, however, despite the present adverse conditions that the general trend in Porto Rico, in so far as it affects the real owners of property, is upward. Exports are increasing, capital is flowing into the country at a fairly rapid rate, and new industries are being started. The price of land, especially in the sugar and fruit districts, has rapidly advanced and will no doubt continue to do so. To what extent, however, this improvement has filtered down to the laboring population is somewhat problematical. Upon the whole, wages seem to have risen along the coast lands—that is, if we compare present wages in American money with former wages in provincial money reduced to the American gold standard. But since prices (measured in the same way) have also risen, the increase in money wages is largely apparent and the real benefit accruing to the working classes even in the coast lands is less than might appear upon the surface. The labor conditions in the coffee district are much worse than they were prior to the American occupation, although most of this deterioration has been due to causes other than the American occupation itself.

Outside of the effect upon wages, there are other indications of an improvement in the conditions of the working classes of the island. There can be no doubt that upon the whole the American administration of the island is more directly aimed at the advancement of the people than was the Spanish administration even at its best. The sanitation of the island is being improved and education is

being extended to at least a considerable minority of the Porto Ricans. Moreover, for the first time an effort is being made to root out the disease of anemia and to increase thereby the industrial efficiency of the population.

When, however, we look at the deeper influences at work at the present time, it is difficult to be very optimistic concerning the future labor conditions in Porto Rico. The fundamental conditions under which the workmen live have not been and could not have been materially altered, and it is doubtful whether the tendencies now at work will ever permit of a rapid and continuous progression of the workingman, or of a steady and permanent bettering of his standard of living.

There are many reasons for not anticipating a rapid and radical improvement. In the first place, Porto Rico is essentially an agricultural country. Its natural resources are all agricultural, and it has neither the geographical position nor the resources of iron and coal to permit it ever to become a great manufacturing country. The small manufacturing industries which formerly existed on the island have tended rather to diminish than to increase as a result of the American occupation. Free trade with the United States means the importation of articles manufactured more economically upon a large scale to take the place of articles formerly manufactured by hand or by simple tools on a small scale. While it is possible, and even probable, that a considerable industry will grow up in the making of cigars and in the canning of fruits, it seems reasonable to think that the country will remain permanently in an agricultural state.

It is moreover practically inevitable, from the tendencies now observable, that a large proportion of the laboring population will belong for many decades, if not permanently, to the peon class. There is no room in the industry of the island for large numbers of skilled men. Most of the work to be performed upon the sugar, coffee, and tobacco plantations is the rudest agricultural labor, and the great mass of the population will necessarily be employed at these tasks. Conditions as they now exist tend rather to lessen the hold of the peon upon his land. The enormously increased prosperity in sugar culture, as well as the growth of larger estates and the increasing custom of grinding sugar in huge central factories, causes the real unit of production rapidly to increase. To be economically operated, a sugar mill requires the output of several thousands of acres; and while the ownership of these acres may for a considerable time remain in the hands of separate owners, the lands must be cultivated in a joint manner and practically as a single operation.

It is obviously impossible that a peon earning 50 to 60 cents a day during the season can ever secure a sugar plantation or an interest

in a sugar plantation. The rise in the value of land, moreover, will tend, both in the sugar districts and elsewhere, to separate the peon more completely from the soil. The former system of permitting the peon workman to squat upon his employer's land and to cultivate an acre or two for himself seems now to be giving way with the increase in the value of the land and the necessity for its better utilization. It can not too often be repeated that Porto Rico is not a new country with valuable virgin fields, but a thickly populated region, where land brings higher prices than in most parts of the eastern States of the United States. With the rise in the value of the land, therefore, it is extremely probable that the peons who have no land will be unable to secure it, and those who now possess small patches will be persuaded to sell.

There can be no doubt that the demand for labor on the island of Porto Rico will increase for some time, and that with an increased demand for labor wages will tend for the time being to rise. This increased demand for labor has already shown itself in the sugar and tobacco industries, and there is even in the coffee industry a demand for labor larger than that of a few years ago. If the Porto Rican planters succeed in securing a large market for their coffee in the United States, either by convincing Americans of the excellence of their product or by obtaining a more favored treatment in the shape of a duty upon coffee grown in countries not under American jurisdiction, the result will be a larger product, a fuller utilization of the land, a greater demand for labor, and larger annual earnings for the workmen of that district. Even without a marked improvement in the coffee industry, there are evidences that for some years the demand for labor will continue to increase and to absorb a certain proportion of the oversupply of labor existing on the island.

Not only do the present tendencies indicate the permanency of an agricultural population without ownership of land, but it also seems probable that the oversupply of labor which now obtains, and which depresses wages to so low a point, will continue to exist, unless fundamental changes occur in the conditions of the Porto Rican's life and in the character of the population.

The low standard of living of the Porto Rican workingman, and the consequent ability of a huge population to live in the cheapest conceivable manner, permits the great mass of the rural workers to propagate without thought of consequences. The population lives close to the soil, and tends to increase with the naturalness and rapidity of a people with no demands upon life except to live. Sexual unions take place at an early age and are very fruitful. Throughout the country districts little restraint is put upon marriage, either legal or natural. In spite of the high death rate among children, and with

little immigration from other countries, the population which in 1887 amounted to 221 per square mile increased by 1899 to 264 per square mile.

There is no reason to believe that this rapid increase of the population, which has grown from 70,250 in 1775 to 953,243 in 1899, will not continue. The country is already overpopulated according to American standards, but in comparison with certain West Indian possessions it is still almost an unsettled district. The population of Barbados, for instance, amounts to 1,207 inhabitants per square mile. While Porto Rico is much more thickly populated than either Haiti or Cuba, it has not yet reached the limit of increase, nor has the ultimate pressure which will be exerted by these multitudes been yet attained.^(a)

In the past Porto Rico has been a country of absentee ownership. A large part of the property of the island was owned by Spaniards residing in Spain, and the island was exploited in the interest of these owners. The present tendencies do not lead one to expect any fundamental change in these conditions. Even at the present time a large part of the property of the island belongs to absentee Spaniards. "It is probably true," says ex-Governor Hunt, "that Spaniards own the greater part of the taxable property of the island; hence they constitute a powerful and influential portion of the community." "At present," he continues, "Porto Rico suffers the disadvantages of absenteeism with landlords who willfully impede the success of the Government which protects their property."^(b)

While there is no means of verifying the estimate of Governor Hunt that more than one-half of the taxable property of the island is in the hands of Spaniards, there can be no doubt that a considerable portion of it is thus owned. The whole tendency, moreover, is for the Spaniards, and latterly the Americans, to acquire the property of the country. Americans are investing largely in sugar plantations, fruit plantations, street railways, etc., and the real owners remain in the United States, although the foremen are Americans resident in the island. As a consequence, it seems probable that the increase in wealth which may come to the island in the shape of preferential tariff rates will not to a great extent remain in the island, but will be paid out to nonresidents.

^a The population of Porto Rico is still less dense than that of several European countries. As compared with a density of 264 inhabitants to the square mile for Porto Rico in 1899, the German Empire has a population of 270 to the square mile; Italy, 293; the United Kingdom, 343; Holland, 429, and Belgium, 589. China with a population of 266 to the square mile and Japan with a density of 317, also have a more thickly settled territory. It must be noted, however, that the European countries herein compared are largely manufacturing communities, which draw upon other less densely settled countries for much of their food and raw materials.

^b Fourth Annual Report of the Governor of Porto Rico from July 1, 1903, to June 30, 1904, pages 10 and 11.

This tendency toward nonresident ownership seems, upon the whole, to be upon the increase. Even many of the Porto Ricans who own large estates spend large portions of their money and leisure in the United States or in Europe, while the profits upon Spanish and American enterprises go to Spain and the United States. With the low rates of wages, caused largely by the excessive and ever-increasing population and by the unskilled character of the work, the conditions of the workingmen and other residents are not improved in a commensurate degree by an increase of the prosperity of land owners who do not reinvest their earnings in the island.

In attempting to improve the conditions of the majority of the Porto Rican population, the American people will meet with many difficulties and much discouragement. Absentee ownership must inevitably create a body of influential men who will look upon the native population merely as cheap labor and will stand in the way of any effort to educate them or improve their status. On the other hand, an aggressive and progressive educational policy may meet with listlessness and inertia, if not with active opposition on the part of large numbers of the native population.

If the idea of raising the Porto Rican to a higher standard of living and thought is to succeed, it will be only by persistent effort in the face of these difficulties. The naive conception of a decade ago, the belief that civilization would immediately follow the flag and that the poverty, the misery, and all the inheritance of centuries of misrule, would pass away with the Spanish domination, must give place to a fixed determination to carry out a difficult progressive programme. Even a lack of appreciation of such efforts by the Porto Rican peon should not deter from persistent effort, since it will be necessary not only to improve material conditions, but equally to create a demand in the minds of the laboring classes of Porto Rico for such improvement. The very lack of appreciation on the part of large numbers of the Porto Ricans would be the strongest argument for the necessity of such work.

Such a policy of improving the conditions of the Porto Rican population, or what is almost the same thing, of the great mass of the Porto Rican laborers, will necessarily run counter to the interests of many individuals—Spanish and American—financially interested in the island. While it is necessary to encourage the investment of foreign capital in the industries of Porto Rico, this policy ought not to be carried out to the extent of depriving the native population of its chance of material and moral progress. Many of the absentee owners of Porto Rican properties and many of their agents resident in Porto Rico consider the island and its population as equally fit for the crassest exploitation, and are as contemptuous of the people as they are enthusiastic about the island. The current use by many Ameri-

cans of an opprobrious epithet for Porto Ricans, bespeaks an attitude which takes no account of the human phase of the problem, but considers the population as composed merely of so many laborers willing to work for such and such a price.

The programme which the American people must carry out in order to live up to the theory under which the island was acquired and to improve the conditions of the laboring and other population of the island, is necessarily an extensive one. If the condition of the people is ever to be raised to a standard at all comparable with that prevailing in the United States, the people must be educated and the sanitary conditions improved, civil and political rights guaranteed and extended, and the condition of the workingman amply protected by law. The American people should recognize that they owe a duty to the Porto Ricans, and that they can not permit the welfare of the population for which they have accepted responsibility to be determined by accident or by conflicts of interests. The American people must, if they are to raise the standard of the Porto Rican peons, continue to prosecute the work of education upon the island, no matter how severe the financial drain. It is equally essential to carry out a programme of sanitation which will guarantee to every Porto Rican infant the chance to live its allotted life.

The power of the Porto Rican peons to insist upon fair and reasonable conditions of labor is, and for decades if not generations will continue to be, far less than that of the workmen of the United States, or of the countries of western Europe. It is not probable, under present conditions and without the benefit of progressive education, that the peons of the country will be able to obtain more favorable terms of employment and more reasonable conditions of labor without the intervention in some way of governmental authority. The demands of the peons for better conditions of labor will be in direct opposition to the interests of those who may insist that they are of a low type, just as their demands for education may be opposed on the ground that their work must remain unskilled.

If, by means of education, by means of improved means of communication, by means of a free press, and of assemblages and meetings and conventions, and of fairs and entertainments that will bring the people together, the standard of living of the men, and especially of the women of Porto Rico, is once raised; if the demands on life made by this people become sufficiently great to prevent the population from assuming marital responsibilities with its present recklessness; if, moreover, the resources of the country are exploited more wisely and the peon himself be assured of the ownership of at least a patch of land and be taught to utilize it economically, the conditions of life and labor of the great mass of the Porto Rican population may be permanently improved. Such an improvement, however, will be difficult

and slow, and will be evident only as measured by decades or generations, and not by years. If, however, the island be utilized merely or primarily as a means of providing opportunities for investment and commercial exploitation by American citizens; if the policy of educating the people be held up on account of its expense and alleged uselessness; if the standard of living of the people be not raised, the condition of Porto Rico and of the Porto Rican laboring class after one hundred or two hundred years will be no better than it was in the year 1898, when the sovereignty of Spain gave way to the dominion of the United States of America.

APPENDIX.

The tables following give respectively the wages and hours of labor of males employed in railroad transportation in 1897, 1902, and 1905, and the wages and hours of labor of employees in various industries, in 1905, by occupations and localities. The data which went to make up these tables were collected in Porto Rico during the progress of the investigation for this report. These tables are followed by the laws relating to labor in Porto Rico.

WAGES AND HOURS OF LABOR OF MALES EMPLOYED IN RAILROAD TRANSPORTATION, 1897, 1902, AND 1905.

Occupation.	Number of employees.			Days per week.			Hours per week.		
	1897.	1902.	1905.	1897.	1902.	1905.	1897.	1902.	1905.
Agents, station.....	22	24	34	6	6	7	60	60	84
Blacksmiths.....	10	4	14	6	6	6	60	60	60
Boilermakers.....	2	3	4	6	6	6	60	60	60
Carpenters.....	14	13	16	6	6	6	60	60	60
Clerks.....	32	30	59	6	6	(^a)	60	60	(^b)
Conductors.....	5	6	25	6	6	7	60	60	84
Engineers.....	10	15	27	6	6	7	60	60	84
Firemen.....	10	16	40	6	6	7	60	60	84
Fitters.....	6	14	18	6	6	6	60	60	60
Flagmen.....		1	4		6	7		60	84
Freight handlers.....	9	19	19	6	6	7	60	60	84
Hostlers, locomotive.....	3	4	6	6	6	7	60	60	84
Inspectors.....	1	1	2	6	6	6	60	60	60
Laborers.....	23	25	42	6	6	6	60	60	60
Machinists.....	5	3	7	6	6	6	60	60	60
Mechanic's apprentices.....	15	3	17	6	6	6	60	60	60
Mechanic's helpers.....	5	5	19	6	6	6	60	60	60
Painters.....	6	2	3	6	6	6	60	60	60
Switchmen.....	13	10	19	6	6	7	60	60	84
Turners.....	3	3	5	6	6	6	60	60	60
Watchmen.....	4	8	16	6	6	7	60	60	84
Water station tenders.....	2	6	6	6	6	7	60	60	84

^a Twenty-one persons work 6 days and 38 persons work 7 days per week.

^b Thirteen persons work 48 hours, 8 persons work 60 hours, and 38 persons work 84 hours per week.

WAGES AND HOURS OF LABOR OF MALES EMPLOYED IN RAILROAD TRANSPORTATION, 1897, 1902, AND 1905—Concluded.

Occupation.	Wages per day.				Per cent of increase (+) or decrease (-) in 1905 as compared with 1897 equivalent in United States money.
	1897.		1902 (United States money).	1905 (United States money).	
	Provincial money (silver pesos).	Equivalent in United States money.			
Agents, station.....	a 30.00	a \$21.60	a \$30.00	b \$40.00	+ 85.2
Blacksmiths.....	2.00	1.44	2.15	1.75	+ 21.5
Boilermakers.....	2.50	1.80	2.00	2.00	+ 11.1
Carpenters.....	1.50	1.08	1.60	c.16	+ 48.1
Clerks.....	a 25.16	a 18.12	a 29.67	a 36.86	+103.4
Conductors.....	a 40.00	a 28.80	a 40.00	a 35.00	+ 21.5
Engineers.....	a 50.00	a 36.00	a 40.00	e 50.00	+ 38.9
Firemen.....	a 35.00	a 25.20	a 30.00	e 35.00	+ 38.9
Fitters.....	2.50	1.80	1.75	1.75	- 2.8
Flagmen.....			a 8.00	a 20.00	
Freight handlers.....	a 16.00	a 11.52	a 20.00	a 25.00	+117.0
Hostlers, locomotive.....	a 30.00	a 21.60	1.20	1.20	+ 44.9
Inspectors.....	a 38.00	a 27.36	a 75.00	f 60.00	+119.3
Laborers.....	75	54	60	75	+ 38.9
Machinists.....	2.50	1.80	2.00	2.20	+ 22.2
Mechanic's apprentices.....	.15	.11	.20	.40	+263.6
Mechanic's helpers.....	.80	.58	.60	.60	+ 3.4
Painters.....	c.10	c.072	1.00	1.75	+143.1
Switchmen.....	a15.00	a 10.80	a 16.00	g 30.00	+177.8
Turners.....	1.25	.90	1.50	1.75	+ 94.4
Watchmen.....	a 21.75	a 15.66	a 15.81	a 24.29	+ 55.1
Water station tenders.....	a 16.00	a 11.52	a 16.00	a 25.00	+117.0

Occupation.	Wages per hour.				Per cent of increase (+) or decrease (-) in 1905 as compared with 1897 equivalent in United States money.
	1897.		1902 (United States money).	1905 (United States money).	
	Provincial money (silver pesos).	Equivalent in United States money.			
Agents, station.....	0.1150	\$0.0828	\$0.1150	h \$0.1096	+ 32.4
Blacksmiths.....	.2000	.1440	.2150	.1750	+ 21.5
Boilermakers.....	.2500	.1800	.2000	.2000	+ 11.1
Carpenters.....	.1500	.1080	.1600	.1600	+ 48.1
Clerks.....	.0964	.0695	.1138	.1318	+ 39.6
Conductors.....	.1534	.1104	.1534	i .0959	- 13.1
Engineers.....	.1917	.1380	.1534	j .1370	- .7
Firemen.....	.1342	.0966	.1150	j .0959	- .7
Fitters.....	.2500	.1800	.1750	.1750	- 2.8
Flagmen.....			.0807	.0548	
Freight handlers.....	.0613	.0442	.0767	.0685	+ 55.0
Hostlers, locomotive.....	.1150	.0828	.1200	.1000	+ 20.8
Inspectors.....	.1457	.1049	.2875	k .2300	+119.3
Laborers.....	.0750	.0540	.0600	.0750	+ 38.9
Machinists.....	.2500	.1800	.2000	.2200	+ 22.2
Mechanic's apprentices.....	.0150	.0110	.0200	.0400	+263.6
Mechanic's helpers.....	.0800	.0580	.0600	.0600	+ 3.4
Painters.....	.1000	.0720	.1000	.1750	+143.1
Switchmen.....	.0575	.0414	.0613	l .0822	+ 98.6
Turners.....	.1250	.0900	.1500	.1750	+ 94.4
Watchmen.....	.0834	.0600	.0606	.0691	+ 15.2
Water station tenders.....	.0613	.0442	.0613	.0685	+ 55.0

a Per month.

b Per month, and house rent; in San Juan, Mayaguez, Arecibo, and Ponce estimated at \$20 per month; in other sections at \$8 to \$10 per month.

c Per hour.

d Per month and while on the road, allowance of 50 cents per day for food, averaging \$8 per month.

e Per month; including bonus of 10 per cent of wages, paid for saving fuel.

f Per month; and while on the road, allowance of 75 cents per day for food, averaging \$10 per month.

g Per month; and house rent, estimated at \$2 per month.

h And house rent; in San Juan, Mayaguez, Arecibo, and Ponce estimated at \$20 per month; in other sections at \$8 to \$10 per month.

i And while on the road, allowance of 50 cents per day for food, averaging \$8 per month.

j Including bonus of 10 per cent of wages, paid for saving fuel.

k And while on the road, allowance of 75 cents per day for food, averaging \$10 per month.

l And house rent, estimated at \$2 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES.

BAKERIES.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Apprentices:									
Ponce.....	1	3	M.	Porto Rican.	7	(a)	(a)	\$0.25 per day.....	\$0.25
San Juan.....	3	4	M.	Porto Rican.	6	(a)	(a)	\$3 per month (b)...	b .11½
Bakers, first hand:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$3 per day.....	3.00
San Juan.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
	2	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
	4	1	M.	Porto Rican.	7	(a)	(a)	\$2.25 per day.....	2.25
Bakers, second hand:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
	1	2	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
	1	2	M.	Porto Rican.	7	(a)	(a)	\$0.62½ per day.....	.62½
San Juan.....	2	2	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
	2	2	M.	Porto Rican.	7	(a)	(a)	\$0.75 per day.....	.75
	4	3	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
Confectioner's assist-ant:									
San Juan.....	4	1	M.	Porto Rican.	7	(a)	(a)	\$16 per month (c)...	c .52½
Deliverymen:									
San Juan.....	2	1	M.	Porto Rican.	7	(a)	(a)	\$11 per month.....	.36
	4	1	M.	Porto Rican.	7	(a)	(a)	\$14 per month (d)...	d .46
Pastry cook:									
San Juan.....	4	1	M.	Spanish.....	7	(a)	(a)	\$25 per month (e)...	e .82
Salesmen:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$0.50 per day.....	.50
San Juan.....	4	6	M.	Porto Rican.	7	(a)	(a)	\$10 per month (d)...	d .33

BARBER SHOP.

Barbers:									
San Juan.....	5	1	M.	Porto Rican.	6½	12	78	\$25 per month.....	\$0.88½
	5	1	M.	Porto Rican.	6½	12	78	\$15 per month.....	.53½
	5	1	M.	Porto Rican.	6½	12	78	\$12 per month.....	.42½

BOARDING-HOUSE SERVICE.

Cook, chief:									
San Juan.....	7	1	M.	Porto Rican.	7	13½	94½	\$45 per month (e)...	e \$1.48
Cooks:									
San Juan.....	7	2	M.	Porto Rican.	7	13½	94½	\$16 per month (f)...	f .52½
	6	1	F.	Porto Rican.	7	13	91	\$12 per month (e)...	e .39½
Dishwasher:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$5 per month (f)...	f .16½
Housemaid:									
San Juan.....	6	1	F.	Porto Rican.	7	13	91	\$7 per month (e)...	e .23
Laundresses:									
San Juan.....	7	3	F.	Porto Rican.	7	10	70	\$5 per month (f)...	f .16½
Scrubber:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$4 per month (f)...	f .13
Waiter:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$3 per month (f)...	f .26½

BUILDING TRADES.

Carpenters:									
Rio Piedras.....	8	1	M.	Porto Rican.	6	9	54	\$1.80 per day.....	\$1.80
San Juan.....	9	11	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
	9	3	M.	Porto Rican.	6	9	54	\$1.50 per day.....	1.50
Vieques Island....	10	1	M.	Porto Rican.	6	9	54	\$2.50 per day.....	2.50
	10	3	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Foreman, carpenters:									
San Juan.....	9	1	M.	Porto Rican.	6	9	54	\$2.25 per day.....	2.25

^a Irregular.

^b And board, estimated by employer at \$6 per month.

^c And board, estimated by employer at \$10 per month.

^d And board and lodging, estimated by employer at \$12 per month.

^e And board.

^f And board and lodging.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.**BUILDING TRADES—Concluded.**

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Foreman, general: Vieques Island.....	10	1	M.	American....	6	9	54	\$5 per day.....	\$5.00
Foreman, masons: Rio Piedras.....	8	1	M.	Porto Rican.	6	9	54	\$2.50 per day.....	2.50
Laborers: Rio Pedras.....	8	12	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
San Juan.....	9	3	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
Vieques Island.....	10	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
	10	11	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
Masons: Rio Piedras.....	8	4	M.	Porto Rican.	6	9	54	\$2.00 per day.....	2.00
	8	10	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
San Juan.....	9	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	9	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Vieques Island.....	10	3	M.	Porto Rican.	6	9	54	\$2.25 per day.....	2.25
	10	4	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	10	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Mortar mixers: Rio Piedras.....	8	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
Vieques Island.....	10	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
Painters: Vieques Island.....	10	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	10	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80

CIGAR MAKING.

Banders: Arecibo.....	11	8	F.	Porto Rican.	6	9	54	\$0.25 per day.....	\$0.25
Bookkeepers: Arecibo.....	11	1	M.	Spanish.....	6	9	54	\$75 per month.....	2.87 $\frac{1}{2}$
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$20 per week.....	3.33 $\frac{1}{3}$
Bookkeeper, assistant: San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Box stampers, cigars: San Juan.....	14	6	M.	Porto Rican.	6	8	48	\$0.01 per 1,000.....	.40
Bundlers, cigars: San Juan.....	14	6	M.	(b)	6	8	48	\$0.05 per 1,000.....	(c)
Carpenters: San Juan.....	14	3	M.	Porto Rican.	3	8	24	\$1.50 per day.....	1.50
Casers: San Juan.....	14	8	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	14	11	M.	(b)	6	8	48	\$0.80 per day.....	.80
Cashier: San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Cigarette machine cleaners: San Juan.....	14	3	M.	Porto Rican.	6	(d)	(d)	\$0.50 per day.....	.50
Cigarette machine operators: San Juan.....	14	8	M.	Porto Rican.	6	9	54	\$0.05 per 1,000.....	2.08 $\frac{1}{3}$
Cigar makers: Arecibo.....	11	15	M.	Porto Rican.	6	9	54	\$13 per 1,000.....	1.95
	11	24	M.	Porto Rican.	6	9	54	\$3 per 1,000.....	1.20
	11	15	M.	Porto Rican.	6	9	54	\$7 per 1,000.....	1.05
	11	22	M.	Porto Rican.	6	9	54	\$4.50 per 1,000.....	.90
	11	67	M.	Porto Rican.	6	9	54	\$5 per 1,000.....	.80
Bayamon.....	12	290	M.	(b)	(d)	9	(d)	\$4.50 per 1,000.....	1.20
	12	10	M.	(b)	(d)	9	(d)	\$7.50 per 1,000.....	1.20
Ponce.....	13	1	M.	Porto Rican.	6	9	54	\$22.50 per 1,000.....	2.81 $\frac{1}{2}$
	13	1	M.	Porto Rican.	6	9	54	\$17 per 1,000.....	2.12 $\frac{1}{2}$
	13	2	M.	Porto Rican.	6	9	54	\$14 per 1,000.....	1.40
	13	5	M.	Porto Rican.	6	9	54	\$3 per 1,000.....	1.36
	13	2	M.	Porto Rican.	6	9	54	\$12.50 per 1,000.....	1.25
	13	1	M.	Porto Rican.	6	9	54	\$7.50 per 1,000.....	1.20
	13	1	M.	Porto Rican.	6	9	54	\$6.50 per 1,000.....	1.04
	13	1	M.	Porto Rican.	6	9	54	\$6 per 1,000.....	.96
	13	5	M.	Porto Rican.	6	9	54	\$4 per 1,000.....	(e)

* Estimated.

b Principally Porto Ricans.

c Not reported.

d Irregular.

e Earnings vary from \$0.64 to \$1 per day, according to speed.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

CIGAR MAKING—Continued.

Occupation and locality.	Es- tab- lish- ment num- ber.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi- valent rate per day.
Cigar makers—Cont'd.									
Ponce.....	13	6	M.	Porto Rican.	6	9	54	\$3.50 per 1,000.....	(a)
San Juan.....	13	69	M.	Porto Rican.	6	9	54	\$2.50 per 1,000.....	(c)
San Juan.....	14	300	M.	(d)	(e)	9	(e)	(f)	(g)
Classers, wrappers:									
Arecibo.....	11	2	M.	Porto Rican.	6	9	54	\$3 per week.....	\$1.33½
San Juan.....	11	2	M.	Porto Rican.	6	9	54	\$6 per week.....	1.00
San Juan.....	14	20	M.	(d)	6	8	48	\$2 per day.....	2.00
Clerks:									
Arecibo.....	11	1	M.	French.....	6	9	54	\$12 per week.....	2.00
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12.50 per week.....	2.08½
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$10 per week.....	1.66½
Driers:									
Arecibo.....	11	1	M.	Spanish.....	6	9	54	\$3 per week.....	1.33½
San Juan.....	14	20	M.	(d)	6	8	48	\$0.70 per day(h).....	1.70
Elevator boy:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Engineer:									
San Juan.....	14	1	M.	American....	6	8	48	\$20 per week.....	3.33½
Fireman:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12 per week.....	2.00
Foreman, cigarette machine operators:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$30 per week.....	5.00
Foremen, factory:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$20 per week.....	3.33½
Bayamon.....	12	2	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Foreman, factory, as- sistant:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$3 per week.....	1.33½
Foreman, laborers:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$3 per week.....	1.33½
Foreman, leaf classers:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$16 per week.....	2.66½
Foreman, packers, cig- arettes:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12 per week.....	2.00
Foreman, packing and shipping dept.:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$27 per week.....	4.50
Foreman, sorters, cig- ars:									
San Juan.....	14	1	M.	Spanish.....	6	8	48	\$30 per week.....	5.00
Foremen, strippers:									
San Juan.....	14	4	M.	(g)	6	8	48	\$12 per week.....	2.00
Foreman, warehouse:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$20 per week.....	3.33½
Laborers:									
Arecibo.....	11	8	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
Bayamon.....	12	10	M.	(d)	6	9	54	\$0.70 per day.....	.70
Ponce.....	13	4	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
San Juan.....	13	2	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
San Juan.....	13	1	M.	Porto Rican.	6	9	54	\$0.40 per day.....	.40
San Juan.....	13	2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
San Juan.....	14	13	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
San Juan.....	14	21	(i)	(d)	6	8	48	\$0.75 per day(h).....	1.75
San Juan.....	14	8	M.	(d)	6	8	48	\$0.50 per day(h).....	1.50
Manager:									
Arecibo.....	11	1	M.	Cuban.....	6	(e)	(e)	\$175 per month.....	6.71
Messengers:									
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$1.13 per day.....	1.13
Office boy:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$5 per week.....	.83½

a Earnings vary from \$0.56 to \$0.91 per day, according to speed.

b Boys.

c Earnings vary from \$0.25 to \$0.62½ per day, according to speed.

d Principally Porto Ricans.

e Irregular.

f Pay varies from \$7 to \$25 per 1,000.

g Not reported.

h Average.

i Males and females.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

CIGAR MAKING—Concluded.

Occupation and locality.	Es-tab-lish-ment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equip-ivalent rate per day.
Packers:									
Arecibo.....	11	1	M.	Spanish.....	6	9	54	(a)	(a)
	11	5	M.	Porto Rican.	6	9	54	(a)	(a)
San Juan.....	14	10	M.	(b)	6	8	48	\$0.05 per 1,000.....	(c)
Packers, cigarettes:									
San Juan.....	14	34	M.	Porto Rican.	6	8	48	\$0.40 per 1,000.....	\$1.33 ¹
Shell makers, hand, cigarettes:									
San Juan.....	14	17	M.	Porto Rican.	6	8	48	\$0.15 per 1,000.....	d 1.33 ¹
Shell maker, machine, cigarettes:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$0.04 per 1,000.....	d 1.00
Shipping clerk:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$7.50 per week....	1.25
Sorters cigars:									
Arecibo.....	11	3	M.	Porto Rican.	6	9	54	(e)	(c)
	11	3	M.	Spanish.....	6	9	54	(e)	(c)
Ponce.....	13	2	M.	Porto Rican.	6	9	54	(f)	(f)
San Juan.....	14	20	M.	Porto Rican.	6	8	48	\$0.40 per 1,000.....	(c)
	14	16	M.	(b)	6	8	48	\$1.25 per 1,000.....	(c)
Stenographer:									
San Juan.....	14	1	F.	Porto Rican.	6	8	48	\$25 per week.....	4.16 ¹
Stock keeper.									
Ponce.....	13	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
Strippers.									
Arecibo.....	11	15	M.	Porto Rican.	6	9	54	\$0.02 per pound...	(c)
	11	10	F.	Porto Rican.	6	9	54	\$0.05 per pound...	d. 30
Ponce.....	13	2	F.	Porto Rican.	6	9	54	\$0.05 per pound...	d. 60
	13	3	F.	Porto Rican.	6	9	54	\$0.03 per pound...	d. 30
	13	5	F.	Porto Rican.	6	9	54	\$0.02 per pound...	d. 20
San Juan.....	14	210	F.	Porto Rican.	6	8	48	\$0.02 ¹ per pound...	d. 50
	14	50	F.	(b)	6	8	48	\$0.02 ¹ per pound..	(c)
Teamster:									
San Juan.....	14	1	M.	Spanish.....	6	8	48	\$1 per day.....	1.00
Timekeeper:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
Tobacco distributors:									
Bayamon.....	12	4	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Watchmen:									
Arecibo.....	11	2	M.	Porto Rican.	7	12	84	\$4 per week.....	.57
San Juan.....	14	1	M.	Spanish.....	7	10	70	\$0.10 per hour.....	1.00
Weighers:									
San Juan.....	14	10	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00

COFFEE PLANTATIONS.

Care takers:									
Arecibo dept.....	17	1	M.	Porto Rican.	7	(g)	(g)	\$0.30 per day.....	\$0.30
	17	1	M.	Porto Rican.	7	(g)	(g)	\$1.50 per week(h).	h. 21 ¹
	17	1	M.	Porto Rican.	7	(g)	(g)	\$1.20 per week(h).	h. 17
Carpenter:									
Ponce department.	15	1	M.	Porto Rican.	6	11	66	\$0.75 per day.....	.75
Carpenter's helper:									
Ponce department.	15	1	M.	Porto Rican.	6	11	66	\$0.35 per day.....	.35
Cultivators:									
Arecibo dept.....	17	2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	17	6	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
	17	337	M.	Porto Rican.	6	12	72	\$0.30 per day.....	.30
	17	1	M.	Porto Rican.	6	12	72	\$0.25 per day.....	.25
	17	1	M.	Porto Rican.	6	12	72	\$0.26 per day.....	.26
	17	29	M.	Porto Rican.	6	12	72	\$0.25 per day.....	.25

^a Earnings vary from \$2.40 to \$3.50 per day, according to size of box. Rate of pay varies from \$0.60 to \$0.87¹ per 1,000.

^b Principally Porto Ricans.

^c Not reported.

^d Estimated.

^e Rate of pay varies from \$0.75 to \$1.25 per 1,000, according to class of cigars.

^f Earnings vary from \$1.25 to \$2 per day, according to class of cigars. Rate of pay varies from \$0.50 to \$1.75 per 1,000.

^g Irregular.

^h Employed all the year and also is furnished plot of ground on which to cultivate vegetables, etc., on halves.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

COFFEE PLANTATIONS—Concluded.

Occupation and locality.	Estab-lish-ment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Cultivators—Conc'd.									
Arecibo dept.	17	16	M.	Porto Rican.	6	12	72	\$0.20 per day.....	\$0.20
	17	a5	M.	Porto Rican.	6	12	72	\$0.18 per day.....	.18
	17	a13	M.	Porto Rican.	6	12	72	\$0.16 per day.....	.16
	17	a15	M.	Porto Rican.	6	12	72	\$0.15 per day.....	.15
	17	a1	M.	Porto Rican.	6	12	72	\$0.13 per day.....	.13
	17	a12	M.	Porto Rican.	6	12	72	\$0.12 per day.....	.12
	17	a2	M.	Porto Rican.	6	12	72	\$0.10 per day.....	.10
Mayaguez dept.	16	13	M.	Porto Rican.	6	10	60	\$0.30 per day.....	.30
Ponce department.	15	14	M.	Porto Rican.	6	11	66	\$0.25 per day(b)...	b.25
Overseers:									
Arecibo dept.	17	1	M.	Porto Rican.	6	12	72	\$3.75 per week (c) ..	c.62½
	17	1	M.	Porto Rican.	6	12	72	\$2.50 per week (c) ..	c.41½
	17	2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	17	1	M.	Porto Rican.	7	12	84	\$2.25 per week.....	.32
	17	1	M.	Porto Rican.	7	12	84	\$2.10 per week.....	.30
	17	1	M.	Porto Rican.	6	12	72	\$1.50 per week (c) ..	c.25
Mayaguez dept.	16	2	M.	Porto Rican.	6	10	60	\$2.50 per week.....	.41½
Ponce department.	15	1	M.	Porto Rican.	7	11	77	\$0.30 per day.....	.30
Pickers:									
Arecibo dept.	17	d600	M.	Porto Rican.	7	(e)	(e)	(f)	e.26
Mayaguez dept.	16	d36	M.	Porto Rican.	6	(e)	60	(h)	(i)
Ponce department.	15	d22	M.	Porto Rican.	7	(e)	(e)	(j)	e.26
Water boy:									
Arecibo dept.	17	1	M.	Porto Rican.	6	12	72	\$0.06 per day.....	.06
Wood chopper:									
Mayaguez dept.	16	1	M.	Porto Rican.	6	10	60	\$0.25 per cart.....	e.41½

COFFEE SORTING AND POLISHING.

Engineer:									
Ponce.....	18	1	M.	Porto Rican.	6	10	60	\$1 per day (e).....	e\$1.00
Laborers:									
Ponce.....	18	4	M.	Porto Rican.	6	10	60	\$1.12½ per day.....	1.12½
Polisher:									
Ponce.....	18	1	M.	Porto Rican.	6	10	60	\$2 per day.....	2.00
Sorters:									
Ponce.....	18	200	F.	Porto Rican.	6	10	60	(j)	k.35

COPPERSMITHING.

Apprentices:									
Ponce.....	19	6	M.	Porto Rican.	6	8½	51	\$0.50 per week....	\$0.06½
Coppersmiths:									
Ponce.....	19	1	M.	Spanish.....	6	8½	51	\$1.50 per day (l) ..	1.50
	19	3	M.	Porto Rican.	6	8½	51	\$1.40 per day.....	1.40

COTTON GINNING.

Engineer:									
San Juan.....	20	1	M.	Porto Rican.	6	8	48	\$1 per day.....	\$1.00
Foreman:									
San Juan.....	20	1	M.	American....	6	8	48	\$80 per month....	3.06½
Ginners:									
San Juan.....	20	1	M.	Porto Rican.	6	8	48	\$0.75 per day.....	.75
	20	1	M.	Porto Rican.	6	8	48	\$0.60 per day.....	.60
Laborers:									
San Juan.....	20	2	M.	Porto Rican.	6	8	48	\$0.50 per day.....	.50
	20	3	M.	Porto Rican.	6	8	48	\$0.40 per day.....	.40

a Boys.

b And breakfast of codfish and plantains, estimated at 5 cents.

c Employed all the year.

d Not including women and children.

e Irregular.

f 8 cents per almud (about 10 pounds) of cleaned coffee.

g Estimated.

h 12 cents per almud (about 10 pounds) of cleaned coffee.

i Not reported.

j 5 cents per basket of about 20 pounds.

k Estimated.

l And board and lodging, estimated at 50 cents per day.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

DRESSMAKING.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Dressmakers:(a) San Juan.....	21	3	F.	Porto Rican.	6	8	48	\$0.25 per day(b) ..	\$0.25

FOUNDRY AND MACHINE SHOP.

Blacksmiths:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	\$2.00
	22	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Machinists:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	22	2	M.	Cuban.....	6	9	54	\$25 per month.....	.96
	22	2	M.	Spanish.....	6	9	54	\$25 per month.....	.96
	22	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Machinist's appren-tices:									
San Juan.....	22	4	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
	22	2	M.	Porto Rican.	6	9	54	\$0.15 per day.....	.15
	22	2	M.	Porto Rican.	6	9	54	\$0.10 per day.....	.10
Molders:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	22	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
	22	2	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Molder's apprentices:									
San Juan.....	22	2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
Pattern maker:									
San Juan.....	22	1	M.	Spanish.....	6	9	54	\$2 per day.....	2.00

FRUIT CANNING, PINEAPPLES.

Corer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	\$0.40
Engineer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	(c)	(c)	\$4 per week.....	.66½
Engineer's helper:									
Mayaguez.....	23	4	M.	Porto Rican.	6	(c)	(c)	\$2 per week.....	.33½
Laborers:									
Mayaguez.....	23	30	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	23	10	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
	23	10	M.	Porto Rican.	6	10	60	\$0.30 per day.....	.30
	23	4	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
	23	80	F.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
Machinists:									
Mayaguez.....	23	3	M.	American....	6	10	60	\$2.50 per day.....	2.50
Peelers, machine:									
Mayaguez.....	23	2	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Processor:									
Mayaguez.....	23	1	M.	American....	6	10	60	\$6 per week.....	1.00
Slicer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40

FRUIT CULTURE, CITRUS.(e)

Cultivators:									
Bayamon dept....	24	75	M.	Porto Rican.	7	10	70	\$0.40 per day.....	\$0.40
Foreman, cultivators:									
Bayamon dept....	24	1	M.	Porto Rican.	7	10	70	\$0.65 per day (f) ..	f. 65
Foremen, gang:									
Bayamon dept....	24	14	M.	Porto Rican.	7	10	70	\$0.50 per day (f) ..	f. 50
Manager:									
Bayamon dept....	24	1	M.	American....	7	10	70	\$100 per month...	3.29

(a) Proprietress does all cutting and fitting.

(b) And two meals, estimated at 20 cents.

(c) Irregular.

(d) Boys.

(e) No fruit has been marketed.

(f) And house rent, estimated at \$1 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

HATS, STRAW.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Blockers:									
San Juan.....	26	1	M.	Porto Rican.	6	8	48	\$9 per week.....	\$1.50
	26	5	M.	Porto Rican.	6	8	48	\$8.50 per week.....	1.41½
	26	1	M.	Porto Rican.	6	8	48	\$7.50 per week.....	1.25
Blocker's apprentices:									
San Juan.....	26	2	M.	Porto Rican.	6	8	48	\$3 per week.....	.50
Bookkeeper:									
San Juan.....	26	1	M.	Porto Rican.	6	8	48	\$45 per month.....	1.72½
Carpenter:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$1.25 per day.....	1.25
Engineer and fireman:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
Finishers:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$7.50 per week.....	1.25
	25	1	M.	Porto Rican.	6	8	48	\$3.50 per week.....	.58½
San Juan.....	26	1	M.	Porto Rican.	6	8	48	\$9 per week.....	1.50
	26	1	M.	Porto Rican.	6	8	48	\$6 per week.....	1.00
	26	2	M.	Porto Rican.	6	8	48	\$4.50 per week.....	.75
	26	10	F.	Porto Rican.	6	8	48	\$4 per week.....	.66½
Finisher's apprentices:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$3 per week.....	.50
	25	1	M.	Porto Rican.	6	8	48	\$2 per week.....	.33½
Pressers:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$9 per week.....	1.50
	25	1	M.	Porto Rican.	6	8	48	\$7.50 per week.....	1.25
	25	1	M.	Porto Rican.	6	8	48	\$6 per week.....	1.00
	25	1	M.	Porto Rican.	6	8	48	\$4.50 per week.....	.75
San Juan.....	26	1	M.	Porto Rican.	6	8	48	\$9 per week.....	1.50
	26	1	M.	Porto Rican.	6	8	48	\$7.50 per week.....	1.25
	26	1	M.	Porto Rican.	6	8	48	\$5 per week.....	.83½
Sewers:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$7.50 per week.....	1.25
	25	1	M.	Porto Rican.	6	8	48	\$6 per week.....	1.00
	25	2	F.	Porto Rican.	6	8	48	\$5 per week.....	.83½
	25	14	F.	Porto Rican.	6	8	48	\$0.24 per hat.....	(e)
	25	1	M.	Porto Rican.	6	8	48	\$3.50 per week.....	.58½
San Juan.....	26	7	F.	Porto Rican.	6	8	48	\$5.50 per week.....	.91½
Sewer's apprentices:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$2 per week.....	.33½
	25	1	M.	Porto Rican.	6	8	48	\$1 per week.....	.16½
Sizers:									
Ponce.....	25	1	M.	Porto Rican.	6	8	48	\$6 per week.....	1.00
	25	1	M.	Porto Rican.	6	8	48	\$4.50 per week.....	.75
Sizer's apprentices:									
Ponce.....	25	4	M.	Porto Rican.	6	8	48	\$1 per week.....	.16½

ICE MANUFACTURE.

Clerks:									
San Juan.....	27	1	M.	Porto Rican.	7	8	56	\$50 per month.....	\$1.64½
	27	1	M.	Porto Rican.	7	8	56	\$25 per month.....	.82
Engineer:									
San Juan.....	27	1	M.	Spanish.....	7	12	84	\$900 per year.....	2.46½
Firemen:									
San Juan.....	27	3	M.	Porto Rican.	7	8	56	\$3 per week.....	1.14½
Laborers:									
San Juan.....	27	4	M.	Porto Rican.	7	12	84	\$6 per week.....	.85½
Superintendent:									
San Juan.....	27	1	M.	American....	7	12	84	\$1,500 per year....	4.11

LAUNDRY, STEAM.

Clerk:									
San Juan.....	28	1	F.	English.....	6	10	60	\$5 per week.....	\$0.83½
Deliveryman:									
San Juan.....	28	1	M.	American....	(b)	(b)	(b)	\$1.50 per day(c) ..	1.50

a Not reported.

b Irregular.

c Estimated earnings; receives commission on deliveries.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

LAUNDRY, STEAM—Concluded.

Occupation and locality.	Es-tab-lish-ment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Fireman:									
San Juan.....	28	1	M.	Porto Rican.	6	10	60	\$1 per day.....	\$1.00
Helper:									
San Juan.....	28	a 1	M.	Porto Rican.	6	10	60	\$1 per week.....	.16½
Machine hands:									
San Juan.....	28	11	F.	Porto Rican.	6	10	60	\$0.05 per hour.....	.50
Marker:									
San Juan.....	28	1	F.	Porto Rican.	6	10	60	\$2.50 per week.....	.41½
Wagon boy:									
San Juan.....	28	1	M.	Porto Rican.	6	10	60	\$2 per week.....	.33½

MACARONI MANUFACTURE.

Fireman:									
San Juan.....	29	1	M.	Porto Rican.	6	8	48	\$1 per day.....	\$1.00
Foreman:									
San Juan.....	29	1	M.	Porto Rican.	6	8	48	\$1.50 per day.....	1.50
Laborers:									
San Juan.....	29	5	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
Modelers:									
San Juan.....	29	22	F.	Porto Rican.	6	8	48	\$0.40 per day.....	.40

MUNICIPAL WORK.

Blacksmith:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$1.75 per day.....	\$1.75
Blacksmith's helper:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$0.75 per day.....	.75
Carpenters:									
San Juan.....	30	4	M.	Porto Rican.	6	8	48	\$1.75 per day.....	1.75
Carpenter's helpers:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$1.12½ per day.....	1.12½
Carpenter's helpers:									
San Juan.....	30	18	M.	Porto Rican.	6	8	48	\$0.75 per day.....	.75
	30	1	M.	Porto Rican.	6	8	48	\$0.62½ per day.....	.62½
	30	1	M.	Porto Rican.	6	8	48	\$0.50 per day.....	.50
Cart drivers, street cleaning:									
San Juan.....	30	8	M.	Porto Rican.	6½	8	52	\$240 per year.....	.66
Draftsman:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$1.50 per day.....	1.50
Inspector, street cleaning:									
San Juan.....	30	1	M.	Porto Rican.	6½	8	52	\$900 per year.....	2.46½
Masons:									
San Juan.....	30	5	M.	Porto Rican.	6	8	48	\$1.75 per day.....	1.75
Mason's helpers:									
San Juan.....	30	5	M.	Porto Rican.	6	8	48	\$0.50 per day.....	.50
Overseer, building repairs:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$1.25 per day ^(b) ..	b 1.25
Overseers, street cleaning:									
San Juan.....	30	1	M.	Porto Rican.	6½	8	52	\$480 per year.....	1.31½
	30	2	M.	Porto Rican.	6½	8	52	\$360 per year.....	.98½
Overseers, street sweeping:									
San Juan.....	30	2	M.	Porto Rican.	6½	8	52	\$0.87 per day.....	.87
	30	1	M.	Porto Rican.	6½	8	52	\$0.75 per day.....	.75
Overseers, street sweeping, assistant:									
San Juan.....	30	2	M.	Porto Rican.	6½	8	52	\$0.75 per day.....	.75
	30	2	M.	Porto Rican.	6½	8	52	\$0.50 per day.....	.50
Paver, street repairing:									
San Juan.....	30	1	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
Paver's helpers:									
San Juan.....	30	4	M.	Porto Rican.	6	8	48	\$0.75 per day.....	.75
Street sweepers:									
San Juan.....	30	33	M.	Porto Rican.	6½	8	52	\$0.50 per day.....	.50
Watchman, corral:									
San Juan.....	30	1	M.	Porto Rican.	7	8	56	\$0.75 per day.....	.75

a Boy.

b Employed all the year.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

PLANING MILL.

Occupation and locality.	Es-tab-lish-ment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Blacksmith:									
Ponce.....	31	1	M.	Porto Rican.	6	10	60	\$7.50 per week....	\$1.25
Carpenters:									
Ponce.....	31	1	M.	Porto Rican.	6	10	60	\$9 per week.....	1.50
San Juan.....	31	2	M.	Porto Rican.	6	10	60	\$7.50 per week....	1.25
San Juan.....	32	5	M.	Porto Rican.	6	(e)	48	\$0.21½ per hour....	1.75
Carpenter's apprentices:									
San Juan.....	32	2	M.	Porto Rican.	6	(e)	48	\$0.12½ per hour....	1.00
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.09½ per hour....	.75
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.06½ per hour....	.50
San Juan.....	32	2	M.	Porto Rican.	6	(e)	48	\$0.03½ per hour....	.25
Engineer:									
Ponce.....	31	1	M.	Porto Rican.	6	10	60	\$7.50 per week....	1.25
Fireman:									
San Juan.....	32	1	M.	Spanish.....	6	(e)	48	\$8 per week.....	1.33½
Fireman's helper:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$1.50 per week....	.25
Foreman, carpenters:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.31½ per hour....	2.50
Foreman, mill:									
San Juan.....	32	1	M.	American....	6	(e)	48	\$27 per week.....	4.50
Laborers:									
Ponce.....	31	4	M.	Porto Rican.	6	10	60	\$3 per week.....	.50
San Juan.....	32	3	M.	Porto Rican.	6	(e)	48	\$5.75 per week....	.96
San Juan.....	32	5	M.	Porto Rican.	6	(e)	48	\$0.10 per hour....	.80
Lumber marker:									
Ponce.....	31	1	M.	Porto Rican.	6	10	60	\$6 per week.....	1.00
Machine hands:									
San Juan.....	32	2	M.	Porto Rican.	6	(e)	48	\$4 per week.....	.66½
Molder's apprentice:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.08½ per hour....	.66½
Planer hand:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$10 per week.....	1.66½
Planer hand's apprentice:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.06½ per hour....	.50
Sawyer, jig:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$2 per week.....	.33½
Sawyer, rip:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$9.50 per week....	1.58½
Turner:									
San Juan.....	32	1	M.	Porto Rican.	6	(e)	48	\$0.25 per hour....	2.00

PRINTING AND PUBLISHING.

Accountant, gov't office:									
San Juan.....	33	1	M.	American....	5½	8	44	\$900 per year.....	\$2.87½
Apprentices:									
San Juan.....	36	9	M.	Porto Rican.	6	8	48	\$1 per week.....	.16½
Apprentice, job work:									
San Juan.....	34	1	M.	Porto Rican.	6	9	54	\$3 per week.....	.50
Apprentices, litho-graphing:									
San Juan.....	36	6	M.	Porto Rican.	6	9	54	\$3 per week.....	.50
Apprentices, news-paper:									
Ponce.....	35	1	M.	Porto Rican.	6	8	48	\$0.75 per week....	.12½
Ponce.....	35	1	M.	Porto Rican.	6	8	48	\$0.25 per week....	.04½
Bookbinder, job work:									
San Juan.....	34	1	M.	Porto Rican.	6	9	54	\$5 per week.....	.83½
Chief of bureau, gov't office:									
San Juan.....	33	1	M.	American....	5½	8	44	\$1,400 per year....	4.47
Compositors, book and job:									
San Juan.....	36	1	M.	German.....	6	8	48	\$9 per week.....	1.50
San Juan.....	36	2	M.	Porto Rican.	6	8	48	\$8 per week.....	1.33½
San Juan.....	36	10	M.	Porto Rican.	6	8	48	\$3 per week.....	.50

• Monday to Friday, 8½; Saturday, 4½.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

PRINTING AND PUBLISHING—Concluded.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equip-ivalent rate per day.
Compositors, gov't office:									
San Juan.....	33	1	M.	American....	5½	8	44	\$0.40 per hour....	\$3.20
	33	2	M.	Porto Rican....	5½	8	44	\$0.30 per hour....	2.40
	33	7	M.	Porto Rican....	5½	8	44	\$0.25 per hour....	2.00
Compositors, job work:									
San Juan.....	34	1	M.	Danish.....	6	9	54	\$12 per week.....	2.00
	34	1	M.	Porto Rican....	6	9	54	\$9 per week.....	1.50
Compositors, news-paper:									
Ponce.....	35	1	M.	Porto Rican....	6	8	48	\$6 per week.....	1.00
	35	3	M.	Porto Rican....	6	8	48	\$5 per week.....	.83½
	35	2	M.	Porto Rican....	6	8	48	\$4 per week.....	.66½
	35	1	M.	Porto Rican....	6	8	48	\$3.50 per week.....	.58½
	35	1	M.	Porto Rican....	6	8	48	\$3 per week.....	.50
San Juan.....	36	2	M.	Porto Rican....	6	8	48	\$9 per week.....	1.50
	36	7	M.	Porto Rican....	6	8	48	\$7 per week.....	1.16½
	36	4	M.	Porto Rican....	6	8	48	\$6.50 per week....	1.08½
	36	2	M.	Porto Rican....	6	8	48	\$6 per week.....	1.00
	36	4	M.	Porto Rican....	6	8	48	\$4.50 per week....	.75
Engravers, lithograph-ing:									
San Juan.....	36	2	M.	German.....	6	9	54	\$18 per week.....	3.00
	36	1	M.	German.....	6	9	54	\$16 per week.....	2.66½
Folders:									
Ponce.....	35	3	M.	Porto Rican....	6	8	48	\$0.50 per week....	.08½
Foreman, job work:									
San Juan.....	34	1	M.	American....	6	9	54	\$25 per week.....	4.16½
Foreman, newspaper:									
Ponce.....	35	1	M.	Porto Rican....	6	8	48	\$7 per week.....	1.16½
Foreman, pressman, lithographing:									
San Juan.....	36	1	M.	German.....	6	9	54	\$15.50 per week...	2.58½
Laborer:									
Ponce.....	35	1	M.	Porto Rican....	6	8	48	\$3 per week.....	.50
Manager, lithog. dept.:									
San Juan.....	36	1	M.	German.....	6	9	54	\$100 per month...	3.83½
Manager, printing de-partment:									
San Juan.....	36	1	M.	Spanish.....	6	8	48	\$35 per month....	3.26
Press feeders, news-paper:									
Ponce.....	35	1	M.	Porto Rican....	6	8	48	\$2 per week.....	.33½
	35	2	M.	Porto Rican....	6	8	48	\$1 per week.....	.16½
Pressmen, gov't. office:									
San Juan.....	33	1	M.	Porto Rican....	5½	8	44	\$0.25 per hour....	2.00
	33	1	M.	Porto Rican....	5½	8	44	\$0.20 per hour....	1.60
Pressman, job work:									
San Juan.....	34	1	M.	Porto Rican....	6	9	54	\$6 per week.....	1.00
Pressmen, lithograph-ing:									
San Juan.....	36	2	M.	Porto Rican....	6	9	54	\$10 per week.....	1.66½
	36	2	M.	Porto Rican....	6	9	54	\$6 per week.....	1.00
Pressmen, newspaper:									
Ponce.....	35	1	M.	Porto Rican....	6	8	48	\$5 per week.....	.83½
San Juan.....	36	3	M.	Porto Rican....	6	8	48	\$9 per week.....	1.50
Pressman's appren-tices, gov't. office:									
San Juan.....	33	1	M.	Porto Rican....	5½	8	44	\$0.10 per hour....	.80
	33	2	M.	Porto Rican....	5½	8	44	\$0.07 per hour....	.56
Pressman's appren-tices, newspaper:									
San Juan.....	36	2	M.	Porto Rican....	6	8	48	\$3.50 per week....	.58½
Public printer, gov't. office:									
San Juan.....	33	1	M.	American....	5½	8	44	\$1,400 per year....	4.47
Public printer, asst., gov't. office:									
San Juan.....	33	1	M.	Porto Rican....	5½	8	44	\$1,000 per year....	3.19

♂ Boys.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SHOEMAKING.

Occupation and locality.	Es- tab- lish- ment num- ber.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv- alent rate per day.
Shoemakers: (a)									
Ponce.....	37	2	M.	Spanish.....	6	9	54	(b)	(c)
	37	12	M.	Porto Rican.	6	9	54	(b)	(c)
San Juan.....	38	1	M.	Italian.....	6	9	54	\$0.80 per pair.....	d \$0.80
	38	1	M.	Porto Rican.	6	9	54	\$0.80 per pair.....	d .80

STREET RAILWAY AND ELECTRIC LIGHTING.

Advertising agent:									
San Juan.....	40	1	M.	Scotch.....	6	8	48	\$80 per month.....	\$3.06½
Boiler hands:									
San Juan.....	40	1	M.	American....	6	10	60	\$1 per day.....	1.00
	40	2	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
Bookkeepers:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$65 per month.....	2.49
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$65 per month.....	2.49
Car cleaner: (e)									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$30 per month.....	.98½
Carpenter:									
Ponce.....	39	1	M.	Porto Rican.	2	10	20	\$1.50 per day.....	1.50
Cashier:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$135 per month.....	5.17½
Clerk:									
Ponce.....	39	1	M.	Negro.....	6	10	60	\$20 per month.....	.76½
Coal passers:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$22.50 per month..	.74
San Juan.....	40	3	M.	Porto Rican.	7	8	56	\$0.75 per day.....	.75
Collectors:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$50 per month.....	1.91½
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$45 per month.....	1.72½
Conductors:									
Ponce.....	39	2	M.	Porto Rican.	7	11½	80½	\$37.50 per month..	1.23½
	39	3	M.	Porto Rican.	7	9	63	\$27.60 per month..	.91
San Juan.....	40	18	M.	Porto Rican.	7	10	70	\$0.11 per hour.....	1.10
Electrician:									
Ponce.....	39	1	M.	American....	7	10	70	\$83.33 per month..	2.74
Engineers:									
Ponce.....	39	1	M.	American....	7	10	70	\$83.33 per month..	2.74
San Juan.....	40	1	M.	American....	7	10	70	\$100 per month.....	3.29
Engineers, assistant:									
Ponce.....	39	1	M.	Negro.....	7	12	84	\$64 per month.....	2.10½
	39	1	M.	Negro.....	7	12	84	\$55 per month.....	1.81
San Juan.....	40	2	M.	Porto Rican.	7	8	56	\$1.75 per day.....	1.75
	40	1	M.	Porto Rican.	7	8	56	\$1.25 per day.....	1.25
Firemen:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$45 per month.....	1.48
	39	1	M.	Porto Rican.	7	12	84	\$30 per month.....	.98½
San Juan.....	40	3	M.	Porto Rican.	7	8	56	\$1.50 per day.....	1.50
Foreman, machine shop:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$3.25 per day.....	2.25
Foreman, track:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$50 per month.....	1.91½
	40	1	M.	American....	6	9	54	\$45 per month.....	1.72½
Hostler:									
Ponce.....	39	1	M.	Negro.....	7	10	70	\$18 per month.....	.59
Inspector, lighting:									
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$30 per month.....	1.15
Inspector, transporta- tion:									
San Juan.....	40	1	M.	Porto Rican.	7	16	112	\$35 per month.....	1.15
	40	1	M.	Porto Rican.	7	16	112	\$30 per month.....	.98½
Interpreter:									
San Juan.....	40	1	M.	American....	6	8	48	\$110 per month.....	4.21½
Laborers:									
Ponce.....	39	1	M.	Negro.....	6	10	60	\$20 per month.....	.76½
	39	6	M.	Porto Rican.	f 2½	10	f 25	\$0.60 per day.....	.60

a Proprietors do all cutting.

b Earn from \$4.50 to \$5 per week, pay varying from \$0.40 to \$1.12 per pair.

c From \$0.75 to \$0.83½.

d Estimated.

e Also acts as pitman.
Average.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

STREET RAILWAY AND ELECTRIC LIGHTING—Concluded.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv-alent rate per day.
Laborers, track:									
San Juan.....	40	19	M.	Porto Rican.	6	9	54	\$0.06 per hour.....	\$0.54
Linemen:									
Ponce.....	39	2	M.	Porto Rican.	6	10	60	\$30 per month.....	1.15
San Juan.....	40	1	M.	Swedish.....	6	10	60	\$40 per month.....	1.53½
	40	3	M.	Porto Rican.	6	10	60	\$28 per month.....	1.07½
	40	2	M.	Porto Rican.	6	10	60	\$24 per month.....	.92
Machinists:									
Ponce.....	39	1	M.	American....	7	10	70	\$100 per month....	3.29
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	40	1	M.	Porto Rican.	6	10	60	\$1.75 per day.....	1.75
	40	2	M.	Porto Rican.	6	9	54	\$1.50 per day.....	1.50
	40	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
	40	3	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Machinist's helpers:									
Ponce.....	39	1	M.	Negro.....	7	10	70	\$45 per month.....	1.48
San Juan.....	40	2	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Messengers:									
San Juan.....	40	2	M.	Porto Rican.	6	9	54	\$16 per month....	.61½
Motormen:									
Ponce.....	39	3	M.	Porto Rican.	7	10½	73½	\$35 per month....	1.15
	39	2	M.	Porto Rican.	7	8	56	\$25 per month....	.82
San Juan.....	40	18	M.	Porto Rican.	7	10	70	\$0.11 per hour....	1.10
Oilers:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$22.50 per month..	.74
	39	1	M.	Japanese....	7	12	84	\$22.50 per month..	.74
Oilers, power house:									
San Juan.....	40	3	M.	Porto Rican.	7	8	56	\$0.75 per day.....	.75
Receiving teller:									
San Juan.....	40	1	M.	Porto Rican.	6½	9	58½	\$65 per month....	2.13½
Stenographer:									
San Juan.....	40	1	M.	English.....	6	9	54	\$75 per month....	2.87½
Stock-room boy:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$10.50 per month..	.44
Storekeepers:									
Ponce.....	39	1	M.	American....	6	10	60	\$65 per month....	2.49
San Juan.....	40	1	M.	French.....	7	10	70	\$30 per month....	.98½
Superintendents, gen'l:									
Ponce.....	39	1	M.	American....	7	10	70	\$125 per month....	4.11
San Juan.....	40	1	M.	American....	7	16	112	\$125 per month....	4.11
Superintendents, as- sistant:									
Ponce.....	39	1	M.	American....	7	10	70	\$75 per month....	2.46½
	39	1	M.	American....	7	10	70	\$60 per month....	1.97½
San Juan.....	40	2	M.	American....	6	10	60	\$75 per month....	2.87½
	40	1	M.	American....	7	16	112	\$85 per month....	2.79½
Switch-board men:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	40	1	M.	Porto Rican.	6	9	54	\$0.06 per hour.....	.54
Track greasers:									
Ponce.....	39	1	M.	Porto Rican.	7	10	70	\$22.50 per month..	.74
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$0.75 per day.....	.75
Track sanders:									
San Juan.....	40	2	M.	Porto Rican.	7	10	70	\$0.06 per hour....	.60
Track walker:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$0.10 per hour....	1.00
Treasurer, assistant:									
Ponce.....	39	1	M.	American....	6	10	60	\$100 per month....	3.83½
Trolley tender, freight:									
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$0.06 per hour....	.60
Watchman:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$25 per month....	.82
Watchman, barn:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$50 per month....	1.64½
Watchman, machine shop:									
San Juan.....	40	1	M.	American....	7	10	70	\$50 per month....	1.64½
Watchman, office:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$39 per month....	1.28
Wiresmen:									
Ponce.....	39	1	M.	American....	6	10	60	\$60 per month....	2.30
	39	2	M.	Porto Rican.	6½	11½	74½	\$30 per month....	.98½
	39	2	M.	Porto Rican.	7	11½	80½	\$21 per month....	.69
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$30 per month....	1.15
	40	3	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR MANUFACTURE.

Occupation and locality.	Estab- lish- ment num- ber.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equip- ment rate per day.
Bag fillers:									
Bayamon dept....	41	4	M.	Porto Rican.	6	(a)	(a)	\$0.07 per ton.....	b \$0.80
Bag marker:									
Bayamon dept....	41	1	M.	Porto Rican.	6	9	54	\$1.20 per day.....	1.20
Bag sewer:									
Bayamon dept....	41	1	M.	Porto Rican.	6	6	36	\$1 per day.....	1.00
Bag stowers:									
Bayamon dept....	41	7	M.	Porto Rican.	(a)	(a)	(a)	\$0.07 per ton.....	b .75
Blacksmiths:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
	41	1	M.	Porto Rican.	6	10	60	\$0.80 per day.....	.80
Blacksmith's helpers:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
	41	1	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
Boiler cleaners:									
Bayamon dept....	41	1	M.	Porto Rican.	6	3	18	\$0.63 per day.....	.63
	41	1	M.	Porto Rican.	6	3	18	\$0.50 per day.....	.50
Cane weigher:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.90 per day.....	.90
Carpenters:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$1.50 per day.....	1.50
	41	1	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
	41	1	M.	Porto Rican.	6	10	60	\$1.12 per day.....	1.12
	41	3	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
Carpenter's helpers:									
Bayamon dept....	41	4	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	41	3	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Cooper:									
Bayamon dept....	41	1	M.	Porto Rican.	(a)	(a)	(a)	\$3 per day (c)....	c 3.00
Cooper's helper:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.70 per day.....	.70
Engineers, locomotive:									
Bayamon dept....	41	2	M.	Porto Rican.	6	12	72	\$1 per day.....	1.00
	41	3	M.	Porto Rican.	6	12	72	\$0.90 per day.....	.90
Engineers, mill:									
Bayamon dept....	41	3	M.	Porto Rican.	6	12	72	\$0.85 per day.....	.85
Engineers, mill, asst.:									
Bayamon dept....	41	4	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
Firemen:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.95 per day.....	.95
	41	1	M.	Porto Rican.	6	12	72	\$0.80 per day.....	.80
	41	4	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
Foreman, laborers:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$1.40 per day.....	1.40
Foreman, teamsters:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
Laborers, general:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	41	2	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Laborers, mill:									
Bayamon dept....	41	2	M.	Porto Rican.	6	12	72	\$0.80 per day.....	.80
	41	2	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
	41	17	M.	Porto Rican.	6	12	72	\$0.70 per day.....	.70
	41	2	M.	Porto Rican.	6	12	72	\$0.65 per day.....	.65
	41	27	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
	41	3	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55
	41	13	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
	41	1	F.	Porto Rican.	6	9	54	\$0.40 per day.....	.40
	41	d2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	41	d1	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
	41	d2	M.	Porto Rican.	6	12	72	\$0.30 per day.....	.30
Laborers, railroad:									
Bayamon dept....	41	1	M.	Porto Rican.	6	9	54	\$0.80 per day.....	.80
	41	1	M.	Porto Rican.	6	9	54	\$0.70 per day.....	.70
	41	5	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	41	1	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	41	20	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	41	d1	M.	Porto Rican.	6	9	54	\$0.37 per day.....	.37
	41	d2	M.	Porto Rican.	6	9	54	\$0.26 per day.....	.26
Shipping hands:									
Bayamon dept....	41	7	M.	Porto Rican.	(a)	(a)	(a)	\$0.14 per ton.....	b .80

a Irregular.

b Estimated.

c Average.

d Boys.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES, BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR MANUFACTURE—Concluded.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Sugar boiler:									
Bayamon dept....	41	1	M.	West Indian.	6	12	72	\$100 per month...	\$3.83 ¹
Sugar boiler's assts.:									
Bayamon dept....	41	2	M.	West Indian.	6	12	72	\$90 per month....	3.45
	41	1	M.	West Indian.	6	12	72	\$70 per month....	2.68 ²
Teamsters:									
Bayamon dept....	41	a7	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
Watchmen:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.65 per day.....	.65
	41	1	M.	Spanish.....	6	12	72	\$0.65 per day.....	.65
	41	1	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55

SUGAR PLANTATIONS.

Bag fillers:									
Ponce department.	47	(b)	M.	Porto Rican.	6	12	72	\$3 per 100 bags (c).	(b)
Bag marker:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹	57	\$0.50 per day.....	\$0.50
Blacksmiths:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$1.62 ¹ per day.....	1.62 ¹
	44	1	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
	45	1	M.	Porto Rican.	6	9 ¹	57	\$1.50 per day.....	1.50
Bayamon dept....	42	1	M.	Porto Rican.	6	10	60	\$2.75 per day.....	2.75
Guayama dept....	46	1	M.	Porto Rican.	6	8	48	\$1.75 per day (d).	d 1.75
Ponce department.	46	2	M.	Porto Rican.	6	8	48	\$1.50 per day (d).	d 1.50
	46	1	M.	Porto Rican.	6	8	48	\$1.25 per day (d).	d 1.25
	46	1	M.	Porto Rican.	6	8	48	\$1.12 ¹ per day.....	1.12 ¹
	46	1	M.	Porto Rican.	6	9	54	\$1.12 ¹ per day.....	1.12 ¹
	46	1	M.	Porto Rican.	5 ¹	8	44	\$1 per day.....	1.00
	46	1	M.	Porto Rican.	6	8	48	\$1 per day (e).	e 1.00
	46	1	M.	Porto Rican.	6	8	48	\$1 per day (d).	d 1.00
	46	1	M.	Porto Rican.	6	8	48	\$0.60 per day (e).	e .60
	47	2	M.	Porto Rican.	6	12	72	\$1.40 per day (f).	f 1.40
	47	1	M.	Porto Rican.	6	12	72	\$1.20 per day (f).	f 1.20
Blacksmith's helpers:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹	57	\$0.75 per day.....	.75
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$0.87 per day (d).	d .87
	46	1	M.	Porto Rican.	6	8	48	\$0.75 per day (d).	d .75
	46	2	M.	Porto Rican.	6	8	48	\$0.40 per day (e).	e .40
	47	3	M.	Porto Rican.	6	12	72	\$0.45 per day (f).	f .45
Boiler hands:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹	57	\$0.56 per day.....	.56
	45	6	M.	Porto Rican.	6	9 ¹	57	\$0.50 per day.....	.50
	45	a1	M.	Porto Rican.	6	9 ¹	57	\$0.25 per day.....	.25
Bookkeepers:									
Arecibo dept.....	43	1	M.	Spanish.....	6	10	60	\$100 per month....	3.83 ¹
	44	1	M.	Porto Rican.	6	10	60	\$20 per week.....	3.33 ¹
Bayamon dept....	45	1	M.	American.....	6	9 ¹	57	(g)	2.32
Ponce department.	46	1	M.	French.....	6	9	54	\$50 per month (h).	h 1.91 ¹
	46	1	M.	French.....	6	9	54	\$40 per month (h).	h 1.53 ¹
Cane cutters:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	44	23	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	44	10	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	19	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	44	2	M.	Porto Rican.	6	9	54	\$0.45 per day.....	.45
Bayamon dept....	45	(b)	M.	Porto Rican.	6	(f)	(f)	\$0.02 ¹ per 100lbs. (c).	(b)
Ponce department.	46	(b)	M.	Porto Rican.	(t)	(f)	(f)	\$0.42 per ton (c).	(b)
	47	1	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
	47	1	M.	Porto Rican.	6	12	72	\$0.45 per day.....	.45
	47	7	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	47	3	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35

a Boys.
 b Not reported.
 c Contract work.
 d Employed at setting up machinery in new mill.
 e And house rent for one employee.
 f And house rent, estimated at \$2 per month.
 g For 5 months, \$78 per month; remainder of year, \$48 per month.
 h And board and lodging, estimated at \$15 per month.
 t Irregular.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Es- tab- lish- ment num- ber.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv- alent rate per day.
Cane cutters and haul- ers:									
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.65 per ton(c)...	(a)
Cane cutters and load- ers:									
Arcibebo dept	43	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.02½ per 100 pounds.(c)	(a)
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.55 per ton(c)...	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.37 per ton(c)...	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.35 per ton(c)...	(a)
Cane cutters, seed:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.40 per car(c)...	(a)
Cane hole diggers:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.25 per 100(c)...	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.20 per acre(c)...	(a)
Cane hole markers:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.40 per acre(c)...	(a)
Cane loaders:									
Bayamon dept....	45	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.08 per cart(c)...	(a)
Cane planters:									
Bayamon dept....	45	(a)	M.	Porto Rican.	6	(b)	(b)	\$8 per acre(c).....	(a)
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$5 per acre(c).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$4 per acre(c).....	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$2.75 per acre(c).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$2.25 per acre(c).....	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$1.50 per vara(d).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.01 per vara(d).....	(a)
	47	(a)	M.	Porto Rican.	6	(b)	(b)	\$5 per acre(c).....	(a)
Cane weighers:									
Arcibebo dept	43	1	M.	Porto Rican.	6	(b)	(b)	\$50 per month.....	\$1.91½
	44	1	M.	Porto Rican.	6	12	72	\$8 per week.....	1.33½
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1 per day.....	1.00
Guayama dept....	42	1	M.	American.....	6	10	60	\$60 per month(e)...	e 2.30
	42	1	M.	Norwegian... 6	10	60	\$60 per month(e)...	e 2.30	
Ponce department.	46	2	M.	French..... 6	9	54	\$40 per month(f)...	f 1.53½	
Cane weigher's helper:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.75 per day.....	.75
Carpenters:									
Arcibebo dept	43	1	M.	Porto Rican.	6	12	72	\$1.12½ per day.....	1.12½
	43	1	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
	44	1	M.	Porto Rican.	6	10	60	\$1.50 per day.....	1.50
	44	1	M.	Porto Rican.	6	10	60	\$0.75 per day.....	.75
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1.75 per day.....	1.75
Guayama dept....	42	4	M.	British West Indian.	6	10	60	\$2.50 per day.....	2.50
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$2.50 per day(g)...	g 2.50
	46	2	M.	Porto Rican.	6	8	48	\$1.62 per day(g)...	g 1.62
	46	3	M.	Porto Rican.	6	8	48	\$1.50 per day(g)...	g 1.50
	46	1	M.	Porto Rican.	5½	8	44	\$1.50 per day.....	1.50
	46	2	M.	Porto Rican.	6	8	48	\$1.25 per day(h)...	h 1.25
	46	2	M.	Porto Rican.	6	8	48	\$1.12½ per day(h)...	h 1.12½
	46	1	M.	Porto Rican.	6	9	54	\$1.12½ per day.....	1.12½
	46	1	M.	Porto Rican.	6	8	48	\$0.70 per day.....	.70
	46	1	M.	Porto Rican.	5½	8	44	\$0.50 per day.....	.50
	47	1	M.	Porto Rican.	6	12	72	\$1.75 per day(i)...	i 1.75
	47	3	M.	Porto Rican.	6	12	72	\$1.20 per day(i)...	i 1.20
Carpenter's helpers:									
Bayamon dept....	45	2	M.	Porto Rican.	6	9½	57	\$1 per day.....	1.00
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$0.75 per day(g)...	g .75
	46	1	M.	Porto Rican.	6	8	48	\$0.46 per day(h)...	h .46
	46	1	M.	Porto Rican.	6	8	48	\$0.35 per day.....	.35
	46	1	M.	Porto Rican.	5½	8	44	\$0.25 per day.....	.25
	47	1	M.	Porto Rican.	6	12	72	\$0.75 per day(i)...	i .75

a Not reported.

b Irregular.

c Contract work.

d Contract work; a vara—about 33 inches.

e And board and lodging, estimated at \$4 per week.

f And board and lodging, estimated at \$15 per month.

g Employed at setting up machinery in new mill.

h And house.

i And house rent, estimated at \$2 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Es-tablish-ment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Cashier:									
Guayama dept....	43	1	M.	American....	6	10	60	\$175 per month ^(e)	\$6.71
Centrifugal tenders:									
Arecibo dept.....	43	(b)	M.	(b)	6½	(c)		\$0.06 per bag ^(d) ..	(b)
Ponce department.	46	(b)	M.	Porto Rican.	6	9	54	\$0.05 per bag ^(d) ..	(b)
	47	5	M.	Porto Rican.	6	12	72	\$2.50 pr. 100 bags ^(d)	¢. 77½
	47	4	M.	Porto Rican.	6	12	72	\$8 per 100 bags ^(d) ..	¢. 73½
Chemists:									
Arecibo dept	43	1	M.	Dutch	6	12	72	\$100 per month ^(f) ..	f 3.83½
Guayama dept	42	1	M.	Russian.....	6	10	60	\$250 per month ^(g) ..	g 9.58½
	42	1	M.	German.....	6	10	60	\$125 per month ^(g) ..	g 4.79
	42	1	M.	Russian.....	6	10	60	\$125 per month ^(g) ..	g 4.79
Ponce department.	46	1	M.	French	6	9	54	\$160 per month ^(h) ..	h 6.13½
Chemist's assistants:									
Ponce department.	46	4	M.	French.....	6	9	54	\$30 per month ^(h) ..	h 1.15
Chemist, distillery:									
Ponce department.	46	1	M.	Spanish.....	6	10	60	\$50 per month....	1.91½
Clerks:									
Guayama dept....	42	1	M.	Porto Rican.	6	10	60	\$75 per month ^(g) ..	g 2.87½
	42	1	M.	Porto Rican.	6	10	60	\$40 per month ^(g) ..	g 1.53½
Clerk, disbursing:									
Ponce department.	46	1	M.	French.....	6	9	54	\$60 per month....	2.30
Clerks, distillery:									
Ponce department.	46	1	M.	French.....	6	10	60	\$60 per month....	2.30
	46	1	M.	French.....	6	10	60	\$30 per month....	1.15
Clerks, mill:									
Ponce department.	46	1	M.	French.....	6	9	54	\$40 per month ^(h) ..	h 1.53½
	46	1	M.	Spanish.....	6	9	54	\$30 per month ^(h) ..	h 1.15
Coachmen:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$5.50 per week ⁽ⁱ⁾ ..	i 4.78½
	46	2	M.	Porto Rican.	7	12	84	\$0.60 per day ^(j) ..	¢. 60
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day ^(j) ..	¢. 25
Conductors, railroad:									
Guayama dept....	42	4	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
Cooks:									
Ponce department.	46	3	F.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	j 1.40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	j 1.40
	46	1	F.	Porto Rican.	7	12	84	\$2 per week ^(j) ..	j 2.28½
	46	1	F.	Porto Rican.	7	12	84	\$1.87 per week ^(j) ..	j 2.26½
	46	1	F.	Porto Rican.	7	(c)	(c)	\$0.20 per day ^(j) ..	j 2.20
	46	1	M.	Porto Rican.	7	(c)	(c)	\$0.20 per day ^(j) ..	j 2.20
	47	1	F.	Porto Rican.	7	12	84	\$0.36½ per day ^(j) ..	j 3.64
Cook's helpers:									
Ponce department.	46	2	M.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	j 1.40
	46	1	M.	Porto Rican.	7	12	84	\$0.23 per day ^(j) ..	j 2.23
	46	1	M.	Porto Rican.	7	12	84	\$0.20 per day ^(j) ..	j 2.20
Cooper:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1.37½ per day....	1.37½
Cultivators:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.70 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.50 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.50 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.37½ per acre ^(d) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.30 per acre ^(d) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.20 per acre ^(d) ..	(b)
Distiller:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.87½ per day....	.87½
Ditch cleaners:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.86 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.20 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.15 per acre ^(d) ..	(b)

^a And house rent, estimated at \$10 per month.

^b Not reported.

^c Irregular.

^d Contract work.

^e Estimated.

^f And bonus of ½ cents per bag of 240 pounds of sugar.

^g With board and lodging, estimated at \$4 per week.

^h And board and lodging, estimated at \$15 per month.

ⁱ And house.

^j And board and lodging, estimated at \$2 per week.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equip-ivalent rate per day.
Ditchers:									
Arecibo dept.	44	2	M.	Porto Rican.	6	9	54	\$0.60 per day.....	\$0.60
	44	2	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
Bayamon dept.	45	3	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.80 per acre (c)....	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.40 per acre (c)....	(a)
	46	(e)	M.	Porto Rican.	(b)	(b)	(b)	\$0.02 per vara (d)....	(a)
Ditch men:									
Ponce department.	46	1	M.	Porto Rican.	6	10	60	\$0.63 per day (e)....	e .63
	46	8	M.	Porto Rican.	6	10	60	\$0.50 per day (e)....	e .50
	46	30	M.	Porto Rican.	6½	9	58½	\$0.50 per day.....	.50
	46	19	M.	Porto Rican.	5½	9	49½	\$0.50 per day (e)....	e .50
	46	13	M.	Porto Rican.	5½	9	49½	\$0.50 per day (f)....	f .50
	46	15	M.	Porto Rican.	5½	10	55	\$0.50 per day (e)....	e .50
	46	10	M.	Porto Rican.	7	(b)	(b)	\$0.50 per day.....	.50
	46	12	M.	Porto Rican.	6	10	60	\$0.46 per day (e)....	e .46
	46	3	M.	Porto Rican.	6½	9	58½	\$0.45 per day.....	.45
	46	7	M.	Porto Rican.	5½	9	49½	\$0.40 per day (f)....	f .40
	46	2	M.	Porto Rican.	6½	9	58½	\$0.40 per day.....	.40
	46	4	M.	Porto Rican.	5½	10	55	\$0.40 per day (e)....	e .40
	46	3	M.	Porto Rican.	5½	9	49½	\$0.30 per day (f)....	f .30
	46	1	M.	Porto Rican.	6½	9	58½	\$0.20 per day.....	.20
	47	8	M.	Porto Rican.	7	12	84	\$0.50 per day.....	.50
Electrician:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$1.75 per day.....	1.75
Electrician, assistant:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
Electrician's helper:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Engineers:									
Bayamon dept.	45	2	M.	Porto Rican.	6	9½	57	\$0.80 per day.....	.80
	45	1	M.	Porto Rican.	6	9½	57	\$0.75 per day.....	.75
	45	1	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	47	2	M.	Porto Rican.	7	12	84	\$0.80 per day.....	.80
Engineer, distillery:									
Ponce department.	46	1	M.	French.....	(b)	(b)	(b)	\$200 per month (h)....	h 6.57½
Engineer's helpers, mill:									
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$0.65 per day.....	.65
Engineers, locomotive:									
Guayama dept.	42	2	M.	American....	6	10	60	\$3 per day (i).....	i 3.00
	42	2	M.	British West Indian.	6	10	60	\$3 per day.....	3.00
Ponce department.	46	1	M.	American....	6	9	54	\$100 per month (j)....	j 3.83½
Engineers, mill:									
Guayama dept.	42	1	M.	American....	6	10	60	\$200 per month (i)....	i 7.67
	42	1	M.	Porto Rican.	6	10	60	\$100 per month (k)....	k 3.83½
Engineers, mill, assist-ant:									
Arecibo dept.	43	1	M.	Porto Rican.	6½	(b)	(b)	\$75 per month.....	2.65½
Ponce department.	46	2	M.	French.....	6	9	54	\$60 per month (j)....	j 2.30
	46	2	M.	French.....	6	9	54	\$60 per month (l)....	l 2.30
Engineers, mill, chief:									
Arecibo dept.	43	1	M.	English.....	6½	(b)	(b)	\$135 per month (m)....	m 4.78
Ponce department.	46	1	M.	French.....	6	9	54	\$100 per month (j)....	j 3.83½
Engineer, pump:									
Guayama dept.	42	1	M.	American....	6	10	60	\$141.50 per mo. (n)....	n 5.42½
Engineer, steam plow:									
Guayama dept.	42	1	M.	American....	6	10	60	\$100 per month (n)....	n 3.83½

a Not reported.

b Irregular.

c Contract work.

d Contract work; a vara = about 33 inches.

e And house.

f And breakfast of bread and coffee, estimated at 5 cents.

g Boy.

h And house rent, estimated at \$25 per month.

i And board and lodging, estimated at \$4 per week.

j And board and lodging, estimated at \$15 per month.

k And house rent, estimated at \$5 per month.

l And house rent, estimated at \$12 per month.

m And bonus of 1 cent per 100 pounds of sugar.

n And lodging, estimated at \$3 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Fence men:									
Ponce department.	46	1	M.	Porto Rican.	5½	8	44	\$0.50 per day (a)...	¢0.50
	46	1	M.	Porto Rican.	5½	9	49½	\$0.50 per day (a)....	.50
	46	3	M.	Porto Rican.	5½	10	55	\$0.50 per day (a)....	.50
	46	1	M.	Porto Rican.	5½	8	44	\$0.40 per day (a)....	¢.40
	46	1	M.	Porto Rican.	5½	9	49½	\$0.40 per day (a)....	.40
	46	1	M.	Porto Rican.	5½	10	55	\$0.40 per day (a)....	.40
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day (a)....	.50
Fertilizers:									
Bayamon dept. . . .	45	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.50 per acre (d) . .	(b)
Ponce department.	46	(b)	M.	Porto Rican.	5½	(c)	(c)	\$0.30 per acre (d) . .	(b)
Field hands:									
Arecibo dept.	43	4	F.	Porto Rican.	6	11	66	\$0.55 per day (a) . . . .	.55
	43	376	M.	Porto Rican.	6	11	66	\$0.55 per day (a) . . . .	.55
	43	¢20	M.	Porto Rican.	6	11	66	\$0.30 per day (a) . . . .	.30
	44	5	M.	Porto Rican.	6	9	54	\$0.60 per day (a) . . . .	.60
	44	9	M.	Porto Rican.	6	9	54	\$0.55 per day (a) . . . .	.55
	44	10	M.	Porto Rican.	6	9	54	\$0.50 per day (a) . . . .	.50
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day (a) . . . .	.50
	44	1	F.	Porto Rican.	6	9	54	\$0.45 per day (a) . . . .	.45
	44	¢2	M.	Porto Rican.	6	9	54	\$0.35 per day (a) . . . .	.35
Bayamon dept.	45	1	M.	Porto Rican.	6	9½	57	\$0.69 per day (a) . . . .	.69
	45	1	M.	Porto Rican.	6	9½	57	\$0.62½ per day (a) . . . .	.62½
	45	1	M.	Porto Rican.	6	9½	57	\$0.56½ per day (a) . . . .	.56½
	45	1	M.	Porto Rican.	6	9½	57	\$0.56 per day (a) . . . .	.56
	45	27	M.	Porto Rican.	6	9½	57	\$0.50 per day (a) . . . .	.50
	45	3	M.	Porto Rican.	6	9½	57	\$0.40 per day (a) . . . .	.40
	45	1	M.	Porto Rican.	6	9½	57	\$0.35 per day (a) . . . .	.35
	45	2	M.	Porto Rican.	6	9½	57	\$0.30 per day (a) . . . .	.30
	45	11	M.	Porto Rican.	6	9½	57	\$0.25 per day (a) . . . .	.25
	45	(e)	M.	Porto Rican.	3	9	27	\$0.20 per day (a) . . . .	.20
	45	(e)	M.	Porto Rican.	6	9½	57	\$0.15 per day (a) . . . .	.15
Guayama dept.	42	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Ponce department.	46	1	M.	Porto Rican.	5½	10	55	\$0.63 per day (a)	¢.63
	46	4	M.	Porto Rican.	5½	9	49½	\$0.50 per day (a)	¢.50
	46	2	M.	Porto Rican.	5½	10	55	\$0.50 per day (a)	¢.50
	46	2	M.	Porto Rican.	6	10	60	\$0.50 per day (a) . . . .	.50
	46	2	M.	Porto Rican.	6	10	55	\$0.46 per day (a) . . . .	.46
	46	1	M.	Porto Rican.	6½	9	58½	\$0.45 per day (a)	¢.45
	46	1	M.	Porto Rican.	6	11	66	\$0.45 per day (a) . . . .	.45
	46	15	M.	Porto Rican.	6	9	49½	\$0.40 per day (a)	¢.40
	46	24	M.	Porto Rican.	5½	9	49½	\$0.40 per day (a) . . . .	.40
	46	3	M.	Porto Rican.	5½	10	55	\$0.40 per day (a)	¢.40
	46	7	M.	Porto Rican.	6½	9	58½	\$0.40 per day (a)	¢.40
	46	1	M.	Porto Rican.	5½	9	49½	\$0.35 per day (a)	¢.35
	46	8	M.	Porto Rican.	5½	9	49½	\$0.35 per day (a) . . . .	.35
	46	7	M.	Porto Rican.	5½	9	49½	\$0.30 per day (a)	¢.30
	46	¢1	M.	Porto Rican.	6½	11	66	\$0.30 per day (a) . . . .	.30
	46	¢2	M.	Porto Rican.	6½	9	58½	\$0.25 per day (a) . . . .	.25
	46	¢1	M.	Porto Rican.	5½	9	49½	\$0.20 per day (a)	¢.20
	47	3	M.	Porto Rican.	6	11	66	\$0.15 per day (a) . . . .	.15
	47	1	M.	Porto Rican.	6	12	72	\$0.60 per day (a) . . . .	.60
	47	1	M.	Porto Rican.	7	12	84	\$0.55 per day (a) . . . .	.55
	47	17	M.	Porto Rican.	6	12	72	\$0.50 per day (a) . . . .	.50
	47	14	M.	Porto Rican.	6	12	72	\$0.40 per day (a) . . . .	.40
	47	1	M.	Porto Rican.	7	12	84	\$0.40 per day (a) . . . .	.40
	47	1	M.	Porto Rican.	6	12	72	\$0.35 per day (a) . . . .	.35
	47	¢6	M.	Porto Rican.	6	12	72	\$0.20 per day (a) . . . .	.20
	47	1	M.	Porto Rican.	6	12	72	\$0.15 per day (a) . . . .	.15
	47	20	M.	Porto Rican.	6	12	72	\$0.12½ per day (a) . . . .	.12½
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.70 per acre (h)	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.60 per acre (i)	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre (j)	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre (k)	(b)

a And house.
 b Not reported.
 c Irregular.
 d Contract work.
 e Boys.

f All field work on this plantation is done by contract, there being about 600 men and boys and 30 females so employed. Men hired by the day earn from 50 to 60 cents, women 35 cents.

g And breakfast of bread and coffee, estimated at 5 cents.
 h Heaping cane leaves.
 i Lining cane leaves.
 j Leveling land.
 k Weeding cane.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Firemen:									
Arecibo dept.....	43	6	M.	Porto Rican.	6½	12	78	\$0.70 per day.....	\$0.70
	44	2	M.	Porto Rican.	6	10	60	\$0.65 per day.....	.65
	44	8	M.	Porto Rican.	6	10	60	\$0.55 per day.....	.55
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	44	1	M.	Porto Rican.	6	10	60	\$0.45 per day.....	.45
	44	1	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
	44	1	M.	Porto Rican.	6	10	60	\$0.20 per day.....	.20
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.80 per day.....	.80
	45	2	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
	46	13	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	47	18	M.	Porto Rican.	6	6	36	\$0.65 per day.....	.65
Fireman, locomotive:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.62 per day.....	.62
Foremen, laborers, railroad:									
Guayama dept....	42	3	M.	Porto Rican.	6	10	60	\$2 per day.....	2.00
Foreman, laborers, yard:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.70 per day.....	.70
Furrow markers:									
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1.12½ per acre(d) ..	(b)
Gardener:									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day(e) ..	e. 45
Grass cutters:									
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1 per acre(d).....	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.90 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.80 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.60 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.50 per acre(d) ..	(b)
Grass cutters and plowmen:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.40 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1.12½ per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.62½ per acre(d) ..	(b)
Harrowers:									
Bayamon dept....	45	(b)	M.	Porto Rican.	6	(c)	(c)	\$1 per acre(d).....	(b)
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$4 per acre(d).....	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.37½ per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.35 per acre(d) ..	(b)
Housekeeper:									
Ponce department.	46	1	F.	French.....	7	12	84	\$20 per month(f) ..	f. 66
Housemaids:									
Ponce department.	46	1	F.	Porto Rican.	7	12	84	\$0.30 per day(f) ..	f. 30
	46	1	F.	Porto Rican.	7	12	84	\$1.75 per week(f) ..	f. 25
	46	4	F.	Porto Rican.	7	12	84	\$0.25 per day(f) ..	f. 25
	46	1	F.	Porto Rican.	7	12	84	\$1.50 per week(f) ..	f. 21½
	46	1	F.	Porto Rican.	7	12	84	\$0.20 per day(f) ..	f. 20
	47	2	F.	Porto Rican.	7	12	84	\$0.35 per day(f) ..	f. 35
	47	1	F.	Porto Rican.	7	12	84	\$0.17½ per day(f) ..	f. 17½
Laborers, distillery:									
Bayamon dept....	45	4	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
	45	1	M.	Porto Rican.	6	9½	57	\$0.25 per day.....	.25
Ponce department.	46	2	M.	Porto Rican.	6	10	60	\$0.62½ per day.....	.62½
	46	2	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	46	5	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	46	7	M.	Porto Rican.	6	10	60	\$0.46 per day.....	.46
	46	4	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
Laborers, general:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	12	84	\$3.50 per week....	.50
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.75 per day(g) ..	g. 75
	46	1	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	46	1	M.	Porto Rican.	6½	12	78	\$0.55 per day(f) ..	f. 55
	46	7	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50

a Boys.
 b Not reported.
 c Irregular.
 d Contract work.
 e And house rent, estimated at \$2 per month.
 f And board and lodging, estimated at \$2 per week.
 g And house.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Es-tab-lish-ment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv-alent rate per day.
Laborers, general— Concluded.									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day ^(a)	\$.50
	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day ^(b)	.50
	46	1	M.	Porto Rican.	6	9	54	\$0.40 per day	.40
	46	1	M.	Porto Rican.	5½	10	55	\$0.40 per day ^(c)	.40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day ^(d)	.40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day ^(b)	.40
	46	1	M.	Porto Rican.	7	12	84	\$0.37 per day ^(b)	.37
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day ^(e)	.25
	46	c3	M.	Porto Rican.	6	9	54	\$0.15 per day	.15
Laborers, general, farming:									
Ponce department.	46	10	M.	Porto Rican.	6	12	72	\$0.50 per day	.50
Laborer, laboratory:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.60 per day	.60
Laborers, mill:									
Guayama dept	42	40	M.	Porto Rican.	6	10	60	\$0.75 per day	.75
	42	110	M.	Porto Rican.	6	10	60	\$0.60 per day	.60
	42	50	M.	Porto Rican.	6	10	60	\$0.50 per day	.50
	42	20	M.	Porto Rican.	6	10	60	\$0.35 per day	.35
Arecibo dept	43	2	M.	Porto Rican.	6½	12	78	\$0.85 per day	.85
	43	10	M.	Porto Rican.	6½	12	78	\$0.60 per day	.60
	43	12	M.	Porto Rican.	6½	12	78	\$0.55 per day	.55
	43	2	M.	Porto Rican.	6½	12	78	\$0.40 per day	.40
	44	c6	M.	Porto Rican.	6½	12	78	\$0.30 per day	.30
	44	2	M.	Porto Rican.	6	10	60	\$0.60 per day	.60
	44	59	M.	Porto Rican.	6	10	60	\$0.55 per day	.55
	44	17	M.	Porto Rican.	6	10	60	\$0.50 per day	.50
	44	22	M.	Porto Rican.	6	10	60	\$0.45 per day	.45
	44	33	M.	Porto Rican.	6	10	60	\$0.40 per day	.40
	44	c6	M.	Porto Rican.	6	10	60	\$0.35 per day	.35
	44	c11	M.	Porto Rican.	6	10	60	\$0.25 per day	.25
	44	c11	M.	Porto Rican.	6	10	60	\$0.20 per day	.20
Bayamon dept	45	2	M.	Porto Rican.	6	9½	57	\$0.87½ per day	.87½
	45	7	M.	Porto Rican.	6	9½	57	\$0.62½ per day	.62½
	45	8	M.	Porto Rican.	6	9½	57	\$0.62 per day	.62
	45	3	M.	Porto Rican.	6	9½	57	\$0.56½ per day	.56½
	45	15	M.	Porto Rican.	6	9½	57	\$0.56 per day	.56
	45	28	M.	Porto Rican.	6	9½	57	\$0.50 per day	.50
	45	1	M.	Porto Rican.	6	9½	57	\$0.45 per day	.45
	45	3	M.	Porto Rican.	6	9½	57	\$0.40 per day	.40
	45	c6	M.	Porto Rican.	6	9½	57	\$0.25 per day	.25
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$1 per day	1.00
	46	2	M.	Porto Rican.	6	8	48	\$0.87 per day ^(d)	.87
	46	1	M.	Porto Rican.	6	9	54	\$0.85 per day	.85
	46	13	M.	Porto Rican.	6	8	48	\$0.75 per day ^(d)	.75
	46	2	M.	Porto Rican.	6	9	54	\$0.65 per day	.65
	46	21	M.	Porto Rican.	6	8	48	\$0.62 per day ^(d)	.62
	46	1	M.	Porto Rican.	6	9	54	\$0.62 per day	.62
	46	8	M.	Porto Rican.	6	8	48	\$0.60 per day ^(d)	.60
	46	7	M.	Porto Rican.	6	9	54	\$0.60 per day	.60
	46	30	M.	Porto Rican.	6	9	54	\$0.55 per day	.55
	46	36	M.	Porto Rican.	6	8	48	\$0.50 per day ^(d)	.50
	46	62	M.	Porto Rican.	6	9	54	\$0.50 per day	.50
	46	6	M.	Porto Rican.	6	9	54	\$0.45 per day	.45
	46	3	M.	Porto Rican.	6	9	54	\$0.40 per day	.40
	46	1	M.	Porto Rican.	6	9	54	\$0.35 per day	.35
	47	1	M.	Porto Rican.	6	12	72	\$0.85 per day	.85
	47	1	M.	Porto Rican.	6	12	72	\$0.80 per day	.80
	47	1	M.	Porto Rican.	6	12	72	\$0.70 per day	.70
	47	13	M.	Porto Rican.	6	12	72	\$0.65 per day	.65
	47	13	M.	Porto Rican.	6	12	72	\$0.60 per day	.60
	47	36	M.	Porto Rican.	6	12	72	\$0.50 per day	.50
	47	11	M.	Porto Rican.	6	12	72	\$0.45 per day	.45
	47	5	M.	Porto Rican.	6	12	72	\$0.40 per day	.40
	47	1	M.	Porto Rican.	6	12	72	\$0.35 per day	.35
	47	c3	M.	Porto Rican.	6	12	72	\$0.30 per day	.30
	47	c1	M.	Porto Rican.	6	12	72	\$0.25 per day	.25
	47	c2	M.	Porto Rican.	6	12	72	\$0.20 per day	.20

^a And board and lodging, estimated at \$2 per week.

^b And house.

^c Boys.

^d Employed at setting up machinery in new mill.

^e Boys and old men.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment num-ber.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv-alent rate per day.
Laborers, pump:									
Bayamon dept....	45	2	M.	Porto Rican.	6	9½	57	\$0.62½ per day....	\$0.62½
	45	1	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
Laborers, railroad:									
Guayama dept....	42	20	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
	42	20	M.	Porto Rican.	6	10	60	\$0.75 per day.....	.75
Laborers, skilled, mill:									
Guayama dept....	42	3	M.	Porto Rican.	6	10	60	\$2.75 per day ^(a)	a 2.75
	42	4	M.	Porto Rican.	6	10	60	\$2.50 per day ^(a)	a 2.50
	42	3	M.	Porto Rican.	6	10	60	\$2.00 per day ^(a)	a 2.00
	42	4	M.	Porto Rican.	6	10	60	\$1.75 per day ^(a)	a 1.75
	42	14	M.	Porto Rican.	6	10	60	\$1.50 per day ^(a)	a 1.50
	42	10	M.	Porto Rican.	6	10	60	\$1.25 per day ^(a)	a 1.25
	42	25	M.	Porto Rican.	6	10	60	\$1 per day ^(a)	a 1.00
Laborers, tramway:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	10	60	\$0.65 per day.....	.65
	44	3	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	44	b 2	M.	Porto Rican.	6	10	60	\$0.35 per day.....	.35
	45	4	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	46	2	M.	Porto Rican.	5½	10	55	\$0.50 per day.....	.50
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
Laborers, yard:									
Ponce department.	46	8	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	46	7	M.	Porto Rican.	6	9	54	\$0.45 per day.....	.45
	46	b 1	M.	Porto Rican.	6	9	54	\$0.20 per day.....	.20
	46	b 9	M.	Porto Rican.	6	9	54	\$0.15 per day.....	.15
Land clearers:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	44	4	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	13	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	44	b 1	M.	Porto Rican.	6	9	54	\$0.30 per day.....	.30
Ponce department.	46	(c)	M.	Porto Rican.	6	(d)	(d)	\$0.18½ per acre ^(e) ..	(c)
Land preparers:									
Ponce department.	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$1.22 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$1 per acre ^(e)	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.90 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.80 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.75 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.73 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.60 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.50 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.40 per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.37½ per acre ^(e) ..	(c)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.25 per acre ^(e) ..	(c)
Lime burners:									
Ponce department.	47	4	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
Machinists:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$0.85 per day.....	.85
	43	3	M.	Porto Rican.	6½	12	78	\$0.80 per day.....	.80
	43	3	M.	Porto Rican.	6½	12	78	\$0.70 per day.....	.70
	43	2	M.	Porto Rican.	6½	12	78	\$0.60 per day.....	.60
	44	1	M.	Porto Rican.	6	11	66	\$15 per week.....	2.50
	44	f 1	M.	Porto Rican.	6	10	60	\$7.50 per week.....	1.25
	44	f 12	M.	Porto Rican.	6	10	60	\$0.65 per day.....	.65
	44	f 1	M.	Porto Rican.	6	10	60	\$0.55 per day.....	.55
Guayama dept....	42	1	M.	American....	6	10	60	\$150 per month ^(g) ..	g 5.75
	42	1	M.	American....	6	10	60	\$3 per day ^(g)	g 3.00
	42	2	M.	Porto Rican.	6	10	60	\$2.75 per day ^(g)	g 2.75
	42	2	M.	Porto Rican.	6	10	60	\$2.50 per day ^(g)	g 2.50
Ponce department.	46	2	M.	Porto Rican.	6	8	48	\$3.50 per day ^(h)	h 3.50
	46	2	M.	Porto Rican.	6	8	48	\$3 per day ^(h)	h 3.00
	46	1	M.	Porto Rican.	6	9	54	\$2.90 per day ^(h)	h 2.90
	46	1	M.	Porto Rican.	6	8	48	\$2.25 per day ^(h)	h 2.25
	46	7	M.	Porto Rican.	6	8	48	\$2 per day ^(h)	h 2.00

a And lodging, estimated at \$3 per month.

b Boys.

c Not reported.

d Irregular.

e Contract work.

f Also act as engineers.

g And board and lodging, estimated at \$4 per week.

h Employed at setting up machinery in new mill.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv-alent rate per day.
Machinists—Conc'd.									
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$1.25 per day ^(a)	\$1.25
	46	1	M.	Porto Rican.	6	8	48	\$1 per day ^(a)	1.00
Machinist's helpers:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
	46	1	M.	Porto Rican.	6	9	54	\$0.85 per day.....	.85
	46	2	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Messenger:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	8	56	\$3 per week.....	.43
Overseers:									
Bayamon dept.....	45	5	M.	Porto Rican.	7	9½	66½	\$30 per month ^(b)	b.98½
Ponce department.	46	3	M.	Porto Rican.	7	12	84	\$0.80 per day ^(c)	c.80
	46	2	M.	Porto Rican.	7	12	84	\$0.75 per day ^(d)	d.75
	46	3	M.	Porto Rican.	7	12	84	\$0.70 per day ^(e)	e.70
	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day ^(e)	e.50
	46	5	M.	Porto Rican.	7	12	84	\$0.50 per day ^(f)	f.50
	47	1	M.	Porto Rican.	7	12	84	\$10 per week ^(g)	g 1.43
	47	1	M.	Porto Rican.	7	12	84	\$7 per week ^(g)	g 1.00
Overseers, field:									
Arecibo dept.....	43	1	M.	Spanish.....	6	11	66	\$150 per month.....	5.75
	44	1	M.	Porto Rican.	6	11	66	\$20 per week.....	3.33½
Guayama dept.....	42	1	M.	English.....	6	10	60	\$150 per month ^(h)	h 5.75
	42	2	M.	German.....	6	10	60	\$150 per month ^(h)	h 5.75
Overseers, field, asst.:									
Arecibo dept.....	43	1	M.	Spanish.....	6	11	66	\$60 per month.....	2.30
Guyama dept.....	42	1	M.	Porto Rican.	6	10	60	\$75 per month ⁽ⁱ⁾	i 2.87½
	42	1	M.	Porto Rican.	6	10	60	\$62 per month ⁽ⁱ⁾	i 2.37½
	42	1	M.	Porto Rican.	6	10	60	\$45 per month ⁽ⁱ⁾	i 1.72½
Overseer, gang:									
Arecibo dept.....	43	10	M.	Porto Rican.	6	11	66	\$0.75 per day.....	.75
Overseers, general farming:									
Ponce department.	46	2	M.	Porto Rican.	7	(j)	(j)	\$0.40 per day.....	.40
	46	1	M.	Porto Rican.	7	(j)	(j)	\$0.33 per day.....	.33
	46	1	M.	Porto Rican.	7	(j)	(j)	\$2 per week.....	.28½
Overseers, mill:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	11	66	\$10 per week.....	1.66½
Guayama dept.....	42	1	M.	American.....	6	10	60	\$100 per month ^(f)	f 3.33½
	42	1	M.	American.....	6	10	60	\$75 per month ^(k)	k 2.87½
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$12 per week.....	1.71½
	47	1	M.	Porto Rican.	7	12	84	\$10 per week.....	1.43
	47	1	M.	Porto Rican.	7	12	84	\$7 per week.....	1.00
	47	3	M.	Porto Rican.	7	12	84	\$6 per week.....	.85½
Orx feeders:									
Ponce department.	46	16	M.	Porto Rican.	5½	10	55	\$0.10 per day.....	.10
	47	11	M.	Porto Rican.	7	12	84	\$0.20 per day.....	.20
	47	9	M.	Porto Rican.	7	12	84	\$0.12½ per day.....	.12½
Plowmen:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
Bayamon dept.....	45	2	M.	Porto Rican.	6	9½	57	\$0.62 per day.....	.62
	45	1	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
	45	1	M.	Porto Rican.	6	9½	57	\$0.40 per day.....	.40
	45	3	M.	Porto Rican.	6	9½	57	\$0.20 per day.....	.20
	45	1	M.	Porto Rican.	6	9½	57	\$0.15 per day.....	.15
Ponce department.	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$1.75 per acre ⁽ⁿ⁾	(m)
	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$1.12½ per acre ⁽ⁿ⁾	(m)
	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$0.75 per acre ⁽ⁿ⁾	(m)
Plumber:									
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$3.50 per day ^(a)	a 3.50
Ratoon cultivator:									
Bayamon dept....	45	(m)	M.	Porto Rican.	6	(j)	(j)	\$0.40 per acre ⁽ⁿ⁾	(m)
Roller tenders:									
Ponce department.	46	(m)	M.	Porto Rican.	6	9	54	\$0.04 per ton of cane. ⁽ⁿ⁾	(m)

^a Employed at setting up machinery in new mill.
^b And house rent, estimated at \$3 per month.
^c And house.
^d And board and lodging, estimated at \$2 per week.
^e And allowance of \$0.50 per day for food.
^f And house and allowance of \$3 per week for food.
^g And house rent, estimated at \$2 per month.

^h And house rent, estimated at \$5 per month.
ⁱ And lodging, estimated at \$3 per month.
^j Irregular.
^k And board and lodging, estimated at \$4 per week.
^l Boys.
^m Not reported.
ⁿ Contract work.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Stablemen:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	12	84	\$3.50 per week....	\$0.50
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.60 per day (a) ..	a. 60
	46	1	M.	Porto Rican.	6½	12	78	\$0.50 per day (a) ..	a. 50
	46	2	M.	Porto Rican.	7	12	84	\$0.50 per day (a) ..	a. 50
	46	1	M.	Porto Rican.	7	12	84	\$0.45 per day (a) ..	a. 45
	46	2	M.	Porto Rican.	6½	12	78	\$0.40 per day (a) ..	a. 40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day (a) ..	a. 40
	46	1	M.	Porto Rican.	6½	12	78	\$0.40 per day (a) ..	a. 40
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day (a) ..	a. 25
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day (a) ..	a. 25
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day (a) ..	a. 25
	47	1	M.	Porto Rican.	7	12	84	\$0.50 per day (a) ..	a. 50
	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day (a) ..	a. 45
	47	b 1	M.	Porto Rican.	7	12	84	\$0.25 per day (a) ..	a. 25
Stenographer:									
Guayama dept	42	1	M.	American....	6	10	60	\$40 per month (c) ..	c 1.53½
Stock herders:									
Bayamon dept	45	1	M.	Porto Rican.	7	9½	66½	\$1 per day.....	1.00
Ponce department.	46	1	M.	Porto Rican.	6½	12	78	\$0.70 per day (d) ..	d. 70
	46	1	M.	Porto Rican.	7	12	84	\$0.64 per day (d) ..	d. 64
	46	1	M.	Porto Rican.	7	12	84	\$0.60 per day (d) ..	d. 60
	46	1	M.	Porto Rican.	7	12	84	\$0.56 per day (d) ..	d. 56
	46	1	M.	Porto Rican.	7	12	84	\$0.54 per day (a) ..	a. 54
	46	2	M.	Porto Rican.	6½	12	78	\$0.50 per day.....	. 50
	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day.....	. 50
	46	2	M.	Porto Rican.	6½	12	78	\$0.40 per day (d) ..	d. 40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day.....	. 40
	46	2	M.	Porto Rican.	7	(e)	(e)	\$0.40 per day.....	. 40
	46	2	M.	Porto Rican.	6½	12	78	\$0.30 per day (d) ..	d. 30
	46	1	M.	Porto Rican.	7	12	84	\$0.30 per day.....	. 30
	46	b 2	M.	Porto Rican.	6½	12	78	\$0.25 per day.....	. 25
	46	b 1	M.	Porto Rican.	7	12	84	\$0.23 per day.....	. 23
	46	3	M.	Porto Rican.	7	12	84	\$0.20 per day (a) ..	a. 20
	46	b 1	M.	Porto Rican.	7	(e)	(e)	\$0.20 per day.....	. 20
	46	b 1	M.	Porto Rican.	7	(e)	(e)	\$0.18 per day.....	. 18
	46	(f)	M.	Porto Rican.	7	(e)	(e)		(g)
	47	2	M.	Porto Rican.	7	12	84	\$0.50 per day.....	. 50
	47	i	M.	Porto Rican.	7	12	84	\$0.40 per day.....	. 40
	47	b 2	M.	Porto Rican.	7	12	84	\$0.20 per day.....	. 20
Storekeepers:									
Bayamon dept	45	1	M.	Porto Rican.	6	9½	57	\$0.75 per day.....	. 75
Guayama dept	42	1	M.	Porto Rican.	6	10	60	\$75 per month.....	2.87½
	42	1	M.	American....	6	10	60	\$50 per month (c) ..	c 1.91½
	42	1	M.	Porto Rican.	6	10	60	\$40 per month (c) ..	c 1.53½
Sugar boilers:									
Arecibo dept.....	43	1	M.	Cuban.....	6½	(e)	(e)	\$100 per month (h) ..	h 3.54
	44	1	M.	Porto Rican.	6	10	60	\$25 per week.....	4.16½
Bayamon dept	45	† 1	M.	Porto Rican.	8	9½	57	\$0.08 per bag of sugar.	† 10.66½
Guayama dept	42	1	M.	American....	6	10	60	\$75 per month (h) ..	h 2.87½
	42	1	M.	German.....	6	10	60	\$75 per month (h) ..	h 2.87½
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$2.50 per day.....	2.50
	46	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	46	1	M.	Porto Rican.	6	9	54	\$0.90 per day.....	. 90
	46	2	M.	Porto Rican.	6	9	54	\$0.85 per day.....	. 85
Sugar boiler's assist-ants:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	10	60	\$7 per week.....	1.16½
	44	2	M.	Porto Rican.	6	10	60	\$5 per week.....	. 83½
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.87½ per day.....	. 87½

a And board and lodging, estimated at \$2 per week.
 b Boys.
 c And board and lodging, estimated at \$4 per week.
 d And house.
 e Irregular.
 f Not reported.
 g Contract work. Rate of pay not reported.
 h And bonus of 1 cent per 100 pounds of sugar.
 † Has general supervision over manufacture.
 ‡ Estimated.
 * And lodging, estimated at \$3 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Estab-lishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Sugar weighers:									
Ponce department.	46	1	M.	French.....	6	9	54	\$30 per month ^(a)	a \$1.15
	46	1	M.	Porto Rican.	6	9	54	\$30 per month ^(b)	b 1.15
Sugar weighers and sackers:									
Ponce department.	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	(e)	(e)
Superintendents:									
Bayamon dept....	45	1	M.	Dutch.....	7	(d)	(d)	\$180 per month ^(f)	f 5.92
Ponce department.	46	2	M.	Spanish.....	7	(d)	(d)	\$100 per month ^(g)	g 3.29
	46	1	M.	Spanish.....	7	(d)	(d)	\$100 per month ^(h)	h 3.29
	46	1	M.	Spanish.....	7	(d)	(d)	\$80 per month ⁽ⁱ⁾	i 2.63
	46	1	M.	Spanish.....	7	(d)	(d)	\$50 per month ^(j)	j 1.64 ¹
Superintendents, as- sistant:									
Ponce department.	46	2	M.	Porto Rican.	7	12	84	\$2 per day ^(k)	k 2.00
	46	2	M.	Porto Rican.	6	11	66	\$35 per month ^(l) ..	l 1.34
	46	3	M.	Porto Rican.	7	12	84	\$35 per month ^(l) ..	l 1.15
	46	1	M.	Porto Rican.	6	11	66	\$30 per month ^(m) ..	m 1.15
	46	2	M.	Porto Rican.	6	11	66	\$25 per month ⁽ⁿ⁾ ..	n .96
	46	2	M.	Porto Rican.	7	12	84	\$25 per month ^(l) ..	l .82
Superintendent, gen- eral, farming:									
Ponce department.	46	1	M.	(c)	7	(d)	(d)	\$150 per month...	4.93
Superintendent, mill:									
Ponce department.	46	1	M.	French.....	6	12	72	\$200 per month ^(o)	o 7.67
Superintendent, rail- road:									
Guayama dept....	42	1	M.	American....	6	10	60	\$175 per month ^(e)	e 6.71
Teamsters:									
Arecibo dept.....	43	5	M.	Porto Rican.	6	12	72	\$0.55 per day....	.55
	44	3	M.	Porto Rican.	6	10	60	\$0.70 per day....	.70
	44	22	M.	Porto Rican.	6	10	60	\$0.60 per day....	.60
	44	7	M.	Porto Rican.	6	10	60	\$0.55 per day....	.55
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day....	.50
	44	3	M.	Porto Rican.	6	10	60	\$0.25 per day....	.25
Bayamon dept....	45	9	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.50 per day....	.50
	45	1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.45 per day....	.45
	45	3	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.20 per day....	.20
Ponce department.	46	1	M.	Porto Rican.	5 ¹ / ₂	10	55	\$0.46 per day ^(g) ..	g .46
	46	1	M.	Porto Rican.	6	12	72	\$2.50 per week ^(g) ..	g .41 ¹ / ₂
	46	1	M.	Porto Rican.	5 ¹ / ₂	9	49 ¹ / ₂	\$0.40 per day ^(g) ..	g .40
	46	1	M.	Porto Rican.	5 ¹ / ₂	9	49 ¹ / ₂	\$0.40 per day ^(r) ..	r .40
	46	2	M.	Porto Rican.	5 ¹ / ₂	10	55	\$0.40 per day ^(g) ..	g .40
	46	1	M.	Porto Rican.	6 ¹ / ₂	9	53 ¹ / ₂	\$0.40 per day....	.40
	46	1	M.	Porto Rican.	6	12	72	\$2.20 per week ^(g) ..	g .36 ¹ / ₂
	46	10	M.	Porto Rican.	6	12	72	\$1.20 per week ^(g) ..	g .20
	46	(c)	M.	Porto Rican.	6	(d)	(d)	(e)	(c)
	47	1	M.	Porto Rican.	6	12	72	\$0.65 per day....	.65
	47	3	M.	Porto Rican.	6	12	72	\$0.60 per day....	.60
	47	2	M.	Porto Rican.	7	12	84	\$0.55 per day....	.55
	47	1	M.	Porto Rican.	6	12	72	\$0.45 per day....	.45

^a And board and lodging, estimated at \$15 per month.

^b And allowance of 50 cents per day for food.

^c Not reported.

^d Irregular.

^e Contract work. Earnings not reported.

^f And house rent, estimated at \$15 per month.

^g And house rent, estimated at \$10 per month.

^h And house rent, estimated at \$15 per month, and allowance of \$16 per week for food for himself and two assistants.

ⁱ And house rent, estimated at \$10 per month, and allowance of \$2.25 per day for food for himself and three assistants.

^j And house rent, estimated at \$10 per month, and allowance of \$11.20 per week for food for himself and two assistants.

^k And allowance of \$7 per week each for food.

^l And food, furnished by superintendent.

^m And food, estimated at \$3 per week.

ⁿ And house rent, estimated at \$20 per month.

^o And lodging, estimated at \$3 per month.

^p Boys.

^q And house.

^r And breakfast of coffee and bread, estimated at 5 cents.

^s Contract work at rate of \$3.75 per 44 cartloads of cane.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Concluded.

Occupation and locality.	Estab-lishment number.	Em-ploy-ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv-alent rate per day.
Teamsters—Cont'd.									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day ^(a) ..	\$0.45
	47	1	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	47	1	M.	Porto Rican.	7	12	84	\$0.40 per day ^(a) ..	.40
Teamster's helpers:									
Ponce department.	46	b 3	M.	Porto Rican.	5½	10	55	\$0.20 per day.....	.20
Timekeeper:									
Guayama dept....	42	1	M.	American....	6	10	60	\$75 per month ^(c) ..	c 2.87½
	42	3	M.	Porto Rican.	6	10	60	\$40 per month ^(d) ..	d 1.53½
Top plant gatherer:									
Bayamon dept....	45	(e)	M.	Porto Rican.	6	(f)	(f)	\$0.40 per car ^(g) ...	(e)
Waiter:									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.50 per day ^(h) ..	h .50
Warehouseman:									
Ponce department.	46	1	M.	French.....	6	9	54	\$40 per month ^(f) ..	f 1.53½
Watchmen:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.70 per day.....	.70
	46	3	M.	Porto Rican.	7	12	84	\$0.60 per day.....	.60
	46	3	M.	Porto Rican.	7	12	84	\$0.50 per day ^(h) ..	h .50
	46	7	M.	Porto Rican.	7	12	84	\$0.50 per day ^(f) ..	f .50
	46	8	M.	Porto Rican.	7	12	84	\$0.50 per day.....	.50
	46	4	M.	Porto Rican.	7	12	84	\$0.40 per day ^(f) ..	f .40
	46	2	M.	Porto Rican.	7	6	42	\$0.25 per day ^(h) ..	h .25
	47	1	M.	Porto Rican.	7	12	84	\$0.86 per day.....	.86
	47	1	M.	Porto Rican.	7	12	84	\$0.50 per day ^(a) ..	a .50
	47	2	M.	Porto Rican.	7	12	84	\$0.50 per day.....	.50
	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day.....	.45
Watchmen, ditch:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$1 per week ^(k) ...	k 1.14½
	46	1	M.	Porto Rican.	7	12	84	\$0.70 per week ^(k) ..	k .70
Watchmen, field:									
Arecibo dept.....	43	2	M.	Porto Rican.	7	(f)	(f)	\$3 per week.....	.43
Watchmen, mill:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	12	84	\$4 per week.....	.57
	44	1	M.	Porto Rican.	7	12	84	\$3.50 per week.....	.50
Water boy:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.25 per day.....	.25
Wiper, locomotive:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
Wood choppers:									
Ponce department.	46	(e)	M.	Porto Rican.	(f)	(f)	(f)	\$8 per 100 trees ^(g) ..	(e)

TAILOR SHOPS.

Apprentice:									
San Juan.....	49	1	M.	Porto Rican.	6	9	54	\$1 per week.....	\$0.16½
Tailors: (l)									
Ponce.....	48	2	M.	Porto Rican.	6	10	60	\$2 per day ^(m)	m 2.00
San Juan.....	49	3	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00

^a And house rent, estimated at \$2 per month.

^b Boys.

^c And board and lodging, estimated at \$4 per week.

^d And lodging, estimated at \$3 per month.

^e Not reported.

^f Irregular.

^g Contract work.

^h And board and lodging, estimated at \$2 per week.

ⁱ And board and lodging, estimated at \$15 per month.

^j And house.

^k Employed on several plantations and receives pay from each.

^l Proprietors do all cutting.

^m Average earnings, from piece rates, estimated by employer.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Concluded.

TOBACCO CULTURE.

Occupation and locality.	Es-tablishment number.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi-valent rate per day.
Cultivators:									
Albonto.....	50	435	M.	Porto Rican.	6	10	60	\$0.45 per day ^(a) ..	¢ \$0.45
Field hands:									
Albonto.....	50	600	(^b)	(^c)	(^d)	(^d)	(^d)	\$0.40 per day ^(a) ..	¢ .40
Harvesters:									
Albonto.....	50	900	(^b)	Porto Rican ^e	6	10	60	\$0.40 per day ^(a) ..	¢ .40
Laborers, curing houses:									
Albonto.....	50	30	M.	Porto Rican.	6	10	60	\$0.45 per day ^(a) ..	¢ .45
Teamsters:									
Albonto.....	50	20	M.	Porto Rican.	6	(^d)	(^d)	\$0.40 per day ^(a) ..	¢ .40
Tobacco curers:									
Albonto.....	50	30	M.	Porto Rican.	(^d)	(^d)	(^d)	\$0.40 per day ^(a) ..	¢ .40

WAGES AND HOURS OF LABOR OF SUPERINTENDENTS, PRINCIPALS,
TEACHERS, AND JANITORS IN PUBLIC SCHOOLS.

[Teachers employed in the public schools of the island receive, in addition to their salaries, which are paid directly by the insular department of education, certain allowances for house rent from the local school boards. These amounts vary from \$3 to \$8 per month in the rural districts and from \$10 to \$15 in the cities, and are presumably based upon the usual cost of house rent in the several localities, as well as the relative importance of the position held by the teacher. The salaries of teachers are paid in twelve monthly installments, although the school year consists of nine calendar months. During the three months' vacation drafts in payment of salary are mailed to any address desired.]

Occupation.	Em-ployees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.
Superintendents:							
Common schools.....	2	M.	American.....	(^f)	(^f)	(^f)	\$1,400 per year.
	2	M.	American.....	(^f)	(^f)	(^f)	\$1,300 per year.
	5	M.	American.....	(^f)	(^f)	(^f)	\$1,200 per year.
	1	M.	Porto Rican.....	(^f)	(^f)	(^f)	\$1,200 per year.
	8	M.	American.....	(^f)	(^f)	(^f)	\$1,000 per year.
	1	M.	Porto Rican.....	(^f)	(^f)	(^f)	\$1,000 per year.
	9	M.	Porto Rican.....	(^f)	(^f)	(^f)	9 \$1,800 per year
Principals:							
Common schools.....	29	M.	Porto Rican.....	5	6	30	\$675 per year.
	3	F.	Porto Rican.....	5	6	30	\$675 per year.
High schools.....	1	M.	American.....	5	6	30	\$1,500 per year.
	2	M.	American.....	5	6	30	\$1,200 per year.
Industrial schools.....	1	M.	American.....	5	6	30	\$1,000 per year.
	2	M.	American.....	5	6	30	\$1,500 per year.
	1	M.	American.....	5	6	30	\$1,200 per year.
	1	M.	American.....	5	6	30	\$1,000 per year.
	1	F.	Porto Rican.....	5	6	30	\$900 per year.
Principals, acting:							
Common schools.....	18	M.	Porto Rican.....	5	6	30	\$540 per year.
	3	F.	Porto Rican.....	5	6	30	\$540 per year.
Principal, supervising:							
Industrial schools.....	1	M.	American.....	(^f)	(^f)	(^f)	\$2,500 per year.
Teachers:							
Common graded schools, Eng.	2	F.	American.....	5	6	30	\$675 per year.
	1	M.	American.....	5	6	30	\$540 per year.
	4	M.	Porto Rican.....	5	6	30	\$540 per year.
	14	F.	Porto Rican.....	5	6	30	\$540 per year.
	8	F.	American.....	5	6	30	\$540 per year.
	5	F.	American.....	5	6	30	\$450 per year.
Common graded schools, Span.	193	M.	Porto Rican.....	5	6	30	\$450 per year.
	162	F.	Porto Rican.....	5	6	30	\$450 per year.
	5	M.	Porto Rican.....	5	6	30	\$405 per year.
	5	F.	Porto Rican.....	5	6	30	\$405 per year.

^a Average wages.

^b Males and females.

^c Principally Porto Ricans.

^d Not reported.

^e About 2 per cent are of other nationalities.

^f Irregular.

^g Examinations and special work.

WAGES AND HOURS OF LABOR OF SUPERINTENDENTS, PRINCIPALS,
TEACHERS, AND JANITORS IN PUBLIC SCHOOLS—Concluded.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.
Teachers—Concluded.							
Common rural schools.....	2	M.	Porto Rican..	5	6	30	^a \$360 per year.
	332	M.	Porto Rican..	5	6	30	\$270 per year.
	135	F.	Porto Rican..	5	6	30	\$270 per year.
	45	M.	Porto Rican..	5	6	30	\$225 per year.
	36	F.	Porto Rican..	5	6	30	\$225 per year.
Common night schools.....	26	M.	Porto Rican..	5	5	(b)	\$90 per year.
	5	F.	Porto Rican..	5	5	(b)	\$90 per year.
High schools.....	1	M.	American.....	5	6	30	\$1,200 per year.
	1	F.	American.....	5	6	30	\$1,200 per year.
	1	M.	Porto Rican..	5	6	30	\$1,200 per year.
	1	M.	American.....	5	6	30	\$1,000 per year.
	1	F.	American.....	5	6	30	\$1,000 per year.
	1	M.	Porto Rican..	5	6	30	\$1,000 per year.
	2	M.	American.....	5	6	30	\$900 per year.
	1	F.	American.....	5	6	30	\$800 per year.
	1	M.	American.....	5	6	30	\$750 per year.
	1	F.	American.....	5	6	30	\$750 per year.
	1	F.	Porto Rican..	5	6	30	\$750 per year.
	19	F.	American.....	5	6	30	\$675 per year.
	1	M.	Porto Rican..	5	6	30	\$675 per year.
	6	F.	American.....	5	6	30	\$585 per year.
	4	M.	Porto Rican..	5	6	30	\$585 per year.
	4	F.	Porto Rican..	5	6	30	\$585 per year.
Industrial schools.....	2	M.	American.....	5	6	30	\$900 per year.
	2	F.	American.....	5	6	30	\$900 per year.
	1	M.	Porto Rican..	5	6	30	\$900 per year.
	2	F.	American.....	5	6	30	\$750 per year.
	3	F.	American.....	5	6	30	\$720 per year.
	2	M.	American.....	5	6	30	\$675 per year.
	6	F.	American.....	5	6	30	\$675 per year.
	6	M.	Porto Rican..	5	6	30	\$675 per year.
	1	F.	Porto Rican..	5	6	30	\$675 per year.
	1	F.	Porto Rican..	5	6	30	\$630 per year.
	1	M.	Porto Rican..	5	6	30	\$585 per year.
	3	F.	American.....	5	6	30	\$540 per year.
	3	F.	Porto Rican..	5	6	30	\$450 per year.
	3	F.	Porto Rican..	5	6	30	\$225 per year.
Teachers of agriculture: Common schools.....	9	M.	Porto Rican..	5	6	30	\$540 per year.
Teachers of drawing: Common schools.....	2	M.	American.....	5	6	30	\$675 per year.
	3	F.	American.....	5	6	30	\$675 per year.
Teachers of English: Common schools.....	24	M.	American.....	5	6	30	\$540 per year.
	33	F.	American.....	5	6	30	\$540 per year.
	15	M.	American.....	5	6	30	\$450 per year.
	23	F.	American.....	5	6	30	\$450 per year.
Teachers of kindergarten: Common schools.....	2	F.	Porto Rican..	5	6	30	\$450 per year.
Teachers of music: Common schools.....	2	F.	American.....	5	6	30	\$675 per year.
Janitors: Common schools.....	2	M.	Porto Rican..	5 ¹ / ₂	10	55	\$360 per year.
	1	F.	Porto Rican..	5 ¹ / ₂	10	55	\$360 per year.
	1	M.	American.....	5 ¹ / ₂	10	55	\$360 per year.
	2	M.	Porto Rican..	5 ¹ / ₂	10	55	\$240 per year.
	1	M.	Porto Rican..	5 ¹ / ₂	10	55	\$180 per year.
	1	M.	Porto Rican..	5 ¹ / ₂	10	55	\$168 per year.

^a No allowance for house rent.
^b Not reported.

WAGES AND HOURS OF LABOR OF PERSONS EMPLOYED IN ROAD REPAIR-
ING BY BOARD OF PUBLIC WORKS.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv- alent rate per day
Foremen.....	1	M.	Porto Rican.....	6	8	48	\$0.12½ per hour.	\$1.00
	1	M.	Porto Rican.....	6	8	48	\$0.50 per day...	.50
Laborers.....	1	M.	Porto Rican.....	6	8	48	\$0.75 per day...	.75
	2	M.	Porto Rican.....	6	8	48	\$0.66 per day...	.66
	1	M.	Porto Rican.....	6	8	48	\$0.64 per day...	.64
	4	M.	Porto Rican.....	6	8	48	\$0.60 per day...	.60
	51	M.	Porto Rican.....	6	8	48	\$0.50 per day...	.50
	20	M.	Porto Rican.....	6	8	48	\$0.48 per day...	.48
	22	M.	Porto Rican.....	6	8	48	\$0.40 per day...	.40
	1	M.	Porto Rican.....	6	8	48	\$0.30 per day...	.30
	2	M.	Porto Rican.....	6	8	48	\$0.25 per day...	.25
	17	M.	Porto Rican.....	6	8	48	\$0.06 per hour.	.48
	33	M.	Porto Rican.....	6	8	48	\$0.05 per hour.	.40
	a1	M.	Porto Rican.....	6	8	48	\$0.03 per hour.	.24
	a1	M.	Porto Rican.....	6	8	48	\$0.02 per hour.	.16
	3	M.	Porto Rican.....	6	(b)	(b)	(c)	(c)
	6	M.	Porto Rican.....	6	(b)	(b)	(d)	(d)

a Boy.

b Irregular.

c Crushing stone for road ballast at \$0.55 per cubic meter.

d Crushing stone for road ballast at \$0.50 per cubic meter.

WAGES AND HOURS OF LABOR OF PERSONS EMPLOYED IN TELEGRAPH
SERVICE BY BUREAU OF INSULAR TELEGRAPH.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equiv- alent rate per day
Clerks.....	1	M.	Porto Rican.....	6	8	48	\$400 per year...	\$1.32
	2	F.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
Linemen.....	1	M.	Porto Rican.....	7	8	56	\$720 per year...	1.97½
	9	M.	Porto Rican.....	7	8	56	\$480 per year...	1.31½
Messengers.....	1	M.	Porto Rican.....	7	10	70	\$240 per year...	.66
	3	M.	Porto Rican.....	7	10	70	\$180 per year...	.49½
	7	M.	Porto Rican.....	7	10	70	\$120 per year...	.33
	3	M.	Porto Rican.....	7	10	70	\$60 per year...	.16½
Operator, chief.....	1	M.	American.....	7	10	70	\$1,080 per year.	2.96
Operators.....	1	M.	American.....	7	10	70	\$1,080 per year.	2.96
	1	M.	American.....	7	10	70	\$1,000 per year.	2.74
	3	M.	American.....	7	10	70	\$900 per year...	2.46½
	4	M.	Porto Rican.....	7	10	70	\$900 per year...	2.46½
	1	M.	American.....	7	10	70	\$840 per year...	2.30
	2	M.	Porto Rican.....	7	10	70	\$840 per year...	2.30
	1	F.	Porto Rican.....	7	10	70	\$840 per year...	2.30
	10	M.	Porto Rican.....	7	10	70	\$720 per year...	1.97½
	2	M.	American.....	7	10	70	\$600 per year...	1.64½
	3	M.	Porto Rican.....	7	10	70	\$600 per year...	1.64½
	1	F.	Porto Rican.....	7	10	70	\$600 per year...	1.64½
	16	M.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
	11	F.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
Receiving and dis- bursing officer.	1	M.	American.....	6	8	48	\$1,200 per year.	3.83½
Stenographer.....	1	M.	American.....	6	8	48	\$900 per year...	2.87½
Superintendent.....	1	M.	American.....	6	8	48	\$1,800 per year.	5.75

LAWS RELATING TO LABOR IN PORTO RICO.

REVISED STATUTES AND CODES—1902.

REVISED STATUTES.

Employment of children.

SECTION 166. No child of either sex, under sixteen years shall be compelled to work in agricultural factories and manufacturing establishments over six hours per day, three in the morning and three in the afternoon. All persons who shall violate this provision shall be fined in a sum of from five to fifteen dollars, or imprisonment not to exceed thirty days for each offense.

SEC. 167. No foreman, teacher or other person having under his charge the work, care or education of a minor under sixteen years of age, shall resort to inhumane treatment to compel such minor to work or to study. Any violation of the provisions hereof shall be punished with a fine of from five to fifteen dollars or imprisonment not to exceed thirty days for each offense.

Protection of employees as voters.

SECTION 289. * * * if an employer of laborers or an agent of such employer threatens to withhold the wages of, or to dismiss from service any laborer in his employment, or refuse[s] to allow any such employee the time to attend at the place of election and vote, [he] shall be guilty of a felony, and disfranchised and rendered incapable of holding any office of trust or profit for any determinate period.

Liability of employers for injuries to employees.

SECTION 322. Where, after the passage of this act, personal injury is caused to an employee who is himself in the exercise of due care and diligence at the time:

1. By reason of any defect in the condition of the ways, works, or machinery, connected with, or used in the business of the employer, which arose from or had not been discovered or remedied owing to the negligence of the employer or of any person in the service of the employer and entrusted by him with the duty of seeing that the ways, works, or machinery, were in proper condition; or

2. By reason of the negligence of any person in the service of the employer entrusted with the exercising of superintendence whose sole or principal duty is that of superintendence; or

3. By reason of the negligence of any person in the service of the employer who has charge of, or physically controls, any signal switch, locomotive engine, car or train in motion, whether attached to an engine or not, upon a railroad, the employee, or, in case the injury results in death, his widow or children, or both of them, and if there be no such widow and children, then his parents (provided that said parents were dependent upon such employee for support) may maintain an action for damages against the employer, pursuant to the provisions of this act.

SEC. 323. When an employee receives a personal injury under any of the conditions enumerated in section 1 hereof [sec. 322], he may bring an action against his employer before the proper district court to recover damages for such injury. The damages so recovered shall not exceed the sum of two thousand dollars, and in assessing the amount of such damages the court shall take into consideration the degree of culpability of the employer, or of the person for whose negligence the employer is liable hereunder, the sums expended by the employee for medical attendance, for drugs, medicines and similar necessary expenses, and the loss of wages while recovering from the injury; the court shall also take into consideration the physical pain and suffering caused by the injury. If the injury be of such character as to permanently impair the earning capacity of the employee, the court shall include in the damages awarded an allowance for such loss. In case the injury results in a temporary impairment of his earning capacity, the court, in addition to pain and suffering and the expenditures for medical services and drugs, shall take into consideration the average rate of wages which, under ordinary conditions, he might have earned if not injured.

SEC. 324. In case of the death of the employee before the termination of the action so brought against the employer, it may be continued in the name of his

widow or children, and if there be no such widow or children, then in the name of his parents, if they, or either of them, were dependent upon such employee for support at the time of the injury. If it shall appear in any action so continued in the name of the widow, children or parents of a deceased injured employee that the death was the result of the injury, damages shall be assessed by the court in a sum not to exceed three thousand dollars; and the court shall estimate such damages in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of the employee in accordance with the actual needs that said claimant or claimants had to depend upon the wages of such employee for their support, taking into consideration his earning capacity and his probabilities of life, at the time of the accident.

SEC. 325. When, before having commenced an action hereunder, an employee dies as the result of personal injury received under any of the conditions enumerated under section 1 hereof [sec. 322], his widow, children, or both of them, or if there be no such widow or children, then his parents, provided such parents were dependent upon such employee for support at the time of the injury, may maintain an action against the employer before the proper district court, for damages caused by the death of such employee. Such damages shall not exceed the sum of three thousand dollars and shall be fixed by the court in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of an employee in accordance with the actual needs that such claimant or claimants had to depend upon the wages of such employee for their support, taking into consideration his earning capacity and his probabilities of life, at the time of the accident.

SEC. 326. The court, when fixing the amount of damages to be paid in case of death by personal injury under this act, shall determine the amount due to each of the claimants in proportion to the material damages incurred by each of them in accordance with the actual needs which each of them had to depend upon the wages of the employee whose death was caused by accident.

SEC. 327. No action for the recovery of damages for injury or death under the provisions of this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within thirty days after the injury is received or unless it is commenced within six months from the date of the injury. The notice required by this section shall be in writing, signed by the person injured or by some one in his behalf; but if from physical or mental incapacity it is impossible for the person injured to give the notice within the time provided in said section, he may give the same within ten days after the incapacity is removed, and in case of his death without having given the notice and without having been at any time after his injury of sufficient capacity to give the notice the person or persons entitled to claim compensation pursuant to the provisions of this act, or their representatives, may give such notice within thirty days after the death of such employee. But no notice given under the provisions of this section shall be deemed to be invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of the injury: *Provided*, It is shown that there was no intention to mislead, and that the party entitled to notice was not in fact misled thereby.

SEC. 328. Whenever an employee [employer] enters into a contract, either written or verbal, with an independent contractor to do part of such employer's work, or whenever such contractor enters into a contract with a subcontractor to do all or any part of the work comprised in such contractor's contract with the employer, such contract or subcontract shall not bar the liability of the employer for injuries to the employees of such contractor or subcontractor, by reason of any defect in the condition of the ways, works, machinery, or plant, if they are the property of the employer, or furnished by him, and if such defect arose or had not been discovered or remedied through the negligence of the employer or of some person entrusted by him with the duty of seeing that they were in proper condition.

SEC. 329. No employee, or his widow or children, or either of them, or his parents, if there be no such widow or children, shall be entitled under this act to any right of compensation or remedy against the employer in any case where such employee knew of the defect or negligence which caused the injury, and

failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who had entrusted to him some general superintendence.

SEC. 330. Any employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employee for personal injuries for which compensation may be recovered under this act, or who has insured the said employee in any insurance company against the accidents of labor, shall be entitled to have deducted from the sum which he shall have to pay as compensation under the provisions of this act, the amount that shall have been received by the person injured, or by his widow, or children, or both of them, or by the parents, if there be no such widow and children, from the aforesaid fund or from the insurance company, by reason of the same accident.

SEC. 331. This act shall not apply to injuries caused to domestic servants, or farm laborers, by fellow employees.

Contracts of employment—Enforcement.

SECTION 369. Every person who shall bring an action for the fulfillment of any obligation, may obtain an order from the court having cognizance of the suit providing that the proper measures be taken to secure the effectiveness of the judgment, as the case may require it, should it be rendered in his favor.

SEC. 370. The effectiveness of the judgment shall be secured in the following manner:

* * * * *

(c) If the obligation consists in the doing of a thing an attachment shall be issued against the person who is under such obligation for a sum necessary to execute the work left undone or done otherwise than as provided in the agreement.

* * * * *

Labor combinations not unlawful.

SECTION 553. The orderly and peaceable assembling or cooperation of persons employed in any calling, trade or handicraft, for the purpose of obtaining an advance in the rate of wages or compensation, or of maintaining such rate, shall not be unlawful, nor shall it be unlawful for such persons to organize trade or labor assemblies or unions for the purpose of bettering the mental and material condition of the members thereof by lawful peaceable means.

Intimidation of employees.

SECTION 554. The employment of force, violence, intimidation or menace, or any form of coercion, by any person, or by persons associated together, against any other person or persons, whether with the object of preventing them from freely pursuing their employments, professions or trades or whether with the object of influencing the price or remuneration paid for their work, shall be a misdemeanor, and any person convicted thereof shall be imprisoned not less than thirty days nor more than one year, or fined not less than ten dollars nor more than five hundred dollars, or both fined and imprisoned.

Hours of labor on public works—Residents.

SECTION 624. * * * no laborers shall be compelled to work more than eight hours per day, and they shall be, if possible, residents of the municipality.

Examination and licensing of plumbers.

SECTION 764. [It shall be the duty of the board of health] to establish rules * * * for examination and licensing of plumbers * * *

PENAL CODE.

Protection of employees as voters.

SECTION 188. * * * if an employer of laborers or any agent of such employer threatens to withhold the wages of, or to dismiss from service any

laborer in his employment, or refuses to allow to any such employee time to attend at the place of election and vote, [he] shall be fined not more than one thousand dollars nor less than twenty dollars, or imprisoned in the penitentiary not more than five years nor less than one year, and disfranchised and rendered incapable of holding any office of trust or profit for any period not exceeding ten years.

Employment of children—Certain employments forbidden.

SECTION 265. Any person, whether as parent, relative, guardian, employer or otherwise, having in his care, custody, or control any child under the age of twelve years, who shall sell, apprentice, give away, let out, or otherwise dispose of any such child to any person, under any name, title, or pretense, for the vocation, use, occupation, calling, [or] service of begging, or peddling, in any public street or highway, or in any mendicant or wandering business whatsoever, and any person who shall take, receive, hire, employ, use, or have in custody any child for such purposes, or either of them, is guilty of a misdemeanor.

Negligence of operators of steam boilers, etc.

SECTION 325. Every engineer or other person having charge of any steam boiler, steam engine, or other apparatus for generating or employing steam, used in any manufactory, railway, or other works, who willfully, or from ignorance, or gross neglect, creates or allows to be created such an undue quantity of steam as to burst or break the boiler, or engine, or apparatus, or cause any other accident whereby human life is endangered, is guilty of a felony.

SEC. 326. Every person having charge of any steam boiler or steam engine, or other apparatus for generating or employing steam used in any manufactory, or on any railroad, or in any vessel, or in any kind of mechanical work, who willfully or from ignorance or neglect, creates, or allows to be created, such an undue quantity of steam as to burst or break the boiler, engine, or apparatus, or to cause any other accident whereby the death of a human being is produced, is punishable by imprisonment in the penitentiary for not less than one nor more than ten years.

SEC. 327. Every captain or other person having charge of any steamboat used for the conveyance of passengers, or of the boilers and engines thereof, who from ignorance or gross neglect, or for the purpose of excelling any other boat in speed, creates, or allows to be created, such an undue quantity of steam as to burst or break the boiler or any apparatus or machinery connected therewith, by which bursting or breaking human life is endangered, is guilty of a felony.

SEC. 328. Every conductor, engineer, brakeman, switchman, or other person having charge, wholly or in part, of any railroad car, locomotive, or train, which is used as a common carrier, who willfully or negligently suffers or causes the same to collide with another car, locomotive, or train, or with any other object or thing whereby the death of a human being is produced is punishable by imprisonment in the penitentiary for not less than one nor more than ten years.

Intoxication of railroad employees, etc.

SECTION 344. Every person who is intoxicated while in charge of a locomotive engine, or while acting as conductor or driver upon any railroad train or car, whether propelled by steam or electricity, or while acting as train dispatcher, or as telegraph operator, receiving or transmitting dispatches in relation to the movement of trains, is guilty of a misdemeanor.

Protection of employees as members of labor organizations.

SECTION 465. Any person or corporation within Porto Rico, or agent or officer on behalf of such person or corporation, who shall hereafter coerce or compel any person or persons to enter into an agreement, either written or verbal, not to join or become a member of any labor organization, as a condition of such person or persons securing employment or continuing in the employment of any such persons or corporation, shall be guilty of a misdemeanor.

Sunday labor.

SECTION 553. On every Sunday commercial and industrial establishments, excepting public markets, pharmacies, bakeries, hotels, restaurants, cafes, and

places where refreshments only are served, excepting also public and quasi-public utilities and works of emergency, necessary to prevent unusual and serious financial loss, shall remain closed and do no business whatever after twelve o'clock noon. This prohibition shall not, however, extend to theaters and other places devoted exclusively to amusements or to charitable purposes; at all such places it shall be lawful to work at any hour on Sunday, but only in aid of such charitable purposes or amusements.

SEC. 554. The municipal council of any municipality may, by ordinance, require commercial and industrial establishments, including those excepted in section 553, or any of them, to remain closed at all hours on Sunday, excepting the works of emergency therein mentioned.

SEC. 556. Any person, firm or corporation violating the provisions of this title, or any part thereof, or of an order issued by an alcalde or ordinance passed by a municipal council under the authority of this title, shall be fined in the police court for the first offense in a sum which shall not be less than five dollars (\$5) nor exceed ten dollars (\$10); and for a subsequent offense, in a sum which shall not be less than ten dollars (\$10), nor exceed twenty-five dollars (\$25). And for this purpose, the police courts shall have jurisdiction to impose the fines herein provided; and in all cases in which the fine imposed shall exceed, excluding costs, the sum of ten dollars (\$10), an appeal may be taken to the proper district court in the manner provided by law for other appeals from the police courts. In default of the payment of any fine imposed hereunder [hereunder] within three days after the judgment shall have been entered or the appeal dismissed, the person convicted shall pay the said fine by imprisonment in the municipal jail, or in any other penal institution, at the rate of one day for each half dollar of said fine remaining unpaid.

CIVIL CODE.

Earnings of minors.

SECTION 225. Property acquired by an unemancipated child by labor or industry, of for any valuable consideration, belongs to the said child, but the usufruct thereof belongs to the parents having potestas over him whilst he lives in their company; but if the child, with the consent of his parents, lives independently, he shall be deemed emancipated for all effects as regards the said property, and he shall be the full owner and have the usufruct and administration thereof.

Earnings, etc., of married women.

SECTION 1314. The following is the separate property of each of the spouses:

* * * * *

2. That acquired for a good consideration by either of them during the marriage.

* * * * *

Employment of labor—General provisions.

SECTION 1486. This class of services [services of paid servants and laborers] may be contracted without a fixed period, for a fixed period, or for a specific work. A hiring for life is void.

SEC. 1487. A domestic servant hired for a fixed time and to be employed in the personal service of his master, or of the family of the latter, may leave the service or be dismissed before the expiration of the term; but if the master dismisses the servant without sufficient cause, he shall indemnify him by paying him the wages due and those for fifteen additional days.

The master shall be believed, unless there is proof to the contrary—

1. With regard to the amount of the wages of the domestic servant.

2. With regard to the payment of the wages earned during the current year.

SEC. 1488. Besides what is prescribed in the preceding sections with regard to masters and servants, the provisions of special laws and ordinances shall be observed.

SEC. 1489. Field hands, mechanics, artisans, and other laborers hired for a certain time and for a certain work can not leave nor be dismissed, without sufficient cause, before the fulfillment of the contract.

SEC. 1490. The dismissal of the servants, mechanics, artisans, and other hired laborers to which the preceding sections refer gives the right to dispossess them of the implements and of the buildings which they may occupy by reason of their duties.

SEC. 1491. The execution of a work may be contracted for by agreeing that the person who is to execute the same shall give his labor or industry only, or that he furnish the materials also.

SEC. 1492. If the person who contracted for the work bound himself to furnish the materials, he shall suffer the loss in case of the destruction of the work before it is delivered, unless there has been delay in receiving it.

SEC. 1493. A person who has bound himself to give his labor or industry only can not demand any payment if the work is destroyed before it is delivered, unless there should have been delay in receiving the same, or if the destruction should have been due to the bad quality of the materials, provided that he may have given due notice of this circumstance to the owner.

SEC. 1495. A person who binds himself to do a work by piece or by measure may demand of the owner that he receive it in installments, and that he pay therefor in proportion. The part paid for shall be presumed as approved and received.

SEC. 1498. When a certain work has been intrusted to a person by reason of his personal qualifications, the contract is rescinded by the death of said person.

In such case, the owner must pay to the heirs of the constructor [contractor?], in proportion to the price agreed upon, the value of the part of the work executed, and that of the prepared materials, provided he may obtain any benefit from such materials.

The same shall be understood if the person who contracted for the work can not finish it by reason of any cause independent of his will.

SEC. 1499. A contractor is responsible for the work done by the persons he employs thereon.

SEC. 1500. Those who furnish their labor and materials in a work agreed upon for a lump sum by a contractor have no action against the owner, except for the amount the latter may owe the former when the action is brought.

SEC. 1501. When it should be agreed that the work is to be done to the satisfaction of the owner, in the absence of his acceptance the approval is understood as reserved for the proper expert judgment.

If the person who has to approve the work is a third person, his decision shall be final.

SEC. 1502. Should there be no agreement or custom to the contrary, the price for the work must be paid upon delivery.

SEC. 1503. A person who has executed a work on personal property has the right to retain the same as a pledge until he is paid therefor.

ACTS OF 1904.

Eight-hour day.

(Page 81.)

SECTION 1. Eight hours shall constitute the maximum length of a working day for any work performed and paid out of funds from the municipalities, school boards, and all other dependencies of the people of Porto Rico.

SEC. 2. In all contracts for work to be paid out of the funds of the people of Porto Rico, municipalities, or school boards, each of said contracts shall contain a provision limiting a day's work to eight hours.

SEC. 3. In works of a public nature, a working day may be lengthened only in cases where the lives and property of the inhabitants of a municipality or of the Insular government would be endangered, if same were not done. This act shall not apply to the Insular police force, internal-revenue agents, telegraph operators and telegraph messengers, nor to the clerks of the departments of the Insular government when, in the opinion of the heads of such departments, work beyond eight hours by them is necessary in the interest of the public service.

SEC. 4. Any person who shall willfully or maliciously violate the provisions of this act, except as specified in section 3 hereof, shall be guilty of misdemeanor.

Approved March 10, 1904.

CODE OF CIVIL PROCEDURE.

Exemptions of wages from execution.

SECTION 249. (As amended by act page 7, acts of 1904, extraordinary session). In addition to the homestead exempted by the homestead law, the following property belonging to an actual resident of this island is exempted from execution, except as herein otherwise specially provided :

* * * * *

7. The earnings of the judgment debtor for personal services rendered at any time within thirty days next preceding the levy of execution, or levy of attachment, when it appears by the debtor's affidavit, or otherwise, that such earnings are necessary for the use of his family residing in this island, supported wholly or in part by his labor: *Provided*, This act shall not authorize the garnishment of the fees or salary of any public officer or employee.

* * * * *

A DOCUMENTARY HISTORY OF THE EARLY ORGANIZATIONS OF PRINTERS. (a)

BY ETHELBERG STEWART.

INTRODUCTION.

That a number of disconnected typographical societies existed in various parts of the United States prior to the formation of the unions as now constituted, while not perhaps generally known, will not be new to students of the history of labor organizations. The references to these early organizations are usually hazy, containing no more than a mere statement that they existed at certain dates, with no evidence offered of the truth of even these statements. In this article it is believed the first attempt is made to be specific in the information presented about these early organizations. In this respect at least the article represents pioneer work in its field, not only in the reproduction of documents, but in the resort to minute books of these societies, as a source of information about other kindred societies. Thus the transcription of circular letters from other societies, upon the records of the Columbia Society, or the New York or Philadelphia societies, has furnished documentary proof of the existence of many printers' organizations nowhere else referred to. So far as the documents could tell the story little else has been said. Such explanation as seemed absolutely necessary to an understanding of the documents, as, for instance, the changing industrial conditions which prompted the intense feeling against the professional editor or publisher who was not at the same time a "practical printer" has been given briefly in notes; while the effect of the great employ-yourself movement socialism of 1830 to 1850, so apparent in the radicalism of the documents of that period, is briefly referred to in the text. The addresses "to the trade" or "to the public" have been reproduced in full, and for the most part without comment, the one object always kept in view being to let the workingmen of that period tell their own story. Point of view is everything, and as it is very difficult, if not impossible, to state another man's point of view except from your own, the only way to be sure of getting the early printer's point of view is to let his documents present his case. Even then it is hard to realize why some things which seem so trivial to-day were so serious to men in 1815 or 1830.

^a Acknowledgments are due to Mr. R. H. Cressingham, of New York, for the loan of valuable material in connection with the New York Typographical Society of 1809; to the officials of the Library of Congress for many courtesies; to the officers of the International Typographical Union; to Mr. James C. Britton, of the Bureau of Labor; and to the officers of the Washington Typographical Union.

Because of this conviction, that in dealing with the affairs of a generation other than our own the best way to tell the workingman's story is to let him tell it himself, no attempt to preserve literary style or unity has been made. In fact literary quality has been consciously sacrificed to include as many extracts from documents or minute books as possible, to the end that the workman himself should have the floor.

No attempt has been made to present a consecutive sociological study. It has seemed more in consonance with the work of the Bureau to present the raw material for an economic study of early printers' organizations, rather than to make such study.

No reference is had to statements in any of the general histories of the organized movements of American workmen, hitherto published as such. Not because such histories were not consulted, or are not valued, but because the restricted purpose of this article was to be confined exclusively to the documents of the early organizations, and all temptations have had to be resisted which would have carried the article beyond a strict conformity to the title—"A Documentary History." There is here no pretense to completeness. Effort was made to locate as many as possible of the old constitutions, price lists, and minute books, and copy or examine them. No thorough canvass was made or attempted. It is doubtful, however, if anything missed would bring up any new problem or condition not touched upon in some of the documents found. The period covered by actual documents is from 1786 to 1853, the price lists extending to 1866. North, South, East, and West are represented, not equally, it is true, but sufficiently to make it more than probable that all the problems of the printers in the early days are at least referred to. The original purpose of limiting the article to the period prior to the formation of the National Union in 1852 has been deviated from only to include a few organizations that were outside the sphere of influence of the National Union. Histories of the National Union and its successor, the International, are easily accessible, and intrusions here have been studiously avoided, except when in footnotes it has seemed necessary to follow a subject to its final disposition; as, for instance, the woman compositor question and the uniform wage scale. The Cincinnati wage scale for 1853 was included because it represented a section of the country not distinctively covered by earlier documents.

Copies of constitutions and price lists as far back as 1802 are presented in the appendixes, and are believed to represent every stage of growth from the benefit societies of the first part of the period and the associations of the middle period, or from 1830 to 1840, to the present unions as exemplified by the constitutions of 1850. Special effort was made to ascertain the numerical strength of these early organizations, with gratifying results in many cases.

In a few instances copies of printed constitutions and price lists were found in libraries, particularly the Library of Congress; but by far the greater number were copied from old minute books of the societies, and are not to be found in print except in these appendixes.

Not only are the economic reasons for some of the things done by the unions (as limitation of apprentices) to be found in a study of their history; but the gradual transformation of sentiments into customs, and the evolution of trade interests into "union principles," goes on so gradually before our eyes in these minute books that we can understand them better.

In the early constitutions and minutes of these organizations will be frequently found stated in terms those "union principles" which have since become a part of the subconscious thought life of the "union man," and no longer printed or stated, because nobody in the union supposes it necessary to state basic principles. Just as no man in introducing his wife specifies that a legal marriage ceremony has been performed, or in talking about his children stops to explain that they were born in honorable wedlock; and the man who asks for an explanation or a verification of these taken-for-granted and socially fundamental assumptions, unless he represents some semi-savage tribe where such status is not indubitable, is simply inviting trouble for himself. So much of this unrevealed ultimate principle exists; so much depends upon an understanding of this submerged or subconscious, and to the trade unionist axiomatic, hence never expressed thought life, that students of organizations coming from a different mental atmosphere often fail to find in unions that which is the reason for their existence—the soul of purpose by which they live.

These "fundamental principles of trade unionism" are often the codified experiences of former generations under industrial conditions that no longer exist, and can not now be understood by a mind not inheriting an intuitive perception of them, except by a study of the early organizations in which they were formulated and of the conditions which suggested them. Of no other institution is it more true than of trade unions that they can only be read in the present by the light of the past.

BEGINNINGS, 1786 TO 1830.

Whatever of associated effort there was among printers prior to 1795 was temporary, having a single purpose, and when this was accomplished the compact was dissolved. It was the custom in all trades to call a "general meeting" of the trade whenever a matter of importance to all presented itself. Such calls were signed by one or two men of recognized influence in the trade. These meetings, usually held in private homes, were organized by the election of officers, a statement was made of the purpose in calling the trade

together, and after discussion resolutions were adopted embodying the views of those present upon the question presented. When the meeting had decided what the attitude of the trade was to be, all those present, if willing to do so, signed an agreement to stand by each other during the difficulty. Committees were appointed, and frequent meetings were held during the trouble, especially if it proved to be a strike and of some duration, thus creating the impression that a permanent association of journeymen had been formed. It is certain that some of the strikes in colonial times were undertaken with no more of an organization than this, and while there is nothing inherently improbable about the existence of permanent unions in colonial times, since they had been in existence in England and Europe for many generations before, yet we should be cautious about concluding from such a statement as "The journeymen bakers of New York went on strike in 1741," that therefore there was an organization, other than a temporary understanding, among them.

The first, probably, of such understandings among journeymen printers was in New York City in 1776, when a demand for an increase of wages was made by them and refused by their employers, with the result that a strike was called, which, proving successful, the association ceased. Again, in Philadelphia in 1786 an attempt by the employers to reduce wages to \$5.83½ a week was made the occasion for calling the trade together. The statement issued by the printers at this meeting has fortunately been preserved and was as follows:

At a meeting of journeymen printers of Philadelphia held at the house of Henry Myers on Wednesday evening, the 31st ultimo, the following resolutions were unanimously entered into and ordered transcribed for publication. In consequence of an attempt having been made by some of our employers to reduce our wages to 35 shillings per week:

Resolved, That we, the subscribers, will not engage to work for any printing establishment in this city or county under the sum of \$6 per week.

Resolved, That we will support such of our brethren as shall be thrown out of employment on account of their refusing to work for less than \$6 per week.

PHILADELPHIA, June 7, 1786.

This document is signed by 26 printers, probably comprising a majority of the competent men in the city at that time. There are indications that this struggle lasted for some time, but none whatever that the organization of printers had any purpose beyond the immediate one of resisting that reduction of wages, or any existence after this single purpose was accomplished. The document is important, however, as showing that the sentiment of supporting each other in time of a strike, out of which the union strike-benefit fund grew, existed among printers long before unions as such were formed.

In 1795 an organization was formed in New York City known as

"The Typographical Society," comprising in its membership most of those working at the trade at that time. It was the first known society devoting its energies to trade conditions and wage scales that existed for any appreciable length of time.^(a) So far as known it was

^aThe "Company of Printers of Philadelphia," organized in 1794, was an association of employers and job printers, not of journeymen, as is so often stated. While it is not the purpose of this article to go into the question of employers' associations, yet this one of 1794 is so frequently referred to as a labor organization, its constitution being listed in a very recent bibliography of trade-union publications as such, that it seems advisable to settle the matter definitely by reproducing the document, a copy of which is preserved in the Library of Congress. It will be noted that article 14 provides that the company shall "regulate the prices at which its members shall execute printing work, determine the terms of employing journeymen, fix penalties for the violation of their regulations," etc., and is signed by 9 individuals and firms, among them some who were of more than local importance as printers and publishers. (See Bishop's History of American Manufactures, Vol. 1). The term "printer" was applied only to employers in the earlier times, and, later, to both employers and journeymen.

Aside from the historical value of the document itself and the importance of eliminating it from the literature of trade unionism, it is submitted as one of the few constitutions extant of a form of association known as "companies," which formed a link between the merchant guilds of the late Middle Ages and the employers' associations of to-day. The document follows:

CONSTITUTION OF THE COMPANY OF PRINTERS OF PHILADELPHIA, 1794.

Assured that the interests of every profession depend, in a high degree, on the union and cooperation of its members; impressed with the necessity of associating for the purpose of securing those advantages which are at present attached to the printing business, as well as for the purpose of extending them; and persuaded that such association will conduce to insure the harmony and good fellowship of those by whom it is composed; we, the subscribers, printers of the city of Philadelphia, do hereby constitute ourselves a society, under the name of the Company of Philadelphia Printers.

ARTICLE I.

The company shall be formed of such printers of the city and liberties, as are present at the adoption of this constitution; of such as shall join the company within one month subsequent to said adoption, and of such as shall be hereafter elected in conformity to the third article.

ARTICLE II.

Every person previously to his being considered a member, shall subscribe the constitution, and by such subscription solemnly engage to comply with the articles thereof, as well as such regulations as may be made under the same.

ARTICLE III.

A printer may become a candidate for admission into this company, either on application by letter or on the nomination of a member; in either case his name shall be submitted to the company, at one regular meeting, and be balloted for at the next regular meeting; should, however, an unanimous voice be expressed for proceeding to an immediate election, all delay shall thereby be sus-

the first society not called into existence by an immediate exigency of the trade, and ceasing to exist when that exigency was removed.

pending. If the votes of two-thirds of the members present be in his favor, he shall be elected a member.

ARTICLE IV.

A member on admission shall pay, the sum of \$2 and the sum of \$1 annually afterward during his membership.

ARTICLE V.

There shall be four regular meetings in every year, viz, on the second Tuesday of January, April, July, and October, and on such other days as the company shall fix by adjournment, or as shall be fixed by said meetings.

ARTICLE VI.

Six members shall be sufficient to proceed to business.

ARTICLE VII.

There shall be chosen by ballot, on the second Tuesday of January in every year, a president, a secretary, a treasurer, and a committee of three members, who shall be called the committee of inquiry.

ARTICLE VIII.

Should any vacancies occur in said offices, they shall be supplied at the next regular meeting.

ARTICLE IX.

It shall be the duty of the president, or, in his absence, of a chairman, to preside at all meetings; to preserve order among the members; to call a special meeting whenever he sees it expedient; or at the request of three members, to sign orders on the treasurer, whenever the company shall so direct; and in case the members are equally divided on any question to have a casting vote. On the death, resignation, or absence from the city of the president, such of his duties as are necessary to be exercised between the meetings of the company shall devolve on the secretary.

ARTICLE X.

It shall be the duty of the secretary, under the direction of the president or chairman, to keep a fair statement of the proceedings of the company. In the absence of the secretary, a secretary pro tempore shall be chosen.

ARTICLE XI.

It shall be the duty of the treasurer to receive such sums of money as shall accrue to the company; to pay the same on the order of the president or chairman, and to keep a fair statement of the funds of the company, subject to the inspection of any member.

ARTICLE XII.

It shall be the duty of the committee of inquiry to obtain all information in their power, respecting the adherence to, or violations of this constitution, and the resolutions adopted in pursuance thereof, by the members of the company; and to obtain information of the state of the printing business in reference to printers not members and to report the same to the company.

ARTICLE XIII.

A motion made shall be addressed to the president, which, when seconded, shall be submitted by the president to the consideration of the company. The question shall then be put, and be decided by a majority of votes.

ARTICLE XIV.

When the company are organized, they shall have the power to regulate the prices at which its members shall execute printing work; to determine the terms of employing journeymen; to fix penalties for the violation of their

The Typographical Society of 1795 lived two and one-half years, or until far into 1797, and succeeded in securing an increase of wages to \$1 per day for New York City printers.

In 1799 the Franklin Typographical Society of Journeymen Printers, of New York, was organized. Mr. David Bruce, the famous type founder, was its first president. This society formulated the first complete wage scale ever adopted by the printers of New York City, and went on strike for its enforcement. No copy of this scale has been preserved. It demanded 25 cents per 1,000 ems, and not less than \$7 per week in book and job offices, and \$8 per week on newspapers. None of its records and no copy of its constitution could be found, but from contemporary newspaper files it is learned that the "Franklin Typographical Society assembled at the house of Mr. P. Becanon, No. 87 Fair street, to celebrate the twenty-sixth anniversary of American Independence July 4, 1801."

The Daily Advertiser, of New York, in its issue of February 4, 1803, printed the following notice:

A regular meeting of the Franklin Typographical Society will be

regulations; and, in general, to adopt such rules as may be considered conducive to the prosperity of the printing business.

ARTICLE XV.

Any member may withdraw from the society by removal from the city; by a relinquishment of the printing business; or by signifying his disposition thereto at a regular meeting: *Provided*, That, in the last instance, he do not cease to be a member until the next regular meeting: *And also provided*, That on such secession he place in the hands of the treasurer the sum of ten pounds for use of the company; should, however, two-thirds of the members present dispense with the payment of this sum, it shall not be demanded.

ARTICLE XVI.

Any proposition of amendment to this constitution, shall be made at a regular meeting, and not be brought to decision until the next regular meeting: previously to which notice shall be given to the members by the secretary, that it is proposed to alter the constitution.

ARTICLE XVII.

A member may be expelled for misconduct by a majority of the company, provided that such expulsion be made at a regular meeting, and that such meeting be not the one at which it is proposed to expel him.

ARTICLE XVIII.

On the adoption of this constitution, the company shall proceed to the choice of officers, who shall hold their appointments until the day fixed upon for the annual election of officers.

Adopted September 11, 1794.

W. YOUNG.
ROBERT COCHRAN.
RICHARD FOLWELL.
SAMUEL H. SMITH.
WILLIAM GIBBONS.
HOFF AND DERRICK.
JACOB JOHNSON.
WILLIAM W. WOODWARD.
MORDECAI JONES.

held at their rooms, 63 Stone street, on Saturday evening, February 5, 1803. Members are requested to be punctual in their attendance.

By order of the president:

JOHN COLLINS, *Secretary.*

It would appear from this that the society had grown too large to meet in the private homes of its members and strong enough to have a hall, or at least rooms of its own.

In its issue of September 19, 1803, the New York Evening Post had the following acknowledgment:

The president of Franklin Typographical Society, of New York, acknowledges the receipt of \$83.50 from the Philadelphia Typographical Society for the relief of such of our members as may be distressed in consequence of the prevailing epidemic.

The minutes of the Philadelphia Society show that at its monthly meeting in June, 1803, "it was voted to contribute \$83.60 to assist the printers in New York City who may be suffering from ravages of the yellow fever."

The Franklin Typographical Society of New York ceased to exist in 1804, but the bill of prices formulated by it remained the standard of wages until September 20, 1809, when the New York Typographical Society, organized early in that year, formulated a new scale.

As further tribute of a documentary character to the work of this society of 1799-1804, may be cited the first paragraph of a letter written August 25, 1809, by the secretary of the New York Typographical Society:

NEW YORK, *August 25, 1809.*

GENTLEMEN: The board of directors of the New York Typographical Society, by a resolution passed the 19th instant, have directed me to inform you that the customary price per token for working super-royal paper is $37\frac{1}{2}$ cents, and 48 tokens (which is supposed to be the number you work per week) at that price would be \$18. The present society, however, have yet no established prices, either for presswork or for composition, but the price which is here mentioned is that which was instituted by a former association in this city, and which we believe is now generally conformed to.

So much space has been given to this organization because to it belongs the credit of formulating the first detailed scale of wages presented to employers in the printing business in the United States, and because, curiously enough, while the earlier society of 1795 is sometimes mentioned by writers, this much more important one of 1799-1804 is not referred to by any of them.

The Philadelphia Typographical Society was organized in 1802, and enjoys the distinction of being the oldest existing organization of the craft. Up to 1831 it existed as both a benevolent and a trade society, as was the rule among the early societies. In 1831 it became a purely benevolent association, and as such exists to-day.

February 22, 1802, this society formulated a list of prices (which is believed to be identical with that of the New York Typographical Society in 1800), and, prefacing it with a neat address to the employers, submitted it for acceptance.^(a) A photographic reproduction of the only copy of this price list known to be now in existence is here presented.

Sir,

Philadelphia, February 22, 1802.

THE "Philadelphia Typographical Society," take the liberty to furnish you with their *List of Prices*. We hope that we shall be indulged with at least a candid examination of our demands....we presume you are not unacquainted with many of them. We would wish to be placed on a footing, at least, with mechanics....our wages have, in no instance, kept pace with them. We have the merit of not being the most dissatisfied, and in no one instance of demanding anything unjust. We have, in the following statement, confined ourselves to what a majority of the employers in this city give. Our object is, to have one uniform price established. In doing this, we shall act as men towards men....no person will leave his employ until he has given a reasonable notice....in return, we expect that your conduct towards us will be equally candid. Indeed, we cherish a hope, that the time is not far distant, when the *employer* and the *employed* will vie with each other, the one, in *allowing* a competent salary, the other, in *deserving* it. Under these impressions we submit the following prices to your decision.

COMPOSITION.		PRESS WORK.	
	<i>Dot. Cr.</i>		<i>Dot. Cr.</i>
Per week, not less than	8 00	Per week, not less than	8 00
Every 1000 m's, from Brevier to } English, inclusive }	25	All paper below medium, per token	30
Common Rule or Figure work	50	Ditto above medium	37½
		Broadsides, per token	75
		Cards, per pack	12½
		A single pack of cards	30
		All small jobs	30

GEORGE WHITE, *President*.
JOHN CHILDS, *Vice-President*.
WILLIAM LITTLE, *Secretary*.

W. W. Wands, }
E. Conrad, } *Standing*
B. Greaves, } *Committee.*
J. M'Ilvaine, }

J. W. Scott,
A. Scott,
P. Denham,

George Tomlin,
Ira Jones,
Francis Wrigley,
John Claypoole,
Edward Whitely,
William P. Lane,
Alexander Boland,
James Winnard,
John Kinsley,
Nicholas Kornfeldt,
George Philips,
Allen Dowell,
James Mearns,
Charles Lee,
William Alexander,
Isaac Pittman,
Benjamin Bickerton

John W. Allen,
Thomas B. Abercrombie,
Francis Lauder,
Henry Gurnson,
Stephen Sewell,
John Whitely,
Silas B. Hand,
Thomas Town,
Samuel Akerman,
John Fignon,
William Faithfull,
Thomas Stewart,
John Bernard,
Jacob Berriman,
William Cornely,
Horatio Bente,
Samuel Starr.

Joseph Bedford,
George Thompson,
John Dow,
William Carle,
Robert Maxwell,
Patrick Mulligan,
James C. Covertly,
William Hanley,
Thomas Dalton,
John Cooper,
James M'Kibbin,
Arthur Colerake,
John Alexander,
Hance H. Gibbs,
Andrew Snyder,
John Robinson.

The constitution of this society, which was not finally adopted until November 6, 1802, is given in full in Appendix A, No. 1, and is believed to be the oldest constitution of a labor organization extant in the United States. No printed copy of the document was

^aThe bibliography appended to Sidney and Beatrice Webb's "History of Trade Unionism" in England gives "the scale of prices of the Edinburgh compositors for 1805" as the oldest printers' scale. It may therefore develop that this Philadelphia price list is the oldest in the language.

found, but a transcript was made from the minutes of the society for the purpose of this article.

While the constitution gives prominence to the sick and funeral benefit features of the organization, as did the early craft guilds and still earlier burial societies, nevertheless, unlike them, it does not entirely conceal its industrial purposes. The journeymen printers had secured the acceptance by the master printers of their price list of February 22, and under "a desire to consolidate the present good understanding and harmony which now happily subsists among the brethren of our profession," the constitution of November 6 was adopted. In addition to a sick benefit of \$3 a week and a funeral benefit of \$10, "in every case when a member may be thrown out of employ, by reason of his refusing to take less than the established prices," the board of directors "shall advance, if required, on his own security, in their discretion, such sum per week as will be sufficient to defray his ordinary expenses," and, furthermore, if such person was unable to return the money so loaned, then an assessment should be levied upon the membership to repay the same. To this incipient strike-benefit fund was added an obligation upon the part of at least the officers of the society to use their influence to secure employment for members in preference to nonmembers, and, above all, membership in the society was conditioned upon having "served an apprenticeship satisfactory to the board of directors." It is impossible to read the minutes of the meetings of these early societies, however, without being convinced that the serious purpose of their existence was not made prominent in their published documents. They had an exoteric and an esoteric side. To the public they pointed out their benevolent features. The real work was done in executive session. However, a great many of their members joined them because of these benevolent features, and thought their mission confined to this, so that there were always two factions, one demanding more and more of trade regulation by the society, the other opposing any interference in trade matters, and constantly urging a further extension of the mutual benefits, from an "alimoner's" point of view.

At its monthly meeting of December, 1802, the society appointed a committee to draft a memorial to Congress praying for an additional duty on all imported European books. April, 1803, it raised the price of composition on daily newspapers to 30 cents per 1,000 ems, placed a charge of 20 cents on each alteration from copy after proofs were corrected, and passed a "lost-time" rule, as follows:

Whenever an employer agrees to pay for lost time it shall be at the rate of 15 cents per hour.

In June, 1803, the society raised the initiation fee to \$2; voted \$83.60 to the printers in New York who were suffering from yellow fever; then passed the following not at all eleemosynary measure:

Whereas several employers have taken laborers at presswork, and thereby the business has been materially injured: Therefore,

Resolved, That no member of this society shall be permitted to work at presswork with any person who is not regularly bred, bound apprentice till 21 years of age, except under penalty of expulsion.

In 1806 it began expelling members on first offense for working below the scale of prices, and in February, 1807, extended the obligation to all members, theretofore resting upon officers only, to aid members in securing employment in preference to nonmembers by the passage of the following:

Resolved, That if any member of this society who shall procure employment for any person or persons who are not members of this institution in preference, and knowing at the time of the procuring of such employment that there are members of this society then out of actual employment, such member or members so offending shall on conviction be subjected to a fine of \$5, and for second offense be liable to suspension or expulsion, at the discretion of the directors: Provided, nevertheless, That this resolution shall not be construed to the prejudice of members interesting themselves in behalf of strangers in distress or emigrants from Europe.

The year 1807 marks the development by the Typographical Society of Philadelphia of much that has been thought to have originated with modern unionism, such as the demand for the exclusive employment of union men, the monthly "working card," and the adoption of a system very suggestive of the "house of call," or union employment bureau. At the meeting held April 4, 1807, the initiation fee was raised to \$4 and the funeral benefit increased to \$25. After these concessions to the "alimoners" this resolution was passed and a committee appointed in accordance with its terms:

Whereas many illegal practices and abuses hostile to the established regulations of this society, as well as injurious to the interests of each and every industrial member thereof; and whereas, also, the said abuses and illegal practices on the part of the employers are tamely submitted to, and in some instances connived at by the employed, to remedy which and to make such further inquiries as they may deem necessary,

Resolved, That a committee be appointed to inquire into the present state of the art, and whether any and what abuses are practiced, and what regulations it may be expedient on the part of the society to adopt, to check and do away with all such abuses and irregular practices hostile to the interests and well-being of its members, and that the committee report the results of their investigations.

Apparently there is a studied vagueness about this resolution so unusual that one is at a loss to understand it until it is learned from the report of the committee that the resolution is aimed not at members of this society, but at the master printers, who were cutting prices and employing "two-thirders," or persons who not having

finished their apprenticeship were willing to work for anything they could get. The report of the committee follows:

In reviewing the present state of the art, it is with considerable regret that we dissent from a very prevalent opinion, which we can not think was even true when it was first formed.

To say that "printing was in a highly flourishing condition" may be well enough applied to themselves by the gang of pettifogging master printers, but the great body of the journeymen and the few respectable master printers know it to be false. The prices received by the master printers six years ago were better for common work than what they receive at present. At that time all common work gave them 64½ cents, whereas at present they only receive 45 cents, and in some cases even less.

The committee are of the opinion, that in order to maintain that harmony which as yet happily exists between the society and the master printers, it would be expedient to hold a conference with them on the subject, and make such regulations in the prices as the nature of the times may require and enable employers in all cases to give the preference, and if possible, never to employ any other than members of this society, or at least men who have served a regular apprenticeship.

September, 1807, the society adopted the following regulation:

Resolved, That cards be printed by the society, to be renewed by the secretary every month, for the benefit of those out of employment, stating that they are not in arrears; and such persons who can not produce the same, on inquiring of a member for a berth, he is prohibited from informing the said person under penalty of \$1 for every such offense.

As yet no journeymen's society had been strong enough to maintain, indeed none had had the temerity to advance any apprenticeship regulations. There was a customary apprenticeship rule that had come down from the masters' guilds to the effect that a term of six years between the ages of 15 and 21 was necessary to constitute a journeyman. But the old guild conditions were gone, and the new conditions were only forming; neither the conditions nor the workmen's societies were ripe for a definite stand on the regulation of apprenticeship. The Philadelphia society, at its meeting of December, 1808, took such stand as it could on the problem by enacting that no member should teach an apprentice who was not bound before his eighteenth year; the penalty for violation being not only expulsion from the society but notices of such expulsion to be sent to the other societies of printers. This is the first intimation of the exchange of names of objectionable printers, which afterward developed into the "un-fair lists," "rat lists," etc.

The regulation as passed reads:

That from and after the 1st day of January, 1809, no person, a member of this society, shall teach or assist in teaching any person in the art of printing who may have arrived at the age of 18 years.

And be it further resolved, That if any member or members of the Philadelphia Typographical Society shall in violation of the rule in that case made and provided, undertake to instruct, or in any manner assist to instruct, in any branch of the art of printing, any irregular person included in the foregoing resolution, such member or members shall, on conviction, be expelled from the society, and notice of such expulsion shall be communicated to the different typographical associations throughout the United States as the president of the board of directors may think proper.

The latter part of this resolution not only marks the beginning of the "unfair list," but raises the question as to what other typographical associations existed in the United States at that time.

So far as can be definitely ascertained, from original records at this late date, there were no other such societies in existence in December, 1808. In "Thomas's History of Printing" it is stated that "The Boston Typographical Society was organized in 1803," without giving any clue to the authority for the statement. In 1809 the Philadelphia society received a communication from the Boston Typographical Society, stating that it had just completed and presented a scale of prices to the employers. The letter gives an impression that the society had been but recently organized, though it does not say so. This society seems to have been short lived, as another of the same name was organized November 25, 1815, as appears from a letter in the minutes of the New York society, a copy of which is transcribed elsewhere. The records of the Boston Typographical Society, after its demise, were placed in the library of the Franklin Typographical Society, of Boston, which was organized in 1822 as a purely beneficial society, admitting to membership both employers and employees, and prevented by its constitution from taking any part in trade matters. This society still exists, but the records of the journeymen's organization have been lost. The latest mention of the Boston Typographical Society is in 1826, when it sent a communication to the Columbian Typographical Society, at Washington, D. C., as shown by the minutes of the latter society. The Faustus Association of Printers was organized in Boston in 1805, but this was an employers' association, to regulate prices of work done for the public. It can not therefore be confidently asserted that there were any societies, outside of Philadelphia, in existence when the Philadelphia society passed its resolution in December, 1808; but it is not improbable that there were such in Boston and Baltimore. The Baltimore Typographical Society is referred to in 1815 as one of the older societies. The date of its organization has not been ascertained, and none of its records could be located. Unfortunately also the present typographical union of Baltimore, organized in 1831, lost its records in the great fire of February, 1904, just a few months before the collection of data for this article was begun.

The condition of the trade in New York City seems to have deteriorated rapidly after the collapse of the union in 1804. In June, 1809, a coterie of printers met in the private house of Mr. David Reins, 49 Barclay street, to discuss the question of organization. A committee was appointed to draft a constitution and report Saturday evening, July 1. At this meeting the constitution was presented, adopted, and an organization perfected by the election of S. W. Andrews, president, and David Reins, secretary. One of the most active men in the organization of this society known as the New York Typographical Society, was Mr. Samuel Woodworth, author of *The Old Oaken Bucket*. All efforts to secure a copy of this constitution for the present article have proved futile. From the start the society took what was at that time a radical stand along trade lines, though embodying in its plan the beneficial features common to all trade societies of the time.

The first efforts of the society were directed toward the education of the journeymen in the purposes of the organization, and inducing them to join. At a meeting held July 29 two members (pressmen working at the office of the American Citizen) reported that when they notified their employer that they could not longer work for less than the customary standard of wages fixed by the scale of 1800, they were both discharged and their places given to "two strangers." A committee was appointed to wait on the "strangers," and later, when this committee reported, a letter was ordered to be sent them which so explicitly states the purpose of the society that it is transcribed in full:

NEW YORK, *August 25, 1809.*

GENTLEMEN: The board of directors of the New York Typographical Society, by a resolution passed the 19th instant, have directed me to inform you that the customary price per token for working superroyal paper is $37\frac{1}{2}$ cents, and 48 tokens (which is supposed to be the number you work per week) at that price would amount to \$18.

The present society, however, have yet no established prices, either for presswork or for composition; but the price which is here mentioned is that which was instituted by a former association in this city, and which we believe is now generally conformed to. [This was the society of 1799-1804.]

The board of directors, however, actuated only by motives of interest for the profession, have also directed me to inform you that, having expressed your determination to use all honorable means to increase the wages, both of compositors and pressmen, if necessary, and to support and maintain the honor and dignity of the trade, the best manner in which you could evince your sincerity would be by joining the society, whose objects and conduct you seem to have mistaken. To establish equitable prices for our labor is the principal object for which we have recently associated, and which we hope in a short time to accomplish. The first step toward this is an increase in our numbers, and we conceive it to be the duty and the interest of every journeyman printer in the city to come forward and unite with

his fellow-craftsmen in promoting an object which has for its end the benefit of the whole.

Should you, gentlemen, conceive the above observations satisfactory and have a desire to promote the objects we have in view, I would observe that the board of directors meet every Saturday evening at the house of Mr. Clark (Harmony Hall), to whom an application can be made at any of their meetings.

D. H. REINS, *Sec'y N. Y. T. S.*

The organizers of this society began at once, as a part of their vigorous policy, to open communication with all similar organizations in the country, to which they mailed a circular letter dated September 9, 1809, and which proposed nothing less than an exchange, from time to time, of what is to-day known as "unfair lists;" that is, that whenever a printer does what to the union is considered an unfair thing in trade matters, other unions shall be notified of the fact. That this principle was then new, or practically so, is inferred no less from the arguments used in the circular to maintain it, than from the letter of the Philadelphia society in reply. Both these letters follow:

NEW YORK, *September 9, 1809.*

GENTLEMEN: In all classes of society experience has proven that there have been men who, laying aside those principles of honor and good faith which ought to govern their conduct toward their brethren, and for a mere gratification of private interest, have set aside the obligations they were under by violating the ordinances which they had pledged themselves to maintain.

It is for the interest of the profession that such persons (if any there are) should be discountenanced; and to the end that the knowledge of their sins should follow them, the directors of the New York Typographical Society have directed me to open a correspondence with you, by requesting, if compatible with your constitution, that in cases where members of your society or others of the profession may have acted dishonorably toward it, and should leave ——— for this city, you would be so good as to transmit information to them, the favor of which, on a like occasion, would be reciprocated.

The directors of the N. Y. T. S. sincerely hope that an instance of this nature may never have to be recorded, yet it appears to them that the adoption of a rule like the above might be attended with mutual benefit. There is nothing which acts more powerfully on the human mind than shame. It makes the coward bold, the miser generous; and it is to be hoped that it will ever deter a journeyman printer from conducting unworthily toward his brethren when innate principle is wanting.

Accept the assurance of my esteem for you gentlemen, and my sincere wishes for the prosperity of the ——— society.

D. H. REINS, *Sec'y N. Y. T. S.*

To this elaborate argument for and cautious statement of one of the protective features of unionism, so universally understood to-day that it is never stated in terms, the following equally remarkable reply was received from the Philadelphia society. The "second let-

ter of the 23d" referred to was one announcing the completion of the wage scale of September 20 by the New York society.

PHILADELPHIA, *October 28, 1809.*

SIR: Your letter of the 18th ultimo and 23d instant came duly to hand, and I have to apologize for the delay in forwarding an answer.

That of the 18th embraced a principle which was not readily acceded to—and the consideration of it was twice referred to the opinion of a select committee—a report was made this evening and finally adopted by the following words: "The committee thinks proper to report that they have considered the letter referred to them, and are of the opinion that the principle set forth therein is a good one, and will have a tendency to promote the interests of the two societies; therefore,

Resolved, That whenever any member of this society shall act derogatory to the principles of this constitution, and shall leave this city for New York, information shall immediately be forwarded to the New York Typographical Society."

As I am decidedly opposed to the principle, it can not be expected that I should dilate upon it. I beg leave, however, to assure you that the will of the majority is my guide, and that I shall consider it my duty to act in strict conformity to the resolution.

Your second letter of the 23d instant has given inexpressible pleasure to the members of the board and of the society in general. The energetic measure you have taken, had been so long wanting in the respectable city of New York that the friends of equal rights reflect with disgust upon the humiliating condition in which our brethren suffered themselves to remain there; and the following hope now held forth that they have broken their manacles with a determination that they shall never be riveted again, will be fostered and cherished, nay, assisted, as far as constitutionally may lay in their power. But the old adage will here apply, and should be attentively considered: "He that will not help himself shall have help from nobody." Persevere in your laudable struggle, and remember that no great end was ever yet attained without danger and difficulty.

Be pleased to accept my best wishes and regards for your society, and believe that I am, with the sincerest respect, your humble servant,

JOHN CHILDS,

President Typographical Society of Philadelphia.

September 20, 1809, the society adopted a scale of prices, no copy of which has been found, but which it is known did little more than restore the scale of 1800 on common work while providing for the classes of work not covered by any former standard of wages.

A circular letter was printed and sent to the master printers, of which a copy follows:

TO THE MASTER PRINTERS OF THE CITY OF NEW YORK.

GENTLEMEN: Between employers and employed there are mutual interests depending, mutual duties to perform. To the end that these may result in harmony, certain rules and regulations should be adopted. Therefore, we, the journeymen printers of the city of New York, having duly and deliberately taken into consideration the present irregular state of the prices in many of the printing offices,

and conceiving that they are inadequate to a comfortable subsistence, have united themselves into an association for the purpose of regulating and establishing the same. The annexed list, framed with a due deference to justice and equitability, is presented with a view that it may meet your approbation.

Upon receipt of the above the master printers formed an organization, and as a first move asked for a postponement of the date when the new regulations should go into effect. This the journeymen declined. To gain time, the masters' association then agreed to the demands, but at once began to advertise in other cities and towns for printers, offering good wages and permanent positions. As an offset, the Typographical Society's board of directors instructed the secretary to—

Inform the different typographical societies in the United States that this board have reason to believe that it is the object of the master printers of this city, by advertising for a great number of workmen, to fill the city with hands and thereby be enabled to reduce the prices of work in this city to their former standard.

The members of the society were instructed to send information of the situation by letter to all outside journeymen of their acquaintance.

Evidently the master printers were having some success with their plan, and, to bring the matter to immediate issue, the Typographical Society called a strike, beginning October 30, 1809, for the enforcement of their scale. Most of the master printers soon agreed to the scale, but quite a number fought the issue bitterly, and what was for that time a strike of considerable duration resulted. Strike benefits were paid weekly, and it is not until December 18 that the last entry on the minutes is found recording money appropriated to the "brethren who had been thrown out of employ in consequence of their refusing to work for less than the established prices."

During this strike the society discovered that one of its members had secretly arranged to work for less than the scale in an office ostensibly paying the society's rate of wages. Immediately the other members of the society refused to work in the office with him, and requested that he not only be expelled from the society but that his name be sent to the other societies. For some time the society was busy expelling members who had secretly worked below the scale during the strike. However, the struggle had cleared the atmosphere perceptibly.

As showing the situation before the strike, it may be stated that the report of a committee appointed by the society to "investigate the state of trade" and "list those working for less than the established price" showed compositors working at 20 cents per 1,000 ems, pressmen working at 25 cents per token (240 sheets), and numberless boys at from \$4 to \$4.50 per week. At one office they report:

There is a man working at press who occupies the situation of two

journeymen, who is said to have served no apprenticeship at the business.

Out of their experience came an amendment to their by-laws, passed December 23, within a week after the close of the strike:

No person shall be admitted a member of this society unless he shall have duly and regularly served the term of three years as an apprentice to one branch, namely, either as a compositor or as a pressman.

On December 30, 1809, they issued a circular letter, going into the whole matter of "halfway journeymen," afterwards called "two-thirders," and the laxity of apprenticeship regulations. It was addressed to the employers, and as it is the earliest survey of the situation in the trade from the workman's point of view it is, notwithstanding its length, given in full below:

TO THE MASTER PRINTERS OF THE CITY OF NEW YORK.

GENTLEMEN: Viewing with deep concern the improper practices in many of the printing offices in this city, the journeymen composing the New York Typographical Society have appointed the undersigned committee to address you on the subject, and represent the many evil effects they have on the art of printing in general and its demoralizing effects on its professors.

The practice of employing what is termed "halfway journeymen" in preference to those who have served their time, while it holds out encouragement to boys to elope from their masters, as soon as they acquire a sufficient knowledge of the art to be enabled to earn their bread, is a great grievance to journeymen, and almost certain ruin to the boys themselves. Becoming masters of their own conduct at a period of life when they are incapable of governing their passions and propensities, they plunge headlong into every species of dissipation, and are often debilitated by debauchery and disease before they arrive at the state of manhood. And it also tends to an unnecessary multiplication of apprentices, inasmuch as the place of every boy who elopes from his master is usually supplied by another, while at the same time the runaway supplies, after a manner, the place of a regular journeyman, and one who, probably has a family dependent on his labor for support.

We would also beg leave to call your attention to a practice as illiberal and unjust as the former, and attended, perhaps, with evils of a more aggravating nature. We mean that of taking grown men (foreigners) as apprentices to some twelve or fifteen months, when they are to be turned into the situations of men who are masters of their business; which men are to be turned out of their places by miserable botches, because they will work for what they can get. By these means numbers of excellent workmen, who ought to be ornaments to the profession, are driven by necessity to some other means of support. When a parent puts out a child to learn an art, it is with the pleasing idea that a knowledge of that art will enable him, when he becomes a man, to provide for himself a comfortable subsistence. Did he know that after laboring from his youth to manhood to acquire our art he would be compelled to abandon it and resort to

some business with which he was totally unacquainted to enable him to live, he would certainly prefer that he should in the first instance seek a livelihood on the sea, or by some other precarious calling, than trust to the equally precarious success of a trade overstocked by its professors. Of the number that have completed their apprenticeship to the printing business within the last five years, but few have been enabled to hold a situation for any length of time. And it is an incontrovertible fact, that nearly one-half who learn the trade are obliged to relinquish it and follow some other calling for support.

Under the direful influence of the unwarrantable practices, the professors of the noblest art with which the world is blessed, have become "birds of passage," seeking a livelihood from Georgia to Maine. It is owing to such practices that to acknowledge yourself a printer is to awaken suspicion and cause distrust. It is owing to such practices that the professors of the noble art are sinking in the estimation of the community. And it will be owing to such practices, if persisted in, that to see a book correctly printed will, in a few years, be received as a phenomenon.

To render an art respectable it is indispensably necessary that its professors should be perfect masters of their calling, which can only be acquired by serving a proper apprenticeship. And, in our art, it is not always time that perfects the printer. For it is too often the case, that boys of little or no education are taken as apprentices which the first services as devil frequently preclude the knowledge of, until they are bound, when the discovery is too late to be remedied. Owing to the deficiency, they make but sorry printers; whereas, had they learned some trade which does not particularly require a good education, they might have been perfect masters of it and better able to gain a livelihood. These are evils, gentlemen, which we sorely feel, and which it is in your power to remedy; and we sincerely hope that this appeal to your justice and humanity may meet with that consideration which its importance demands."^(a)

D. H. REINS.
W. BURBRIDGE.
S. JOHNSON.

^a It is impossible to read this circular, and the subsequent struggle the unions had for fifty years with the runaway apprentice and "two-third" problems without recalling that oldest of journeymen printers' documents, preserved in the British Museum, and quoted in full by Brentano in his *History and Development of Guilds* (note to p. 97), as follows:

The case and proposals of the free journeymen printers in and about London, humbly submitted to consideration. Licensed October 23rd, 1666.

Whereas there are at this present in and about the City of London, to the number of one hundred and forty workmen printers, or thereabouts who have served seven years to the art of printing, under lawful master printers, and are reduced to great necessities and temptations for want of lawful employment, occasioned partly by supernumary apprentices and turn-overs, which have increased the number almost to twice as many on the whole, as would be sufficient to discharge all the public and lawful work of the kingdom. The workmen printers above-mentioned &c. propose; 1. That no foreigners (that is to say) such an one as has not served seven years to the art of printing, under a lawful master printer, as an apprentice, may be entertained and employed by any master printer, for the time to come. 2. That a provision may be made to hinder the increase of apprentices and a limitation appointed as to the number, &c. 3. That no turn-overs be received by any master printer, but from a master printer; and that no master printer turning over any apprentice to

A letter from the Philadelphia society in September, 1810, informed the New York City organization of the new wage scale, that of September 20, and the strike for its enforcement in the former city. Immediately an extra meeting of the New York society was called to act upon it. The following extract from the minutes shows how a feeling of unity of interest was rapidly growing among the workmen of the neighboring cities of that date. The minutes are those of the special or called meeting:

A letter was read from the journeymen printers of Philadelphia, accompanied with a circular list of prices, which they are now standing out for, and urging us to cooperate with them in order to obtain their just demands; and the board, conceiving the nature of the communication of the utmost importance, came to the immediate resolution of convening the general society, and the following was immediately passed:

Resolved, That a general extra meeting of this society be called on Monday, the 24th instant, for the purpose of giving general information to the members of the proceedings of the journeymen printers of Philadelphia.

Resolved, unanimously, That we highly approve of the proceedings of our typographical brethren of the city of Philadelphia in the demand for a raise of prices.

Resolved, etc., That we pledge ourselves to each other that we will not take any situation vacated by any of our brethren in Philadelphia under the present circumstances.

Resolved, etc., That it be recommended to the members of this society to make the proceedings of this meeting known as general as possible.

Resolved, That a copy of these resolutions be transmitted by the secretary to the Philadelphia Typographical Society.

On August 7, 1811, the society added an article to its constitution limiting the age at which apprentices at presswork may begin and prohibiting members from working with men receiving less than the scale. The words of the amendment were:

No member of this society shall be permitted to take with him as a companion at press a person who is of full age at the commencement of his apprenticeship; nor shall any member of the society work in an office where a person is employed for less than our established prices, under the penalty of expulsion in either case.

A side light is thrown on the conditions which furnish a justifica-

another master printer may be permitted to take any other apprentice in his place, till the full time of the said apprentice so turned over be expired; for otherwise, the restraint and limitation of apprentices will be evaded, and the number supplied by turn-overs.

It is significant to note that the remedy proposed by this first craft guild of London printers in 1666—i. e., limitation on the number of apprentices was precisely the one eventually adopted by the typographical societies in the United States, beginning with the New Orleans society in 1839, and finally adopted by the Washington, D. C., union in its constitution of 1867, the last of the local unions to adopt the measure.

tion from the trade-unionist point of view, for the first provision of the above article, when on July 24, 1813, a committee reports on a proposition for membership. This applicant proves to have been a weaver by trade; but as weaving "gave him a pain in the breast," he got a situation in a livery stable. From that he went into a printing office as a pressman. Even his employer testified before the committee that when he came to work for him "he did not know how to scrape a ball, and by his appearance and conduct thought he was never in a printing office before." The society refused him admission "since he is a weaver, not a printer." Apprenticeship was felt to be their only protection, and as a safeguard the pressmen (who worked in pairs) were prohibited from taking as companion a man who had "broken into the trade" after he was 21 years of age.

Early in 1815 the society began debating the question of a new wage scale. One was finally adopted October 7, 1815, a copy of which will be found in the Appendix hereto. (Appendix B, No. 1.) This scale further restricted the apprentices by requiring the employer to pay the pressmen an extra piece price where apprentices were being taught the trade. Not only did the society adopt a new scale, raising the rates to 27 cents per 1,000 ems and \$9 per week, but at the same meeting, by unanimous vote, adopted a resolution that "a committee of three be appointed to confer with the different typographical societies in the United States, the duty of which committee shall be to induce (if possible) the journeymen of Philadelphia, and Albany in particular, to raise their prices to at least the same standard as ours."

The new wage scale was accepted by most of the employers, but involved the society in a strike for its enforcement in a few minor offices. From a clause in a letter the New York society sent to the societies in Albany, N. Y., and Washington, D. C., in 1816, in response to notices of the adoption of new wage scales by those societies, it will be seen that the employers of New York were the first to insist upon or at least suggest the idea of a uniform wage scale for the entire country, an idea which for other reasons agitated the various societies for nearly a half century afterwards. The clause referred to states:

That you should pursue the measures you are now pursuing has been the desire of both the journeymen and employers of this city for the following reasons: It was urged by the employers last summer, when our journeymen made a demand for higher wages, that unless journeymen in other places would raise their prices to an equilibrium with those we had presented, it would induce the booksellers to send their work out of the city, as the difference in the price for which work could be done elsewhere would more than pay for the transportation.

It must be remembered that at this time and for nearly a quarter of a century afterwards newspapers employed such a small percentage

of the printers that the societies paid little attention to anything else than the book and job offices.

After the strike to enforce the wage scale of 1815 the society had again to discipline a number of its members. Some of the early societies had admitted to membership employers who paid the scale. While this society had never done this, a member who had been admitted as a journeyman did not lose any of his rights in the society by becoming an employer. The obligation or pledge required members not only to demand the scale of prices as journeymen, but to pay it should they become "masters." The experiences of the strike forced a new measure upon the organization. The temper of the society was to be tested by the trial of an extreme case, and one member who had become an employer subsequent to joining the society was brought up on a charge having six separate counts, three of which read as follows:

First. For an attempt, in combination with a few employing printers, to lessen the established wages of journeymen.

Second. For introducing into the printing business men wholly unacquainted with it to the exclusion of regular-bred workmen.

Third. For refusing to give employment to members of this society and employing one not a member in preference—a direct violation of the solemn pledge he has repeatedly given us.

The other three charges were, in substance, that he had given currency among the masters to the plans and purposes of the society contrary to his obligation; that he had permitted his name to be added to the advertisement of other employers in advertising for "strangers" to come to New York and take the places of the striking printers; and lastly, that he had injured his brother members of the society. On motion, a resolution of expulsion was passed, which resolution provided: "And his name, with the nature of his offense, be transmitted to the different typographical societies in the United States." To safeguard the future and make permanent the lesson learned, the by-laws were amended by the addition of the following:

Experience teaches us that the actions of men are influenced almost wholly by their interests, and that it is almost impossible a society can be regulated and useful where its members are actuated by opposite motives and separate interests. This society is a society of journeymen printers, and as the interests of the journeymen are separate and in some respects opposite to that of the employers, we deem it improper that they should have any voice or influence in our deliberation; therefore,

Resolved, That when any member of this society shall become an employing printer he shall be considered without the limits of the society and not to vote on any question, or pay any dues in the same.

No device was to be permitted to lessen the piece price of a quantity named in the scale. Under the old system of printing playing cards but one was printed at a time. Some master printer devised a scheme of setting up two cards in a form and then claimed a reduc-

tion from the pressmen's scale for presswork. The meeting of June 7, 1817, was devoted to a solution of the problem: "If two cards of the same be set and worked two at a pull shall they be charged less than if they were worked singly?" The decision of the society was that "every 52 cards so worked be charged a pack."^a Members were held to honest work for their employers and expelled from the society for an unworkmanlike thing as surely as for an act prejudicial to the interests of other workmen. In November, 1817, a member was expelled and his name sent to all known societies because he had "turned wrong a half sheet of 24's, and without mentioning the fact to his employers left the city, even neglecting to note down the signature letter in his bill—conduct highly derogatory to the New York Typographical Society and disgraceful to himself as a member."

Out of the conditions in the industry were rapidly developed the measures which soon became the customs, which ossifying became the anatomy of subsequent trade unionism—the bones and framework of all modern organizations along trade lines. These "fundamental principles of trade unionism," which are never now expressed in constitutions, or elaborated in resolutions, because too thoroughly understood to be expressed, or require expression, are but the successful experiments of the formative period in its life, made permanent by time; the sediment of experience petrified. As witness to this development it is worthy of note that at its meeting in November, 1817, the society resolved to keep a register of members, and their places of employment. One member was appointed as the representative of the society in each printing office, and at each meeting as their names were read they must give information "as to the state of trade and the chances of employment for more of our members." A list of those out of work was also to be kept, and these in the order of registration were to be notified of any vacancies or opportunities for employment reported at each meeting. How suggestive this is of the "father of the chapel," the "house of call," and the "waiting list," and each of the early societies developed similar features. The aggressive element was, however, being defeated in another direction. In 1816 the society had made application to the State legislature at Albany for an act of incorporation. The assembly passed the bill, but the senate inserted an amendment, which, while preserving all of the social and "benefit" features of the society, pro-

^a The principle involved here has always been contended for by British trade unions, but not, as a rule, by those of the United States, at least until recently. The claim is that labor should have a once-established percentage share of the product, regardless of time involved in its production. This is now a dictum of the unions that seek to maintain "a competitive equality" among employers, but is not a part of the typographical union's creed.

hibited it from interfering in any manner with trade matters, or attempting to influence the wages of labor. This amendment to its bill the society declined to accept, and the matter went over for two years. In 1818 the bill came up in its original form again, and was again passed by the assembly. Mr. Thurlow Weed, who had joined the society in October, 1816, just after it had established its wage scale of 1815, but before industrial peace had been entirely secured, had charge of the society's bill in Albany. Mr. Weed seems to have been thoroughly in sympathy with the trade regulation interests of the organizations but the senate was not to be moved. After two years of effort to secure what it wanted from the legislature, the society finally accepted the senate's terms and adopted, as section 5 of article I of its constitution, the following:

SEC. 5. In no case shall the society interfere in respect to the price of labor.^a

The society exists to-day and is financially prosperous, but it passed out of the class of organizations considered in this article by its acceptance of this legislative charter in 1818. On its beneficial side it had a most elaborate system for the relief of needy members, going so far as to furnish and pay watchers for the sick. The large area of its jurisdiction was divided into sections with visiting committees for each. It was as active in matters of mutual benefit and help as on its trade side. The mutual aid element in these early societies has been fully written up heretofore by scholars who, judging only from their printed constitution, and not having access to the minutes or records, have assumed that they were merely mutual aid and burial societies. There is no disposition here to question or even to ignore this element in these societies, but to bring to light from the minutes the evidence that whatever livery of charitable clubs they wore in public, in their hall rooms they were labor organizations.

Considerable space has been given to this New York society of 1809 because of its trade aggressiveness. In trade matters it was the stormy petrel of the early societies, and but for the clipping of its wings in 1818 the societies organized in the movement of 1815 to 1820 would probably, under its influence, have been as distinctively and as openly trade unions as were those organized from 1830 to 1850.

In order to follow more closely the career of this New York Typographical Society from its inception to the surrender of its trade influence, there has been some sacrifice of strict chronological arrangement. It remains, however, but to state that from the time of its organization, July 1, 1809, until it ceased to be a labor force in 1818, it had enrolled 237 members.

During the war of 1812 the secretary of the society, Mr. David H.

^a From a copy of the constitution as printed in 1833, to be found in the Library of Congress.

Reins, organized a company of artillery composed entirely of printers for the defense of the harbor of New York; just as the Philadelphia society, by unanimous vote in September, 1814, resolved to appropriate one day's labor for each of its members "on the fortifications now erecting for the defense of the city," and on October 14, 1814, appointed a committee of three "whose duty it shall be to receive applications of the wives of such members of this society now absent in the service of the country, under the requisition of the President thereof, as may stand in need of assistance, and that they report at every meeting of the directory the sum they think proper to be allowed to each."

The Philadelphia society, after passing the resolution of December, 1808, forbidding its members to instruct an apprentice who was more than 18 years of age at the commencement of his apprenticeship, and providing for the transmission to other societies of the names of expelled members, as elsewhere referred to, followed this up in March, 1809, by requiring all members to take the obligation formerly exacted only from officers, including the pledge "that I will procure employment for any member or members of this society in preference to any other when occasion may require."

Early in 1809 the society began proceedings to secure incorporation. Some alteration in the constitution was required by the courts preliminary thereto, though the exact character of the change does not appear on the minutes. In December, 1809, however, "the committee appointed to procure an incorporation reported that the constitution had been handed to the judge of the supreme court for signature on that day and that Mr. Franklin's fee as counsel was \$8, which he would not accept, but returned to the committee as a donation to the funds of the society."

July 14, 1810, the initiation fee was raised to \$5 and a clause added to its constitution which has caused the downfall of more societies than any other one thing with which they had to contend, to the effect that members who paid their dues for twenty years became "free members," entitled to all the benefits of the society for life without further payment. The effect of this will be referred to elsewhere.

In September, 1810, the society presented a new scale of prices to the employers, which seems to have been unsatisfactory. No copy of this price list has been found. A strike for its enforcement seems to have been a disastrous failure, almost depleting the society's treasury and greatly reducing its membership. At the beginning of 1810 there were 119 members in good standing, 14 joined during the year, and 78 resigned or were expelled, leaving the membership 55, or only one more than in 1802 at its close of the first year of existence.

Apart from its patriotic attitude in 1814, referred to above, the benevolent features of the society occupied its energies until June,

1816, when the pressmen formulated a scale and issued the following address to the employers. A similar statement was issued by the compositors, bearing the indorsement of the society, which raises the question as to whether the pressmen belonged to the society or whether the society as such indorsed only the demands of the compositors and not those of the pressmen. The only copy of this address and price list found was transcribed on the minutes of the New York Typographical Society as a communication from Philadelphia. The document itself seems to emanate from a mass meeting rather than from the society. The Philadelphia society seems not to have become a purely benevolent association until 1831. Whether or not the pressmen acted independently of the society in this matter the address and scale is worth preserving here.

TO THE EMPLOYING PRINTERS OF THE CITY AND COUNTY OF PHILADELPHIA.

GENTLEMEN: The pressmen are induced, from a duty which they owe to themselves, to call your serious attention to what they here present you. The general prices that they now receive for their work were established fourteen years since [by the scale of 1802]; it will therefore appear obvious to every person that there has been a great increase since that period in the population of our country, likewise a wide extension of our commerce, agriculture, and manufactures. The consequence has been a very considerable rise in the things necessary for the comfort of man. They are decidedly of the opinion that almost all mechanics have had an advance in their wages in proportion to the rise in the necessaries of life, taken in the aggregate; while the printer, whose profession is not second in point of merit to any other, is left as it were to stem the torrent of adversity with an empty pocket. Heaven forbid that this should be the fate of those whose labors tend so essentially to the promulgation of knowledge throughout our extensive country. And they likewise believe it to be an indelible fact, long since established, that Philadelphia is famous for its workmen in the art preservative of all arts, both in skill and faculty; but with shame they are compelled to say (notwithstanding our city is the emporium of art) that they receive a less award for their services than is awarded in any of the other cities of the Union. From a sense of imperious duty incumbent upon them as respectable members of society, they now make the demand, fully confident that it is moderate and just. The laborer is worthy of his hire.

They therefore anticipate that you will, with liberality becoming your profession, give your decided approbation to the annexed scale of prices. Your opposition we ought not to expect. We are, however, directed by the meeting to inform you that we have been authorized and directed to correspond and confer with you individually, or to meet any committee that may be appointed on your part for that purpose. You will therefore, gentlemen, please to inform us of your determination as soon as possible, as we have to report to the next meeting. On our part we assure you that we will use our utmost endeavors in this conference to produce a good under-

standing and to avoid as far as possible those inconveniences and altercations which invariably arise out of an imperfect understanding, well aware that it is too often cherished by those whose position "does not command a view of the whole ground."

(Signed by order of the meeting.)

J. C. DOWDEN,
P. MILLER,
GEO. HITNER,
JOHN DOUGLAE,
O. P. MERRILL,

Committee on behalf of the Journeymen Pressmen.

PHILADELPHIA, June 17, 1816.

PRESSWORK.

Pressmen to receive not less than \$9 per week for 10 hours work per day. Paper—medium and below medium, not less than 33½ cents per token; when the number is less than four tokens, to be charged 35 cents per token; above medium 37½ cents per token; stereotype editions to be charged 35 cents per token; broadsides, medium, 60 cents per token; royal, 75 cents per token. Cards—for one pack and not exceeding two packs, 33½ cents; when the number exceeds two packs, to be charged 12½ cents per pack.

The result of this appeal is not known. In April, 1817, the society appointed a committee styled The Committee of Employ,

Whose duty it shall be to receive the name or names of such person or persons belonging to this society as shall from time to time be out of employment, which committee shall thereupon take all just and honorable methods of procuring situations for such applicants.

Said committee shall meet at least twice in every month, and shall make report to the board of directors at every meeting thereof of the number of applicants (designating their names), and generally of the progress made in the duties of said committee, which report shall be duly entered on the minutes by the secretary and read at each stated meeting of the society.

From time to time committees were "appointed to investigate the state of the printing business in this city" until February 5, 1831, when, by resolution, it was decided "that this society from and after the first day of April, 1831, be dissolved," and a committee was appointed to turn all its assets into cash and divide the funds among the members. Before the date set for dissolution arrived, however, namely, February 12, it was decided "that we do now agree to form an association for benevolent purposes;" and that while the cash on hand should be divided among the members, "the library and bookcase and the burial lot" should be given to the new organization, provided the donor of the burial lot (Mr. Ronaldson) would consent to the transfer.

Thus died the trade regulation features in one of the oldest societies. As a society it still exists, as does the New York society of 1809. Never so aggressively industrial as some of the others, the Philadel-

phia society was conservatively a trade organization from 1802 to 1831, and even after that, in 1832, it being rumored that one of its members was about to employ women as compositors, and had offered a nonunion printer a situation as foreman in case women were employed, the feeling in the society was so strong that the member in question felt called upon to write a letter to be spread upon the minutes of the society denying that he had ever intended to employ women.⁽⁴⁾

The following table, compiled from the records of this society, shows the growth in membership and receipts and expenditures for half a century, from its organization in 1802 to the date set as the limit to this article, 1852:

⁴This is the first mention found of women in the trade. Later the question became of utmost importance to printers, and a brief summary of its history seems necessary here, since the final disposition did not occur until after the date set as a limit to the general text of this article. January 17, 1835, a special meeting was called by the Washington, D. C., society because of the alarm occasioned by a statement published in a local paper "that girls were being employed as compositors in newspaper offices in Philadelphia," to break a strike. Resolutions were adopted and embodied in a circular letter sent to the typographical societies of Philadelphia, Boston, New York, and Baltimore, asking if any girls were so employed, if so, how many, and what action these societies "proposed to take to prevent the further progress of this evil?" The records do not show that any replies were received. The national convention of 1854 devoted much of its time to a discussion of the "woman question," as the Detroit union had asked for instructions in the matter. The proceedings of the convention contain pages of resolutions on all sides of the problem, none of which passed. The matter was referred to a committee which recommended that the regulation of the subject be left to local unions, since "the employment of females, as compositors, can never become so general or extensive as to affect the trade materially." At a meeting of the Boston Typographical Union held June 14, 1856, a motion that "any member working in any office that employs female compositors should be expelled from the union," was "laid over" for future consideration, and April 11, 1857, the same union passed a resolution "That all females be allowed by this society to work in all branches of the business, provided they receive the scale of prices adopted by this union." The Philadelphia delegates to the national convention of 1855 were especially "instructed to oppose any recognition of the employment of females as compositors." Nearly every national convention debated, and every local union, in cities at least, had to adopt a policy in regard to this subject. Finally a "union of women printers" was organized in New York City in 1870 and sought admission to the national, and the national convention of 1872 settled the matter by admitting women to full membership in local unions and demanding for her labor the same price paid to men.

STATISTICS OF MEMBERSHIP AND OF RECEIPTS AND EXPENDITURES DURING THE FIRST HALF CENTURY OF THE PHILADELPHIA TYPOGRAPHICAL SOCIETY.

Year.	Members.			Receipts.		Expenditures.	
	Admitted.	Died, re- signed, or expelled.	In good standing.	Dues, fines, initi- ations.	From other sources.	Death, sick, or out-of- work benefits.	Other ex- penses.
1802.....	54		54	\$30.64			
1803.....	13	5	62	70.94		\$3.00	\$59.00
1804.....	1		63	162.00			9.00
1805.....			63	52.62			9.00
1806.....	6	1	68	116.87	\$3.75	12.00	44.10
1807.....	22	2	88	229.88	48.00	41.00	30.37
1808.....	9	2	96	109.78	48.70	36.00	45.25
1809.....	24		119	168.00	44.00	65.00	165.37
1810.....	14	78	55	393.00	52.00	79.00	255.02
1811.....	6	2	59	209.88	31.00	194.00	57.59
1812.....	7	2	64	172.00	833.00	101.00	32.50
1813.....	6	3	67	193.00	65.34	31.00	46.50
1814.....	3	4	66	138.37	74.90	105.00	33.00
1815.....	10	4	72	251.38	70.34	106.00	38.13
1816.....	11	3	80	232.62	78.19	75.00	91.24
1817.....	14	6	88	247.50	95.93	48.00	160.84
1818.....	7	2	93	206.87	95.67	129.00	44.00
1819.....	2	4	91	130.25	67.92	193.00	256.25
1820.....	2	5	88	128.50	21.98	215.00	192.34
1821.....		4	84	118.50	35.75	270.00	27.75
1822.....	9	4	89	123.87	314.09	143.00	18.88
1823.....	2	3	88	161.88	71.54	114.50	271.01
1824.....	9	6	91	128.87	62.81	259.50	27.84
1825.....	10	2	99	154.63	999.05	101.50	259.26
1826.....	6	1	104	115.50	73.25	36.00	118.19
1827.....	12	4	112	199.25	80.25	163.50	130.87
1828.....	4	3	118	114.75	76.50	162.00	25.00
1829.....	6	3	116	137.91	91.00	248.00	51.30
1830.....	1	3	114	158.25	237.12	323.00	106.00
1831.....	52	a 114	52	463.35		55.00	21.58
1832.....	22		74	429.36	100.00	368.57	34.35
1833.....	45	14	105	473.84	112.00	267.00	79.94
1834.....	29	23	111	640.19	45.00	150.00	257.78
1835.....	39	33	117	331.00	70.00	295.52	305.92
1836.....	26	28	115	620.49	77.65	297.54	22.12
1837.....	19	19	115	688.13	88.10	203.67	130.09
1838.....	19	12	122	569.56	100.00	462.34	190.75
1839.....	21	18	125	729.24	112.00	260.36	147.45
1840.....	25	15	135	835.24	132.00	267.72	131.33
1841.....	37	6	166	1,060.04	160.00	648.35	130.04
1842.....	11	9	168	1,008.04	278.00	1,391.84	172.27
1843.....	9	8	169	1,156.21	162.00	827.13	258.92
1844.....	16	10	175	1,161.15	162.00	1,293.35	234.02
1845.....	15		190	1,221.00	162.00	1,264.72	165.55
1846.....	24	6	208	1,340.76	162.00	782.99	123.80
1847.....	11	7	212	1,642.34	163.10	1,235.35	132.00
1848.....	14	1	225	1,533.53	162.00	1,363.16	141.20
1849.....	18	9	234	1,630.42	162.00	1,566.88	150.85
1850.....	7	6	235	1,564.50	328.90	1,801.69	35.50
1851.....	15	9	241	1,508.12	233.71	1,568.23	99.90

^a Reorganization. Funds divided equally.

The year 1815 was a memorable one for printers' societies. Boston, Mass., Albany, N. Y., and Washington, D. C., organized during the year, and while the date of the organization of the Baltimore Typographical Society is not known, the first mention of it is also found during this year. The first meeting of the Washington printers for the purpose of organization was held December 10, 1814, at the private house of Mr. H. L. Lewis, in whose parlor the society met, for some years paying him \$1 per month for the privilege. At this first meeting a committee was appointed to draft a constitution, "with instructions to model the same as nearly as may be practicable by

that of the Philadelphia Typographical Society." This committee reported in January, 1815; the constitution was adopted, and the society organized with 19 members. Nine more were added during the year, making a total of 28 at the close of 1815.^a

A copy of this constitution copied from the records of the society for this report will be found in Appendix A, No. 2. As it is avowedly based on the later developments of that of Philadelphia, no copy of which subsequent to 1802 was found, the reader should compare the two for himself.

The fact should not be overlooked that the Washington society (called the Columbia Typographical Society) was modeled after the most conservative and largely beneficial of the earlier societies—that of Philadelphia; while that of Albany, N. Y., evidently organized at the instigation of the emissaries from the New York City society, was patterned after that more aggressive body. But if the "first object of the Columbia society was benevolence," it also proposed to "regulate prices," and in the conflict of factions, almost evenly divided as to numbers (except under extreme provocation, as in 1836), it was at once liberally benevolent and conservatively persistent in trade matters, being the only one of the old societies that has survived until to-day, and developed into a modern trade union, rather than a mutual benefit association.

On June 15, 1815, a committee of correspondence was appointed, which reported July 1 that it had sent the following circular letter to the typographical societies of Baltimore, Philadelphia, New York, Albany, and Boston. The copy here given is from the minutes of the original society. It differs in phraseology on minor points from the copy made from the records of the New York society as received.

WASHINGTON, *July* —, 1815.

To the President of the ——— Society, ——— at ———.

SIR: By a vote of the Columbia Typographical Society, we were appointed a committee of correspondence: In pursuance of which appointment it has become our duty, thro' you, to address the society over which you preside, informing them of the organization, in the District of Columbia, of a society under the above title: having for its object, first, benevolence, and, second, the establishment of a regular system of prices. In the obtainment of these views, we feel assured of the good wishes of your body, as well as of every friend to the profession.

^a As no information has hitherto been obtainable relative to the membership of these organizations, the accessions to this society, by years, is here noted up to 1840. As stated above, it had 28 members at the close of 1815. In 1816 it added 15 to its membership; 5 in 1817; 9 in 1818; 5 in 1819; 9 in 1820; 6 in 1821; 5 in 1822; 14 in 1823; 10 in 1824; 13 in 1825; 11 in 1826; 9 in 1827; 11 in 1828; 2 in 1829; 4 in 1830; 11 in 1831; 7 in 1832; 5 in 1833; 71 in 1834; 33 in 1835; 17 in 1836; 31 in 1837; 17 in 1838; and 17 in 1839, making a total of recorded names in 25 years of 365.

In the infancy of associations of this nature difficulties will frequently occur, tending to dampen the fondest expectations of the most sanguine. That we have had to contend with such difficulties we will not attempt to deny, but by a determined perseverance on the part of each member, they have been caused to vanish, and we now indulge the pleasing hope that our society is firmly and permanently established. With satisfaction we have it in our power to state that, with but few exceptions, every journeyman in this District are now members of this society. The few who are not, we have the strongest reasons for asserting, will in a short time attach themselves to us.

We are also directed to state, for the information of journeymen in your vicinity, the wages given in the District, viz:

During the session of Congress, per week-----	\$10. 00
Working on a Sunday -----	2. 00
During the recess, per week-----	9. 00
For pressmen and compositors:	
Composition, per 1,000 ms. for brevier and upwards-----	. 28
Composition, per 1,000 ms. for less than brevier-----	. 33½
Presswork, per token -----	. 33½
Presswork, per token, on newspapers -----	. 37½

Journeymen are altogether employed by the week during the session of Congress.

We give this notice with a hope that it may prevent journeymen at a distance engaging at less prices than those above quoted.

With a request that reciprocal communications having a tendency to benefit the profession may at all times take place,

We have the honor to be, sir, yours, &c., respectfully,

(Signed) JAS. PETTIGREW,
J. GIDEON, Jr.

This letter brought but two replies, one from Baltimore^a and that of the president of the New York Typographical Society, which society sent a further communication, received October 7, notifying the

^aThe letter from the Baltimore society makes so clear the fact that that organization was likewise as thoroughly economic in its purpose as were the others that it is reproduced here, since no other documents of this early Baltimore society have been discovered.

BALTIMORE, December 8, 1815.

To the President of the Columbia Typographical Society:

SIR: I hasten to comply with a requisition of the Baltimore Typographical Association, imposed on me by a vote of that body at their last meeting, viz, a reply to a communication received from a committee of the society over which you have the honor to preside—under the name and title first mentioned. Previous, however, to entering into the performance of this task it becomes a duty incumbent on me as a friend to a mutual interchange of sentiments between associations of this nature, as well as individuals, to explain, so far as is within my power, the causes which have produced this almost unpardonable delay—a delay so derogatory to the feelings and so contrary to the wishes of every member of our body.

Your communication bears date of June 30, 1815. It was, I believe, received in due season, and promptly laid before the next meeting after its receipt, which meeting empowered and required the then secretary to forward a reply, expressive of the thanks of the association, for the attention you have shown them, the pleasure they always experience in the establishment of any regulations which have the least tendency to promote the interest and happiness of our brethren in every section of the Union, their congratulations that you have so

Columbian society of a strike in New York to enforce the scale of prices, and asking that no Washington printers be permitted to take situations in New York until the trouble was over. At this meeting of October 7 a "committee was appointed to draft a list of prices similar to that of Baltimore." This committee reported and the list was approved November 4, 1815. It is reproduced herein (Appendix B, No. 2) and is to be understood as representing the wage conditions in both the cities (Washington and Baltimore) at that time. The society ordered 150 copies of this price list printed.

The Boston Typographical Society of 1809 had apparently ceased to exist, as another of the same name was organized November 25, 1815, and on March 2, 1816, on the eve of a demand for an increase of wages, sent the following letter to the various societies:

BOSTON, *March 2, 1816.*

SIR: A society bearing the name of the "Boston Typographical Society" was formed in this town on the 25th of November last past, of which Mr. P. F. Quearean is president; Henry Nichols, vice-president; and William Learned, secretary.

On Monday next, 4th of March, the journeymen of this town and vicinity calculate to receive the prices which they have adopted. The employers have already been informed of our determination and we doubt not they will be obstinate at first, but must eventually agree to give us the prices we ask, provided we are united and the journeymen of your city do not think proper to come to this town for work at the call of the masters, as they will doubtless many of them advertise for workmen in a short time.

We, therefore, earnestly request that you will give notice to the members of your society of our proceedings, and as it is all important that we should be left to manage our own affairs in our own way,

completely succeeded in rebuffing the many obstacles naturally incident in the formation of such associations, and their readiness at all times to cooperate with you in all and every measure which may have for its object the mutual interest of both associations and the profession generally. The above order, from causes not yet explained, has not been complied with, nor was known until the last meeting.

Hoping that the above-recited fact will be sufficient to remove any unpleasant sensations from your minds which may have been excited in consequence thereof, I embrace the present occasion of complimenting you on the fundamental principles of your association—"benevolence" and the "establishment of a regular system of prices." The first is one of the noblest virtues of the human heart and the last very essential to the promotion of the interest and happiness of every association of a mechanical nature.

To conclude, sir, you may be assured that we will always feel proud to receive any communication from the Columbia society which may, in the least have a tendency to favor the views or carry into effect the objects of each association, and will ever be ready at any moment to act with alacrity in conjunction with it on any measure that might lead to our mutual benefit.

I have the honor to remain, with the sentiments of respect (on behalf of the Baltimore association), your very obt. humble servant.

JOHN REVELL,
President of said Association.

Mr. ALEXANDER GRAHAM,
President of the Columbia Typographical Society.

you will please give us every necessary aid in the present contest which "try men's souls."

We are, sir, with respect, yours, etc.,

ELIAKIM FISH,
GEO. SINGLETON,
WM. KERRY, Jr.,
Committee.

P. S.—Should you observe in the newspapers an advertisement for journeymen wanted in this place, we request you to advertise in our behalf that there are between 50 and 60 journeymen out of employ in Boston.

October 4, 1816, the aggressive Albany society, which, as stated above, had been organized in 1815, sent the following letter to all societies:

ALBANY, Oct. 4, 1816.

To the president of the Washington City Typographical Society, Washington.

SIR: All bodies formed for the purpose of maintaining the rights of those concerned therein, while at the same time they afford relief in cases of distress to which any of their members may be exposed, ought to possess the means of holding up to the contempt of those societies who have the same just and benevolent ends in view, such persons as either from self-interest or perverseness endeavor to defeat the object of such associations.

Influenced by these sentiments, the Albany Typographical Society authorized the undersigned to communicate to the different societies in the United States their willingness to cooperate with them in the furtherance of all lawful measures conducive with the interests of the business, and at the same time to forward the names of several unprincipled persons to you, and through you to the Washington City Typographical Society, who for months past have been and are still working in the office of Messrs. — in this city below the prices established by the society.

Their names are —, —, —, —, —, —.

What renders their conduct the more censurable is the fact of their being several times warned of the consequences which would result from their proceedings, but persisting notwithstanding.

By order of the society,

JOHN B. N. STEINBERGH, *President.*
JOHN HENSHALL, *Secretary.*

While this was recognized as a radical step to take at that time, there was no refusal to comply with the request of the Albany society. It was, in fact, no more than the Philadelphia society had reluctantly conceded to the New York society in 1809. The Albany society seems to have refused to permit its members to work in offices with men receiving less than the scale almost from the first. This society seems to have been the first to give currency to the term "rat" as applied to a printer who works for less than the established wages,

and struck against the employment of a man designated as a "rat" in 1821. To the credit of this stormy little society in Albany, N. Y., let it be said that in a subsequent letter it took up the case of at least one of these men and rescinded its action. The letter gives an inside view of the industrial conditions of the time which renders it preeminently worth preserving.

We have become more fully acquainted with the causes which compelled Stephen Dorion to accept of the illegitimate prices. It appears he was among the first of those who refused to comply with the views of the employers and consequently lost his situation. He went to New York in pursuit of work but could not procure any. He returned again to this city and after sacrificing all his property, amounting to about \$100, besides contracting a heavy debt for the support of his family, with starvation staring him in the face, without the least hope or possibility of procuring any assistance from our society, and, from the conviction that "rats" in abundance could be procured to carry on the work of destruction, he chose rather to work at reduced wages than to become an inhabitant of a gaol or a poorhouse. Therefore we hope he may be exonerated from the odious appellation of "rat."

Twenty years later (1838), St. Louis, Mo., protested against a too strenuous hounding of "rats," and it was one of the first acts of the national organization of 1852 to call a halt on the abuse of this custom by local societies.

From 1816 to 1827, so far as can be determined from the minutes of the Washington society, communications between the various societies practically ceased, but each was active in its own field. The problem of a uniform wage scale throughout the country, begun by the complaint of the employers of New York City in the strike of 1815, now became a serious question to the societies from another point of view. The price lists were printed separately from the constitutions, and the earlier constitutions in most societies made no direct reference to wage scales. Some members claimed that working for less than the wage scale was not a violation of the constitution. Roving printers also claimed that if they did not work below the scale of the society they had originally joined they were not violating any obligation. The Washington society's scale was higher than that of any northern city, and, as the Government printing made the capital a sort of Mecca for "tramp" printers, this society became the first serious victim of this subterfuge.

To settle the claim made by home members, who insisted that the scale was not a part of the organic law, the society, February 1, 1817, ordered 250 copies of the constitution printed "with the list of prices annexed thereto." This plan was adopted by Boston in 1825, and gradually by all societies, and the reason for it is as stated above. It

is kept up to this day by local printers' unions. This however, only partially settled the trouble with itinerant compositors.^(a)

April 4, 1818, the society adopted an entirely new constitution, both in preamble and nearly every section. It broke away, practically, from the ultra conservatism of the Philadelphia model, and placed the Washington society more in line with that of New York City prior to its acceptance of a legislative charter. A copy of this constitution, taken from the minutes, is reproduced (Appendix A, No. 3) as the best documentary evidence of the development of this society, and as an excellent specimen of the constitutions of all the more aggressive societies of that date.

The special agitation of the apprentice question began in Washington in 1818, and while the constitution of that year does not go beyond requiring "a satisfactory apprenticeship," nevertheless from the minutes it is learned that candidates for membership were not only vigorously questioned on this point, but were required to prove by written statements from "their masters" that they had served "a four years' apprenticeship." Even after admission members were held liable to expulsion if it was discovered that there "had been irregularities in his apprenticeship." A case of this character

^aThe division of sentiment on the uniform wage scale was apparent in the call for the national convention of 1836, in which the Washington society sought to estop the convention from dealing with uniform rates by the very terms of the call, while Cincinnati had made the original request for a national convention in the hope of securing uniform rates of wages. In the convention of 1854 a resolution was introduced that all members should consider the bill of prices a part of the by-laws, and the convention of 1855 formulated a pledge to be taken by all members, which covered the question in the following manner:

I, ———, hereby solemnly and sincerely swear * * * that I will without equivocation or evasion, and to the best of my ability, so long as I live, abide by the constitution and by-laws, and the particular scale of prices of work acknowledged and adopted by this or other typographical unions of the United States, of which I now am or may become a member, and that I will at all times, by every honorable means in my power, procure employment for members of our union in preference to all others. So help me God.

Gradually the eastern and southern societies had educated the itinerant printers and gotten rid of the uniformity question when it came up again from the river cities upon which it had been forced by the steamboat printing office. Even in the Chicago convention of 1858 the demand for "a uniform price list for all unions in the United States" came up. The "demand" came from the river cities as usual. It was finally disposed of at this convention of 1858 by the adoption of the following resolution:

Resolved, That it is hereby recommended by the National Typographical Union that the subordinate unions of Louisville, St. Louis, Memphis, and New Orleans confer with each other for the purpose of establishing a uniform scale of prices for work done by printers on steamboats running on the Ohio, Missouri, and Mississippi rivers, and that the united action of the New Orleans, Memphis, St. Louis, and Louisville unions shall be regarded by the National Typographical Union as having full power and authority to regulate all matters pertaining thereto, provided that the representatives of the unions named may admit to their councils representatives from other places interested.

came up July 16, 1818, when it was charged that one Fleming had no right to membership. Fleming proved that he had served two and a half years' apprenticeship in Dublin, Ireland, and afterwards a short-term apprenticeship in Philadelphia, but this was claimed irregular, as the entire term must be under one master to protect the trade against "runaways." The vote on his expulsion being a tie, he was saved only by the casting vote of the president. The constitution of 1818 provided for certificates of membership, especially traveling certificates, and remitted the dues of members while traveling outside the District of Columbia, provided they joined any other society while so traveling and brought back with them a clear record from the society so joined. February 16, 1819, the society ordered 250 certificates of membership and made it obligatory for members to carry them when at work, whether in the District or out. The constitution was again revised in 1821, when the faction opposed to any trade interference had again secured a majority in the society. This revision is not here reproduced, as there are no important changes, except that four years' apprenticeship is made an "indispensable qualification for all persons hereafter admitted." All reference to other societies was stricken out, and a member absent from the District must pay dues upon his return precisely as though he had not been absent.

The first clause of article 17, section 1, states that "a majority of the society shall determine on all charges alleged against any member, whether they are of a nature cognizable by the rules of the society." As the event proved, it was under this provision that all interference in trade matters was to be ruled out of order by the "alimoners," who at that moment held a majority against the "industrialists." The society was not ready, however, to take a step which might compel the surrender of its right to interfere in wage matters. At a meeting held December 1, 1821, a resolution was introduced looking to the incorporation of the society by Congress. The trade-regulating element among members feared that this would result, as it had in New York City, in taking away all power to interfere in prices of labor. It being pretty generally conceded that this might result, the debate was along that line. The vote was a tie, the president casting his vote against the project of incorporation. It was not until October 4, 1823, that a trade question was forced before the society, at which time the question as to whether or not setting minion for 30 cents a 1,000 ems on a newspaper was a violation of the price list was decided in the negative. April 3, 1824, charges were lodged against three men—one a foreman, one a proprietor for whom the others worked, and the third a journeyman—all members of the society, charging the two former with paying the latter less than the scale, and the latter with working under the scale. The contention was that it was none

of the society's business, if all parties to the arrangement agreed to it willingly as individuals.

The test of strength between the two factions came on the question as to whether this was a charge "of a nature cognizable by the rules of the society," under article 17 of the constitution, as quoted above, and a majority voted that it was. The membership of the society had been waning for some time—but 6 new members joined in 1821, 5 in 1822. Some improvement began to be noted, however, and in 1824 for the first time the society joined in a civic parade on the Fourth of July as a society, wearing silver "printer's rules" as badges. From the minutes it appears the society was out in full force, forming "in front of the President's house." In the parade they had a press on a wagon "printing and distributing from it copies of the Declaration of Independence."

At the June meeting in 1827 the spirit of the progressive element began to stir anew, and a communication was ordered to be sent to the New York City and the Philadelphia societies. For ten years there had been no correspondence between these organizations. The letter of the Washington society^a brought replies from both the societies addressed. They were faint-hearted letters, however, indicating that those societies as such were not more progressive than this one at that time. The letters are not of sufficient historical interest to reproduce them here. Of considerable more importance is a resolution introduced by Mr. W. H. Blaney, January 5, 1828. Mr. Blaney was

^a Copy of a communication to the presidents of the New York and Philadelphia typographical societies:

WASHINGTON CITY, July 9, 1827.

President of the New York Typographical Society.

SIR: At a stated meeting of the Columbia Typographical Society of Washington, held on the 7th instant, the president was "requested to forward a copy of our constitution and by-laws to the society over which you preside, and to request a reciprocation of favors on the part of your society."

In compliance with this request, I take pleasure in forwarding our constitution and requesting that you will forward us a copy of yours in return. The object of transmitting this instrument is, to open a correspondence with our brethren of New York, in the hope that, if kept up between the societies, it may be of mutual benefit. Any facts or information that may have that tendency will be thankfully received on our part, and we shall not fail to notify you of all matters which may be of moment, or likely to prove interesting to you.

Within the covers of the constitution you will find our list of prices, and the names of all the members of our society, up to the time it was printed. This latter information will prove interesting to some of our brethren of your city, if there shall be found among these signers of our constitution the names of any of their friends. It naturally gives us pleasure to procure information of the companions of our earlier years, and to learn, after a long separation, whether they are yet alive or whether they have passed that bourn from which no traveler returns.

This communication, and the constitution, will be handed you by our secretary, Mr. Francis G. Fish, who is on a visit to some of the principal Atlantic cities, and to his friends at the eastward. He is recommended to your favorable regard, and will be the bearer of any favor you may wish to send us in return.

Very respectfully, sir, I have the honor to be, your obedient servant,

WM. KERR, Jr.,

President Columbia Typographical Society.

a member of both the Philadelphia and Washington societies. During 1827 he had been visiting in New York City and Philadelphia. His acquaintance with the views of the printers of these cities was wide, and the plan he proposed was without reasonable doubt approved by a strong minority in all three of the societies, though it must be remembered that the New York City society was prevented by its legislative charter of 1818 from embarking in such a project, nor is it entirely certain that the Philadelphia society had not as a society lost its control over price regulation. Mr. Blaney's plan was embodied in the following:

Resolved, That a committee be appointed from this society to devise means to form a connection with the Philadelphia and New York typographical societies for the support of prices in each city, and report the same at the next stated meeting.

The resolution was tabled, as the time was not yet come for this. Here, however, we have the first hint (unless it be true that the New York society did make the same proposition to Boston in 1816) of a grouping of printers' organizations, such as was accomplished in 1836.

From 1828 on the scrutiny of applicants for membership, on the point of their having served a full term of apprenticeship, became more and more searching and jealous.

The trouble with the printer to the United States Senate, Gen. Duff Green, which cemented the scattered societies and made new ones, and of which much will be said later, began early in 1829. At a meeting held July 4, 1829, the president of the society reported that he had held several fruitless conferences with and had six letters from "Mr. Duff Green on the subject of a reduction of the established prices."

At the meeting of February 7, 1829, a resolution to have the society incorporated by Congress was voted down by a decisive majority. This idea of incorporation was always associated more or less with that of surrendering control over wages, and the time for that had passed. A new impetus was coming to organization—new plans forming, a new opponent arising, who in an attempt to crush was destined to solidify the trade organizations.

THE PERIOD FROM 1830 TO 1852.

The fatal mistake of the early societies was the "free membership" section in their constitutions. A member who paid his dues for a certain period—ten years in Washington, ten years in Baltimore, and twenty in Philadelphia, or who paid a lump sum equivalent to the accumulated dues of such periods, became a free member, entitled to all the benefits of the societies without further payment. When

this maturing period arrived the society found itself with a list of nonpaying members which acted as a discouragement to new members, because on the latter must fall the entire expense of the organization while the "free members" got most of the benefits.

The societies generally ceased to exist about the time the first list of free members appears. Baltimore, organized in 1814 or 1815, ceased to exist in 1825 or 1826; Philadelphia, organized in 1802 (with a twenty-year paying period adopted in 1810), disbanded to reorganize on another basis in 1831, and so on. The reason the Washington society did not go down under the baneful influence of this provision was that the printing business in Washington was so unevenly distributed. When Congress was in session the city was filled with itinerant printers who paid their dues while they stayed, but few of them settled down so as to ever become "free members." This influx and exodus of printers, resulting from sessional work, made possible the preservation of the Columbia Typographical Society, notwithstanding this defect in its early constitution; and this society, by the preservation of its minutes, has made possible a fairly comprehensive study of the character of these early societies, as well as furnishing a fair index, through its correspondence, of the progress of organization elsewhere.

The older organizations, almost without exception, called themselves societies. The new organizations were adopting the term "association." In 1830 the New Orleans Typographical Association was organized, as appears from a notice of organization sent by it to the Philadelphia society. In 1832 this New Orleans association issued a price list radically increasing the scale of wages; no copy of this list has been found. This organization seems to have collapsed within a year or two, and was reorganized, or another of the same name organized, May 9, 1835.

The printers of New York City were becoming dissatisfied, and a strong element began to feel that the typographical society, hampered as it was with legislative restrictions, was not sufficient for their needs. On November 19, 1830, a mass meeting of printers employed on the daily papers of the city was called, and the following resolution passed:

Resolved, That it was never the intention of the printers employed on the morning and evening papers to make a schism between themselves and the New York Typographical Society (some of whom are members of that society). So they disclaim and refute the many insinuations prepared to convey that idea.

It is not at all clear that the old society attempted, as an organization, to check the move to organize the printers along trade lines; and it is certain that many members of the old society became members of the new when it was formed.

The formation of a new association along strictly trade lines occurred June 17, 1831. A price list was issued, for the enforcement of which the association seems to have become immediately involved in a strike. A copy of this list, with a few changes made in 1833, more to clear up ambiguities than to change the scale, will be found in Appendix B, No. 4, of this report. The constitution, as revised in 1833, will also be found in outline in Appendix A, No. 5. The organization continued in existence until about 1840. It should be understood that its organization was mainly due to the compositors on daily papers. There were 220 members in 1833.

The constitution of 1833 was prefaced with a most remarkable document, called "Introductory remarks." Probably no similar statement covering the period will be found written by workmen themselves. They give their point of view in language which, to put it mildly, must be considered vigorous. Some of the conditions complained of were local to New York City, but many of their grievances were general in the trade, and especially that of what would now be called child labor, out of which grew the apprenticeship restrictions later on.

Notwithstanding its length, the undoubted historical value of this document warrants its complete transcription here. It should be explained, perhaps, that in this, as in all the early documents, the term "printer" is often, though not exclusively, used to denote the employer, or proprietor, of the printing establishment, instead of the journeyman or compositor.

INTRODUCTORY REMARKS.

The Typographical Association of New York was instituted on the 17th day of June, 1831. It may not be deemed improper to state some of the causes which led to its formation; and, in doing this, it will be necessary to revert to the condition of the printing business for some years past.

In the year 1809, the New York Typographical Society was formed, for the purpose of sustaining a uniform scale of prices, and of affording pecuniary relief to the sick and distressed of its own members, their widows and orphans. This institution has continued to the present time; but the principal object of its first formation has long since ceased to claim any part of its attention. In 1812, war occurring between this country and Great Britain, the business suffered extremely, and continued in a depressed state until 1815 or 1816, when it was found necessary to call a general meeting of the journeymen in the city, to take into consideration the propriety of revising the scale of prices; and after considerable debate between employers and employees, a scale was agreed upon, which was adopted by the New York Typographical Society. The demands of the workmen were very generally acceded to, and for some three or four years business was very brisk.

In the year 1818, the society was incorporated by an act of the leg-

islature, and, being prohibited by the terms of its charter from interfering with the scale of prices, it became merely a mutual benefit institution.

In the meantime, the seeds of declension in the trade were gradually sown, and the fruit began to appear in various ways. Some printers from a distance, having heard that business was good, and being determined to obtain it at all hazards, located themselves among us; and to secure a sufficient quantity of work commenced operations on terms that could not be afforded, if they wished to obtain a fair remuneration for their labor, or act honestly by the workman. The consequence was, that while a few grew rich at the expense of the journeymen, old established printers, who had before paid honorable prices, were obliged to reduce their charges for work, or lose much of their business; and as their receipts were diminished, the wages of the journeymen were by degrees reduced, until, instead of a uniform scale of prices, every man was compelled to work for what he could obtain.

Another cause of depression was the practice, which then prevailed, and has continued more or less to the present time, of employing runaway or dismissed apprentices for a small compensation. These were called two-thirds men, and have always proved a great pest to the profession. Added to this, roller boys, having gained admission to the interior of a printing office, have in a short time found their way from the rear to the front of the press, to the discharge of the regular pressman.

The trade, also, as far as pressmen are concerned, had suffered extremely by the applications of machinery to that branch of the business; and while a few individuals were growing rich, as they asserted, for the benefit of the public at large, many who had spent from five to seven years of the flower of their lives in acquiring a knowledge of their profession, were left without employment, or were obliged to resort to some business with which they were unacquainted, and thus constrained to serve a sort of second apprenticeship.

Matters continued in this condition for a number of years. Meantime the business of stereotyping had increased to a great extent; and the numerous improvements in the art, or rather the motto of *multum in parvo* literally reduced to practice, rendered it every year more and more difficult for compositors to support themselves and their families. To the disgrace of some employers, every advantage was taken of the necessities of the workmen, and impositions were continually practiced upon them.

Men, however, when borne down by oppression, rise in their strength, and assert their rights. The journeymen printers of the city of New York, from a sense of justice to themselves, and those employers who had uniformly paid honorable prices, resolved to unite as an association for the purpose of elevating the business to a proper level. Numbers of them were engaged on the several daily newspapers of this city at prices deemed sufficient when there was little labor and scarcely any competition, but which were found totally inadequate when all vied with each other to present the latest news to their readers. To accomplish this, the workmen were almost entirely deprived of their rest for nights together.

Scarcely any employment can be more laborious than that of publishing a daily morning newspaper. Many of the offices are in the

most crowded parts of the city; and, not having been built for the purpose, are illy calculated to afford a good circulation of air, or what is next in importance, good light. To the injurious effects of these and similar causes, many of the most worthy of the profession have fallen victims; and others, after a short endurance, have found their faculties so impaired, and their constitutions so debilitated, as to be rendered incapable of undertaking any other permanent employment for their future support. It requires the united exercise of the mental and bodily labor of the persons employed, for nearly the whole night, and a considerable portion of the day; being seldom able to allot more than seven hours to rest and refreshment. To be thus confined for such a length of time, inhaling the stagnant air of a printing office, is sufficient to enervate a man of the most vigorous constitution.

Under all these circumstances, a general meeting of the trade was called about the 1st of June, 1831, at which a committee was appointed to draw up a just and equitable scale of prices. The committee made their report to an adjourned meeting, which adopted it; and on the 17th day of the same month the Typographical Association of New York was established, and a constitution and by-laws framed for its government.

A circular to the employing printers was forthwith issued, covering the new scale of prices, and respectfully asking them to accede to it. Most of them, to their honor, saw the justice of the demand, and promptly awarded the wages asked for. There were some, however, both among the book offices and daily newspapers, who altogether refused, and have managed, from that time to the present, by a constant change of workmen (for no honorable journeyman after a knowledge of the facts would remain a moment in such degraded employment), to evade the demands for a fair compensation. It is a source of consolation, after all, that the expenses of those establishments where the prices are not paid are greater than those where they are, owing to the incompetency and dishonesty of those employed.

Among the means made use of to depress the business by those who withhold from the workmen their just demands, has been advertising in several of the newspapers in Scotland, and elsewhere in Great Britain, that a great opening for printers existed in New York, thereby inducing many to leave the comforts of home in the old country, to seek for a precarious subsistence on this side of the Atlantic. Many, to their regret, can testify, of the truth of this assertion; and the feelings of the man, by whose unprincipled conduct this breaking up of kindred and subsequent disappointment in obtaining the means of support have happened, are not to be envied. Perhaps the day may come, when remorse, like a subtle poison, may lurk about his heart, and cause him to do an act of justice to those who have been swindled by his deception.

When the association was informed of the means taken by unprincipled men to injure the business, a circular was immediately addressed to the printers of the United Kingdom of Great Britain and Ireland, and dispatched by one of its members. The association has since learned, by letters from Europe, that the appeal has had an extensive circulation, and has tended in a great measure to counteract the evil contemplated by the original advertisements.

Since its formation, the association has steadily advanced in strength and respectability, and has repeatedly been called upon to settle disputes arising between employers and journeymen; and it is gratifying, that, in all instances where it has been appealed to, its decision has been respected and acted on by the parties concerned.

These repeated appeals, in cases of difficulty, have induced it again carefully to revise the scale of prices, explaining those points which were before involved in doubt, and amplifying others, so that no other construction can be given to them than the true one. As the trade has for a long time, and particularly since the introduction of stereotyping, been burdened with numerous grievances and vexations, which, while they employed much of the journeyman's time, were never paid for, these things have in the revised scale been taken into consideration, and a proper compensation awarded. In doing this, however, proper attention has been paid to the interest of the employer; for if any of the vexations spoken of arise from either carelessness or the want of skill of the workmen, it shall be at his expense. It is intended that the revised scale of prices shall be for the benefit of both honorable employers and journeymen who know their business; but shall be of no service to those unfledged apologies for humanity who obtrude themselves on a profession of which they know nothing, and to which they can be little else than a burden and a disgrace.

Many of the latter class of individuals have made their appearance in this city, in consequence of advertisements inserted in papers whose proprietors do not pay the prices; but they are found, on trial, to be too bad even for such infamous uses. Some of them are runaway apprentices; others are destitute not only of honorable feeling but of all knowledge of their business, and generally trace their defects to the want of proper instruction from their masters. The consequence to the good workman is, that he is frequently made to suffer from errors committed by these pretenders.

As all institutions, in their infancy, are liable to imperfection, the Typographical Association could not expect to be exempt from the common lot. It was found that the constitution under which it has hitherto acted, was in many things defective; and it was deemed proper to appoint a committee to revise that instrument. This has been done, and the association, after a long and arduous discussion adopted the constitution, by-laws and rules of order published in the following pages.

It now only remains for the members to be just to themselves and the printing business will take its proper stand in the community. To do this it is necessary that all journeymen coming within the jurisdiction of the association should become members, and strictly abide by the principles of the constitution.

December 6, 1834, the Columbia Society at Washington received a letter from the New York Typographical Association containing a list of the "rat offices," and another of the individual "rats" in the city. The strike had not been entirely successful, but the association recovered and seems to have been strong enough in 1835 to prevent the employment of nonunion printers in New York. The evidence of this, such as it is, is to be found in the minutes of the Washington society, which show that September 26, 1835, a former member of the

society, expelled for his connection with the strike of March, 1835 (the Duff Green strike), plaintively asks to be reinstated, his principal reason being that he wants to go to New York.

"I have," he says in his application, "for a long time past wished to go to New York, but I can not procure employment there without I take with me a certificate from this society, which of course I can not procure unless the society will reinstate me in my membership, which I now most respectfully and earnestly request them to do."

Some doubt about the association's power to prevent employment of nonunion men in the city at least two years later is, however, suggested by the impassioned address of June 29, 1837, which it issued:

To the journeymen printers of New York City and vicinity:

FELLOW-CRAFTSMEN: At an adjourned meeting of the Typographical Association of New York City held at the association rooms on Saturday evening June 24, 1837, information having been given of a regularly organized "combination" on the part of certain of our employers to take advantage of the present depressed state of our trade, and business in general, in order to reduce our present prices, and to render us, if possible, obedient vassals to the nod of the oppressor, a committee was appointed to address you in this particular, and urge you to a prompt and resolute resistance.

That committee is of opinion, that the time has now arrived when you are to prove to the world one of two things—either that you are freemen and capable of understanding and maintaining your rights; or that you are base and servile sycophants, ready and willing to receive whatever compensation and terms your employers may choose to allow.

You are now to show whether, in your judgment, your employers or yourselves possess the right of fixing a value on your labor. If there yet remains one spark of the courage, manhood and determination which sustained you when forming the present scale of prices, let the employing printers of New York and the United States, see that it still exists, and can be easily fanned to a flame; let them see that the insignificant and paltry pittance which you now obtain for your support shall not be reduced at their pleasure—that for them to grow richer you will not consent to become poorer.

That a pressure exists, and that it is more difficult for all employers to procure money with which to meet expenses, we are all aware, but why should your wages be reduced on that account?

The prices for printing advertisements and for newspapers have not been reduced.

The prices that are now paid to printers are no more than will barely support them, and the common necessities of life are even higher than when your present scale was formed. Then why should you submit to a reduction? Why be the passive minion of the will of tyrants?

The committee can discover no reason why you should, and it is their opinion that if true to yourselves you will not be.

Depend upon it, that if, in obedience to the mandate of grasping avarice—if because your employers say you must, you determine to

yield, and go to work for less than the scale demands, you will not only cover yourselves with the consequent odium but you will necessarily involve yourselves in debt from week to week; for it is folly to suppose that if your wages are once reduced your employers will of their own accord advance them again, even though business should resume its accustomed course. No, having accomplished their purposes, and brought you in submission to their feet, they will keep you there, and the iron hand of oppression will be laid more heavily than ever.

Your employer knows well, that without constant employment, your wages are not sufficient for your support, and those of the unholy alliance which is now raising its hydra head against you, are no doubt impressed with the belief, that by seizing upon the present period of depression in the trade, they may compel you to work for whatever they may please to pay.

The committee would not be understood to include all employers as coming under their just reprehensions. No, thank Heavens, there are honorable exceptions, there are employers who have an eye to the comfort and happiness of their employees, their reward no man can take away, for it consists in the pleasing consciousness of an exercise of a measure of justice and the performance of noble action.

Our criticism applies to but a dishonorably combined few, whose object seems to be to shift the severity of the times from their own shoulders to the shoulders of their journeymen, caring little for their sufferings so that they escape—fattening on the profits of your labor, while your wives and children are denied many of the common necessities of life.

The truth is your employers are much more able to pay the existing prices than you are to have your wages reduced, the pressure operates in a much greater degree to your disadvantage than to theirs, the depreciated "shinplasters" of the banks, which are bought up, no doubt, with considerable profit to the purchasers, are palmed off upon you in requital for your toil, as though each rag was worth its face in gold, these rags you must take, though on every dollar you get for your labor you suffer a heavy loss. Patiently you have borne all this, and would continue still to bear it; but in the name of even-handed justice, and for the sake of Heaven, your wives and your children, let the line of demarcation be here drawn—say to the over-reaching oppressor, Thus far shalt thou come, but no farther.

The committee are well convinced that the chief reason the unprincipled combination of your employers have thus dared to invade your rights, and attempt the reduction of your wages, is because of a rumored want of the union spirit among yourselves. Without union nothing can be effected—with it, everything. Come forward, then, you who are not members of the association; and join in putting a shoulder to the wheel. Support the association, and the association will support you. There are some of you now in the city who are not members, why is this? You all receive the benefits which result from it. Why, then, do you not join it, and thereby extend its benefits?

The committee would also respectfully impress on the minds of the members the necessity of a strict attention at all meetings of the association and a firm support of its principles. Let each and all of us

determine upon union, strong and effectual union, and let the watchword be, The prices of the association must and shall be sustained.

CHAS. A. ADAMS,
H. D. BRISTOL,
W. H. McCARTENAY,
GEO. HATTEN,
W. N. ROSE,

Committee.

June 6, 1840, it sent out another "rat list," which seems to indicate that it went down in another strike during that year, and was followed by the Franklin Typographical Association of 1844, which will be referred to further on.

The Baltimore Typographical Society, being the second of the name, began its existence November 26, 1831, with 25 original members, adding 24 more names to its roll within a month. This seems to have been about all the journeymen printers in Baltimore, as during the next six months, or up to June 30, 1832, it had added but 5 members. At that date it had expelled 1, and 5 had forfeited membership. The constitution and scale of prices were not adopted until June 2, 1832. This constitution is fully outlined in Appendix A, No. 4, and the scale of prices given in full in Appendix B, No. 3. This organization still exists as Typographical Union No. 12, and, next to the Washington union, is the oldest existing trade organization among the printers, it being, of course, understood that while the Philadelphia organization of 1802, and that of New York of 1809 still exist, they have long since ceased to be labor organizations.

In the minutes of the Columbia Typographical Society, under date of February 3, 1832, is mentioned a communication from the Typographical Society of Cincinnati, Ohio, asking for the Washington list of prices, and announcing the organization of the printers in Cincinnati.

In November, 1833, the Philadelphia Typographical Association was formed, the society of 1802 having become a purely benevolent institution in 1831. This organization immediately opened a correspondence with all other known societies, as was beginning now to be the custom,^(a) and at its meeting held June 27, 1835, passed the following:

Resolved, That an advance of 2½ cents per 1,000 ems be demanded in addition to our present scale of prices.

^aAs the letter from the new Philadelphia organization to the older one in Washington is of something more than local interest, it is given here.

PHILADELPHIA, March 9, 1834.

SIR: I am induced to attempt this intrusion on your attention in consequence of a resolution of the Philadelphia Typographical Association, authorizing a correspondence to be established with the typographical trade societies throughout the Union. The ostensible object of this scheme is to elicit and

Resolved, That work by the week in book and job offices and on afternoon papers be \$9 per week (10 hours to constitute a day's work) and 20 cents an hour for overwork—morning papers to be charged \$10 per week where they work by the week.

This association seems to have gone out of existence in 1839 or 1840.

Early in 1834 the Benevolent Typographical Society of Richmond, Virginia, was formed, and on March 1 issued a letter to all societies. This letter is here reproduced, not alone because of its value in describing labor conditions in the trade, but as further evidence that "benevolence" was not the most serious purpose of these organizations even when they put it first in their name. In reading the statement that no "rat" could obtain work in Richmond, it must be

impart authentic intelligence connected with the interests of the members of our common profession, and it is hoped the imperfect manner in which the project may be commenced will not be suffered to occasion the end proposed to be disregarded.

The society in whose name these paragraphs are penned was organized about five months since. Its primary and paramount intention is the determination and support of adequate wages for journeymen printers. That it must acknowledge so late an origin may appear singular; but as the exposition due this point might possibly demand a larger space than is allowable at present, it is proposed (with your permission) to recur to it at proper length in a future communication.

The outlines of a constitution have been agreed upon, but the details are still undetermined. A scale of prices is also under revision, copies of both which will be forwarded when sufficiently complete. The principles of association are literal and definite; the eligibility of candidates consisting in their being practical printers, not less than 21 years of age, and in actual connection with the business.

As respects numerical strength, the institution may be called feeble; but its originators were fully aware that the mental climate of our city might be found rather uncongenial to the rapid growth of such a scion of the liberty tree; and though they have not as yet had decided cause to exult in the result, there is certainly no cause for regret.

Since the formation of this association, a trades union has been commenced, and which now embraces a majority of the mechanics' societies in the city. Its present objects appear rational and useful, and its progress thus far is reported as satisfactory.

Business with us is, of course, dull; indeed, there is scarcely a volume in progress in Philadelphia. But the spring is dawning upon us, in whose very name there is relief; and since men's perverseness can not mar the seasons or derange the sublime machinery of the planet on whose surface their mad pranks are played, we think ourselves warranted in looking forward to better things—in the solemn determination (I would hope) that our next passover shall not find us unprepared.

Having thus endeavored to fulfill my instructions as far as is practicable at this time, I have now to request that this sheet, or the substance of its contents; may be laid before your society at your earliest convenience; and we shall await advices of the order taken thereupon, and also of the general state of affairs at Washington in the typographical department with equal respect and interest. Wishing you the perfect consummation of your best wishes and endeavors, I remain, with much respect,

Yours,

H. C. ORR.

P. S. As our association commits its correspondence to the care of the vice-president, any communications intended for the institution may be addressed to myself, at No. 227 Mulberry street, or at the office of the Daily Chronicle, Philadelphia.

H. C. O.

THE PRESIDENT OF THE COLUMBIA TYPOGRAPHICAL SOCIETY.

remembered that "rat" meant a man working below the scale, and not necessarily that a nonmember of the society could not secure employment.

RICHMOND, VA., *March 1, 1834.*

DEAR SIR: The journeymen printers in this city have recently formed a society. Previous to the formation of this society we had no regular prices. The highest price given was 25 cents for both MS. and printed copy. On the 1st of February of the present year, we adopted a constitution (a copy of which I herewith communicate); together with by-laws for our government, and likewise a scale of prices. This scale of prices, as you will perceive, fixes the price for the composition of MS. at 30 cents—that for print at 28 cents—5 cents for MS. and 3 for print more than the highest price previously given. There was no alteration made in the price for presswork, the wages previously given being generally considered sufficiently high—the demand for pressmen having always been so great as to put it out of the power of the employers to make deductions in that branch.

The scale of prices was adopted on the 1st February. A resolution passed requiring them to go into operation on the 10th of that month. The employers were furnished with a copy of the list of prices on the 3d—very short notice. When the 10th arrived, the employers, without a single exception, gave the wages asked for.

Things go on as smoothly under the new arrangement as before. All the printers here, with the exception of four or five, have joined the society. These, however, receive the wages fixed by the society. So far we have no rats. Before the society was formed we did have a few, who did not receive the highest prices then given. All of these have joined the society and promised to receive, in future, for their labor no less than the wages fixed by our scale of prices.

I deem it unnecessary to say more at present than to desire you to send us a copy of your constitution, &c., that we may see how our brethren in your city are driving on. I likewise desire that you will write me a few lines, giving a history of the origin and progress of the society of which you are a member, and to lay this communication before your society at its next meeting, that they may know we have formed a society here, and so on. Communicate, likewise, if you please, the fact of the existence of our society to as many societies of this kind as you may know to have been formed. I desire this, not to put you to trouble, but to be sure of giving the information desired. It is my intention to write to as many as I have yet heard of. If you will be so kind as to comply with my request in this particular, be pleased not to omit to state that it is impossible to obtain work at our business in Richmond as a rat, so as to save those whose intentions were to make the attempt the trouble and expense of the voyage.

Respectfully,

R. S. REDFORD,

Cor. Sec. Ben. Typ. Soc. of Richmond.

The CORRESPONDING SEC'Y TYP. SOC'Y AT WASHINGTON.

N. B.—I should like to hear from you previous to the next meeting of our society, which takes place on the 1st Saturday in April.

R. S. R.

It will be necessary here to relate the trouble that the Columbia Typographical Society at Washington had in 1834 with one of the local newspaper proprietors, Gen. Duff Green, who was also printer to the United States Senate. This difficulty drew the typographical organizations of the country into closer touch than anything before had done, and led directly to the national organization of 1836.

The apprentice question had been a source of infinite trouble to the societies from the very first. From time to time the term of apprenticeship had been lengthened by various societies increasing it from three to four, then from four to five years, in the vain hope of reducing the competition from this source. But there was no effective means of preventing apprentices from running away, and the longer apprenticeship only increased the temptation to do so, hence made matters worse. True, the master could legally compel the return of a runaway, if he could find him, but the supply of new apprentices and of other runaways willing to work for one-half or two-thirds the established price for journeymen made it unprofitable to search for escaped apprentices. The fact that a runaway apprentice could, and would, be so employed at rates higher, to say the least, than his apprentice rates, operated also to put a premium on running away. All of the early societies had had more serious trouble with this than had that of Washington, which was exceptionally fortunate in many ways. In 1833, however, General Green began employing "two-thirders" on his paper, the United States Telegraph, and later introduced a large number of boys as apprentices in doing the Government printing. He now proposed (1834) to establish what he called the Washington Institute, but which was termed by the printers "a manual-labor school." In this institute he proposed to take 200 boys each year and teach them the printing trade, allowing them \$2 a week each for their work, which \$2 was not, however, to be paid to them, but kept as a trust fund and invested by their employer for such of them as should remain with him the full period.

The first intimation of the excitement which this matter finally caused is found in the special meeting of January 11, 1834. At this meeting its president stated that its object was to take into consideration the subject of Gen. Duff Green's speech at the late celebration of the Columbia Typographical Society, and to adopt such measures as would more effectually protect the society against his plans, if attempted to be carried into execution, and concluded by offering the following preamble and resolutions:

Whereas, at a late meeting of the Columbia Typographical Society, Duff Green, editor of the United States Telegraph, did declare that he intended to monopolize all the work that was possible, and that he had intended to employ a large number of children to take the place of the journeymen now employed by him, and that he wished to raise up a respectable class of men to take our places; and

Whereas the patronage of the press of this city is almost wholly derived from the Government, and that we have a right, as men, to participate in its profits, which his views if carried out, would engross to himself, be it

Resolved, That the Columbia Typographical Society are desirous of adopting such measures as shall be advantageous to the employing printers, in this city, insure their own rights, and preserve the respectability of the profession.

Resolved, That we look upon the proposed measure of Duff Green, editor of the United States Telegraph, as visionary in its final results, subversive of our rights, as journeymen printers, and destructive of the profession to which we belong:

Therefore resolved, That a committee of — be appointed to take the subject into consideration, and prepare a report of their deliberations, which when they have completed, they shall submit to a general meeting of the printers of this district, to be called by them, at such time and place, as they shall deem fit and proper.

After considerable discussion, Mr. Freeland offered the following as a substitute:

Resolved, That it is the opinion of this society that the practice which has lately come into vogue, of employing an undue number of apprentices, is destructive of the rights and interests of journeymen, and detrimental to employing printers;

Resolved, That a committee of three be appointed, whose business it shall be, whenever they shall think it necessary to do so, to call a general meeting of the printers of this city to take the subject into consideration.

The committee at this time reported against taking any action until something more definite was evolved. Up to this time no organization of printers had attempted to restrict the number of apprentices. In nearly every city except Washington the custom of employing a few journeymen to direct the work of many so-called apprentices was firmly established. In a letter to the Columbia Typographical Society March 21, 1834, Gen. Duff Green takes the position that any objection to his "school for printers" by the society must be based upon an assumption of the right of the society to "regulate the number of apprentices which I may think proper to employ, and to otherwise interfere so as to defeat the end I have in view."

In reply the society denied that it "assumes the right to regulate the number of your apprentices or that of any gentleman." In a letter dated April 7, 1834, General Green says to the society's committee:

Your society can have no right to inquire into the age of the persons whom I employ. * * * But, if instead of employing 50 journeymen, I find it to my interest to employ but 10, any attempt on your part to enter into a combination to drive those 10 out of my employment, without I would give employment to the other 40, would be an offense against my rights, for which the laws have made ample provision, and which it would become my duty to enforce.

An elaborate "prospectus of the Washington Institute" was carried on the first page of Mr. Green's paper, the *Telegraph*, for some time, acting practically as an advertisement for boys to fill his school. The society appointed another committee to report on the matter. This committee was of the opinion that Mr. Green would be able to fill his school (this being the point upon which the former committee had advised nonaction), and recommended that a protest be formulated and given as wide a circulation as the prospectus had enjoyed.^a This protest was accordingly issued, and sent not only to every printers' society but to the unorganized printers employed on the principal papers throughout the United States. In addition to this protest, which was issued by the society as such, a pamphlet was published containing the proceedings of a public mass meeting, together with an "Address to the people of the United States," emanating from the meeting (such addresses were common in those days), the expense of printing the pamphlet being met by a collection taken up at the meeting. This pamphlet, a copy of which is in the Library of Congress, and the "protest," copied from the minutes of the society, are here reproduced in Appendix A, No. 12. The Baltimore society had taken action on the subject from newspaper reports and sent a letter to the Columbia society in time to incorporate it in the proceedings of the public meeting. It will be noted that the protest contained an appeal to journeymen printers not to come to Washington to act as teachers in the proposed school. It was the fear of this that prompted the appointment of a committee of seven, under the following resolution, adopted March 7, 1834:

Ordered, That a committee of seven members be appointed by the chair, whose duty it shall be to confer with each other, and report to

^a One paragraph of the committee's report is here given as indicative of social conditions.

The committee have understood, also, that it is the intention of Mr. Green, in organizing his school, to draw a portion of his scholars from the houses of refuge in the northern cities. Now, although the committee object not to the character of any boy, when it is affected only by his origin, believing that when he comes to man's estate, he must stand or fall by his individual merit, yet there is no doubt, from the facility with which these boys may be obtained, by Mr. Green, the society will have a delicate and difficult matter on hand in attempting to prevent their employment in this school. With the principals of these extensive institutions, the specious and deceptive arguments of the prospectus will, no doubt, have powerful weight and influence. So far, then, as the success of the project of Mr. Green shall depend merely on the attainment of scholars, it is likely to be insured by the readiness with which, no doubt, the principals of those houses will supply him with the boys under their charge. The committee can conceive of no other mode of preventing this consummation, than by circulating among these gentlemen a direct refutation of the principles laid down in the prospectus. It is in no degree their interest to aid Mr. Green in his schemes—they look only to the welfare of their charge; and, if it shall appear to them, as in the end, should we adopt this course, it no doubt will, that, instead of benefiting the boys for whose future welfare they are in a measure responsible, the scheme of Mr. Green will be more likely to blast their prospects in life, be assured they will not be instrumental in aiding the establishment of the Washington Institute.

this society, at their next meeting, what, in their opinion, would be the most proper and effectual course to pursue to bring about the establishment of a national typographical society.

Response was received from the typographical society at Louisville, Ky., inclosing a copy of its constitution and resolutions against "the Duff Green school for printers," and on the same date from Charleston (S. C.) Typographical Society, indorsing protest against the school. This is the first reference found to these societies. Richmond, Va., responded, and later other southern societies. December 13, 1834, the Philadelphia association notified the Washington society that Gen. Duff Green was employing printers in Philadelphia and elsewhere "on condition that they should have no connection with the society," and that as fast as he secured "strangers" "society men" were being discharged. Matters went on from bad to worse until a strike was declared against General Green March 14, 1835, the causes alleged being "against the employment of too many apprentices," for the society's scale of prices (or against "two-thirders"), because of discrimination against "society men," and for the discharge of the foreman. With the details of this long strike itself we have nothing to do. It was, however, the occasion of bringing the scattered associations into closer touch with each other. For the first time in its history the Washington society sent out a "rat circular." Philadelphia and New York promised to restrain their members from accepting employment in the Washington establishment, and the Philadelphia association expelled all its members who did so. Later the Washington society asked New York, Philadelphia, Baltimore, and Boston for a list of all "two-thirders" and names and description of all "rats" in those cities. This request seems to have been ignored.

October 14, 1835, the Washington society passed the following resolution:

Resolved, That the members of this society having heretofore determined not to accept employment in the office of Duff Green, do still adhere to that resolution, and will neither accept employment in that office, nor in any other office in which any hands or hand employed by the said Green since the 28th of March, 1835, or by his successor, E. R. Gibson, may hereafter be employed, until the obnoxious individual or individuals be discharged.

This sweeping resolution, exceedingly radical for that day, and certainly so for this society, was forwarded to all other societies in the United States and indorsed by most of them, thus foreshadowing the action of the national convention of the next year (1836), making "a rat" so declared by one printers' organization to be considered such by all.

Two other societies are mentioned in 1835 for the first time. First, that of the Mississippi Typographical Association, of Natchez, Miss.,

which sent out a "rat list" as a result of a strike September 19, 1835, and another communication November 6; and, second, the New Orleans Typographical Association, organized May 9, 1835, indicating that the society organized there in 1830 had ceased to exist.

In June, 1835, the Franklin Society, of Cincinnati, had a strike against a reduction of wages in one establishment. It seems that "strangers" were brought in from Pittsburg and elsewhere. November 6, 1835, the Cincinnati society sent out a circular calling for a national convention. No copy of this circular has been found, but upon its receipt the Washington society appointed a committee to report on the subject. This report, which was accepted and issued to other societies as a call for the convention, was as follows:

Mr. Wm. Walters, from the committee, to whom was referred the circular from the Franklin Typ. Society of Cincinnati, proposing a National Typ. Society, presented the following report:

Your committee have carefully read the report and resolutions of the Franklin Typographical Society, of Cincinnati, Ohio.

The resolutions propose—

"1st. That each society in its own district be sustained by all others in the prices it may establish.

"2d. That journeymen bringing certificates of membership in any society, of good standing, receive a preference over all others in the efforts made to procure them employment.

"3d. That rats, pronounced such by one society, be considered as such by all other societies."

If there be a community of men, which, more than another, has felt the necessity of a closer union amongst the different typographical societies of the United States, it is our own. During the two last years the society and many of its members have been the victims of the most unrelenting persecution and proscription. Single handed they have encountered the force of this opposition, for although one or two societies nobly cheered our efforts, the great body of them stood aloof, apparently idle spectators of the controversy. Any other course, however, could scarcely have been looked for from them, when we consider the distance which separates them and the absence of any effective bonds of union between them.

A close examination of the resolutions proposed by the Franklin Typ. Society has convinced your committee that they do not go far enough. Each of the propositions has been in [a] degree, and is now enforced by almost every society in the Union. There is, however, no obligation to uphold them existing amongst any of the societies, and our own experience teaches us that the declaration we have all made "to procure employment for a member of the society in preference to any other person" has been but loosely observed; or, to use the more forcible language of the Franklin Typographical Society, "the certificate of membership ought no longer to procure from us a mere assent of the good standing of the holder, but should call forth our active friendship for the bearer—our zealous effort to get him into employment in preference to all others."

All this and much more should be done; and the question for us to consider is, what are the means necessary for its accomplishment?

what additional measures are necessary in order to permanently, not merely transiently, to assent to such regulations amongst the different typographical societies of the United States as shall ensure to every member of every society, a proper equivalent for his labor, and a good prospect of constant employment while ever he shall remain within the pale of the honorable members of the craft.

Deeply impressed with the importance of the measure, your committee are about to propose, in order to accomplish these most desirable results, they beg leave to assure the society that it has not been without the most mature reflection that they have brought forward the resolutions which are appended, and which they believe will alone provide a remedy sufficiently ample for the widespread evils which are now felt.

Resolved, That it be recommended to the different typographical societies of the United States to form a union of societies, under such name as the convention to be held for that purpose shall designate.

Resolved, That in order to form such union, a convention be held in the city of Washington on the 3d day of March next, to be composed of three delegates from every typographical society existing in the United States.

Resolved, That the convention shall have power to draft a constitution, and such other regulations as shall be thought proper for the government of the union, which constitution shall be submitted to the local societies for their adoption; and whenever two-thirds of the local societies shall agree to the said constitution, the government of the union shall be considered as formed, and annual meetings take place accordingly.

Resolved, That the power now possessed by the different societies to regulate the prices within their respective limits, shall not be infringed by any regulation of the convention.

Resolved, That a copy of these resolutions be forwarded to every typographical society in the United States; and that such of them as shall agree to them, be requested to appoint delegates, without further notice, to attend the convention.

(Signed)

WM. WALTERS,
JAS. BROWN,
WM. W. CURRAN.

The report and resolutions having been read, the second resolution was amended by inserting the first Monday of June as the time of the meeting of the convention, and as amended were adopted unanimously.

Letters approving of the convention and promising to send delegates were received from Harrisburg (Pa.) Typographical Association, August 26, 1836 (first mention); Baltimore, July 30; Nashville, Tenn., August 26; Philadelphia, August 27; Cincinnati, August 28; Richmond, Va., October 14, and later letters along the same line were received from New Orleans, and from Mobile, Ala. (first mention). New Orleans named two members of the Washington society and asked that they be permitted to act as proxy delegates from New Orleans, thus inaugurating from the very start that system of

proxy representation that has many times since so nearly disrupted organizations. October 14, 1836, the Washington society met to elect delegates to the convention and appoint a committee to arrange for the same, since it was to be held in Washington. At the meeting the society decided to "pay all the expenses of the National Typographical Convention."

The first convention of the National Typographical Society met in the aldermen's chamber, city hall, Washington, D. C., November 7, 1836, the session lasting five days. Delegates were present from the typographical societies in Baltimore, New York City, Washington, Harrisburg, Pa., Philadelphia, and by proxy from New Orleans. The delegate from the Philadelphia association was excluded from the convention, not because of any objection to the association, but because the Washington society succeeded in proving that the delegate himself was one of the men that had worked for a time in the Duff Green establishment during the strike. The Philadelphia association evidently was not aware of this when it elected him, as he was immediately expelled by that association.

The convention was welcomed in an address from the mayor of the city, Hon. Peter Force,^a who had joined the New York Typographical Society in 1812, and was its president in 1815. In 1816 he joined the Columbia Typographical Society, and became its first "free member" in 1826.

The convention adopted a constitution (which as amended in 1837 is given in the appendix hereto) and issued two addresses, one to the various typographical societies in the United States, the other to the printers of the country in general. Both of these documents appear in Appendix A, No. 9.

To the local societies the convention appealed for a closer relation

^a Visitors going up in the Washington Monument may see carved in one of its largest stones the name "Peter Force." Students of industrial history prefer, however, to remember him by a monument of very different character. Mr. Force was for a number of years one of the proprietors of a job printing office in Washington. Here he executed many of the "broad-sides" so characteristic of the time, and here was printed the constitutions of many civic societies of all kinds. He seems to have had a keen intuition of the historical value of things, and early began a collection of tracts, broadsides, constitutions, etc., which he ultimately gave to the Library of Congress as the Force Collection of Tracts—a veritable gold mine of industrial information, especially as relating to the Southern States. In those days tracts and "broad-sides" occupied relatively the position of magazine articles and newspaper discussions of to-day, and their preservation for future reference was of utmost importance. Mr. Force was of great assistance to the typographical societies as an employer in their struggle with the apprentice problem. As indicated in the text he was mayor of Washington, and was employed by the Government to plan or outline a system for a Government printing establishment.

one with the other; proposing uniform regulations regarding apprentices; that runaways from one office should not be permitted to work in any other; that members expelled from one society for any good cause shall not be admitted to membership by any other society; that no member of any society should work in any printing office where such expelled member is employed, until he is reinstated by the original society; there was to be an exchange of "rat" lists, and, most important of all, the societies were advised to open their doors to membership for all printers then working at the trade as journeymen, whether they served an apprenticeship or not; then after organizing all these, put up the bars and require a six-year apprenticeship. There had for years been two factions in the societies—one, seeing that the apprenticeship requirements were creating an army of printers sufficiently large to do all the work, outside of the societies because of ineligibility, wanted to temporarily let down the bars and organize the trade, and then increase the requirements; the other faction, sticking to the old traditions, sought to remedy the evil by increasing the severity of apprenticeship. It seems that the societies had elected delegates to the convention from the more radical factions in nearly every instance. This entire address should be carefully read as being a presentation by the workmen themselves of their view of the situation.

The address to the printers of the United States in general, whether organized or not, is likewise of importance and interest. There are a few references in this document that require some explanation at the present time in order to be understood. The early printer expected to work a short while as a journeyman, then start a paper or job office for himself. His employer was "a practical printer" like himself. The appearance of the publisher who simply owned the plant and employed men to do the work of editing as well as printing the paper alarmed the early compositors. These tirades against the "speculator on the labor of printers," and against "the hireling editor," are but the manifestations of his natural alarm at the commencement of the changing conditions. The advent of large capital into the printing business suggested to him the possible permanency of journeymanship for him as an individual. What he said and did was his protest against the prospect of being involved in a permanent wage condition. All the documents of this period must be read with this constantly in mind, and especially this address to the printers in 1836.^(a)

^a Speaking to the toast "The 'Practical Printer' Editor," before the Franklin Typographical Society, of Boston, at its twenty-third anniversary banquet (this society was organized in 1822, but was never a trade organization), Hon. J. T. Buckingham, editor of the Boston Courier, said that when he was a young man the printer considered it a reproach if he did not edit his own paper. "Every

A notice printed on the cover of the published proceedings of this convention of 1836, and dated November 26, is of interest. It follows:

Since the adjournment of the convention the committee on publication have learned with much regret that two attempts have in the South been made to injure the journeymen. They would, therefore urge upon all printers in every city, town, and village where no society exists to establish one as soon as practicable to enable them to be represented in the National Typographical Society in September next.

The "two attempts to injure the journeymen" referred, no doubt, to the strike in Richmond, Va., in November, 1836, to enforce the ap-

journeyman expected to have a printing office and a paper of his own. Originally, of course, the great printers—Caxton, Gutenberg, Faust—were all scholarly men." Continuing, Mr. Buckingham said: "In the year 1811, Messrs. Young and Miners, printers and proprietors of the Massachusetts Mercury, at the suggestion of the late Reverend Doctor Morse, of Charleston, engaged a gentleman from New Haven as an editor for their paper, which then took the name of the 'New England Palladium'; and this, so far as I can learn, was the first instance in Boston of employment of a professional editor. At this time (January 15, 1848) I am the only individual now living in Boston, if not in the Commonwealth, who unites the printer and the editor in one man."

Beginning thus in 1811 this "innovation," as the printers called it, spread until it became one of the grievances complained of by the New York Printers' Association in 1831, and was made one of the burdens of the address of the national convention of 1836. In 1838 a resolution was introduced in the Washington Typographical Society demanding that members be not permitted to work for proprietors not themselves "practical printers." And in 1839 a circular appeal was sent from an association in Mississippi to all printers' organizations requesting them to refuse, after a given date, to work for the nonprinter who, as a capitalist, was merely "speculating on the labor of printers."

The immediate cause of this circular from the South was no doubt the fact that Gen. Duff Green had, after leaving Washington, attempted to organize "The American Literary Company," operating from Columbia, S. C., his plan still being to employ boys under the guise of teaching them a trade. The cooperative ideas of the time, or what may be called the great employ-yourself-movement of 1830 to 1855, which, among other things, produced the "Brook Farm," had something to do with it, too, as such ideas were in the air; but the "practical printer's" inbred fear of the "professional editor" and the "speculator" was the energizing thought. The reply of the Washington society to this circular asking that journeymen refuse to work for men not themselves practical printers is full of historic significance and is quoted in full. It also shows that all hope of the national organization's success had not been lost in 1839:

WASHINGTON, D. C., *September 22, 1839.*

DEAR SIR: I have laid before the Columbia Typographical Society the papers which you forwarded on the subject of "real and counterfeit printers." Every member was furnished with a copy of it at a special meeting; and on the evening of the last convention—the first Saturday of the present month—the subject was laid upon the table, *nem. diss.*

A resolution embracing the same subject was offered for our consideration

prentice section of the local constitution, and to fight the union in Augusta, Ga., was making against that printers' Banquo, Gen. Duff Green, who had taken his boys' school idea with him and gone to South Carolina to organize "The American Literary Company." The Augusta association had gotten out a circular, similar to the Washington society's "protest," which circular was printed in the Washington papers at the expense of the local society. At the request of the Augusta association the Washington society had a transcript of its minutes, and all documents and letters relative to the Duff Green matter, made and forwarded to the former organization—no small nor inexpensive task in those pre-typewriter days.

The second convention of the National Typographical Society met

about fifteen months ago. After some debate, it was indefinitely postponed. No one has since moved that its consideration be resumed. Some of our members, privately, thought the intentions of the resolutions impractical. For instance, they would say: "How can you cause the mammoth establishments of New York and other cities to be resigned to the practical printer? Where can you find practicals with sufficient capital or credit to undertake such establishments? It is true some printers might refuse to work for the present employers, in expectation of achieving the desired result; but in the present disunited condition of the craft others could be found who would perform the labor required." Such arguments as these are plausible, and the novelty of the proposition has not yet become familiar to those immediately interested.

Should, however, the National Typographical Union ever go into operation and the printers be awakened to the true sense of danger threatened by newspaper speculators—when all of our profession shall be bound by a brotherly tie, united in the same cause, with a determination to make it prosper—then, only then, can we look with confidence to the consummation of our wishes. But at present, when not one-fourth of the printers north of Baltimore belong to the local societies, and all means to induce those who are not members to join one, or create a society where none exists, have proved fruitless, it seems supererogatory to urge the measure at the time set forth in Mr. North's circular. The great subject of the union should be the first to grasp and occupy our minds. We should persevere in urging concert of action and association. Without it, we can do nothing toward affecting the object communicated.

It has occurred to many of us that if the Southern and Western States were to form a typographical union, it would soon extend to other portions of the country. It would be more expedient in the direction named than elsewhere, as journeymen there are more free to act for themselves, not having much, if any, fear of an army of apprentices being thrust into their places if they should dare to assert their dearest rights. You, of course, know that such has been the procedure in a few cities of the North. Boys of but a few months' initiation in the profession, infest them from the neighboring towns, and in Philadelphia men are not considered rats if they get the prices exacted by the tariff, although at work in the same shop, where the two-thirds abound. Now, a great many printers from the Quaker City, and others who countenance the rat system, go South and West; and if matters could be so arranged that the itinerants would be denied work in your and the other sections unless they could produce their certificates of membership from local societies, it would make them, from necessity, join associations and become interested in them. This might, with some additions or amendments, add strength to the infant weakness of the organic state of our union, and prepare a clear path for the progression of practical printers to the objects of their special attention.

With great respect, thanks for your attention, and a due appreciation of Mr. North's intentions,

I am, very respectfully, your obedient servant,

L. A. GOBRIGHT.
Cor. Sec. C. T. Society.

Mr. THOMAS PALMER, *Raymond, Miss.*

in New York City September 4, 1837, with delegates from eight societies in the United States, and a fraternal delegate from Nova Scotia, who was seated with full powers, predictive of admission of Canadian unions into the National, thus forming the present International Typographical Union in 1869. It is doubtful whether the proceedings of this convention were ever printed. No copy has been found in the search for data for this report. The report of the Washington delegates will, however, give an idea of the proceedings, and is here transcribed entire from the minutes of that society:

WASHINGTON, *January 6, 1838.*

The delegates appointed by the Canadian Typographical Society, to attend the national association, which was to assemble in the city of New York on the 4th Sept., 1837, beg leave to submit the following report:

That your delegates have been prevented from making a report by the nonarrival of the printed proceedings of the meeting, which was left under the control of the New York members. Altho' we have received a letter intimating that they would be soon sent on, we still have been disappointed. It is a matter of regret to us, as we find it almost impossible to direct your attention to the necessary acts which require your immediate cooperation; and which alone can enable us to discharge our task satisfactorily to ourselves.

That your delegation arrived in New York on the second of September, and were notified to meet at the sheriff's room, in the city hall, on the 4th, which was kindly granted by the public authorities of said city. Eight societies being represented, viz, New York, Philadelphia, Harrisburg, Baltimore, Cincinnati, Mobile, New Orleans, and Washington. The meeting was organized by calling to the chair one of this society's delegation, and appointing A. I. W. Jackson, of Baltimore, as secretary. That their first act was to revise the constitution, adopted by the convention which met at Washington in November, 1836. That after a labored investigation of that instrument, they made some amendments, in order to accord with the views and instructions of the several members. That they continued in session till Saturday, the 9th, inclusive, when, severally, having subscribed the new constitution, they adjourned sine die, to meet again at Pittsburg, next September, and that they were then invited, and attended a public dinner given by the New York association, in courtesy to the members of the national association.

Your delegates, not having the constitution to refer to, must, of course, be excused from entering into a detail of the several articles; but they would remark that, in article 10th, twenty-five per cent is to be levied of the different societies, annually, by a prescribed rule, to defray all expenses incurred by the association; their instructions were for thirty per cent.

Article 13 furnishes the mode of checking the practice of employing two-third apprentices. This is of initial importance to the whole fraternity, and requires consideration commensurate with its importance; for all can realize the complete prostration which such a custom must create. The proposed check, adopted by the association

appears as simple as it is easy of accomplishment, if judicious measures alone be pursued. This plan is by the granting to travelers the "union card," which was introduced into the convention's constitution at Washington. Many duties are enjoined on local societies, which must be referred by you to committees, to mature and prescribe a mode of operation for carrying them into effect.

Your delegates are aware that the society will look for an expression of their opinion as to the utility and future prospects of the association, and, therefore they will present their views in as brief a manner as possible. From all they could learn from their intercourse with the gentlemen composing the assembly, they are of the belief that no other plan could be adopted that would prove so efficacious and satisfactory to all concerned, and guard the craft against the innovations which are daily arising to drive the regular and good workman out of employment, or to reduce their wages to the standard of the cupidity of some employers who forget the rights of their fellow-men.

That the anticipated prospects of the association may be evidenced from the interest taken in it by all associations in the United States and Nova Scotia, whose delegate was admitted to a seat during the discussions. It is the opinion of your delegation, that the employer and the journeyman were never on such amicable terms of friendly feelings as they are at the moment, which certainly is ominous of our success in this great cause.

In closing the imperfect report they have made, they would congratulate the society on the high respect in which they are at present held by both employers and journeymen, as well in Washington, as throughout the whole country; and they sincerely pray this band of union may never be severed by any untoward circumstance, originating on your part. They now conclude by recommending the following resolution for adoption:

Resolved, That a committee be appointed to receive the printed proceedings of the association, and to report on their contents as soon as practicable, or on any matters concerning said association.

(Signed)

JAMES CLEPHANE.
JAMES HANDLEY.

The national society did not hold a convention in 1838. In August of that year the following announcement appeared in the papers in most of the cities where printers were organized:

NATIONAL TYPOGRAPHICAL SOCIETY.

Meeting postponed.—The undersigned, officers of the National Typographical Association, composing the board of control, at the earnest solicitations of a number of delegates and societies forming said association, have, after mature deliberation, resolved on a postponement of the next meeting, and hereby give this public notice to the different societies of printers attached to said association, as well as those desirous of connecting themselves thereto, that the next meeting of the National Typographical Association will be held in the city of Pittsburg, Pa., on the first Monday of September, 1839.

at which time and place it is fondly expected the representatives from the different societies will be in attendance.

A. I. W. JACKSON, *Baltimore,*
President.

WM. WELLINGTON, *Philadelphia,*
Recording Secretary.

CHAS. ALBERT DAVIS, *New York,*
Corresponding Secretary.

JAMES CLEPHANE, *Washington,*
Treasurer.

Board of Control.

AUGUST 10, 1838.

The publishers of newspapers throughout the United States will confer a favor on the craft in general, by giving the above notice one or two insertions.

Whether this postponed convention ever met is not known and may well be doubted. The general laws for the government of local societies appear to have been promulgated by the New York convention of 1837. They were gotten out in leaflet form by the Washington society for its own use, as follows:

COLUMBIA TYPOGRAPHICAL SOCIETY.

Resolved, That the general laws recommended by the National Typographical Society to the local societies for their government be printed for the use of the members.

Test:

W. A. KENNEDY, *Secretary.*

DECEMBER 1, 1838.

GENERAL LAWS.

ARTICLE 1. Every apprentice shall serve until he be 21 years of age; and at the time of entering as an apprentice shall not be more than 16 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

ART. 2. No runaway apprentice shall be received into any office in the United States attached to the national association, either as an apprentice or journeyman.

ART. 3. That on the death of his master, or if, from any cause, the office wherein he was indented shall be discontinued, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

ART. 4. After the 1st day of January, 1844, it shall not be lawful for any local society to consider any application for membership unaccompanied by sufficient proof that he had served the period of five years, as a regularly indented apprentice at the printing business.

ART. 5. That after the 1st day of January, 1839, it shall not be lawful for any local society to permit members of said society to work in any office where boys may be taken as apprentices to the printing business, to serve for a less period than five years.

ART. 6. The local societies shall have the power to establish such tariff of prices as may be suitable to the section of country in which they may be located.

ART. 7. It shall be the duty of all local societies, working under the jurisdiction of the national association, to sustain each other in their list of prices or such other regulations as they may adopt for their government.

ART. 8. That all local societies suspend so much of their constitutions as requires a term of apprenticeship as a qualification for membership; and that they admit all who are at work at the business as journeymen so soon as it shall be ascertained that the proposed regulations of the association upon this subject shall be adopted by two-thirds of the societies.

ART. 9. Any person presenting his union card from one society, under the jurisdiction of the national association, to another society under the same jurisdiction, and paying the monthly dues called for by their constitution, shall be entitled to the trade benefits of said society.

ART. 10. Local societies shall recognize but two classes of printers—employers and journeymen—that is, persons who carry on business solely as employers and those who work as journeymen, in the manner prescribed, and at the prices demanded by such society.

ART. 11. It shall be the duty of local societies to have prepared an annual report of their condition, showing the number of members admitted for the year preceding; the amount of receipts from initiation, dues, and fines; the number of newspapers and periodical publications, together with all offices of whatever character, under the immediate control of practical printers, at the time of making such reports; also, those under the control of others than printers, and such other information as may be in possession of said local societies, in reference to the profession generally; said report to be transmitted to the national association at its annual meetings.

ART. 12. That the societies be requested to forward to the national association, annually, the number, as near as may be ascertained, of apprentices in the district of country over which the society has jurisdiction; also, of all the journeymen—distinguishing members of the society from others.

ART. 13. That men pronounced rats by one society, shall be considered such by all others, until reinstated by said society.

ART. 14. A local society, on the suspension or expulsion of a member, shall give information to all other societies as soon as practicable, and make annual report to the national association.

ART. 15. That it be made obligatory on the members of the respective societies to solicit all printers in good standing to join some local society.

ART. 16. That every society which may henceforth be established, transmit the title, list of officers, and its locality, to the corresponding secretary of the National Typographical Association.

ART. 17. The above regulations, when adopted by two-thirds of the local societies, shall become binding upon the whole, as general laws, for the government of the craft.

To return now to affairs of the local societies, the Philadelphia Typographical Association sent out a letter dated June 16, 1834, on

the state of trade, saying: "For several months the book offices have not had work enough to employ even their apprentices, and when we may safely anticipate a favorable change we are unable to say as we are anxious to hear." July 11, 1835, the same association wrote that it was having trouble as a result of "having taken measures to effect an advance in the price of our labor;" that the employers were advertising in other cities, and asked the Washington society to "prevent that influx of strangers upon which the employers (^a) rely in connection with the defection, which, in a small degree, we are sorry to say, they have effected for defeating the purposes of this association." Later, August 30, 1835, the association sent out a circular saying the trouble was over. (^b)

August 6, 1836, the Nashville, Tenn., Typographical Society sent out its revised constitution and price list, both of which will be found in full in the appendix. It will be noticed that this society binds itself by its constitution (art. 14) to "cooperate with the

^a It may be of interest to note that an employing printers' association was formed just before this in Philadelphia, it being organized February 7, 1835. A scale of prices for composition and presswork, by which all contracts for such work were made, was adopted and made a part of the constitution. Members violating the contract scale were subject to fine or expulsion. Evidently the "Printers' Company" of 1794 had ceased to exist.

^b The steam press was beginning to alarm the pressmen, and curiously enough they proposed at first to meet it just as, in after years, the glass-workers' unions and the coal miners' unions proposed to meet the machine, i. e., by reducing their wages for hand work to a point where it would not pay the employers to install steam presses, except that the pressmen proposed to do it by exactly the methods they opposed when applied by the employers to type-setting—by the introduction of boys into the business through a subdivision of labor. A resolution was passed by the Washington society with this in view October, 14, 1835, as follows:

Resolved, That a committee be appointed to inquire into the expediency of making such alterations in the price of presswork and the introduction of rollers and roller boys as will enable employers to have their work done as cheap, better, and with greater certainty, by hand, than by the use of steam or power presses, while at the same time pressmen will be able to make as good wages, if not better than under the present system.

As showing the attitude of the early printers toward machinery the two following remarkable letters are taken from the minutes of the Washington society:

[Copy of a letter laid before the society by a member.]

WARRENTON, VA., October 6, 1840.

DEAR SIR: Through you I would respectfully inform the Typographical Society of Washington, that I have invented and made a machine for setting and distributing type; which machine is now in complete operation in this place, and will, according to the estimate of practical printers, do the work of four men; the cost not to exceed \$20. Being poor myself, my object is to realize something like a compensation for my time, labor, and ingenuity; and being aware that it may perhaps conflict with the interest of your society, I have concluded to propose to sell them the exclusive right for the District of Columbia. To effect this object, I propose that your society deputize some one

National Typographical Society" and to be represented in its convention. This society had 35 members in 1836, and the "chapel" system was firmly established in all offices.

During 1836 a letter was received from the Typographical Society at Columbia, S. C. The letter, however, does not make clear whether the society had just been organized or not. This society sent out a "rat list" in 1842, and seems to have gone down in a strike of that year.

December 3, 1836, the Washington society, "owing to the advance in the price of products generally" (by which is meant the cost of living) (a) asked for "an advance of about 10 per cent on our present tariff prices for the employing printers of the District;" and appointed a committee to revise the scale and call on the employers. January 7, 1837, the committee reported that the employers had agreed to the new scale, and it was ordered printed. (See Appendix B, No. 6.) It is impossible to ignore the evidence of the slowness of the world's affairs in those days when we reflect that this was the first change in price list adopted by the society since the original one

to decide upon the merits of the same; pledging myself to let them have it, as a body, for less than I can get from an individual proprietor.

Let me hear from you early, or by the society.

Respectfully,

I. D. HILL.

[Reply.]

WASHINGTON, November 18, 1840.

Mr. I. D. HILL.

SIR: In compliance with a resolution of Columbia Typographical Society, I acknowledge the receipt of your letter, apprising it of your invention and your desire to dispose of it to said society. And, I am also instructed to say, that, while they wish you success in your undertaking, they do not feel themselves justified in offering you any pecuniary aid; nor do they feel willing to abet in bringing into operation anything that would encroach upon the rights of those who have given years of labor and privation to acquire a knowledge of a business which they had reason to believe would yield them a support in after life. You propose to distribute and set type by machinery! Shade of the immortal Faust thou art forever eclipsed. But should your invention prove beneficial to the craft, we will hail you as a benefactor. Your professions of regard for this society, and the craft at large, are duly appreciated.

Yours respectfully, in behalf of Col. Typo. So.,

DAVID H. HANLON,
Corresponding Secretary.

^a As indicative of the cost of living, the prices quoted from the Central Market at Washington, D. C., September 18, 1837, are here reproduced. "Beef, from 6½ to 12½ cents per pound; corned beef, 8 cents; veal, 6½ to 10 cents; pork, 12 cents; mutton, 6½ to 10 cents per pound; lamb, 50 to 75 cents per quarter; ham, 14 cents per pound; butter, 20 to 25 cents; butter, print, 31½ to 37½ cents; lard, 12½ cents per pound; chickens \$2 to \$3 per dozen; eggs, 15 cents; corn (green) 12½ cents per dozen; potatoes, 50 cents per bushel; sweet potatoes, 37½ cents per peck; corn meal, \$1.12½ per bushel; rye meal, 80 cents per bushel."

of 1815, and that was but a schedule of prices already paid and had been in existence for several years. Wage scales that last twenty-two years without alteration will not be numerous in this century.

February 4, 1837, the Typographical Society at Lexington, Ky., sent out a circular, which, like the one from Columbia, S. C., does not state clearly when the society was formed.

In 1838 the St. Louis, Mo., Typographical Association sent out a protest against a perpetual "ratting" of printers who had conducted themselves honorably in other cities. The occasion of this was that a printer who had worked in the Duff Green plant in Washington, D. C., in 1836 or 1837, went to St. Louis, Mo., and obtained a situation, when it was discovered he was on the rat list sent out from Washington. The St. Louis society testified that the man had "conducted himself honorably" in St. Louis, and wanted to know how long the rat list was expected to last. The Washington society in reply granted its permission to the St. Louis association to accept this man as a member, and annulled its rat list of 1836.

May 4, 1839, the Washington society adopted the "chapel system." From Louisville, Ky., came a letter stating that the Louisville Typographical Association was formed April 1, 1839. "There having been heretofore two societies in this city, which now exist no more, we have organized upon entirely different lines." During the year several societies were heard from for the first time, some only recently organized, while others appear to have been in existence for some time. Vicksburg, Miss., for instance, sent out a "rat list" and asked for an exchange of same; Columbus, Ohio, was first heard of July 6, 1839, the letter not being preserved in the minutes. Detroit, Mich., sent out a strike notice stating that the association had been compelled to strike for wages due and unpaid. Rochester, N. Y., reported that an organization had just been effected; as did Frankfort, Ky., and Tallahassee, Fla. The letter of the latter organization, with the reply of the Washington society to that of Frankfort, Ky., are of sufficient importance to reproduce here in full; as is also a letter of the Washington society to the Boston Typographical Society, which was organized in 1838.^(a)

^a Below is a copy of the letter received from the Tallahassee, Fla., association, giving rates of wages and cost of living at that time:

TALLAHASSEE, *November 30, 1839.*

GENTLEMEN: The journeymen printers of Tallahassee have formed themselves into an association for the purpose of regulating prices, as well as for their general benefit. They have also instructed me to address you, in behalf of the association, to beg that you will warn those who feel desirous of coming to this place, against the propriety of doing so under an engagement for less than the prices we have adopted: which are \$18 per week—that they will have to pay here, for board, from \$6 to \$10 per week; clothing and other expenses double, and oftentimes treble to that of the northern prices, and all other things in proportion.

The most important event of this year (1839), however, in view of the continued apprenticeship troubles, was the action of the New Orleans Typographical Association. September 1, 1838, this organization sent out a circular letter notifying all societies that it was on strike against one office in the city, that of David Felt & Co. August 3, 1839, it sent out a "rat circular," doubtless growing out of the same difficulty. In its constitution as revised September 14, 1839 (see Appendix A, No. 7, where this is reproduced in full), this association prohibits (art. 12) any member from working "on any English daily morning paper, on which any apprentices may be employed." This is a far more radical solution than has been attempted by any typographical union of to-day, except that of New York City, where apprenticeship is abolished in daily newspaper offices by agreement, and in Philadelphia, where the union constitution prohibits them. January 8, 1840, the Boston association sent letters asking for wage scale and stating it was making a list of wages paid in all cities. Jackson, Miss., Typographical Association was organized in 1840. The collapse of the National Society disheartened the local societies and gave the "benefit" faction, or the "alimoners," as they were called, the floor and the argument for a year or two.

April 4, 1840, the Mobile, Ala., association, and June 6 of the same year the New York association, each sent out "rat circulars" as a result of strikes in which both organizations seem to have gotten

In craving the endeavors of your excellent association in our behalf, I am, sir, in the name of the Florida Typographical Association,
Most respectfully, your obt. ser't.,

S. I. NOWLIN, *Sec'y.*

To the PRESIDENT AND MEMBERS
OF THE WASH. TYPO. SOCIETY.

The following is in reply to a letter from Frankfort, Ky.:

WASHINGTON, *October 6, 1839.*

DEAR SIR: Mr. Jefferson laid your circular and letter before the Columbia Typographical Society last evening; and our members were much gratified on being informed of a new auxiliary in the "profession of letters." We look to your section of country with as much solicitude as we do to the North for the advancement of our interests; and are pleased to perceive in each a proper attention evinced to the subject. A new society was formed in Boston about a year ago and it now numbers 70 members. The old one was composed of a few journeymen and of master workmen, "who now control its operations, thereby destroying the purposes for which it was established." The Boston circular remarks that the journeymen are "now prepared to assert their rights, which they have too long neglected." This may be called "a ★ in the East." Since that period three other societies have been established, of which yours is one.

While we are receiving such pleasing intelligence, we indulge the hope that the recommendations of the national society have been regarded in framing the local constitutions. Among those the regulation of apprentices is prominent: Every boy to serve for five years, to be bound to his employer in due form of law, and to serve until 21 years of age. The employers of Washington have sanctioned it, and those elsewhere will, also, if they be made to understand how important it will be to their interests and to ours.

their death blow. Nowhere, outside of New Orleans, was the apprentice trouble settled or even mollified, and even there it was controlled only in the morning newspaper offices. The Washington society was permitting special exceptions to its apprentice regulations; and in Philadelphia, society members were working with boys and "two-thirders" until it was said there were just journeymen enough in an office to tell the apprentices what to do. The whole subject was chaotic. In January, 1842, the Washington society appointed a committee to go over the entire matter. The "almoners" had a majority of the committee and were for the repeal of all laws attempting to regulate trade affairs of this kind. The minority report was for strict enforcement. Taken together, these reports form the most important document of this period on the subject. Not only do we get here an inside view of the workings of the two factions in the societies of the early printers, but we get

In behalf of the Columbia Typographical Society, wishing you success and everything which may advance your prosperity, I am, gentlemen,

Yours, respectfully,

I. A. GOBRIGHT,
Cor. Sec. C. T. Society.

MESSRS. WM. BLANCHARD and J. R. WATSON,
Frankfort, Ky.

The following is in reply to a circular sent out by the Boston society as reorganized in 1838:

WASHINGTON, October 6, 1839.

TO THE MEMBERS OF THE BOSTON TYPO. SOCIETY:

GENTLEMEN: The circular from your association was read to our society last evening. The members were particularly pleased with its spirit, as much from the fact of a new ally in our cause, as from the expression that a "portion of the journeymen, animated by the noble example set them by their brethren of the South, have at last awoke from their supineness, and are now prepared to assert and maintain their just rights, which they too long have neglected." It is from the North that we have most to fear—it is in that section of country so many innovations are made upon the profession; and it is there where journeymen—many of them—have remained passive to the employer's injustice. But, happily, in this age of reform, the "printer's trade" partakes of its influence, and every day develops some improvement in his condition. Typographical societies are increasing everywhere, and all seem animated by the same principle of action.

The employers of this city have acquiesced in our proposition (suggested by the national society) that every apprentice shall be bound to his employer in due form of law—to serve five years—till 21. In a few years, if this rule be generally adopted and adhered to, the important benefits resulting from it will be manifest. This is the great object to which we should direct our attention, as it will eventually extirpate rats, two-thirders, and runaway apprentices; and then we shall "see the day when the craft, and every member of it, shall be respected, as we are convinced they possess the ability" to effect the reformation.

In behalf of the Columbia Typographical Society, wishing you every success, and hoping, with you, "that a good feeling may pervade the journeymen printers of the union," I subscribe myself,

Respectfully, yours,

I. A. GOBRIGHT,
Cor. Sec. Col. T. S.

a view of the situation as seen by those most interested. For that reason the report, notwithstanding its length, is given below :

The committee appointed upon the apprentice regulations at the last stated meeting submitted the two following reports, which were received :

The committee of the Columbia Typographical Society, to whom the following resolution was referred, viz: "*Resolved* That this society appoint a committee to inquire into and report upon, the expediency of either modifying, repealing or more rigidly enforcing the apprentice regulations of the said society"—ask permission of the society respectfully to present their views in the following report :

That your committee, in accordance with the above resolution, have duly considered the matter referred to them, and given to it that attention which the importance of the subject demands. That your committee consider the above-named regulations were recommended by the general convention of printers, with the intention, (in connection with other measures,) to unite the societies of the different cities for the advancement of the interests of the craft; and could only be beneficial by general adoption. That such has not been the case is evident to everyone, for they have only been carried out by one society besides this. That, as said project of union has totally failed of success, this society is under no obligations to other societies to enforce said regulations. That this society, itself, having violated the regulations in the case of the boy (Bailey) taken into the office of Mr. Allen, and failed to enforce them in numerous other instances where they have been openly violated, can not now, with any hope of success, resolve to enforce them. Can this society demand of employers an adherence to regulations that the society was the first to violate? These regulations, by mutual agreement between them, were equally binding upon this society and employers; but, by your own act, in the opinion of your committee, you have absolved the employers from all obligation to adhere to them. When violations of said regulations have occurred, and been reported to this society, you have, more than once, appointed committees to confer with the employers on the subject, but without any satisfactory result. Some have promised to comply with the wishes of the society; others have treated you with contemptuous silence, and all have continued to violate the apprentice regulations, as long as it was their interest to do so. That, in the opinion of your committee, the aforesaid regulations operate in favor of the employer, and against the interests of the journeymen: the long term of apprenticeship and the legal power given to the master to make the apprentice serve the full term of five years, certainly offers greater inducements to employers to take apprentices, and bring them in competition with journeymen, than the old system, under which—the term of apprenticeship depending altogether on the will of the boy, the master possessing no legal power to detain him—there was less inducement to bring apprentices in competition with journeymen. In a word, the regulations, as they now stand, are a dead letter, and as long as they remain in, and are acknowledged by, this society, as a part of its constitution, without, at the same time, enforcing them, they are a disgrace and reproach to us. That, in the opinion of your committee, it is inexpedient to modify or enforce said regulations. That, in the opinion of your committee,

if this society, in its wisdom, should see fit to repeal the said regulations, it will settle all differences now existing between this society and employers in relation to apprentices, prevent future collisions of the same nature; still the murmurs and dissatisfaction of a large and respectable minority of this society; and give peace and good feelings where we have long had agitation and angry contention.

In conclusion, your committee would respectfully recommend the following resolution for adoption, and ask to be discharged from the further consideration of the subject: "*Resolved*, That the apprentice regulations of the Columbia Typographical Society be, and they are hereby, repealed."

C. W. C. DUNNINGTON, } *Com'tee.*
JOHN T. C. CLARK, }

A minority of the committee of the Columbia Typographical Society, to whom was referred the subject of a repeal or modification of the apprentice regulations of said society, respectfully begs leave to report:

That he has given the matter his most serious attention and weighed all the arguments that presented themselves to his mind; for and against these regulations, in the calm balance of reflection. For the repeal of the regulations, there appear to exist the following reasons: First, because the regulations were framed to meet a general law on the subject, to be in force in all cities throughout the Union, whereas said general law has only been complied with in one city besides this. Second, because the regulations were not made in accordance with long-established usage, either in this or in any other age and country, but were merely got up as an experiment, which experiment has failed to stand the test of five years' successful application. Third, because this society has itself specially authorized an infraction of the regulations in one instance and not promptly condemned their infraction in other instances. Fourth, because a very respectable minority in this society, in number and character, have always regarded the regulations as irregular, and not within the purview of the society's original jurisdiction—a minority which has sufficiently increased of late to call for some concession, or else the most convincing arguments, from the majority.

These reasons appear to be of such weight as to entitle them to great consideration. The closing part of the last season might seem to many particularly cogent as regards the mere expediency of repeal, from the fact that the regulations of a society of operatives can scarcely ever be beneficial or effective, unless approved by two-thirds of those who are to carry them into effect. The undersigned has been mindful of the strength of the reasons in favor of repeal, and also of the deduction which may be naturally drawn from the closing portion of the last; but he has deemed it due to the investigation in which he is engaged, to turn to the other side, and see what reasons may be offered for the retention and maintenance of these regulations. They may be stated as follows: First, the regulations prevent a too rapid multiplication of journeymen, by withdrawing from parents and guardians the inducement of putting boys to the business as a temporary stay or relief, who, having served a couple of years, are turned out to compete with journeymen of more mature experience. Second, they improve the quality of such apprentices as do serve, by

affording them ample time to learn their business, a complete knowledge of which always stimulates them, in every situation in life, to a regard for the honor of the craft. Third, masters will readily start the printing business with apprentices only, when they can transfer or abandon such apprentices at will. Fourth, boys who are initiated into the business from temporary expediency, besides excluding journeymen to a certain extent, while serving their apprenticeship, frequently return, on the failure of other business, at a time when those who have made it the business of their lives can scarcely procure employment at it—thereby increasing the general distress among the craft. Fifth, this society, from its foundation up to a very short period before the adoption of these regulations, showed its partiality for long apprenticeships by requiring four years of such service to be one of the constituent qualifications of membership. Sixth, the small number of apprentices now, in this city, compared with what there were when these regulations were established, affords the most irrefragable evidence of the efficacy and good result of the regulations.

The undersigned, after such a hesitancy as is involved in the foregoing citation of the merits of the case, has concluded to, and does, recommend an adherence to the apprentice regulations. He believes they have been productive of much good to the master, the journeyman, and the apprentice: to the master, by increasing his net profit on the apprentice's labor; to the journeyman, by limiting the number of his competitors; to the apprentice, by affording him a competent experience; and to all, through an amenity and congeniality of sentiment engendered by the system. He thinks that their repeal would be but an entering wedge to split and divide our society on all the regulations which it has established for the general welfare. He also believes there is no middle ground. Modification would only multiply the attacks of those interested in repeal, as well as the enemies of the society. Special instances may occur where an exception to the regulations will be necessary—such as where the family to which an apprentice belongs is removing from one section of country to another; but in such special instances the undersigned apprehends a vote of two-thirds can readily be obtained to authorize such exception.

In conclusion, the undersigned asks that the committee be discharged from the further consideration of the subject.

(Signed)

F. JEFFERSON.

Mr. Delano offered the following resolution: "*Resolved*, That the apprentice regulations be enforced forthwith." For which Mr. Drew offered the following as a substitute: "*Resolved*, That a committee of vigilance be appointed, to consist of one member of this society in each office, in the city, to supervise the admission of apprentices into the respective offices in which the members of the committee may be engaged; and that, on the admission of a new apprentice into an office, the committee be required to wait upon the employer, on the authority of the society, and inquire whether such apprentice has been taken in accordance with the regulations of this society, and to report the same to the society; and that said committee also be authorized to pursue a like course with regard to those apprentices who are now working in offices contrary to the rules of the society."

Nothing, however, came of it at this time. By resolution the

society had appointed a committee November 6, 1841, to make a list of all the "journeymen now employed in the several offices of this city designating the number that are members of this society, the number that have been, but from any cause have ceased to be members; and the number that have never been attached to the society."

April 2, 1842, a resolution to prohibit members from working with nonmembers after January 1, 1843, was introduced, this being the first attempt in Washington to discriminate against merely nonunion men as distinguished, of course, from "rats," or men working under the scale. The argument of the resolution is identical with that used by unions against the nonunion man to-day:

Whereas experience has clearly demonstrated that it has been only by the formation and continuance of the Col. Typ. So. that the craft have been enabled to attain their present prosperous condition, in a moral and pecuniary point of view, in this city; and

Whereas a crisis has arrived in the affairs of the profession, which calls for a rally of all members of the craft in support of the constitution and regulations of the society; and believing that all who work at the business in this city are benefited by the existence of said society, and bound, both by honor and interest, to contribute to its support. Therefore,

1. *Resolved*, That every person working at the business will be required to make application to join this society within one month from the time of his commencing work at any office in this city, at a regular stated meeting of the society.

2. *Resolved*, That on the refusal or neglect of any to comply with the regulation contained in the foregoing resolution, or in case of the rejection of such applicant, the members of this society shall cease to work in any office where such person may be employed.

3. *Resolved*, That the foregoing resolution go into effect, as an amendment to the constitution, on the 1st day of January, 1843.

As a similar resolution was introduced in 1847, this, if passed (the minutes do not show whether it was or not), does not appear to have been very effective, but is none the less indicative of the sentiment of the time.

In New York City early in 1844 the Franklin Typographical Association had been founded for the purpose of securing an advance in wages. The scale, which was 28 cents per 1,000 ems and \$11 a week, was agreed upon at a meeting held April 13, 1844, to take effect April 15. At a meeting held on the latter date the following resolutions were passed:

Whereas the Franklin Typographical Association have designated the 15th day of April, 1844, as the time for the revised scale of prices to go into operation; and

Whereas it is necessary for the association, to protect those who may be thrown out of employment in consequence thereof, Therefore,

Resolved, That all persons who may be thrown out of employment in consequence of demanding the advance designated in the scale, be requested to report themselves to the board of management at

Stoneal's Hotel, Fulton street, on Monday, April 15, 1844, between the hours of 10 a. m. and 10 p. m. to receive such information, instructions and assistance as circumstances may require.

Resolved, That a committee of three be appointed to make arrangements for the firing a salute of 100 guns on Monday, April 15, 1844, in honor of the large number of the generous and liberal employers who have already signified their willingness to pay the new scale.

This firing of guns was premature, if intended as a celebration of victory. May 6, 1844, the association opened reading rooms and a house of call at No. 109 Nassau street for the use of all the journeymen printers, and where "members of the association out of employment are requested to call and register their names and addresses." It was, in fact, a "headquarters of the strikers" such as we know to-day. Matters grew worse and worse for the association. July 22 the following "address" was issued:

The corresponding secretary of the Franklin Typographical Association having been duly appointed by the board of managers to confer with certain printers concerning prices, respectfully submits the following report:

Saturday morning, July 20, I called on John F. Trow, the corporation printer, and stated to him that I had been appointed by the association, to inquire of him if there was any truth in the rumor that he was about to reduce prices in his book office. He answered me very haughtily, "Suppose there is?" I said that I did not come to explain why he should not reduce prices, but merely to ask what truth there was in the rumor. Again he replied, "Suppose there is?" I asked him if that was his only answer. He replied that he acknowledged no right in the association to ask him questions; that the association had been the cause of difficulty in his office, and that he was determined to "set his face against" this or any other association that should assume the right of dictation as to what men should receive for their labor. He should "set his face against the association." He held that he had the right to pay what he pleased for work, and that no one had a right to say a word in the matter; and he was "determined to set his face against the association."

After this ebullition of superfluous breath, the gentlemanly corporation printer set his back against me and I walked off.

Printers of New York! have you no interest in this matter? A portion of your number, by great exertion formed an association—upon a liberal and benevolent plan—have adopted a scale of prices to which these very men acceded, and which every honorable employer considers fair and just.

This scale of prices will put more money in your pocket in a month than the association will take from you in a whole year.

If you who are not members of our association would come up and join—if you would help yourselves fight your own battles—we might give such answer as would effectually convince Mr. John F. Trow, and others of his belief, that free and independent men, men who earn an honest livelihood by the sweat of their brow, have a right to dictate to fellow-men—aye though their names be not blazoned six sev-

eral times in gorgeousness of gold leaf and black paint upon the walls of a four-story building.

But if the mass of journeymen printers will remain idle in this business—if they will shun all opportunity for benefiting themselves—then they must submit to be insolently told that they have no right to ask a fair return for their labor, that they must take what their masters choose to offer, and be silent; they must be content to cringe before the soulless tyrant who by any means may happen to possess control over a case of type and a rickety press; they must be content to live or die, to feast or starve, as the greed and avarice of the employer may dictate.

Fellow-journeymen! have you not as fair a right to sunlight and shade, to air and existence as any other breathing mortal? If so, then protect that right, for it is in danger. The men who would deprive you of a portion of your hard-earned wages, were willing for their own interests to pay the scale at the time of its adoption.

Business was brisk then, work was plenty, and men were in demand. Now work is scarce, and for that reason these fellows would cut down your wages! as if the laborer was responsible for the decrease of business, and his wife and children must be punished and starved so that the employer's account of profits and gain may foot up as they did when business was good. Oh, charitable, enlightened, benevolent logic that would reduce the compensation for work because work is scarce!

In view of these circumstances, we call upon the journeymen printers of New York to come up, not to help us individually, nor for the purpose of parade or display, but come up for the benefit of yourselves, for your own protection, for the protection of your wives and children—for the protection of their honor—for the protection of the honor and the dignity of labor, and the character of freemen; all of which are endangered by the illiberal, selfish and unjust actions of a certain number of purse-proud mortals.

T. F. OTTARSON, *Corresponding Secretary.*

The last meeting of this militant association, so far as can be learned, was held December 21, 1844. About this time, or possibly in 1843, an attempt was made to found a national secret society, to be composed of picked men from the local associations in all cities, and to be called "The Order of Faust." The move was started in New York City, and it is said that such of the leaders as were approached in Albany, Washington, Cincinnati, Boston, and Philadelphia were ready to join and to found coordinate branches. Only rumors of it ever reached the surface, and if such secret society was ever really formed it did not get beyond New York, and never exerted any influence.

The years from 1844 to 1847 were remarkable for nothing but the same old temporizing struggle over apprentices, and the ever-swelling army of "two-thirders," which was augmented continuously from the apprentices. In 1845, in Washington, a group of printers forming a committee from the society were arrested upon a charge of "conspiracy," as the result of an attempt to enforce the society's appren-

ticeship regulations, which all of the employers (including those causing the arrest) had agreed to for years, but which nobody, not even the society, had paid much attention to. The extent to which apprentices were substituted for journeymen, as compared with the present time, can be best realized by reference to an incident in Detroit, Mich. In 1846 the apprentices struck on a Detroit newspaper, and publication was suspended for two days because there were not journeymen enough to do the work. November 22, 1847, the Albany (N. Y.) association sent out a letter stating that contractors had taken the State printing at 17 cents per 1,000 ems, and were hiring boys at \$3 a week to do the work. The next year the Albany union limited the number of apprentices. In 1847 the Baltimore association adopted a constitutional amendment limiting apprentices at the ratio of one apprentice to each three journeyman. In the convention of 1850 the Baltimore delegates, as well as those of Albany, urged limitation, and referred to that of their own unions, but without mentioning the ratio. Mr. H. T. Ogden, of Cincinnati, Ohio, who was a delegate to the convention of 1850, in an interview for this report kindly supplied this important information. Mr. Ogden went to Cincinnati in 1847, and his first employment was in a job office where there were 3 journeymen and 5 boys, called apprentices, but were only so in name. Mr. Ogden thinks that was about the ratio throughout the Middle West at that time. Few offices had more than one or two journeymen. He remembers that in the best office in Lexington, Ky., in 1836, there was 1 journeyman and 5 apprentices in the news composing rooms and 1 journeyman and 1 apprentice in the job room. In 1847 Mr. Ogden corresponded with the Baltimore union and got its apprenticeship limitation rule, which was adopted by the Cincinnati union in 1848. In 1849 there seems to have been a rivalry between the radical and conservative elements, the former wishing to further restrict apprentices by increasing the ratio to 1 to 4. Mr. Ogden was the candidate of the "1 to 3" party, and was elected president of the union. The Cincinnati scale in 1848 was \$10 a week. The scale for 1853 will be found in Appendix B, No. 12.

In 1848 the Typographical Union of Boston was organized. A preliminary meeting to discuss organization was held December 8, 1848, at the residence of Mr. Henry K. Oliver, who later became the first chief of the first bureau of the statistics of labor. Final organization was effected December 16, 1848, with approximately 60 members. The prices paid at that time were 25 cents per 1,000 ems to first-class journeymen in the best offices and 16 $\frac{2}{3}$ cents to "two-thirders," who outnumbered the journeymen about two to one. The union issued a circular in December, 1848, in which it said:

There are in Boston 156 journeymen working 12 hours each day, and 7 days each week who receive on an average of \$9.25 per week.

There are 325 journeymen working 10 hours each day and 6 days each week, who receive on an average of \$6 per week.

The scale of prices demanded by the union in 1849 was 28 cents per 1,000 ems, with a weekly rate of \$13 on morning papers; for evening and semiweekly papers, 28 cents per 1,000, and \$10 for weekly rate. Job offices and weekly papers paid the same piece rate, or \$9 a week on weekly rate; time work was 20 cents an hour.

The Pittsburg (Pa.) Typographical Association, formed in 1849, issued a scale of prices, which is reproduced in Appendix B, No. 8. This union proposed at first only a three-year indentured apprenticeship for all boys employed in offices; but in 1850 or 1851 adopted a limitation of apprentices at "1 to 3." The Boston union of 1848 tried to solve its problems by refusing to admit to membership any who had not served a four-year apprenticeship and had recommendations as a good printer. It is difficult to see how this would solve the problem of the "two-thirder," who was content to remain a two-thirder and out of the union, however, as it is not at all clear that members refused to work with nonunion men at first, and certainly not with nonunion men who claimed to be only apprentices, as the "two-thirders," when driven to defense, invariably did. In 1849 the Boston union had a long and bitter strike to enforce its new scale.

December 29, 1849, a meeting attended by 27 compositors from the daily newspaper offices was held in New York City to discuss organization and the prospects of securing a uniform scale of wages throughout the city. This was accomplished January 19, 1850, by the organization of the New York Typographical Union (now "Big Six") and the adoption of a scale calling for 32 cents per 1,000 ems, which the employers acceded to without friction. Hon. Horace Greeley, having accepted an invitation to do so, was elected its first president; "working cards" with his signature as president still exist and are greatly prized by their owners.^(a)

^a The New York Tribune of January 21, 1850, contains the following notice of the organization and condensation of the constitution adopted:

At a meeting of the New York Printers' Union held on Saturday evening, January 19, 1850, the following officers were elected: President, Horace Greeley, vice-president, Edgar H. Rogers; recording secretary, William H. Prindle; financial secretary, R. Cunningham; corresponding secretary, George Johnson; treasurer, Thomas N. Rooker.

CONSTITUTION OF THE NEW YORK PRINTERS' UNION.

The objects of the union shall be the maintenance of a fair rate of wages, the assistance and encouragement of good workmen, the support of members in sickness and distress, the relief of deserving printers who may visit our city in search of employment, the establishment of a library for the use and instruction of members, and to use every means in our power which may tend to the elevation of printers in the scale of social life.

1. The officers of this union shall consist of a president, vice-president, a recording secretary, a financial secretary, a corresponding secretary, a treasurer, a financial committee of three to serve one year, a visiting committee of seven

A typographical union existed in San Francisco, Cal., and one in Trenton, N. J., in 1850; but whether organized in that year or not, is not known. The San Francisco scale of wages was \$5 a day. Likewise the printers of Savannah, Ga., and those of Syracuse, N. Y., report organization and trouble in September, 1850, but do not clearly indicate how long they had been organized.

The present typographical union in Philadelphia was organized August 10, 1850, adopting a constitution and by-laws (reproduced in Appendix A, No. 8), and price list, which is given in full in Appendix B, No. 9. This constitution limits apprentices, and prohibits its members from working with "two-thirders." The union was immediately involved in a strike. September 18, 1850, there were 425 members enrolled and 30 journeymen who had refused to join, but were not working below the scale. September 21 the "vigilance committee" reported 55 "two-thirders" and 60 unbound boys in the

to serve for three months, a relief committee of five to serve for six months and a board of five trustees to be elected annually.

2. The regular meetings of the union are to be held on the first and third Saturdays of each month, and special meetings may at any time be called, at the request of six members, signified in writing to the president.

3. Eleven members shall constitute a quorum for the transacting of business.

4. The initiation fee is \$1, and application for admission may be made through any member, the applicant first depositing in the hands of the financial secretary the sum of \$1.

5. At the next meeting after his proposition, the union shall take his request into consideration and it shall thereupon be balloted for by ball ballots, and if the applicant shall receive three-quarters of all the ballots, he shall be entitled to a certificate of membership.

6. Any printer who has attained the age of 21 years, who is in sound health, and of good moral standing in society, may become a member by complying with the requirements of the constitution.

7. Members may pay their dues monthly if they prefer it, and should the liabilities of the union in consequence of benefits to sick and superannuated members, exceed the receipts thereof, then three-quarters of the members present at a regular meeting, or at a special (in which not less than 20 members shall form a quorum) shall have power to lay an assessment not to exceed the sum of \$2 in any one year upon every member of the union in addition to all other constitutional dues.

8. In addition to the initiation fee of \$1, the sum of \$6.50 per annum will be required from each member as dues, payable quarterly on the first Saturday of April, July, October and January.

9. Members who are rendered unable to work by sickness, shall receive the sum of \$4 per week, and in case of death of a member's wife, \$20. In case of the death of a member an assessment of 25 cents upon each member will be made for defraying the funeral expenses. The surplus, if any, to go into the general fund.

10. No member shall be entitled to receive any benefits until he shall have been a member one year.

11. Whenever a new member is proposed a committee of investigation of the members shall be appointed to inquire into the qualifications of the candidate and report in writing at the next regular meeting.

12. The widows and orphans of members who are qualified at the time of their decease shall, upon the recommendation of a committee appointed to investigate the circumstances, be allowed such assistances as the union may from time to time direct.

13. This union may at any future time adopt a scale of prices for the governance of the trade; and any printer who may be working for less than such scale, shall not be considered a proper person to be a member of this union.

printing offices of the city, and gave name and detailed personal description of each. The strike lasted into December, when the committee reported to the union that it could not win the strike with the demands as they then stood; recommending the repeal of the limitation on apprentices, that being the one demand most bitterly opposed by employers, and the one which alienated public sentiment. The sections of the by-laws limiting apprentices were repealed, as the union was unable by strike to enforce them. September 28, 1850, the New York union issued a call for a national convention, Boston and Philadelphia joining in the call.

The National Convention of Journeymen Printers of the United States met December 2, 1850, in New York City, with delegates from unions in the following cities: New York City; Albany, N. Y.; Baltimore, Md.; Trenton, N. J.; Philadelphia, Pa., and Louisville, Ky. The cities heard from by letters read in convention were Boston, St. Louis, San Francisco, Washington, and Cincinnati. The time of the convention of 1850 was largely taken up with the discussion of a proposition to limit the number of apprentices. Mr. Conway, of Baltimore, started it by offering the following resolution:

Resolved, That the principle now in successful operation in Baltimore city, limiting the number of apprentices in the various printing offices, be earnestly recommended to the trade throughout the country.

All the delegates seemed to favor limiting apprentices, but some construed the resolution as committing the convention to the Baltimore plan of restriction, and others wanted the local unions to quietly adopt the plan without the publicity which the adoption of the resolution by the national convention would excite. This was the view of the Philadelphia delegates, one of whom, Mr. Keyes, objected principally to the Baltimore method and introduced the substitute resolution which finally passed, as follows:

Resolved, That the limiting of the number of apprentices be earnestly recommended to the various unions throughout the country, for their adoption.

The report says: "All agreed as to its utility and justice; the only question was as to its expediency." The Philadelphia delegate especially, "though favorable to the principle in itself, was opposed to its being so openly proclaimed. He thought it would be employed to injure the trade." It will be remembered Philadelphia had just lost a strike on this issue. The Baltimore delegates were divided on the wisdom of openly demanding the restriction, Mr. Conway, however, carrying the question by an address in which he said:

The gentlemen on the other side urge that it should be adopted by the different unions quietly, without exciting attention to the subject. He thought that the adoption of it by the different unions would

excite more attention and hostility than the mere recommendation of it, by this convention. But he did not think we could be injured by any opposition which either its adoption or its recommendation might provoke. The same objection might be urged to every measure of reform which was proposed. If we are going to be regulated in our actions by the opinions of the employing class, and those whom they control, we might as well go home at once and submit ourselves entirely to established usages. * * * If there were people hostile to this [limiting apprentices], so were there people hostile to the assembling of this convention, or to the adoption of any measure calculated to redeem the trade from the control of the capitalist. We are not here to consult their selfish views, but our own interests, in our actions upon this as well as all other measures.

The New York delegates described the apprentice situation in that city and favored the resolution calling for a limitation. "Too many printers have been manufactured of late years. New York City affords a miserable proof of this fact. The system is prolific of 'rats.' Let apprentices be limited and journeymen would be in demand. The price of labor would be increased and placed in a position which would enable it to compete successfully with the power of capital."

The resolution was adopted, and the printers' organizations from 1850 stood committed to the principle of limiting the number of apprentices as a defense against what had amounted to child labor, although the local unions of Baltimore, Albany, New Orleans, and Cincinnati had been acting upon this principle for several years previously.

After debates and amendments, the convention finally agreed upon the following:

Resolved, That this convention recommend to our brethren throughout the country the formation of unions on the following basis:

Resolved, That a standing national executive committee, of three from each State, be appointed to enforce the execution of all resolutions of this convention, bearing upon the different sections here represented; to gather information on all matters of interest to the trade; to report the same quarterly to the different unions, and to the next convention when it assembles; to make arrangements for the assembling of the next convention, and also to attend to whatever else the convention may direct, during the interim between the adjournment of this and the assembling of the next convention.

Resolved, That this convention strenuously urge the journeymen printers of every city and town in the United States (provided there are six or more employed in such place), to form themselves into unions and establish connection with each other for the purpose of securing united action upon every question involving the interests of the trade; and that on and after the 1st day of February, 1851, no journeyman printer, coming from any city or town known to contain the organization provided for above, will be allowed to work in any locality embraced within this organization unless he exhibit a certificate of membership from the society situated in the place from which he comes.

This resolution was the result of a compromise. The committee originally appointed by the convention to draft a plan had reported a very modest resolution, urging organization. One of the delegates from Baltimore, Mr. M. F. Conway, who throughout the proceedings advocated the more radical measures, proposed as a substitute for the committee report one which would prevent any printer, after February 1, 1851, getting work in any city represented in that convention unless he was a member of a union in the town he came from. This would compel every town where ten printers were employed to form a union if any of the ten should ever desire to get employment in any other town or city where a union existed. The New York delegates declared such a rule could not be enforced in New York City; the union there was not strong enough. Mr. Conway was willing to except New York City from the provisions of the resolution, owing to the weakness of the organization there. Philadelphia likewise opposed this radical action, and finally Delegate Greene, of Louisville, Ky., proposed as a substitute the above compromise resolution, which was adopted. The interest in this debate is the side light it throws on the relative strength of the unions in the various localities then as compared with the present, and the exhibition of good sense by the convention in ruling against an extreme measure, which would doubtless have arrayed the employers and unorganized printers solidly against it at its very inception.

The basis upon which local unions were to be organized was stated by resolution, under seven headings, as follows:

First. Regulation and adjustment of the different scales of prices, so as not to conflict with each other.

Second. Giving traveling certificates to their members, in good standing, to be legal for one year, which shall recommend the holders thereof to assistance and traveling expenses from the union in any city or town where they can not obtain work: *Provided* Said holders have done nothing in the meantime, by a course of intemperance or otherwise, to disqualify them from the same, of which fact the national executive committee shall notify the unions or societies in other places.

Third. Keeping a registry of the names of "rats", and other unworthy members of the trade, and description of their person, to be sent to every union or society in the country, and to be kept by each union for reference.

Fourth. Receiving no stranger as a member of any union or society, who shall not produce a legal certificate of membership from the society or union of the place to which he belongs.

Fifth. Levying a monthly contribution upon each member, sufficiently large to enable it to accumulate within two years a sum equivalent, at least, to \$10 for each member, as a reserve fund, in view of their being compelled to quit work in vindication of their rights.

Sixth. Establishing the right of any sister union or society to call upon them for pecuniary assistance, if necessary, to the amount of \$1 from each member: *Provided* That all sums thus loaned shall be

repaid in monthly installments, equivalent to at least 5 per cent of the original loan; the first installment to be paid within one month after the difficulty calling for the loan shall have passed away.

Seventh. Granting certificates from one union, to enable the members thereof to become attached to any other, without paying an entrance fee, provided the holder intends residing permanently within the bounds of the union into which he seeks admission.

Another important move by this convention was to make a clear-cut distinction between trade organizations and benefit associations. The early printers were not actuaries, nor had the fine adjustment of premium rates to risks and expectancy been made by anyone in those days; hence the inaccurate calculations at the base of the old benefit societies naturally led to charges of bad management of funds, and the trade-regulating purposes of organization were swamped and lost with the collapse of the "benefit system."

After the discussion of a resolution, in which every delegate participated, a substitute resolution was offered and passed unanimously, as follows: "*Resolved*, That it be recommended to all typographical trade associations to abolish the so-called benefit system."

The contract system of doing public printing was denounced, although the convention put on foot a plan by which the combined unions of the country were to bid on the Government printing and execute the same in a national union office in Washington. The establishment of a Government Printing Office was denounced, and Congress called upon to let the contracts only to "practical printers." The jewel of consistency did not at all times adorn the proceedings. Numerous plans for permanent national organization and extension of the chain of local unions were discussed.

The convention issued an "Address to the journeymen printers of the United States," which will be found in full in Appendix A, No. 10.

This address, which "the committee took the liberty to append" to the convention proceedings, and thus preserve, had, they state, "already been published in many of the newspapers." It is not the purpose of this article to comment on the documents submitted; but as this address would be considered extremely radical if issued by the International Typographical Union to-day, and as it is extremely improbable that anything bordering on some of its sentiments could be passed in that organization, it is but fair to call attention to the fact that the lines between radicalism and a progressive conservatism were not so clearly defined or sharply drawn then as now. An attack upon the wage system of industry did not mean then what it means now. Such attacks had been and were being made by the humanitarians of that day; and Greeley, Dana, Alcott, Thoreau, and all they of the Brook Farm and countless other experiments, were decrying the wage system without exciting anybody, even themselves.

Their plan of establishing cooperative communities and groups, like the Brook Farm or the proposed printing office to do the Government printing, "abolished the wage system" for individuals and groups of individuals. It did not matter that their idea was to extend these until all would eventually be in some group, since that was so palpably impossible or infinitely remote in time that it was a perfectly safe subject for discussion. That these reflections upon the wage system in those days did not mean what the same language would mean to-day is shown from the fact that the same convention unanimously passed a resolution opposing a Government printing office. There was nothing inconsistent about this then, for the theory that the wage system can only be ultimately abolished for all by the final absorption of industries by organized government had not been definitely formulated by any school of thinkers in this country at that time. The socialists of that day were St. Simonites, not Bellamyites, nor yet Carl Marxians. Nevertheless, it is well to note that the history of the typographical union is marked by the gradual elimination of general propositions from its councils; the progressively emphatic tightening of the lines on strictly trade matters. Its strength lies largely in its experience and the long line of precedents established, which enable it to know the best thing to do and to do that quickly and with firmness. It is organized not vaguely at the top by the International alone, nor solely by the more compact local union; but in every union printing office there is a chapel, or office organization, and its discipline and control, as well as its attempt to adjust grievances, settle troubles, or make agreements begins at the chapel.

The national executive committee was composed as follows:

New York.—T. J. Walsh, Albany; Edwin H. Rogers, Peter Macdonald, New York City.

Pennsylvania.—R. B. Smyth, John F. Keyser, W. B. Eckert, Philadelphia.

New Jersey.—Charles Bechtel, John Hartman, William Gillipsy, Trenton.

Maryland.—M. F. Conway, Frederick Young, John W. Peregoy, Baltimore.

Kentucky.—George E. Greene, J. L. Gibbons, Raymond Lynch, Louisville.

The committee elected M. F. Conway, of Baltimore, as chairman of the national executive committee.

The Second National Convention of Journeymen Printers met in Baltimore September 12, 1851, and organized with Mr. J. L. Gibbons, of Louisville, Ky., as chairman. Delegates were present representing unions in New York City, Albany, Utica, Boston, Philadelphia, Pittsburg, Harrisburg, Baltimore, Louisville, Cincinnati, Richmond, and Trenton. A constitution was adopted which, when ratified by

the local unions in five States, was to be the basis for a new and permanent organization, to be called the National Typographical Union. A copy of this document will be found in Appendix A, No. 11.

Methods for promoting organization among printers and denunciations of the system of letting public printing by contract to the lowest bidder occupied most of the time in their discussion, and little besides the adoption of the constitution was done. A minority report from the three strongest men on the general committee advised against permanent organization and the adoption of a constitution at that convention. Only one part of their report is important here. One principal reason the minority gave was "that, inasmuch, as there are but 11 unions represented in this body while there must be at least 50 in active operation throughout the country, and the unorganized material for as many more," the minority did not believe it wise to attempt to construct a permanent organization until a larger number of unions could be represented. Mr. Henry T. Ogden, of Cincinnati, was one of those signing this minority report, and he was interviewed on the statement made that "there must be at least 50 unions in active operation" at the time of this convention. Mr. Ogden's wonderful memory, reading back from 1904 to 1851 with astonishing clearness, corroborated most emphatically the opinion forced by this investigation. He said:

The use of the number "fifty" was not the result of careful counting; in fact, was not based upon any actual knowledge. It was a mere guess. Mr. Conway, of Baltimore; Mr. Walsh, of Albany, and myself thought we had better go slow on permanent constitutions, and, as one of the arguments, called attention to the mass of unrepresented printers. Another thing is that, while the distinction between the old benefit society with nontrade-interference constitution and the union idea was very clear and strong in 1851, there was still a hope that all these benefit societies would unionize their membership bodily as soon as a strong national union was formed, and we were still counting on these. Nevertheless, I doubt if all three of us could have made a list of fifty, even counting the benefit societies.

The apprenticeship recommendations of the convention of 1851 were less radical than those of 1850, the evident policy being to throw every important matter over to the convention of 1852. When, however, the convention of 1852 assembled it was as the Third National Convention of Journeymen Printers, as the unions from the necessary five different States had not yet signed the constitution of 1851 and paid the requisite \$5. It was not until the fourth day of that convention—that is, on May 6, 1852—that the needed signatures were obtained and the National Union formed. By resolution, however, the convention on the third day of its session declared itself as acting under the constitution of 1851. There were delegates from Cincinnati, Indianapolis, New York City, Albany, Louisville, Baltimore, Pittsburg, Har-

risburg, Philadelphia, Columbus, Boston, St. Louis, Memphis, Cleveland, and from Richland and Ashland, Ky. Not all of these delegates, however, seemed inclined to take part in the convention, and the permanent organization was formed upon definite assurances from but seven unions, as follows: New York City, Boston, Philadelphia, Baltimore, Cincinnati, Albany, and Pittsburg. Prior to the organization of the National Union, hence within the scope of this article, the convention adopted a report of the "committee on business," covering many of the questions that have been brought down historically to this point. The two most important of these resolutions were the following:

Second. *Resolved*, That we discountenance the system known as the two-thirds system, and strongly recommend to the subordinate unions the propriety of crushing an evil so prejudicial to our interests and our rights.

Fourth. *Resolved*, That subordinate unions be recommended to use their influence as far as possible, to do away with the employment of apprentices on daily papers.

It must not, however, be inferred that either of these problems was solved by resolutions. As stated above, on May 6, 1852, the organization of National Journeymen Printers passed into the present National Union, and the limit set upon this article is reached.

Quite a number of local societies and unions did not immediately join in this national movement. The Washington society, which was the prime factor in the national organization of 1836, declined to enter that of 1850 or 1852, and was the last of the older organizations to join, which it did in 1867. In Appendix B will be found the wage scales of this society down to 1866, which was the last issued as an independent society. The Washington union did not limit apprentices until it joined the National Union in 1867.

No account is here taken of the local unions that withdrew from the National and remained out for a few years. There was, however, an organization movement in the Territories of the extreme West that was entirely outside the sphere of influence of the National Union, and must be referred to. The only document left by this movement, so far as known, was found in 1904 in an old job printing office in Salem, Oreg. The original is the property of the typographical union of that city. There is a copy in the collection of the Oregon Historical Society, at Portland. The original is on parchment, and is as follows:

JOURNEYMEN PRINTERS' CONVENTION.

Pursuant to notice the printers of Oregon and Washington Territories met in convention in Portland, on Saturday evening, June 11, 1853, for the purpose of organizing a typographical society.

On motion, T. F. McElroy was called to the chair, and E. M. Waite appointed secretary.

On motion, Ed M. Cowne, W. B. Affleck, H. S. Stipp, and R. D. Austin were appointed a committee to draft resolutions.

The committee on resolutions reported the following, which were unanimously adopted:

Whereas, we, the printers of Oregon and Washington Territories, in considering the great disadvantage attendant upon the present system of our labors in these Territories, and with a view of obviating, as far as practicable, present evils, and establishing a basis upon which all connected or interested in the cause of right can heartily indorse, consider the organization of an association for mutual protection and advancement of the journeymen printers of the above-named Territories necessary; therefore, be it

Resolved, That this association shall be known as the "Oregon and Washington Typographical Society," and we, as members, considering the present rates of labor disproportionate in comparison with other mechanical branches; therefore, be it

Resolved, That after the 20th day of June, 1853, we, as members of this society, will not work at the printing business for less prices than the old-established rates of \$1,500 per year or \$5 per day, and will use all honorable means in our power to prevent raving by either employers or those employed.

Resolved, That any printer belonging to this society accepting a situation and working for less than these rates shall be treated by us as a dishonorable man, and we hold it our privilege to publish him to the world as a rat.

Resolved, That as members of the craft known as the "art preservative of all arts" we will protect each other in the same, and do all in our power to hinder any innovation among us.

Resolved, That the proceedings of this meeting be presented to the publishers of the different papers in Oregon and Washington Territories for publication.

On motion, a committee of five was appointed to draft a constitution and by-laws.

The following persons were chosen by the chairman: W. B. Affleck, E. M. Waite, Ed M. Cowne, H. S. Stipp, and J. R. Thoman.

On motion, the following corresponding secretaries were appointed: W. B. Affleck, Portland; Ed M. Waite, Salem, Oregon Territory, and T. F. McElroy, Olympia, Washington Territory.

On motion the meeting adjourned to meet on Sunday, June 18, at 8 o'clock p. m.

T. F. McELROY, *Chairman*.

E. M. WAITE, *Secretary*.

To summarize, we find documentary evidence that New York City had an organization, probably temporary, in 1786; another formed in 1795 and existing until late in 1797; a third existing from 1799 to 1804; another organized in 1809 and existing as a trade organization to 1818, and as a mutual benefit society still in existence. Again, in 1831 a trade organization formed principally by newspaper compositors, and existing until about 1840, the exact date of its dissolution not being known. Again, in 1844 an organization which seems to have continued only from April to the last of December of that

year, and, lastly, the present union, which was organized in January, 1850. In Philadelphia the printers organized in 1802, continuing as a trade organization with benefit features until 1831, when it was reorganized as a purely benefit society and as such still exists; another association, organized in 1833, lasted until 1839 or 1840, and in 1850 the present union was organized.

In Boston the evidence of an organization in 1803 is not quite conclusive; one organized in 1809 lasted until 1826 (that of 1822 being a nontrade-regulating society); another in 1838, the date of the dissolution of which was not ascertained, and the present union, formed in 1848.

Baltimore in 1814 organized a society which existed until 1826, the present union having been organized in 1831.

Washington organized in 1815 the society which still exists as Union No. 101, and is the oldest existing union of printers, if not the oldest union in any trade, in the United States. Albany, N. Y., had an organization from 1815 to 1827, another in 1847. New Orleans, one in 1830, which must have collapsed in a short time, as another was organized in 1835, existing until about 1845. The present union was formed in 1852.

Cincinnati organized in 1832 a society which appears to have lasted until about 1840. The present union was organized in 1846, though not, of course, under its present charter, as all charters were dated by the National Union and then reissued and dated by the reorganized international, which was not done until 1869. Richmond, Va., and Charleston, S. C., appear in 1834. Louisville, Ky., had an organization in 1834; another in 1839, which seems to have survived until 1847. In 1835 is found the first mention of or reports from organizations in Natchez, Miss., and Nashville, Tenn. In 1836 the first record is made of organizations in Harrisburg, Pa., Mobile, Ala., and Augusta, Ga. The Columbia, S. C., society was also organized in 1836, the society existing until about 1842. An organization was formed in Lexington, Ky., in 1837. St. Louis had an organization in 1838, which appears to have been in existence some time when first heard from through a circular letter issued by it protesting against a continuous rat list. In 1839 first mention is noted of organizations in Frankfort, Ky.; Rochester, N. Y.; Tallahassee, Fla.; Columbus, Ohio; Detroit, Mich., and Vicksburg, Miss.

Organizations were formed in Jackson, Miss., in 1840; Pittsburg, Pa., in 1849; San Francisco, Cal., in 1849 or 1850; Savannah, Ga., Syracuse, N. Y., and Trenton, N. J., in 1850. The organization in Oregon and Washington Territories of what appears to have been a delegate union occurred in 1853. Lastly, two national organizations were organized, that of 1836 and that of 1850, which reorganized in 1852 as the present national body of printers.

APPENDIX A, NO. 1.—FIRST CONSTITUTION OF THE PHILADELPHIA TYPOGRAPHICAL SOCIETY, ADOPTED NOVEMBER 6, 1802.

PREAMBLE.—The formation of institutions for the mutual benefit and assistance of one another having been found by experience to be attended with much good, when conducted with regularity, and supported with energy; and it being wise and expedient to provide in the day of prosperity for the exigencies of adversity; we, the subscribers, with these ends in view, and a desire to consolidate the present good understanding and harmony which now happily subsists among the brethren of our profession—have naturally considered, adopted, and declared ourselves bound to each other, by the following articles:

ARTICLE 1. The society shall be called, and known by the name of the “Philadelphia Typographical Society.”

ART. 2. The concerns of the society shall be governed by a board to consist of a president, vice-president, 12 directors, a treasurer, and secretary, the former of whom, to be elected by ballot, and to hold their respective offices as follows:

ART. 3. The president shall be elected in general meeting, on the first Saturday in the month of November in every year, by a majority of the members present, and shall hold his office during the term of one year.

ART. 4. The vice-president shall be elected on the first Saturday in the months of November, March and July, in every year, by a majority of the directors present, and be chosen from among their own body, and shall hold his office during the term of four months.

ART. 5. The directors shall be elected by ballot, the first monthly meeting after the adoption of this constitution; and immediately after their election and installation, shall divide themselves into four classes and the members of the first class shall hold their office during the term of one month—the members of the second class during the term of two months, the members of the third class, during the term of three months, and the members of the fourth class, during the term of four months, so that at every monthly meeting there may be an election for three directors and in case of the death, resignation, or disability of any director or directors, then the president for the time being, shall give notice thereof, and at the first monthly meeting thereafter, another person shall be elected to fill the vacancy occasioned by such death, resignation, or disability, aforesaid.

ART. 6. The treasurer shall hold his office during the term of one year, and be elected as follows: On the first Saturday in November in every year in general meeting, or on the first Saturday thereafter, three candidates for this office shall be elected by ballot, and on the first meeting of the board, thereafter, one of the three persons as aforesaid, elected shall be appointed, by a majority of voices of the directors (except the president, vice-president, and secretary, who shall not be permitted to vote upon this occasion) as treasurer of the society, and the directors who shall vote for him, must become sureties for the faithful execution of the duties of his office in the manner, hereinafter mentioned.

ART. 7. The secretary shall be appointed by the president, by, and with the advice and concurrence of the board, and hold his office during their pleasure.

ART. 8. All acts of the board of directors, shall be in the name of the Typographical Society of Philadelphia, and signed by the president for the time being, attested by the secretary.

DUTIES OF OFFICERS.

ART. 9. It shall be the duty of the president, to preside at all general and special meetings of the society and board of directors, to keep order therein, and generally to do such things, as to his office may of right appertain and belong.

ART. 10. In the absence of the president, or, in case of disability, death, or, resignation, the vice-president shall preside, until the removal of such or until another person to fill the vacancy shall be elected, and perform the like services as the president—and in case of the absence, disability, death, or resignation of the president, and vice-president, then the board of directors shall appoint a president pro tempore.

ART. 11. The directors shall have power to pass by-laws for the government of themselves, and of the general meetings, resolutions and acts not derogatory to the true intent and meaning of the constitution, and generally to transact all and every such business for the good and well-being of the society, and is not in this constitution determined to be done in general meeting.

ART. 12. It shall be the duty of the treasurer to receive all dues, fines and forfeitures, collected by the secretary for the use of the society—and receipt to the secretary therefor—to keep exact and true accounts of all moneys received—and of his expenditures, and to make no disbursements, unless authorized to do so by a majority of the directors who voted the appropriation, expressed in their own proper handwriting on the warrant directed to him for that purpose—and shall, also, when thereto required, by a majority of the board, or of the society in general meeting, make out, and present a just and true account of his receipts and expenditures, and the amount of cash in his hand—and on his disability, resignation, or expiration of his term of service, deliver over to his successor, in the presence of the board, or three of their members, all the money and accounts in his possession, belonging to the society, under pain of forfeiting his and the directors' security, aforesaid. And in case of the death of the treasurer, then the receipts and accounts of the secretary shall be sufficient vouchers against his heirs, executors, or administrators. And on the death, resignation, or, disability of the treasurer, the vacancy occasioned in said office thereby, shall be filled as directed in the sixth article.

ART. 13. The secretary shall give regular attendance to all special, general, and stated meetings of the society and board of directors, shall keep an exact and plain minute of their proceedings, collect all dues, fines, and forfeitures of the members; which, he shall immediately deliver to the treasurer, and take his receipt therefor, in a book to be provided for the purpose, and generally do all and every such things, when thereto required by the board; or, the society in general meetings, as to them shall seem proper. For all such services, if punctually performed, he shall receive at the rate of \$1 per month, at the discretion of the board.

INSTALLATION OF OFFICERS.

ART. 14. Immediately after their election the respective officers, shall be entitled to take their seats, on subscribing to the following declaration: I _____ do solemnly declare, that I will to the best of my ability, execute the office of _____ and that I will not divulge any of the proceedings of my brethren, required by them to be kept secret, and that I will to the utmost of my power, procure employment, for any member or members of this society, in preference to any other, when occasion requires.

ADMISSION OF MEMBERS.

ART. 15. No person shall be eligible to become a member of this society, who shall not have served an apprenticeship satisfactory to the board of directors, to whom he shall make application in person, and they shall thereupon proceed to the election by ballot, and if the candidate shall obtain a majority of two-thirds of the board present, he shall then be declared a member of this society, and receive a certificate thereof.

DUES, FINES, AND FORFEITURES.

ART. 16. Every person on subscribing to the constitution, shall pay into the hands of the secretary, to be by him delivered over to the treasurer, the sum of \$1, which may thereafter be increased to any sum not exceeding \$5; and in addition thereto the sum of 25 cents per month until he shall have been ten years a member of the society, or be rendered incapable, by sickness or otherwise, in the opinion of the board, to pay such an installment, and if any member shall neglect, or refuse to make his monthly payment, for three successive months, he shall not be entitled to vote at any election; to hold any office in the society, or, to receive any benefits therefrom, until such payments shall be made. All fines and forfeitures, levied by the board of directors, in virtue of this constitution, shall be paid into the treasury for the benefit of the society, and if any person shall neglect, or, refuse to pay such fine or forfeiture, three months after the same shall have become due, the board shall thereupon issue a notice to the judges of elections forbidding them to receive the votes of such delinquents, or, to make returns of any vote which may be given for him to fill any office in the society, and in case such fine or forfeiture shall be incurred by the secretary, he shall be liable to expulsion; two-thirds of the directors present, concurring in a vote for that purpose.

JUDGES OF ELECTIONS.

ART. 17. It shall be the duty of the society in general meeting, or, in case of their neglect, then the president for the time being; to appoint three fit and qualified persons, to preside, at any election to be held in general meeting for officers of the society, and the said judges shall make out an exact and true return, certified under their hands, of the number of votes given for every person voted for, and deliver such returns to the president, who, shall thereupon declare the person or persons having the greatest number of votes, to be elected, and, in case of a tie, between any two or more candidates, the board shall declare, which of them is to exercise and hold the office.

QUALIFICATION OF VOTERS.

ART. 18. No person shall be entitled to vote, without he shall have received a certificate of membership; nor then if he shall be three months in arrears in his monthly payments; or, a notice has been issued to the judges of election against him, as mentioned in the sixteenth article.

ALIMONY.

ART. 19. When the funds of the society shall have amounted to \$100, the board of directors may award, such sums to sickly and distressed members, their widows and children, as to them may seem meet and proper; provided, that such sum shall not exceed \$3 per week. And in every case, where a member may be thrown out of employ, by reason of his refusing to take less than the established prices, they shall advance if required, on his own security, in their discretion; such sum, per week, as will be sufficient to defray his ordinary expenses, and if such member, by sickness, or otherwise, should be rendered unable to refund the amount, or part of the sum so advanced, the board may levy a tax upon every other member of the society; which shall be sufficient, or, in part sufficient, to defray the amount advanced as aforesaid. And further, no person shall receive the benefits arising from this article, until he shall have been six months a member of the society; unless he is a stranger, and in absolute distress. And furthermore, that the sum of \$10 be allowed, from the funds of the society, to the widow or nearest relative of any deceased member for the purpose of defraying funeral expenses.

TREASURER'S SECURITY.

ART. 20. Before the treasurer enters on the duties of his office; he shall give obligation to the president, vice-president and secretary, for the time being; thereby promising to refund the amount of any moneys, which may be in his hands, belonging to the society, on his death, resignation, or removal from office, which obligation, shall be signed by, and equally obligatory on those directors, who by their votes, may have selected him for the office.

BADGE.

ART. 21. The badge of the society, when such a distinction shall be necessary, shall be a silver rule, to be procured at the expense of each member, of such size and dimensions as the board may direct, and on one side shall be engraved the member's name and on the other side a press—and as soon as the distinction shall be established, a gold rule shall be provided for the president, and belong to him, to his successors, who may hereafter fill the office.

GENERAL MEETINGS.

ART. 22. A general meeting of the society, shall be held the first Saturday in every month, for the purpose of electing officers, hearing the reports of the board of directors, and making monthly payments.

SPECIAL MEETINGS.

ART. 23. A special meeting of the society, shall be held, whenever the board of directors shall think necessary, or, in case of the failure of their stated meetings, the president for the time being, shall think proper.

REVISION OF THE CONSTITUTION.

ART. 24. No alteration, or amendment shall be made to this constitution, unless two-thirds of the society present, shall concur therein :

Adopted November 6, 1802.

JOHN CHILDS,
ALEX. SCOTT,
WM. LITTLE,
S. SEWALL,
GEORGE WHITE,
Committee.

APPENDIX A, NO. 2.—ORIGINAL CONSTITUTION OF 1815, COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C.

PREAMBLE.—Whereas, experience having proven that the association of individuals, and the formation of societies, for the express purposes of benevolence, have seldom, if ever, failed to meet the sanction of both God and man, we, therefore, with these ends in view, and by this incontrovertible truth strongly impressed, with the hope, that our endeavors will, in like manner, merit the commendation of all good men, and draw down upon all our undertakings the benign influence of our Creator, to unite, and form ourselves, as one body, for the mutual benefit of each, binding ourselves one to the other in manner following :

TITLE.

ARTICLE I. The society shall be called and known by the name of "The Columbia Typographical Society."

OFFICERS OF THE SOCIETY.

ART. II. The concerns of the society shall be managed and conducted by a president, vice-president, treasurer, secretary, who shall be elected by ballot, and shall hold their respective offices for and during the term of one year ; from and after the first Saturday of January next.

ART. III. In case of the death, resignation, or disability of any officer, the president, or in his absence the vice-president for the time being, shall give notice thereof, and at the first monthly meeting thereafter, another election shall be held to fill the said vacancy, occasioned by such death, resignation or disability as aforesaid. And in all cases where the election of officers does not take place on the day specified in this constitution, it shall be equally binding if it takes place at the next meeting of the society thereafter ; and the persons so elected as aforesaid, shall hold the said office until the first Saturday of January next ensuing.

ART. IV. All acts of the society shall be in the name of "the president, on behalf of the Columbia Typographical Society," and shall be signed by the president, for the time being, attested by the secretary.

DUTIES OF OFFICERS.

ART. V. It shall be the duty of the president to preside at all stated and special meetings of the society, and to keep [order] therein, and generally to do such things as to his office may of right belong—

ART. VI. In the absence of the president, or in case of his disability, death, or resignation, the vice-president shall preside, until the removal of such disability or another person shall be elected to fill such vacancy ; and in case of the absence, disability, death, or resignation of both the president and vice-president, then the members present shall proceed to appoint, by ballot, a president, *pro tempore*.

ART. VII. The secretary shall give regular attendance at all special and stated meetings of the society ; shall give an exact and plain minute of their proceedings ; collect all dues, fines, and forfeitures of the members, which he shall immediately deliver to the treasurer, and take his receipt therefor, in a book to be kept for that purpose, and generally to do all and every such thing, when thereto required by the society, as to them shall seem proper—

ART. VIII. It shall be the duty of the treasurer to receive all dues, fines, and forfeitures collected by the secretary for the use of the society, and give a

receipt to the secretary therefor; to keep exact and true accounts of all moneys so received, and of his expenditures; and he shall make no disbursements unless authorized so to do by a majority of the society; and shall also, when thereto required by a majority of the society, make out and present a true and just account of his receipts and expenditures, and the amount of cash in his hands; and on his disability, resignation, or expiration of his term of service, deliver over to his successor, in presence of the society, all the moneys and accounts in his possession, belonging to the society, under pain of forfeiting the penalty of his bond. And in case of the death of the treasurer, then the receipts and accounts of the secretary shall be sufficient vouchers.

TREASURER'S SECURITY.

ART. IX. Before the treasurer shall enter upon the duties of his office, he shall give bond to "the president in the name of the 'Columbia Typographical Society,'" with such security as shall be approved by the society, thereby promising that the amount of the moneys which may be in his hands, belonging to the society, shall be refunded on his death, resignation, or removal from office; and in all cases where the person elected to fill the office of treasurer, shall refuse or neglect to give bond, with such security as aforesaid, the treasurer, for the time being, shall hold the office until another person is chosen, who will comply with the terms of this article.

ART. X. The society shall make all necessary by-laws, and rules for their government, in addition to this constitution: *Provided*, That nothing therein contained shall be construed in any way to contravene the provisions of the same.

ADMISSION OF MEMBERS.

ART. XI. No person shall be eligible to become a member of this society, who is not, at the time of his application, a resident of the District of Columbia, and who shall not have served an apprenticeship satisfactory to the society; to a member of which he shall make application in person, which application must lay over for consideration to the next stated meeting of the society, when they shall proceed, by ballot, thereupon; and if the candidate shall have a majority of two-thirds of the members present, he shall then be declared a member of the society, and receive a certificate thereof.

EXPULSION OF MEMBERS.

ART. XII. Whenever such satisfactory evidence of the immoral or improper conduct of any member of this society shall be exhibited to the society, by a member thereof, as may induce them to consider such person unfit to be continued a member, they shall expel such person as aforesaid, two-thirds of the members present concurring in a vote for that purpose.

DUES, FINES, AND FORFEITURES.

ART. XIII. Every person subscribing to this constitution shall pay into the hands of the secretary the sum of \$2 each; and a monthly contribution of 25 cents, unless he shall have been ten years a member of the society, or rendered incapable by sickness or otherwise, in the opinion of the society, to pay the same. And if any member shall neglect or refuse to make his monthly payments for three successive months, he shall not be entitled to vote upon any question, or at any election, to hold any office in the society, or to receive any benefit therefrom, until such payment shall be made; and if any member shall be nine months in arrears, for monthly dues, fines, or forfeitures, notice thereof shall be given him by the secretary of such arrears, and if he neglects or refuses to pay the same, within three months thereafter, he shall thereupon be expelled: *Provided always*, That this article shall in no manner affect persons actually sick or absent from the District.

All fines and forfeitures levied by the society, by virtue of this constitution, shall be paid into the treasury for the benefit of the society. And if any person shall neglect or refuse to pay such fine or forfeiture three months after the same shall have become due, the secretary shall inform the president, who shall thereupon declare the fact to the society, and refuse receiving his vote

until the same shall have been paid, and shall, therefore, make no return, (if he shall have been voted for, for any office,) of such votes. And in case such fine, or forfeiture, shall be incurred by either of the officers, they shall be liable to be expelled two-thirds of the society concurring in a vote for that purpose.

ALIMONY.

ART. XIV. The society may award such sums to sickly or distressed members, their widows and children, as to them may seem meet and proper: *Provided*, That such sums shall not exceed \$3 per week. And no person shall receive the benefit arising from this article until he shall have been three months a member of this society, unless he is a stranger and in absolute distress.

And further, That the sum of \$15 be allowed, from the funds of this society, to the widow or nearest relative of any deceased member, for the purpose of defraying funeral expenses, etc.

BADGE.

ART. XV. Every member of this society shall furnish himself with a silver rule, of such size and dimensions as may be established by the society; on one [side] shall be engraved the member's name, and on the other a press; and a golden rule shall be provided for the president, for the use of him and his successors in office, on one side of which shall be engraved "President of the Columbia Typographical Society," and on the other side a press, over which shall be an appropriate motto to be hereafter designated and expressed verbatim by the society.

At all processions of the society the members shall wear their badge suspended by a blue ribbon from the second buttonhole of the coat.

STATED MEETINGS.

ART. XVI. A stated meeting of the society shall be held the first Saturday of every month.

SPECIAL MEETINGS.

ART. XVII. Special meetings of the society shall be called whenever any five members shall request the president to call the same; and the president shall thereupon direct the secretary to notify the members accordingly.

CERTIFICATE OF MEMBERSHIP.

ART. XVIII. As soon as practicable after signing this constitution the president shall furnish each member with a printed certificate of membership, in the following words, signed by him and attested by the secretary:

BE IT KNOWN, That A. B. having complied with all the provisions of our constitution, is hereby declared a member of "The Columbia Typographical Society."

Given under my hand and seal this — day of ——— A. D. 181— at the city of Washington, in the District of Columbia.

————— *President.*

Attest:

————— *Secretary.*

BY-LAWS.

ARTICLE I. Any member, duly elected to an office, or appointed on a committee, who shall refuse to serve therein, shall pay the sum of 25 cents; unless an excuse be given and accepted.

ART. II. No resignation of office or membership shall be accepted without notice in writing being given thereof, and all dues, fines, and forfeitures, if any, being first paid.

ART. III. Any member who shall leave the room, during the session of the society, without leave from the presiding officer; or who shall otherwise transgress the principles of decorum, or violate the usages and rules of order, in the opinion of the chair, or, on appeal, in the decision of a majority; or who shall appear at any meeting in a state of intoxication; or who shall introduce into the society's room, or cause to be introduced, previous to adjournment, any drink

other than water; or who shall in any wise interrupt the business or harmony of such meeting; shall be fined, at the discretion of a majority present, in any sum not exceeding \$5, or dealt with in any manner such majority may think proper.

RULES OF ORDER.

1. The president, or in his absence, the presiding officer, shall decide all questions of order; subject, however, to an appeal to the decision of a majority of members present; but any one member may call another to order, subject in like manner to the decision of the chair, or to an appeal.

2. All committees shall be appointed by the presiding officer.

3. No debates shall take place on any subject or motion, which is not reduced to writing.

4. All unfinished business shall be first in order, unless otherwise directed by a majority of votes; the standing order shall then be the proposing of new members, and reports of committees.

5. Any member of the majority may move for the reconsideration of a subject on the same or at the first stated meeting thereafter, on which the said subject has been determined, but not afterwards.

6. When two or more members rise to speak at once, the presiding officer shall name the one to speak first.

7. No member shall speak more than twice on one subject, unless to explain, with permission from the chair, in which case he is to confine himself strictly to such explanation.

8. No person shall be permitted to enter or remain in the society's room during its session except regular members.

9. If any petition or subject in writing be offered for consideration, a committee shall (if deemed necessary) be appointed to consider it and make report thereon.

10. A motion for adjournment, or an order for a subject to lie on the table, shall always be in order, and be decided without debate.

11. The president, vice-president, treasurer, and secretary shall not be liable to serve on any committee.

12. All resolutions, in writing, shall be read first by the person offering the same, then to be handed to the secretary, and, by him, read again; when the question for consideration shall be put by the chair, and if agreed to consider it, it shall then be open for discussion and read a third time before its final passage.

13. The president shall not vote on any question unless there be an equality of votes on the same, in which case he shall have the casting vote.

14. The president may give his opinion on any question under debate, if requested; but not otherwise.

15. The presiding officer shall, during the hours of business, have his head uncovered.

16. In debate, each member rising to speak, shall address "Mr. President," with his head uncovered, and shall remain so until he resumes his seat.

17. Any rule or by-law, in case of necessity, may be suspended, for the time being, by the concurrence of two-thirds of the members present.

18. No member shall serve on two committees at the same time.

APPENDIX A, No. 3.—SECOND CONSTITUTION OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, 1818.

PREAMBLE.—Whereas, the formation of societies, for the better securing and more effectually maintaining the privileges and prerogatives of any well-disposed class of men is consonant with, and sanctioned by, every principle of justice and equity: And,

Whereas, the association of individuals, for the purposes of benevolence, is, we have a right to believe, approved by the Deity, while, it meets with the wishes of every liberal-minded member of the community—we, therefore, actuated by these motives, do unite ourselves as one body, for the mutual benefit of each, binding ourselves, one to the other in form and manner following:

ARTICLE I, SECTION 1. The society shall be known and called by the name of the "Columbia Typographical Society."

ART. II, SECTION 1. The concerns of the society shall be managed and conducted by a president, vice-president, treasurer, and secretary, who shall be chosen annually—at the first stated meeting of the society, in the month of January, each succeeding year.

ART. III, SECTION 1. All acts of the society shall be in the name of the president, on behalf of the "Columbia Typographical Society," and shall be signed by the president for the time being, attested by the secretary.

ART. IV, SECTION 1. It shall be the duty of the president to preside at all stated and special meetings of the society, and to keep order therein, and generally, to do such things as to his office may of right belong.

ART. V, SECTION 1. In the absence of the president, or in case of his disability, death, or resignation, the vice-president shall preside, until the removal of such disability, or another person shall be elected to fill such vacancy; and, in case of the absence, disability, death, or resignation, of both the president and vice-president, then the members present shall proceed to appoint a president pro tem.

ART. VI, SECTION 1. In case of the death, resignation, or disability of the vice-president, secretary, or treasurer, the presiding officer shall give notice thereof; and, an election to fill the vacancy thus occasioned shall be held at the first monthly meeting after such notice shall have been made known. And, in all cases where an election to fill such vacancy does not take place at the time above specified, it shall be equally binding if it takes place at the next meeting thereafter; and the person then elected shall hold his office till the expiration of the term to which his predecessor was appointed.

ART. VII, SECTION 1. The secretary shall regularly attend at all stated and special meetings of the society; shall keep exact and plain minutes of their proceedings; collect all dues, fines and forfeitures of the members; and, generally, do and transact all and every such business, as the society may deem meet and proper.

SEC. 2. All moneys collected by the secretary by virtue of this article, shall be immediately delivered over to the treasurer; (in the presence of the presiding officer,) and his receipt taken therefor; which shall be entered in a book to be kept for that purpose. In the absence of the treasurer, he shall receipt for all such moneys to the presiding officer.

ART. VIII, SECTION 1. The treasurer, before entering upon the duties of his office, shall give bond to the president in the name of the Columbia Typographical Society, with such security as may be approved by the society, thereby promising that the amount of the moneys which may be in his hands, belonging to the society, shall be refunded on his death, resignation, or removal from office, and, in all cases where the person elected to fill the office of treasurer, shall refuse or neglect to give bond, with security, as aforesaid, the treasurer, for the time being, shall hold the office, until another person is chosen who will comply with the foregoing terms.

SEC. 2. It shall be the duty of the treasurer to receive all dues, fines and forfeitures, collected by the secretary, for the use of the society, and to give a receipt therefor; to keep exact and true accounts of all moneys so received, and of his expenditures; and he shall make no disbursements unless authorized so to do by a majority of the society, under a warrant of the president. And, on his disability, resignation, or the expiration of his term of service, he shall deliver over to his successor, in the presence of the society, all the moneys and accounts in his possession, belonging to the society, under pain of forfeiting the penalty of his bond. In case of the death of the treasurer, then the receipts and accounts of the secretary shall be sufficient vouchers.

SEC. 3. A committee shall be appointed at every stated meeting of the society in the month of December, to audit the treasurer's accounts, and make report of the state thereof to the society: *Provided*, That the society may at any time, when, in the opinion of a majority of the members, it shall be expedient, cause the treasurer to make out and present a true and just account of his receipts and expenditures, and of the amount of cash in his hands.

ART. IX, SECTION 1. Any person desirous of joining this society, shall make application to a member thereof; whose duty it shall be to make known such application to the society, with the applicant's pretensions to membership; which shall lie on the table one month.

SEC. 2. Such applicant being introduced at the next stated meeting of the society, the presiding officer shall put to him such interrogatories, as, in his opinion, may be meet and proper; and, if he has served an apprenticeship to the satisfaction of the society, and the investigation be otherwise favorable, the meeting shall then proceed to ballot for such candidate; and a majority of the members present agreeing to his admission he shall be declared duly elected a member of the society.

ART. X, SECTION 1. Every person, on subscribing to this constitution, shall assent to the following declaration, which shall be administered by the pre-

siding officer: You _____, do solemnly pledge your word that you will conform to, and support, the constitution and by-laws laid down for the government of this society; that you will, at all times, procure employment for a member of this society, in preference to any other person and that you will not divulge their proceedings required to be kept secret.

Sec. 2. Before the president, vice-president, secretary or treasurer, enter on their duties, they shall assent to the following declaration: You _____, do pledge your honor, that you will to the best of your ability, discharge the duties devolving on you as _____ of this society.

ART. XI. SECTION 1. Every person, on subscribing to this constitution shall pay into the hands of the secretary the sum of \$2 each; and a monthly contribution of 25 cents each shall be assessed and required of every member of this society, until he shall have been ten years a member, or except he be rendered incapable, from sickness, or some other cause, in the opinion of the society to pay the same; or unless hereinafter otherwise provided. And, if any member shall neglect to make his monthly payments for three successive months, or shall at any time, when requested, refuse to pay the same, he shall not be entitled to vote upon any question, or at any election; to hold an office in the society, or to receive benefit therefrom, until such payments shall be made.

Sec. 2. All fines and forfeitures, levied by this society, by virtue of this constitution, shall be paid into the treasury, for the benefit of the society. And if any person shall neglect or refuse to pay such fine or forfeiture, three months after the same shall have become due, the secretary shall inform the president, who shall thereupon declare the fact to the society, and refuse receiving his vote, upon any question, until the same shall have been paid; and shall, likewise, make no return (if he shall have been voted for to any office) of such votes. And in case such fine or forfeiture shall be incurred by either of the officers; they shall be liable to be expelled; two-thirds of the society concurring in a vote for that purpose.

Sec. 3. Should any member be nine months in arrears, for monthly dues, fines, or forfeitures, notice thereof shall be given him by the secretary, of such arrearages; and if he neglects or refuses to pay the same, within three months thereafter, he shall, thereupon, be expelled: *Provided, always*, That such part of this article as relates to expulsion, shall, in no manner, affect persons actually sick or absent from the District.

ART. XII. SECTION 1. Any member of this society, who shall hereafter leave the District shall provide himself with a certificate of honorable membership; under hand of the president, attested by the secretary; and shall, (if he join a similar association during his absence) on his return, be exonerated from paying all and every due, fine or forfeiture, which might otherwise have been incurred; and shall be entitled to all privileges and immunities which he would have been; had he not left the society as aforesaid; provided, he, on his return, procure a certificate of uniform correct conduct from the president of an association, as aforesaid, while a member thereof.

Sec. 2. But should a member leave the District in any other manner than as before specified, and, on his return, wish again to join the association, he shall be charged with his monthly dues, for and during the time he has been absent, unless, in the opinion of a majority of the members of this society, after an investigation by a committee appointed for that purpose, he be considered unable to pay the same: *Provided*, That in this last instance, he pay the amount of the initiation fee required by the preceding article of this constitution: *And, provided, further*, That this article shall in no manner affect such persons as have been ten years a member of this society; or, having obtained a certificate from this association, as above prescribed, may have resided where a similar society did not exist.

ART. XIII. SECTION 1. Such members as are charged with having forfeited their seats from a violation of the constitution, by-laws or regulations of this society shall have one month's notice given them of such charge by the president, to enable them to make their defense; which not being made at the next monthly meeting of the society, or, being made and not deemed satisfactory, the society shall expel any such person, two-thirds of the members present concurring in a vote for that purpose.

ART. XIV. SECTION 1. The society may award such sums to sickly or distressed members, their widows or children, upon representation being made by two or more members, of the necessity therefor, as, in their opinion, may be meet and proper: *Provided*, That such sums shall not exceed \$5 per week; and no person shall receive the benefit arising from this article, until he shall have been three months a member of this society, unless he is in absolute distress.

SEC. 2. *And further*, That the sum of \$20 be allowed, from the funds of the society, to the widow or nearest relative, of any deceased member: *Provided*, It shall appear upon proper investigation, they shall stand in need thereof; for the purpose of defraying funeral expenses, etc.

ART. XV. SECTION 1. A quorum of the society shall consist of eight members, at all stated or special meetings; but, no money belonging to the society shall be appropriated unless sanctioned by six of said eight members, if there shall not be more than eight present: *Provided, however*, That if there shall be more than eight present, a majority of two-thirds thereof, shall be necessary to make an appropriation.

ART. XVI. SECTION 1. A stated meeting of the society shall be held on the first Saturday of every month.

ART. XVII. SECTION 1. Special meetings of the society shall be called whenever any five members shall request the president to call the same; and the president shall thereupon direct the secretary to notify the members accordingly.

ART. XVIII. SECTION 1. Additional to this constitution, the society shall make all necessary by-laws and rules for its better government: *Provided*, That the provisions of this constitution be not affected thereby.

ART. XIX. SECTION 1. As soon as practicable after signing this constitution, the president shall furnish each member with a printed certificate of membership, under the society's seal, in the following words, signed by him, and attested by the secretary:

SEC. 2. Be it known, that A. B. having complied with all the provisions of our constitution, is hereby declared a member of the Columbia Typographical Society.

Given under our hand and the seal of the society, this — day of —, 181—, at the city of Washington, in the District of Columbia.

Attest: _____, *President*.

_____ , *Secretary*.

ART. XX. SECTION 1. No alteration or amendment shall be made to this constitution, unless four-fifths of the members present, concur therein; nor then, unless all motions to that effect lie over for consideration one month.

WASHINGTON CITY, *April 4, 1818*.

APPENDIX A, NO. 4.—OUTLINE OF CONSTITUTION OF THE BALTIMORE TYPOGRAPHICAL SOCIETY, ADOPTED JUNE 2, 1832.

The Baltimore Typographical Society (second organization with the same name) was organized November 26, 1831. The constitution was not adopted until June 2, 1832. It was, in outline, as follows:

"PREAMBLE.—We, the subscribers, members of the Baltimore Typographical Society, in order to form a union among ourselves, to preserve regularity and decorum in our proceedings, to awaken and reward emulation in our brethren, in the art and mystery of printing, to guard against those extremities of sickness and sorrow, to which, without any fault of our own, we are, nevertheless, (from the infirmity of our common nature), daily and hourly subject, and to secure, after our departure from this world, some little provision for our widows and orphans, or others, endeared to us by the interesting ties of blood or affinity, do enact, declare, and establish the following as our constitution and future rules of government."

Article I states that "this society shall be known and called by the name of the Baltimore Typographical Society."

The territorial limits of its jurisdiction are not specified, as they are in other documents.

The usual list of officers are provided for and their duties defined, the only difference being that this society had a preference for official committees rather than individuals, such as a "committee of correspondence" of three, a "visiting committee" of five members. The powers of the president were somewhat greater than in most of these societies, and point toward subsequent developments in later unions along this line. Article III of the constitution says:

"SECTION 1. It shall be the duty of the president to preside, and preserve order and decorum at all meetings of the society; to silence disorderly debate, govern the transactions of all business appertaining thereto, and give a casting vote on any question which can not otherwise be decided; he shall have full power to call special meetings; sign all orders on the treasurer, and perform all other duties required by the constitution and by-laws.

"SEC. 5. It shall be the duty of the visiting committee to receive and act upon all applications for relief, visit the sick members, etc., check on the treasurer for the amount of aid, necessarily and constitutionally, to be afforded, which shall be indorsed by the president and secretary before payment, (subject always to deductions for dues, fines, and forfeitures:) with all other duties devolving upon them as a visiting committee, and make report of their whole proceedings at the next stated meeting."

The secretary was "exonerated from the payment of monthly dues, and allowed 50 cents for each meeting." However, "if the secretary shall absent himself from a meeting of this society, without being prevented by sickness of himself, or death in his family, he shall forfeit his monthly remuneration and an additional sum of 25 cents; and if he does not send the books, then he shall be amerced in a sum of 50 cents for such omission of duty in addition to the first-named sums."

The initiation fee prescribed by the Baltimore society was \$3, and monthly dues 25 cents, with a forfeiture of membership when arrearages amounted to \$1.50, unless the member was sick or absent from the city. Payment of dues for fifteen years made one a "free" member. Honorary membership for life could be secured for \$5, but carried with it only the right to attend the meetings and vote for regular officers. It does not seem to have been necessary even to have been a printer in order to secure honorary membership. The qualifications for membership are declared by Article VI:

"The indispensable qualifications of all persons hereafter admitted as members of this society are, a good moral character, industrious habits, and a practical knowledge of the art and mystery of letterpress printing, having acquired the same by an apprenticeship of at least four years, during minority.

"ADMISSION OF MEMBERS.

"ART. VII. Any person desirous of becoming a member of this society, may make application through any member thereof, whose duty it shall be to make known such application to the society, which application may, if not otherwise determined, lie over until the next stated meeting, when the society shall, if deemed expedient, proceed to ballot for the candidate; and if two-thirds of the voters present agree to his admission, he shall be declared by the presiding officer to be duly elected.

"SEC. 2. No proposition for membership shall be considered as before the society, nor to be acted upon, until the applicant's pretensions shall have been stated by the member or members proposing and recommending him.

"DECLARATION OF MEMBERS.

"ART. VIII. Every person to be regularly admitted a member of this society shall accede to the following declaration:

"You, _____, do hereby pledge your honor, that you will conform to all the rules and regulations established by the constitution and by-laws of the Baltimore Typographical Society; that you will, on all occasions, procure employment for a member of this society in preference to any other person; that you will encourage, as far as in your power, a friendly feeling among the members; discountenance all vice and immorality in them; and, as far as may be, endeavor by your actions and counsel, to urge in the members, generally, a spirit of industry and fidelity—to the end, that a membership of this society, of which you [are] becoming a member, may be the best recommendation to employment, and the highest assurance for the faithful discharge of all confidence and trust reposed in you; and you also pledge yourself not to divulge any of the proceedings of your brethren in this society."

Article X is devoted to "trials and expulsions." Sections 3, 4, and 5 follow:

"SEC. 3. Any attempt by a member to deprive another of membership, or good standing in the society, by bringing false charges against a member before the society, with evidently a malicious intent, shall, on trial and conviction by the society, be punished by a fine—in a sum of not less than \$1, nor more than \$5—suspension, or expulsion, as the society may determine, by a majority present.

"SEC. 4. Frequent intoxication, gross immorality, needless and frequent neglect of business, so that his employer is seriously injured, or the member's family thereby reduced to a state of suffering, shall, upon information and conviction by the society, be punished with suspension or deprivation of membership, as the offense may be: all questions of suspension or deprivation of mem-

bership shall be, without debate of propriety, in all cases, by ballot, and a majority of legal voters present necessary to decide on such questions.

"SEC. 5. Any member guilty of an evasion of the provisions of this constitution, by-laws, or list of prices, for the purpose of working for a less sum than is therein determined; taking a boy to teach him presswork for less than his services for thirteen weeks, or half his wages for twenty-six weeks, if by the piece—or if by the week teach him for a less sum than \$26, or \$1 per week for twenty-six weeks; procure the discharge of a member from an office upon a false accusation, or injure the interests of his employer by revealing the secrets of the office, unnecessarily, shall, upon conviction, be deemed expelled by the society.

"FORFEIT OF MEMBERSHIP.

"ART. XI. No member, under forfeit of membership, shall work in an office where a boy, not an original apprentice of that office, is employed for less than the list of prices demands, unless the boy, so employed, is under 17 years of age, or shall have come from an office, the proprietor of which shall have deceased or declined business; nor shall any member, under the same forfeiture, work in an office where any person or persons are employed for less than the list of prices calls for.

"FORM OF CERTIFICATE.

"ART. XIV. Any member, on leaving the city, shall, upon application, have a certificate of membership, bearing date at the period given, signed by the president and attested by the secretary, (or in the case of the death, absence from the city, or resignation of the president, signed by the vice-president) if it shall appear by the books of the society, that all arrears are paid up, and no charges of improper conduct are pending against him, in the manner following:—

"CITY OF BALTIMORE, ——— 18—.

"This is to certify, that at a meeting of the Baltimore Typographical Society, held of the — day of ———, one thousand eight hundred and ———, ——— was regularly admitted a member of the society, and is recommended to the typographical societies throughout the country, and to printers generally. Given under our hand, at the city of Baltimore, in the State of Maryland, this — day of ———, one thousand eight hundred and ———; and in the ——— year of the institution of the society.

"Attest.

—————, *President.*
—————, *Secretary.*

"BENEFITS.

"ART. XV. Any person, after being one year a member of this society, shall be entitled, upon written application, to receive the sum of \$2.50 per week, during his indisposition, whilst so much remains in the funds: *Provided*, His sickness does not arise from immoral conduct; but he shall not be entitled to any support for such affliction, unless the application be made during the time of its continuance; and the visiting committee shall, in no case, pay any member's claim for time elapsed, more than one week previous to application. The visiting committee shall have a discretionary power, and may require the aid of a physician, in all cases of doubt as to the capability of any member to attend to his usual business.

"SEC. 2. At the death of any member of this society, (after having been one year a member) the sum of \$30 shall be allowed by the society for defraying his funeral expenses; and, each and every member of the society shall pay into the hands of the secretary, at the next stated meeting, the sum of \$1, as an extra contribution, towards replenishing the funds.

"SEC. 3. On the death of any member of this society who has not been twelve months a member, the sum of \$15 shall be paid toward defraying his funeral charges: and, at the next stated meeting of the society, an extra contribution of 50 cents shall be paid by each and every member, to replenish the funds.

"SEC. 4. The society shall attend the funeral of all deceased members.

"FEIGNING SICKNESS.

"ART. XVI. Should any member feign himself sick or disabled, for the purpose of deriving benefits from this society, or while he is deriving benefits therefrom, such member shall be expelled the society, and forfeit all rights therein.

"RECEIVING MEMBERS FROM OTHER SOCIETIES.

"ART. XVIII. Any person presenting a certificate of membership from any other typographical society to this, shall be entitled to a seat as a member, and enjoy all the benefits of this society, if the society from which he comes reciprocates the same privilege."

Article 3 of the by-laws of the Baltimore society says:

"ART. 3. All members absent from a stated or adjourned stated meeting, when the roll is called, shall be fined 6½ cents; and, if absent from the meeting during the whole evening, to be fined 25 cents—and no exoneration from payment by any excuse, except confinement by sickness."

APPENDIX A, NO. 5.—OUTLINE OF CONSTITUTION OF THE NEW YORK TYPOGRAPHICAL ASSOCIATION OF JUNE, 1831, AS AMENDED IN 1833.

An outline of the constitution of the New York Typographical Association of June, 1831, as revised and amended in 1833, is here given. This is not intended as an outline in the ordinary sense, for the portions of the constitution having a bearing on subsequent developments are given in full. Only matter that is of a merely antiquarian interest is omitted.

The preamble of the constitution states that "The journeymen printers of the city of New York, with a view to elevate the character and advance the interest of the profession, by maintaining a just and uniform scale of prices for their labor, do hereby resolve to form themselves into a society under the name of the Typographical Association of New York, and do enact for their government, the following constitution and by-laws:

Section 1 of Article I states:

"SECTION 1. The jurisdiction of this association shall embrace the city of New York and the villages of Brooklyn, Jersey City, Williamsburg, and Hoboken."

The articles defining the officers and their duties do not require special notice, beyond the mention that the fiscal affairs and general management of the association were delegated to a board of directors consisting of 12 members, divided into four classes, the entire number of one class to be retired and their successors elected each month. This made a four months' tenure of office for each director, though he changed his class each month, and each month three new men came in, except that members were not deemed ineligible for reelection, i. e., a member going out of office in the fourth class might be reelected in the first class. The secretary's salary was to be a sum "not exceeding \$20 per annum to be regulated by the board, and be exempted from the payment of monthly dues." In case he neglected to attend a meeting of the association he was to be "fined in a sum not exceeding 50 cents for each delinquency, to be deducted from his yearly salary." The janitor, or door-keeper was also exempt from monthly dues and to be awarded a salary by the board of directors, but within a constitutional limit of "\$6 per annum." The treasurer must never have to exceed "\$15 of the funds of the association" in his possession at one time: all over this to be deposited in "the savings bank" subject only to the order of the board of directors.

Each officer-elect on assuming his office affirmatively subscribed to the following:

"Do you solemnly declare that you will, to the best of your ability, execute the office of ———? That you will support the constitution of this association, and all by-laws founded thereon? And that you will act in this capacity for the general benefit of the members thereof, when opportunity offers or occasion requires?"

No member in arrearage for dues or fines to the extent of 12½ cents or who had not been a member six months was eligible for election to any office. The initiation fee was \$1.50, 50 cents of which must accompany the application for membership, the balance paid on night of election to membership. The monthly dues were 12½ cents, until this amounted to \$20, when the party so paying was to be considered "a free member."

Then, as now, the pledge of the initiate bound him not only to demand the scale while working as a journeyman, but to pay it should he ever become an employing printer. Article 4, covering the subject of membership is in full, as follows:

"ARTICLE IV.—*Election and initiation of members.*

"SECTION 1. Applications for admission into this association must be made to the board of directors, either personally or through any member of this association. The applicant must first deposit, or cause to be deposited, in the hands of the secretary, the sum of 50 cents, upon which the board shall take his request into consideration; and if it shall satisfactorily appear that he is a regular journeyman printer, of the age of 21 years, and not working for less than the prices established by this association, the results of such inquiries shall be reported to the next meeting.

"SEC. 2. A person favorably reported to the association shall be balloted for, and the votes of three-fourths of the members present shall entitle him to admission: when, having signed the constitution, and paid the additional sum of \$1, he shall be entitled to a certificate of membership.

"SEC. 3. Candidates who do not come forward within three months after being notified of their election, shall forfeit their deposit money, unless a satisfactory excuse for the delay be rendered. Should a candidate be rejected, his deposit shall be returned.

"SEC. 4. Newly elected members of this association shall be introduced by the individuals who first proposed them to the board of directors, or such other suitable person, or persons, as may be designated by the chair. The members of the association will rise on the entrance of the candidate and remain standing until he be conducted to the presiding officer, who shall address him as follows:

"SIR—I have the pleasure of informing you that you have been elected a member of the Typographical Association of New York. Before your name is added to the roll, it is my duty to ask, Do you understand the objects of this association? Will you, both as a journeyman and an employing printer, support the constitution and scale of prices of this association, and all by-laws founded thereon? Will you attend all meetings of this association, and embrace every proper occasion to promote its reputation and enhance its prosperity? And where your influence is desired by individuals of the profession, and their claims as workmen are equal, always give the preference to members of this association?

"As your answers are satisfactory, and trusting that you will ever bear in mind the principles upon which this association is founded, I now tender to you the right hand of fellowship. As an earnest of the sincerity of the declarations you have just made, you will sign this constitution, which defines your rights and duties."

The older typographical society of New York admitted both employers and employees in the industry. Indeed this seems to have been the real source of its undoing as a labor organization and the securing of a charter which prohibited it from interfering with rates of wages. The Typographical Association provides against splitting upon this rock by section 2 of Article V, which says:

"SEC. 2. Any member of this association who shall establish the printing business on his own account, will forfeit his title to membership; but in event of his again becoming a journeyman, he shall be entitled to all his former rights and privileges."

Other important articles, covering the matter of relief, containing the germs of the "strike-fund" idea, "out-of-work benefits," and establishing the "chapel," are the following:

"ARTICLE VI.—*Of the funds.*

"SECTION 1. The funds shall not be appropriated to any other purpose than to defray the necessary expenses of the association, and the pecuniary relief of its members. In no case shall the allowance to members exceed \$3 per week to single men, and \$4 to married men, and the board of directors shall determine the right of applicants to the per week allowance specified in this section.

"SEC. 2. Any member who may be thrown out of employment in consequence of not obtaining a price for his labor that shall be in accordance with the scale and having a certificate to that effect from the 'father of the chapel,' in the office where he was last employed, shall be entitled to the weekly relief specified in the preceding section while he shall remain unemployed; but, if it shall satisfactorily appear that he makes no effort to obtain another situation or refuses honorable employment when offered him, and continues to draw from the treasury, his weekly allowance shall be immediately stopped, and his claim on the funds be suspended for the term of six months.

"SEC. 3. No member shall be entitled to the weekly allowance above specified, who may be in arrears for fines or dues, exceeding the amount of 50 cents.

"SEC. 4. Any sum that may be earned by a member during the week that he receives pecuniary relief, shall be deducted from his weekly allowance.

"SEC. 5. Whenever the amount of moneys in the treasury shall exceed \$500, appropriations may be made for the relief of sick members, and also for the burial of deceased brethren.

"ARTICLE VII.—*Of the chapel.*

"SECTION 1. In each printing office within the jurisdiction comprised in Article I, section 1, where journeymen connected with this association are employed, there shall be established what is technically called a 'chapel,' and an experienced journeyman printer chosen to preside thereat, who shall be constituted and known in his official capacity as 'father of the chapel.' To this chapel shall be referred for settlement any difference that may arise between employer and employed, or between journeymen; and the disagreements shall be adjudged by the chapel, and its decision acquiesced in and supported by its members respectively.

"SEC. 2. When doubts arise respecting the construction which may be given to any article, or articles, in the scale of prices, a chapel shall be immediately summoned, at which the father shall preside, when the difficulty shall be canvassed, and the decision of the majority be binding upon all.

"SEC. 3. It shall be the duty of the father of the chapel to report the nature of the difficulty, and the decision thereon, to the president of the board of directors, who shall, if in their opinion necessary, bring the subject before the association.

"SEC. 4. Every member of the association in the office shall have a voice in the chapel; but if the majority, in large offices, decide to delegate the trust to chapels consisting of five, seven, or nine members, of which the father to be always one, it shall be competent for them to do so. The father of the chapel to be elected by a majority and continue in office three months.

"SEC. 5. No chapel shall be formed in any printing office where there are less than three members of the association employed; and any difficulty originating in, or any demand for relief, emanating from such office, shall be laid before the board of directors."

Article X on "Impeachment and trial of members" provides that "any breach of the constitution, by-laws, or scale of prices of this association, shall constitute just grounds for impeachment, admonition, fine, or expulsion of any of its officers or members." It is also provided that "conduct calculated to bring into contempt, or derision, the association as a body" is punishable in like manner. Charges must be made in writing, a copy furnished the member against whom they are made at least one week before the date of the meeting at which they are to be taken up. A majority vote convicts.

Article XI "Of the scale of prices" says:

"SECTION 1. The scale of prices for labor, appended to this constitution, shall in all cases, be considered as a part thereof, and no member of this association shall on any pretense whatever, work, either directly, or indirectly, for prices less than those specified therein."

Article X of the by-laws establishes an employment office, or out-of-work register, with priority rights. The latter, however, would not appear to amount to a waiting list based upon establishments and priority rights therein. The article says:

"A book shall be kept at the association-room for the purpose of registering the names of such members as are in want of employment, and also of vacant situations, and any journeyman who may have placed his name on the book shall forfeit 6 cents for every twenty-four hours his name shall remain thereon after he has obtained a situation."

By-law XII requires:

"It shall be the duty of the members of this association to inform strangers, who come into the offices where they are employed, of the established prices, and also of the existence of the association, and of the necessity of becoming members."

**APPENDIX A, NO. 6.—CONSTITUTION OF THE NASHVILLE
TYPOGRAPHICAL SOCIETY, 1837.**

PREAMBLE.—Whereas, it is the duty of every member of a laudable calling, to use his best exertions toward enhancing and dignifying said calling, by adding to the quantum of its virtue and intelligence—as well as for mutual protection and defense, as for the purpose of cultivating a friendly feeling and intercourse toward each other; and

Whereas these objects are more attainable by the formation of societies composed of the same class of persons than by other means:

Therefore we, the subscribers, printers residing in the city of Nashville, desirous to forward the aforesaid ends, have agreed to form ourselves into a society, and for our government adopt the following constitution:

ARTICLE I.—Organization.

SECTION 1. This society shall be called the “Nashville Typographical Society.”

SEC. 2. This society shall have for its objects the various purposes stated in the preamble and constitution.

SEC. 3. The society shall hold its regular meetings on the first Saturday in each month, and seven paying members shall constitute a quorum to transact any business confided by this constitution.

ARTICLE II.—Of the officers.

SECTION 1. The officers of the society shall be a president, vice-president, secretary, treasurer, and five directors, to be elected annually at the regular meeting in April, by ballot.

SEC. 2. The newly elected officers shall not enter upon the duties of their offices until the adjournment of the meeting at which they have been elected; and before taking their seats, shall individually or collectively, as the case may be, make the following pledge, administered by the president.

“You, A B, do hereby pledge your honor that you will endeavor, to the best of your ability, to discharge the various duties incumbent on you. (or each of you, as the case may be) by the constitution and by-laws of this society; and that you will act impartially in all things pertaining to your duties whilst officers of this society.”

ARTICLE III.—Of the president.

SECTION 1. The president shall preside over the deliberations of the society, but shall not, whilst in the chair, enter into debate, or give his opinion on any question except such as relates to order; but may at any time leave the chair for that purpose, and appoint a member to fill the same, *Provided*, He does not speak more than twice on the same question.

SEC. 2. The president shall not vote on any question, except in case of a tie, when he shall have the casting vote; but in elections, he shall have his vote as a member *only*.

SEC. 3. The president shall have power to nominate all committees, but the nomination shall be confirmed by a vote of the society.

SEC. 4. The president shall have power to inflict fines for unnecessary absence, misbehavior, or neglect of duty, not exceeding \$1 for any single offense; but any member may appeal to the society for a release of fines, *Provided*, His appeal have a second.

SEC. 5. The president may call special meetings when he and the board of directors shall deem it necessary.

ARTICLE IV.—Of the vice-president.

SECTION 1. In the event of the death, absence or disability of the president, the vice-president shall act as president.

SEC. 2. In the event of the death, absence or disability of both president and vice-president, the society shall fill the vacancy by a pro tempore appointment.

ARTICLE V.—*Of the secretary.*

SECTION 1. It shall be the duty of the secretary to keep a true and legible record of the proceedings of each meeting in a well-bound book kept for that purpose.

SEC. 2. The secretary shall act as collector, and all moneys received by him for the society, shall be paid over to the treasurer forthwith, taking a receipt for the same in a book kept by him for that purpose.

SEC. 3. It shall be his duty to notify members of the society of all special meetings; also, newly elected members of their election.

SEC. 4. He shall keep a box or trunk, in which all papers belonging to the society shall be deposited by him, and safely kept under lock.

SEC. 5. In consideration of the ordinary duties of his office, the secretary shall be exempt from the payment of his monthly installments.

SEC. 6. In case of the absence of the secretary, his place shall be filled by a pro tempore appointment, and the person so appointed shall be exempt from the payment of his monthly dues for the meeting he may act as secretary.

ARTICLE VI.—*Of the treasurer.*

SECTION 1. It shall be the duty of the treasurer to receive all moneys collected by the secretary for the use of the society, and receipt to him for the same.

SEC. 2. He shall keep a true and correct account of all moneys received by him, and of all expenditures.

SEC. 3. He shall make no disbursement unless by an order of the society, which order shall be signed by the president and countersigned by the secretary.

SEC. 4. The treasurer shall make a report of the state of the finances to the society at the regular meetings in July, October and January, and at the April meeting he shall make his report in conjunction with the secretary and board of directors, for which purpose, they shall have free access to the books of the secretary and treasurer, as well as all other papers belonging to the society.

SEC. 5. The treasurer shall be required to give bond and security to the president, when the sum in the treasury shall amount to \$100.

ARTICLE VII.—*Of the directors.*

SECTION 1. The board of directors shall, within ten days after their election, meet and choose one of their number to act as chairman, who shall also act as secretary of the board.

SEC. 2. They shall inquire into the claims of applicants for relief, and recommend relief to indigent printers or their families, in such cases as in their judgment they may deem proper; and also have a general supervision of the interests and concerns of the society.

SEC. 3. The board of directors shall act as a standing, corresponding and publishing committee, to transact such business as the society may from time to time direct.

SEC. 4. In case of the death of a member of the society, the board shall have the superintendence of the funeral. They shall likewise make strict inquiry into the circumstances of the deceased, and if they deem it necessary, shall recommend a sum not exceeding \$30, to defray the expenses of the funeral.

SEC. 5. The board shall inform all journeymen printers on their arrival in this city, of the existence of this society, and furnish each individual with a copy of its constitution.

SEC. 6. The chairman of the board shall have power to assess a fine of 50 cents for nonattendance at their regular monthly meetings, when a satisfactory excuse is not given, which fine shall be reported to the secretary and charged on his book.

SEC. 7. Any member of the board who shall neglect to attend their regular monthly meetings for three months successively, shall be reported to the society by the chairman of the board, and if said member can not give a satisfactory excuse for such neglect of duty, he shall be deprived of his office, and the society shall go into an election to fill the vacancy.

SEC. 8. The chairman and two other directors shall have power to transact any business intrusted to the board by this constitution. In the absence of the chairman, a pro tempore appointment shall be made to fill the vacancy.

SEC. 9. The board shall meet regularly on the last Saturday in each month, for the transaction of business that may be laid before them.

ARTICLE VIII.—*Of the chapel.*

SECTION 1. There shall be a chapel in each office where there are three members of the society, (exclusive of the foreman.)

SEC. 2. The chapel shall choose one of the members to preside who shall be called the father of the chapel.

SEC. 3. The chapel shall have the supervision of all disputes betwixt journeymen, and such other business as concerns their office alone, and which can not be brought immediately before the society.

SEC. 4. Journeymen belonging to this society shall be under the regulation of their respective chapels, and each chapel shall have power to enforce the payment of all dues to the society.

SEC. 5. In case any journeyman employed in this city, should neglect or refuse to present his name to the society for membership, it shall be the duty of the chapel to refuse to work with him.

SEC. 6. Any member of the society who may be dissatisfied with the decision of a chapel, will have the right to an appeal to the society, *Provided*, Said member is not in arrears.

SEC. 7. Any decision made by one chapel shall be considered binding on the others, unless disapproved of by the society.

SEC. 8. All business done by chapels shall be in private.

ARTICLE IX.—*Qualifications.*

SECTION 1. No member shall be eligible to any office in this society who is in arrears to the society, at the time of election, the sum of \$1 or upward, or who has not been a member at least six months.

SEC. 2. The qualifications for membership shall be a good character, industrious habits, and a good practical knowledge of the art of letterpress printing.

SEC. 3. No person shall be admitted to membership in this society who is known to be a runaway apprentice, or has not served his apprenticeship.

SEC. 4. Any person wishing to become a member of this society, must make the same known in writing to the chairman of the board of directors, whose duty it shall be to lay the same before the board at their next monthly meeting, and if the board shall deem the applicant worthy of membership, the president shall present his name to the society, and if it be found that three-fourths of the voting members present are in favor of his admission, he shall be declared duly elected.

SEC. 5. When any person is duly elected, he shall, before taking his seat, make the following promise:

“You, C D, do hereby pledge your honor, that you will conform to all the rules of this society, that you will not divulge any of the proceedings that are not intended to be made public; that you will endeavor to cultivate a friendly feeling among the members, so that being a member of this society, may give the highest assurance of the faithful discharge of all confidence and trust reposed in you.”

ARTICLE X.—*Dues, fines, etc.*

SECTION 1. The initiation fee shall be \$2; the monthly dues 50 cents, to fall due on the day before the regular monthly meetings.

SEC. 2. Any member being absent at roll call without a sufficient excuse shall be fined 12½ cents, for absence the whole meeting, 50 cents, and for leaving the room whilst the society is in session, without permission of the president, not less than 12½ or more than 50 cents.

SEC. 3. Any person neglecting or refusing to pay moneys due the society for two months, shall be debarred all the privileges the society until all such dues are paid up; and if not paid up within four months, he shall be expelled, and shall not be again admitted unless he pays all dues and is elected as a new member.

SEC. 4. The society may, at any time, raise or lower the initiation fee or monthly installments by a vote of three-fourths of the voting members present.

ARTICLE XI.—*Life membership.*

SECTION 1. Any member who shall have resided in the city for twelve years, having paid up, regularly, all his dues and fines, shall have a right to membership during life, without further installments; and any member on admission, or at any time afterwards, paying into the treasury, the sum of \$25, shall, also, in like manner, be considered a member for life.

ARTICLE XII.—*Benefits.*

SECTION 1. The benefits and reliefs of this society shall be extended to its members or their families, and to all the deserving of the profession.

ARTICLE XIII.—*Certificate of membership.*

SECTION 1. Any member applying to the president, and stating his intentions to leave the city, or quit the business, shall be entitled to a certificate, signed by the president and countersigned by the secretary: *Provided*, He is not in debt to the society, and is not lying under any charge of misconduct before the society.

SEC. 2. On said member leaving and returning at any distant period, he shall be received as a regular member without the payment of installments for the time of his absence: *Provided*, He deliver his certificate to the president by the first regular meeting after his return to the city; but if he should neglect or refuse to comply with the above, he must be admitted in the same manner as though he had never been a member.

ARTICLE XIV.—*Miscellaneous.*

SECTION 1. The anniversary of the society shall be celebrated by such suitable arrangements as the society may think proper to make, and any member refusing to attend, without a reasonable excuse, shall be fined the sum of \$2. said fine to be charged to him on the secretary's book.

SEC. 2. Upon the death of any member of this society, the members shall fill the funeral train, and wear crape on the left arm for thirty days in honor of the deceased.

SEC. 3. This society shall, as far as practicable, cooperate with the "National Typographical Society," and endeavor to be represented at its annual meetings.

SEC. 4. The society may, at any time, make such rules and regulations as they may deem expedient, relative to the wages, and their deportment toward workmen who are employed under the regular wages.

SEC. 5. No person published by the society as a "rat," shall be released without the unanimous consent of the voting members present at a regular meeting.

SEC. 6. Any attempt by one member to injure another member's good standing, without sufficient cause, shall be punished at the discretion of the society. So also shall gross immorality, frequent and needless neglect of business to the serious injury of the employer, or the bringing the individual's own family to a state of want or suffering, or any other act which is evidently wrong, and calculated to injure or bring a stigma on this society or its members, shall be taken cognizance of, and every case of expulsion shall be made known to all societies in correspondence with this.

SEC. 7. A charge of the violation of the above section must be made in writing, with the name of the person making the charge, and the secretary shall notify the accused to appear at the next regular meeting, and should he neglect or refuse to appear for two successive meetings, the society shall proceed to try him, appointing a member to manage his case for him.

SEC. 8. The president shall act as judge; and the other members, with the exception of the accuser or accused, shall act as jurors, and any member may be used as a witness. The accuser shall first produce his evidence, having a right to cross-question the witnesses. The accused shall then proceed in the same manner in his defense. After all the evidence has been laid before the society, the vote shall then be taken by ayes and noes—guilty or not guilty—and two-thirds shall be required to convict. On conviction a majority may assess the penalty. All may vote except the accuser and accused.

SEC. 9. Any member who shall reproach another, or any of the family of a deceased member, with having received the benefits of this society, shall, for the first offense, be fined \$5, and for the second, expelled.

SEC. 10. Any member of this society, on becoming an employer, shall forfeit his membership.

SEC. 11. This constitution may be altered or amended in the following manner. The alteration or amendment shall be offered at one monthly meeting, and entered on the minutes, and shall lie on the table for further consideration until the next monthly meeting, when it may be adopted by three-fourths of the voting members present.

BY-LAWS.

1. All members shall address the chair standing, and in all cases where two or more shall rise, and a controversy or contention take place as to who shall have the floor, the president shall decide which member shall speak first, and the others standing shall take their seats or be subject to a fine.

2. The president shall have power to check any member addressing the chair, on any subject, who shall wander from the subject; he shall also order any member to take his seat who shall indulge in personalities.

3. Any member refusing to come to order when called upon to do so by the chair, or any member behaving disorderly or indecorously, shall be fined not less than 25 cents nor more than \$1, and not permitted to take any part in the proceedings until the same is paid.

4. No member shall be permitted to speak more than twice on the same subject, without permission from the chair.

5. No motion shall be in order until the question before the house is disposed of, except a motion to adjourn, which shall always be in order.

6. The minutes of each and every meeting of this society shall be signed by the president and secretary.

7. Whenever a member is constitutionally debarred the privileges of the society, he shall not be released until he makes a full settlement with the secretary.

8. Any member proposing a dissolution of this society shall be expelled.

9. Any member who may accept an appointment to serve on a committee, and does not attend to the duties of that appointment, if he can not give a satisfactory excuse, shall pay a fine of 50 cents, to be charged to him on the secretary's book.

10. Reports of committees and resolutions must be submitted in writing.

11. No member shall be entitled to a vote in this society, until after the payment of his initiation fee.

12. No question shall be reconsidered, except on motion of one of the majority.

13. No rule or by-law of this society shall be suspended for any purpose.

14. No amount shall be received from any member less than the full amount of his dues to the society.

15. The by-laws may be altered or amended at any stated meeting of the society, by a vote of three-fourths of the voting members present.

ORDER OF BUSINESS.

1. The president shall take the chair and call the meeting to order.

2. The secretary shall call the roll.

3. Read the minutes of the last meeting.

4. Assessment of fines.

5. Collection of fines, dues, etc.

6. Application for membership.

7. Initiation of officers and members.

8. Presentation of bills against the society.

9. Reports of committees.

10. Reports of officers.

11. Vacancies in committees and offices to be filled.

12. Unfinished business.

13. Business of the evening.

14. Discharge of members for absence, misconduct, etc.

15. Adjournment.

**APPENDIX A, NO. 7.—CONSTITUTION OF THE NEW ORLEANS
TYPOGRAPHICAL ASSOCIATION, AS REVISED AND ADOPTED
SEPTEMBER 14, 1839.**

PREAMBLE.—The printers of New Orleans, feeling the necessity of organization for the purpose of securing a fair, just, and uniform compensation for their labor, and to provide for such of their craftsmen as may be unable through ill health to support themselves, have associated together. They deem it clearly established by experience, that the interests and prosperity of the producing classes can only be sustained by the action of the whole, concentrated and united. By union only, can they accomplish the object of their association. Therefore, fully believing that the best interests of the trade will be promoted—the respectability of the profession advanced—the harmony of the whole secured by the establishment of an umpire for the settlement of disputes—we have formed ourselves into a body, to be styled the “New Orleans Typographical Association,” and adopt the following constitution and by-laws for our government.

ARTICLE I.—Jurisdiction and government.

SECTION 1. The jurisdiction of this association shall embrace the city and parish of New Orleans and the city of Lafayette.

SEC. 2. The concerns of this association shall be managed by a president, vice-president, secretary, treasurer and six directors.

SEC. 3. The president, vice-president, secretary, treasurer and six directors, shall be elected by ballot on the second Saturdays of May and November and hold their respective offices for the term of six months, or until their successors shall have been chosen. A majority of votes shall constitute a choice.

ARTICLE II.—Duty of the officers.

SECTION 1. It shall be the duty of the president to attend all meetings of the association and of the board of directors; to preside at, and keep order therein; he shall be authorized to call extra or special meetings of the association or board of directors at any time he may think proper, or at the request of a majority of the directors, or ten members of the association.

SEC. 2. It shall be the duty of the vice-president to attend all meetings of the association and board of directors, assist in keeping order therein, and to preside in the absence of the president.

SEC. 3. It shall be the duty of the secretary to attend all meetings of the association and board of directors, and keep a true and faithful record of all the transactions therein; publish notices of stated and special meetings, in such form and manner as may be ordered by the board of directors; receive initiation fees and monthly dues, collect all fines, etc., and immediately upon the receipt of such moneys deposit the same with the treasurer, who shall receipt to him therefor. He shall likewise keep a book, in which each member's name shall be inserted in such manner as to show when he was admitted, the amount of dues he has paid, and when he withdrew, died or was expelled; which book shall be the register of the association; and he shall also keep such other book or books, as may be, from time to time, directed by the association. At the opening of each meeting, he shall read the minutes of the preceding and intervening meetings of the association and board of directors, and perform such other duties as may be compatible with his office. For the faithful performance of these services, he shall receive a salary not exceeding \$60 per annum, to be regulated by the board, and be exempted from the payment of monthly dues. In case of nonattendance at meetings, he shall, at the option of the association, be fined in a sum not exceeding \$3 for each delinquency, to be deducted from his annual salary.

SEC. 4. It shall be the duty of the treasurer to attend all meetings of the association; to receive all moneys collected by the secretary, and to receipt to him for the same; and to keep a true and faithful account of all the moneys received and expended. He shall not make any disbursements whatever, without a written order approved of by a majority of the board of directors, and signed by the president, except in cases provided for under the head of relief. He shall render a detailed account of all the financial affairs of the association to the board of directors, at their regular meetings in May and November. Before

entering upon the duties of his office, he shall give an obligation or bond to the association, backed by such surety or sureties as may be approved of, thereby engaging to refund all the moneys and other property of the association, which may have been intrusted to his care, at the expiration of the time for which he was elected, or on his resignation or removal from office. The treasurer shall deposit all moneys in his possession over \$50, and shall exhibit the certificate of deposit to the board of directors, at their monthly meeting.

SEC. 5. The board of directors shall meet on the first Saturday of each month, and shall have power to make their own by-laws, provided they do not militate against the spirit of the constitution, or such regulations as may be made from time to time by the association. It shall be the duty of the directors to audit and settle the accounts of the treasurer, secretary and committee of relief. All appropriations of the funds, except in cases provided for under the head of relief, shall be made through the treasurer, and an order to that effect, approved by a majority of the board and signed by the president, shall be considered a sufficient warrant therefor. They shall render to the association, at its regular meetings in May and November, a true and faithful account of all the affairs of the association. They shall likewise receive all applications for membership, and report on the eligibility of candidates for admission. Any member of the board of directors, who may fail to attend, shall be fined 50 cents for each neglect.

ARTICLE III.—*Of elections.*

SECTION 1. A general election for officers of the association shall be held on the second Saturdays of May and November in each year, of which previous public notice shall be given by the secretary.

SEC. 2. The secretary and two members, to be named by the chair, shall officiate as inspectors or judges, at each election; and it shall be their duty to see that no member votes more than once, and to exclude from voting all such members as are in arrears for dues or fines. Immediately upon the closing of the polls, they shall canvass the tickets that have been received, make out a correct report in writing of the number of votes given for each person, and deliver it to the presiding officer, who shall thereupon declare the result of the election.

SEC. 3. Immediately after the election, the respective officers, previous to taking their seats, shall subscribe to the following declaration, which shall be administered by the presiding officer: "Do you solemnly declare that you will, to the best of your ability, execute the office of ——? That you will support the constitution of this association, and all by-laws founded thereon? And that you will act in this capacity for the general benefit of the members thereof, when opportunity offers or occasion requires it?"

SEC. 4. Any person who is in arrearage for dues or fines, shall not be eligible for election to any of the offices before mentioned.

ARTICLE IV.—*Election and initiation.*

SECTION 1. Application for admission into this association, must be made to the board of directors, either personally or through a member of this association. The applicant must deposit in the hands of one of the members of the board of directors, the sum of \$5; upon which the board of directors shall take his request into consideration; and if it shall satisfactorily appear that he is a regular journeyman printer, of the age of 21 years, and not working for less than the prices established by this association, the result of such inquiries shall be reported at the next regular meeting of the association.

SEC. 2. A person favorably reported to the association, shall be balloted for, and the votes of three-fourths of the members present shall entitle him to admission; when, having signed the constitution, he shall be entitled to a copy of it, and a blank certificate of membership, which blank certificate may be filled at the end of three months from the time of his admission, or at the discretion of the board of directors.

SEC. 3. Candidates who do not come forward within two months after being notified of their election, shall forfeit their deposit money, unless a satisfactory excuse for the delay be rendered. Should a candidate be rejected, his deposit money shall be returned.

SEC. 4. Every newly elected member shall be introduced by the individual who proposed him to the board of directors, or such other member as may be designated by the presiding officer; who shall address him as follows: "Sir,

I have the pleasure of informing you that you have been elected a member of the New Orleans Typographical Association. Before your name is added to the list, it is my duty to ask, Do you understand the objects of this association? Will you, either as a journeyman or foreman, support the constitution and scale of prices of this association, and all by-laws founded thereon? Will you attend all meetings of this association, and embrace every proper occasion to promote its reputation and enhance its prosperity? Where your influence is desired by individuals of the profession, and their claims as workmen are equal, will you always give the preference to members of the association, and also pledge yourself not to divulge any of the proceedings of the association?" [If his answer be in the affirmative, the president will reply as follows:] "As your answers are satisfactory, and trusting that you will ever bear in mind the principles upon which this association is founded, I will now tender you the right hand of fellowship. As an earnest of the sincerity of the declaration you have just made, you will now sign this constitution, which defines your rights and duties."

SEC. 5. Any member of this association who shall establish the printing business on his own account, will forfeit his title to membership;—but in the event of his again becoming a journeyman, he shall be entitled to all his former rights and privileges.

ARTICLE V.—*Of monthly dues.*

SECTION 1. Each member of the association, with the exception of the secretary, shall pay into the treasury the sum of 50 cents per month.

ARTICLE VI.—*Of the funds.*

SECTION 1. The funds shall not be appropriated to any other purpose than to defray the expenses of the association, and the pecuniary relief of its members.

SEC. 2. Any member who may be thrown out of employment in consequence of not obtaining the price for his labor in accordance with the scale of prices, shall be entitled to a weekly allowance of \$5; and the board of directors shall determine the right of applicants to the per-week allowance, specified in this section. If it shall satisfactorily appear that he makes no effort to obtain another situation, or refuses honorable employment when offered him, and continues to draw on the treasury, his weekly allowance shall be immediately discontinued, and his claim on the funds be suspended for the term of six months.

SEC. 3. No member shall be entitled to the weekly allowance specified, who may be in arrears for dues or fines.

SEC. 4. Any sum that may be earned by a member during the week that he receives pecuniary relief, shall be deducted from his weekly allowance.

ARTICLE VII.—*Of the chapel.*

SECTION 1. In each printing office, within the jurisdiction of this association, wherein members of it are employed, there shall be established a chapel, and an experienced journeyman from among them chosen to preside thereat, who shall be constituted and known in his official capacity as father of the chapel. To this chapel shall be referred for settlement any difference that may arise between the employer and the employed, or between the journeymen, and the disagreement shall be adjudged by the chapel; but in case either party should feel itself aggrieved after the matter in dispute has been canvassed and decided by the chapel, it shall be the duty of the father to lay the case before the association, whose decision shall be final.

SEC. 2. The father of the chapel shall be elected by a majority, and continue in office for three months.

SEC. 3. No chapel shall be formed in any printing office in which there are less than three members of the association employed.

ARTICLE VIII.—*Of impeachment and trial.*

SECTION 1. Any breach of the constitution, by-laws, or scale of prices of this association, shall constitute just ground for impeachment, admonition, fine or expulsion of any of its officers or members.

SEC. 2. Impeachment and trial of members shall supersede all other business before the association, unless otherwise directed by a vote of two-thirds of the members present.

SEC. 3. Any member shall be competent to impeach another member, on either of the following specifications: 1. Of any violation of the constitution, by-laws, or scale of prices. 2. Of conduct calculated to bring into contempt or derision the association as a body.

SEC. 4. All charges and specifications shall be reduced to writing, notice thereof given at a general meeting, and a copy or copies thereof served on the member or members against whom they are made, by the secretary or other authorized officer of the association, at least one week previous to its regular or monthly meeting.

SEC. 5. No member shall be twice arraigned upon the same charges and specifications. A majority of votes, exclusive of the party implicated, shall, in all cases, determine the innocence or delinquency of the accused.

ARTICLE IX.—*Of relief of members.*

SECTION 1. Any member who may become sick, or otherwise incapacitated from pursuing his business, shall be entitled to the sum of \$8 weekly.

SEC. 2. In the event of death of any member of this association, the sum of \$80 shall be drawn from the treasury, to defray his funeral expenses.

SEC. 3. It shall be the duty of the president, at the first meeting of the board of directors, after their election, to divide said board into three committees, to act as committees of relief. The committees shall serve alternately for the period of two months.

SEC. 4. It shall be the duty of the committee of relief to visit the members who may be unable to attend to their business through ill health, so soon as such inability may come to their knowledge, and ascertain if they need the assistance of the association; if so, the committee shall visit such members at least once a week during their illness, and pay to them the sum allowed by the constitution, and take receipts therefor, in a book provided for that purpose.

SEC. 5. It shall be the duty of the committee of relief to make a detailed statement of the moneys expended, to whom paid, etc., at the expiration of their term of office; which report shall be incorporated with the proceedings of the board.

SEC. 6. No member shall be entitled to the benefits of the preceding provisions, who may be in arrearage for dues or fines.

SEC. 7. Any member who may feign illness, for the purpose of receiving the benefits of the foregoing provisions, shall be expelled, on proof thereof.

SEC. 8. Any member who may speak in derision of another, for receiving the assistance of the association, shall be reprimanded for the first offense, and expelled for the second.

SEC. 9. The committee of relief shall make a statement of the moneys wanted for carrying out the foregoing provisions, from time to time, as found necessary, to the secretary, who shall examine the same, and certify to its correctness—upon which certificate, the president shall draw on the treasurer for the amount.

SEC. 10. The treasurer shall pay the drafts of the president for all purposes coming under the head of relief, without the intervention of the board; and such order shall be deemed a sufficient voucher for such payments.

SEC. 11. The secretary shall assess on each member the sum of fifty cents extra, on the meeting next succeeding, that on which appropriations are made to inter members.

ARTICLE X.—*Time of meetings.*

SECTION 1. A general meeting of this association shall be held on the second Saturday of every month, for the purpose of hearing the proceedings of the board of directors, collecting dues, and transacting such other business as may come before it.

SEC. 2. At all the meetings of the association, eleven shall be a quorum to proceed to business.

ARTICLE XI.—*Of the scale of prices.*

SECTION 1. The scale of prices appended to this constitution, shall, in all cases, be considered as a part thereof; and no member of this association shall, on any pretext whatever work, either directly or indirectly, for prices less than those specified therein.

ARTICLE XII.—*Of apprentices.*

SECTION 1. No member of this association shall work on any English daily morning paper, on which any apprentices may be employed. [This article is not considered applicable to any apprentice now in such offices.]

SEC. 2. No member of this association shall work on any English paper, or in any book or job office, where any apprentice is employed, who may not be bound for a term of not less than four years during minority.—[This clause is not to apply to any existing contracts.]

SEC. 3. In order to find proprietors of evening papers and job offices an opportunity to test the capacity of boys intended for apprentices, the latter shall be allowed a novitiate of two months.

ARTICLE XIII.—*General provisions.*

1. No additions, alterations, or amendments shall be made to this constitution, or scale of prices thereto appended, unless one month's notice shall have been given of such intention at a general meeting of the association, and three-fourths of the members present concur therein.

2. No French journeyman, (not a member) within the jurisdiction of this association, shall be amenable to its rules or regulations, except he interfere with the English compositors or pressmen.

BY-LAWS.

1. The hours of meeting of this association shall be as follows: From the 10th of March to the 10th of October, at 8 o'clock in the evening, and from the 10th of October to the 10th of March, at 7 o'clock. The board of directors to meet on the Saturday evening preceding the meetings of the association.

2. No member shall speak more than twice on the same subject, except by leave of the association. The speaker shall in all cases address himself to the presiding officer. He shall not be interrupted while speaking, unless by the presiding officer, when he shall think proper to call him to order, or to admonish him to a closer adherence to his subject.

3. When two or more members rise at once, the presiding officer shall decide who is to speak first.

4. All resolutions and amendments shall be presented in writing. When a question, resolution or motion, is under debate, no other motion shall be admitted by the president, unless to postpone the further consideration thereof, to divide the question, to amend or to adjourn; and no amendment shall be admitted that shall appear to the president to destroy the spirit or principle of the resolution or motion under consideration.

5. Questions of order shall be decided by the president; but in case of appeal from his decision, the association shall determine by vote, without debate.

6. A motion to reconsider any former resolution or vote, can only be made by a member who voted in the majority.

7. Any officer or member of this association who shall fail of attending a special or regular meeting, without sending or rendering, at the next meeting, a satisfactory excuse for such neglect, shall be subject to, and pay a fine of 50 cents.

8. Any person who may be in arrears for dues and fines, shall not be entitled to vote on any question coming before the association. Any member of this association who may be in arrears for dues and fines one year, shall be expelled.

9. No member shall leave the room during the meeting of the association, without leave of absence from the presiding officer, under the penalty of 25 cents.

10. In case any director or other officer shall refuse or neglect to take his seat at the board for two successive meetings, his seat shall be considered as vacated, unless he shall give a satisfactory excuse therefor.

11. The secretary shall furnish the chairman of every committee with a list of the names of the respective members; and any member of a committee, who shall neglect to attend to the duty assigned him, he having been notified by the chairman, shall forfeit and pay the sum of \$1, unless he can render sufficient reason to the association for such neglect.

12. The secretary shall make out the account of each member, and present the same for payment at the end of each quarter.

13. It shall be the duty of the secretary to make out lists of members who may be in arrears for six months, (whose bills have been regularly presented,)

and furnish the same to the several fathers of chapels, who are directed to have the same affixed in some public part of the office.

14. It shall be the duty of members of this association to inform strangers, who may come into offices where they are employed, of the established prices, and also of the existence of the association, and the necessity of their becoming members.

15. In no case shall a member of this association be allowed to work with a free man of color, either as compositor or pressmen.

16. No member of this association shall reveal any part of its proceedings, under penalty of impeachment and expulsion.

17. Members leaving the city shall not be charged with dues or fines during their absence, provided they notify the secretary of the same. For neglect of such notification, they shall be fined \$2.

RULES OF ORDER.

1. At the time appointed, the president shall call the meeting to order, and request the secretary to call the roll and collect the monthly dues and fines.

2. The minutes of the preceding meetings of the association and the board of directors shall be read by the secretary.

3. Business remaining over from former meetings shall be acted on, or further postponed.

4. Candidates shall be balloted for.

5. Reports of committees shall be read and considered.

6. Communications shall be read and new motions received.

7. The secretary shall report the amount of money received, as also the names of those who have not paid the full amount of their dues and fines.

APPENDIX A, NO. 8.—CONSTITUTION OF PHILADELPHIA TYPOGRAPHICAL UNION, ADOPTED AUGUST 10, 1850.

ARTICLE I.—*Title and acts.*

SECTION 1. This institution shall be known by the name of "The Journeymen Printers' Union, of Philadelphia."

SEC. 2. All acts shall be in the name of "The Journeymen Printers' Union, of Philadelphia," and shall be signed by the president and secretary for the time being.

ARTICLE II.—*Manner of voting.*

SECTION 1. On all questions or motions, except the election of officers, and the election and expulsion of members, the members shall vote viva voce.

SEC. 2. In the election of officers, and in the election or expulsion of members, the members shall invariably vote by ballot.

SEC. 3. All questions or resolutions in reference to prices shall be debated and adopted in committee of the whole.

ARTICLE III.—*Membership.*

SECTION 1. An indispensable qualification of all persons admitted members of this union, shall be a practical knowledge of the art of letterpress printing.

SEC. 2. All applications for membership in this union, shall be presented by members, at the stated meetings, at which time the pretensions of the applicant shall be distinctly made known; and, if a majority of the voters agree to the admission of the applicant, he shall be declared to be duly elected. But any person elected to membership, who shall neglect to sign the constitution for one month after his election, (provided notice in writing be given him,) shall be considered to have forfeited his right to admission, unless he shall show satisfactory cause for such neglect.

SEC. 3. All candidates for initiation shall be waited upon outside of the door of the place of meeting of the union, by the vice-president, or such other member as shall, for the time being, fill his place, who shall inform such candidate that there is nothing in the constitution of the union conflicting with his religious or political principles, be they what they may; and, should he be satisfied to proceed, shall read to him the following pledge, and if he should consent to take the same in the presence of the assembled members of the

union, he shall be introduced to the president, and requested to raise his right hand whilst repeating these words:—" I, (repeating his own name) hereby solemnly and sincerely pledge my honor as a man, that I will not reveal any business, or proceedings of any meeting of this union; and that I will, without equivocation or evasion, and to the best of my ability, so long as I shall remain a member thereof, abide by the constitution and by-laws, and the particular scale of prices of work acknowledged and adopted by it; and that I will, at all times, by every honorable means within my power, procure employment for members of this union, in preference to persons not connected therewith."

SEC. 4. Members-elect, on signing the constitution, shall pay to the financial secretary the sum of \$1, (which may at any time hereafter be increased to a sum not exceeding \$2,) together with the further sum of 25 cents in each and every month thereafter.

SEC. 5. Should any member neglect to pay his dues and fines for three successive months, or refuse to make payment when requested by the financial secretary, he shall not be entitled to receive the quarterly password; and should any member be six months in arrears in said payments, it shall be the duty of the financial secretary to notify him of the same, and of the penalty attached to further neglect; which penalty shall be set forth in the by-laws: *Provided*, That no penalty shall attach when sickness is the cause of the delinquency.

SEC. 6. Absence from the city shall in no case exonerate a member from dues during such absence; but any member may draw his certificate of absence, by paying all dues and fines standing against him; and, upon again presenting his certificate, shall be reinstated in the union: *Provided*, He shall have been guilty of no acts in violation of the constitution and by-laws of the union during his absence.

SEC. 7. A majority of the members present shall decide whether charges alleged against a member are of such a nature as to be cognizable by the rules of the union.

SEC. 8. All accusations against the character of a member must be made in writing, and referred to a committee of five, who shall examine into the same, and recommend to the union what order shall be taken upon them.

ARTICLE IV.—Officers.

SECTION 1. The officers of the union shall consist of a president, vice-president, recording secretary, financial secretary, treasurer, business committee, (consisting of 15 members) and a doorkeeper.

SEC. 2. It shall be the duty of the president to preside at all meetings, and preserve order therein, draw all orders on the treasurer authorized by the union, and transact such other business as may appertain to his office.

SEC. 3. It shall be the duty of the vice-president to perform all the duties appertaining to the office of the president, in case of his absence, resignation or death.

SEC. 4. The recording secretary shall attend all meetings of the union, and keep correct and plain minutes of the proceedings; notify all persons elected members, and also all persons elected to office, not present at the time of election, and transact such other business as the union may, from time to time, assign him. For the performance of these duties he shall be allowed the sum of \$1 for each meeting.

SEC. 5. The financial secretary shall attend all meetings of the union, and shall keep accurate accounts of all dues and fines, and shall collect them. And all moneys he may collect shall be immediately paid to the treasurer, in the presence of the presiding officer. He shall also keep a list of those members who shall be more than three months in arrears, and may hand their names to the presiding officer. He shall notify all members who may be six months in arrears, and of the penalty attached to further neglect. He shall furnish to any member who may desire it (provided said member shall first pay all arrearages against him) a certificate of absence, certifying he is in good standing in the union. He shall also perform such other duties pertaining to the financial business as the union may from time to time direct. For the performance of these duties he shall be entitled to the sum of \$1 for each meeting: *Provided*, That it shall be the duty of both the recording secretary and the financial secretary to deliver over, within seven days after the expiration of their terms of office, resignation or removal, all books, papers, or other property belonging to the union.

SEC. 6. It shall be the duty of the treasurer to receive all sums of money in behalf of the union from the financial secretary, and give his receipt therefor. He shall keep true and accurate accounts of all the money received and expended on behalf of the union. He shall make no disbursements without a warrant from the president, attested by the financial and recording secretaries. He shall also give such security for the safe-keeping of all moneys belonging to the union as the business committee shall deem necessary. He shall also, within seven days after the expiration of his term of office, or in the event of his resignation or removal, deliver over to his successor all moneys or property in his possession belonging to the union.

SEC. 7. It shall be the duty of the business committee to attend to the general correspondence of the union. They shall receive reports from all committees connected with the state of the trade in this city and county, and elsewhere, and all statistics in connection therewith, and perform such other business as the union may from time to time direct. They shall make reports to the union at every meeting.

SEC. 8. It shall be the duty of the doorkeeper to attend at the door, and he shall admit no member without the password. He shall announce the name of any member at the door without the password to the president, who shall admit him and give him the password: *Provided*, He shall be in good standing in the union.

ARTICLE V.—*Elections.*

SECTION 1. The election for all officers of this union shall be held, annually, on the second Saturday in August.

SEC. 2. The judges of the election (to consist of two) shall be appointed by the president on the evening of the election, which election shall be held by general ticket. They shall announce the result of the election to the president, who shall declare to the union the names of the successful candidates.

SEC. 3. Should a vacancy occur among the officers of the union, (not otherwise provided for) the presiding officer shall give notice of the fact, and an election shall be immediately held to supply the vacancy for the remainder of the term.

ARTICLE VI.—*The funds.*

The funds of the union shall be applied to defraying the necessary expenses, and for such other purposes as may be provided for in the by-laws.

ARTICLE VII.—*Meetings.*

SECTION 1. The stated meetings of the union shall be held on the second Saturday in each month.

SEC. 2. In the recess a special meeting of the union may be called by the application of a majority of the business committee to the president, in writing, when he shall direct the recording secretary to give public notice calling the union together.

SEC. 3. Eleven members shall constitute a quorum.

ARTICLE VIII.—*Disputes.*

Should difference or disputes occur between the employer and employed, or between the journeymen in an office, in which members of this union are employed, (relative to any matter within the jurisdiction of this union,) it shall be the duty of such members to adjudge, if possible, the matter in dispute; and in case either party shall feel aggrieved, the difference may be brought before the union, whose decision shall be final.

ARTICLE IX.—*Amendments, dissolution, and by-laws.*

SECTION 1. No alteration or amendment shall be made to this constitution, without the concurrence of two-thirds of the members present at a stated meeting; and the proposed alteration or amendment, which must be in writing, shall be read by the president at two successive meetings before final action shall be had thereon.

SEC. 2. No resolution or motion, tending to dissolve the union, shall be in order, while eleven members require its continuance.

SEC. 3. In addition to the constitution, the union shall make all necessary by-laws and rules of order: *Provided*, They contain nothing inconsistent with the constitution: *And provided also*, That no fine or other penalties imposed by the constitution and by-laws shall, in any case, be remitted, excepting only that of expulsion, which may be commuted by the votes of a majority present to a fine of not less than \$3, nor more than \$5.

ARTICLE X.—*Password and pledge.*

SECTION 1. The president shall, at the end of every quarter, change the password, which he shall give to every member who may be in good standing in the union, separately and in a whisper to each; and no member shall make use of the password for other purpose than to enter the union.

SEC. 2. Should the printers of any or every other city in the Union form themselves into similar unions, and desire to connect with this union, it shall be the duty of the president to establish such connection; and he shall, provided the majority present assent, establish a traveling password, which shall be legal for one year, and grant traveling certificates to members, certifying that the holder is in good standing in the union, and recommending him to the kindness and protection of all unions with which this union may connect.

SEC. 3. Should a convention or congress of delegates from the different trades or bodies of workmen in this city and county, or elsewhere, be at any time held, it shall be the duty of the union to elect two or more delegates for the purpose of representing this union.

ARTICLE XI.—*Honorary members.*

SECTION 1. Any person of a good moral character, who may have learned the art and mystery of printing, may be proposed for honorary membership, if at the time of such proposition, he shall be out of the business, and known as a friend to the principles of this union; and if elected by a majority of the members present, he shall receive from the president such certificate of the fact, as may be provided for the purpose.

SEC. 2. Honorary members shall be admitted to all the meetings of the union, and enjoy the same privileges as members, with the exception of the right to vote or hold office, and the title to benefits.

BY-LAWS.

ARTICLE I.—*Meetings.*

The hour of meeting shall be, from the 1st of October to the 1st of April, at 7.30 o'clock; from the 1st of April to the 1st of October, at 8 o'clock.

ARTICLE II.—*Installation of officers.*

SECTION 1. All officers-elect shall be installed on the first stated meeting after the election; and it shall be the duty of the president to install all newly elected officers.

SEC. 2. All newly elected officers, upon being requested to do so by the presiding officer, shall range themselves in front of his desk, and subscribe to the following pledge, which he shall dictate to them:—"I do hereby pledge myself to faithfully perform the duties of the office to which I am elected, to the best of my ability, and for the benefit and honor of the union."

ARTICLE III.—*Committees—How and when appointed, duties, etc.*

SECTION. 1. The president shall appoint all special committees, and fill all vacancies, unless otherwise provided for.

SEC. 2. The business committee shall, in addition to the duties prescribed in the constitution, perform the following:—They shall keep accurate accounts of the number of men and boys employed in each office in the city and incorporated districts, as well as of any suspicious circumstances in connection therewith, which may be reported by the chairman of any office; they shall also have charge of all correspondence of the union, and keep, as nearly as possible, a correct account of the state of the trade in other cities with which we may connect; they shall also, whenever they deem the interest of the craft demands it,

call special meetings of the union. It shall also be their duty to recommend to the union any course of action which, in the performance of their duties, they believe to be beneficial to the union and craft in general. For the better performance of these duties, the chairman may, at his option, divide the committee into subcommittees, each to consist of at least two, for the management of particular branches of the business.

SEC. 3. The business committee shall elect from their number three auditors, for the purpose of auditing and settling the accounts of the financial secretary and treasurer, who shall make report thereof in writing quarterly, to the business committee.

SEC. 4. The business committee shall be constituted as follows:—Five members from hands on daily papers, and ten from those in book and job offices and on weekly papers respectively; and it shall be the duty of the judges of the election to select from the list voted for, the five hands on daily papers having the highest number of votes, and the remaining ten from the book and job offices and weekly papers respectively, having the highest number of votes, who shall be declared duly elected: *Provided*, No two of said committee shall be elected from one office.

SEC. 5. All special committees shall report in writing at the next stated meeting, unless otherwise ordered.

SEC. 6. No member shall be appointed on a special committee, unless present at the time of appointment; nor shall any member be compelled to serve two successive terms on any one committee.

ARTICLE IV.—*Reliefs, etc.*

SECTION 1. When the hands in any office shall be called upon to quit work in vindication of their just rights, as prescribed in the scale of prices adopted by this union, each housekeeper and married man shall be entitled to receive \$5 per week, and each single man, not a housekeeper, \$3, until he obtain employment: *Provided*, That no hand or body of hands shall so quit work without the sanction of the chairman of the business committee; but should he not deem the matter of sufficient importance to warrant him in sanctioning the strike, he shall, if requested to do so by the parties interested, call a special meeting of the union, when the decision of a majority present shall be final: *Provided, also*, That this section shall not go into effect until the present difficulty with the employers be settled.

SEC. 2. If any member on a strike shall refuse employment when offered to him, he shall forfeit all claim upon the union for the weekly allowance: *Provided*, That if such member do not earn by such employment a sum equivalent to that provided for in the preceding section, the balance shall be made up to him by the union; his bills and receipts being considered sufficient vouchers of the amount he earns by such employment.

SEC. 3. If any member shall be discovered attempting to impose upon this union, by making false returns of the amount he has earned while on a strike, he shall be debarred from further benefits for the period of six months, and shall be incompetent to fill any office, or take part in any debate in this union for one year.

SEC. 4. It shall be the duty of the president, when any hand or body of hands are legally on a strike, to keep a list of their names, and to draw weekly an order on the treasurer, attested by the recording and financial secretaries, in favor of each hand, for the sum which may be due him under these by-laws.

SEC. 5. Strangers arriving in the city shall be allowed to work, until the next stated meeting of the union, when they must become members. Should he or they neglect or refuse to join the union, it shall be the duty of the hands employed in the office to quit work, and insist upon his or their discharge.

SEC. 6. If any stranger, a member of our craft, shall not obtain employment within one week, and decides to leave, he shall be entitled to receive a sum not exceeding \$4, to defray his expenses out of the city; an order for which may be drawn by the president attested by the recording and financial secretaries, on the treasurer: *Provided*, The union from which he holds his certificate creates a similar provision in favor of members of this union.

ARTICLE V.—*Members, their duties, etc.*

SECTION 1. It shall be the duty of the hands employed in every office to appoint from their number a chairman, whose duty it shall be to report to the business committee, in writing, once a month, the condition of the office in which he may be chairman; the number of men and boys employed, and such other matters as he may deem of importance to the union. He shall also be the medium of communication between the hands and the employer, in all questions cognizable by the rules of this union. It shall also be his duty to announce to all strangers going to work in the office the necessity of becoming members of the union, as prescribed by section 5, Article IV, of these by-laws. He shall also keep a schedule in which members of this union who are unemployed may inscribe their names and residences, and, should any vacancy occur, he shall notify them of the same immediately. Should he neglect to perform any of these duties, he shall be fined in a sum not less than 25 cents, nor more than 50, at the option of the union.

SEC. 2. If any member accept work in any office where the hands have struck on any question involving the rules of this union, and shall refuse to quit work when ordered to do so by the chairman of the office, he shall be expelled from the union.

SEC. 3. In no case shall members of this union work in any office, after the 2d day of September, 1850, where hands are employed who refuse to join the union; and should any member do so, he shall be fined or expelled, at the option of the union.

SEC. 4. No member expelled from this union shall be readmitted for a sum less than \$3; and his monthly dues shall be charged to him from the time of his expulsion to his readmission, and he shall not be eligible to any office in this union for one year after his readmission.

SEC. 5. All journeymen printers residing in Philadelphia at the time of the formation of this union, who shall refuse to join on or before the 2d day of September, 1850, shall be charged \$2 initiation fee: *Provided*, That on application of any member of the craft, who is conscientiously opposed to the principle of secret association, and who may signify his disposition to adhere to our scale of prices, rules, etc., he shall, if the majority present consent, be deemed an honorary member of this union, and shall be entitled, should he desire it, to receive from the president a certificate, by paying such sum as may be directed by a vote of the union: *And provided further*, That persons admitted to membership under the first provision of this section, and who have been receiving the advanced rates, shall be willing, for the whole time thus employed to pay such percentage of the advance as may be decided upon by the union.

SEC. 6. Any member six months in arrears for dues and fines, who shall not pay such arrearages at the next stated meeting shall be suspended; and it shall be the duty of the hands employed with him to quit work, and insist upon his leaving the office or paying such arrearages: *Provided*, He shall be previously notified by the financial secretary, as provided in the constitution.

ARTICLE VI.—*Apprentices.*

SECTION 1. Any apprentice in the last year of his time, who may express a desire to become a member of this union, may do so by paying the initiation fee; but no monthly dues shall be exacted from him, nor shall he have the right to vote or take part in any debate until he attains his majority when he shall be considered a full member.

SEC. 2. No member of this union shall work in any office where the number of apprentices ranges over the following ratio:—Book and job offices shall be entitled to 2 apprentices; where more than 9 and less than 15 journeymen are permanently employed, 3 apprentices; where more than 15 and less than 20 journeymen are permanently employed, 4 apprentices; and in no case whatever shall more than 5 apprentices be allowed in any one office: *Provided*, That this section shall not apply to offices where a greater number of legal apprentices are employed at the time of the formation of this union.

SEC. 3. Should attempts be made to introduce apprentices into any office where the above ratio are already employed, it shall be the duty of the chairman of said office to report the fact to the business committee; and should they, after an investigation, be satisfied that the spirit of the preceding section has been violated, it shall be their duty to order the hands employed in such office to quit work and protest against the introduction of such apprentice or appren-

tices; and should such hands, or any one or more of them, refuse to quit work when so ordered by the business committee, he or they shall be fined or expelled at the option of the union.

Sec. 4. No member of this union shall work in any office where a boy shall leave his employer after he is 16 years of age, unless said employer shall die or decline business, or said boy shall be otherwise legally discharged.

Sec. 5. No member of this union shall work in any newspaper office where an apprentice or apprentices are employed.

ARTICLE VII.—*Two-thirders, etc.*

SECTION 1. Any individual working for less than the scale of prices of this union, who is not bound by indenture or by contract for a term of five years, shall be deemed a rat; and a list of such individuals, with a description of their persons, shall be kept by the business committee; and it shall be their duty to furnish any body of printers in other cities or towns, who may connect with us, a copy of the same, with a request to transcribe and retain it for reference.

ARTICLE VIII.—*Fines, etc.*

SECTION 1. Any officer absent at roll call shall be fined 12½ cents; if absent over half an hour 25 cents.

Sec. 2. Any officer having charge of books, who shall fail to have them in the meeting, at roll call, shall be fined 25 cents.

Sec. 3. Any member appointed on a committee, who shall refuse or neglect to perform, his duty shall be fined 25 cents for each neglect or refusal.

Sec. 4. The recording secretary shall be subject to a fine of 25 cents for neglecting to perform properly the duties of his office.

Sec. 5. The financial secretary shall be subject to the following fines; For neglecting to notify members when in arrears for dues or fines, each offense 12½ cents; for neglecting to make quarterly or other reports, 50 cents; for neglecting to perform such other duties as the constitution or union may require, for each offense 25 cents.

Sec. 6. The treasurer and auditors shall each be subject to the following fines; For neglecting to make quarterly or other reports, 50 cents each; for neglecting to perform such other duties as may be required of them by the union, 25 cents for each offense.

Sec. 7. Any member intoxicated, or making use of profane language in the meeting, or refusing to obey the president when called to order, or using disrespectful language toward the officers or members of the union, shall be subject to such fines as may be imposed by the union.

Sec. 8. Members neglecting to notify the financial secretary when they change their residences, shall be fined 12½ cents.

Sec. 9. Any member of the business committee, who shall neglect business or duties intrusted to him, shall be fined 25 cents for each offense.

ARTICLE IX.—*Miscellaneous.*

PROPOSITION FOR MEMBERSHIP:—Every member proposing a candidate for admission shall do so in writing, with his name and address; and, provided no objection be made, the candidate may be elected and introduced the same evening.

PAYMENT OF BILLS:—All bills against the union must be presented to a meeting before being paid, unless the bill contracted has been ordered by the union.

CHANGE OF RESIDENCE:—Members changing their residence, shall give notice to the financial secretary within one month.

DIVULGING PRIVATE BUSINESS:—Any member revealing business of this union ordered to be kept secret, shall be subject to such punishment as the union may direct. The doorkeeper shall receive \$1 per meeting for his services, and shall admit no one without the password, except by order of the president. Should any member be at the door without the password, he shall announce the fact, together with the name of the member, to the president.

ALTERATION OF BY-LAWS:—No proposition to alter, suspend, or annul these by-laws, shall be acted upon until it shall have been submitted, in writing, to a previous regular meeting of the union; nor then, without the concurrence of two-thirds of all the members present.

**APPENDIX A, NO. 9.—CONSTITUTION AND DOCUMENTS OF THE
FIRST NATIONAL CONVENTION OF PRINTERS, 1836.**

**CONSTITUTION OF THE NATIONAL TYPOGRAPHICAL ASSOCIATION,
OF NOVEMBER 11, 1836, AS AMENDED SEPTEMBER 5, 1837.^(a)**

Whereas experience has proved that the interests and prosperity of the typographical profession of the United States can not be maintained and promoted but by the united efforts of the whole body, nor its character and standing properly elevated by the feeble efforts of individual societies: And whereas it has become necessary for the welfare of the craft that a bond of friendship, feeling, and obligation, should exist amongst all societies throughout the Union: Having in view the accomplishment of these desirable results, and of meting out equal justice to our employers and ourselves, the several local societies at present organized, do agree to form themselves into a united society, to be denominated The National Typographical Association, and enact for their government the following constitution:

ARTICLE I. (b)

SECTION 1. This association shall be known and called by the name of the "National Typographical Association," and shall be composed of such local associations as shall acknowledge this constitution and its accompanying by-laws.

SEC. 2. Each local society shall be entitled, for twenty contributing members or less, to one delegate to this association; over twenty and not exceeding forty, two delegates; above forty, three delegates; to be duly elected from the contributing members of said society: *Provided*, Nothing herein contained shall prevent any society from filling up their delegation by proxies, if said proxies be contributing members or members of some society attached to this association.

ARTICLE II.

A convention, consisting of delegates from the several local associations, shall be held annually—the convention in session having power to appoint the place of meeting of its successor.

ARTICLE III.

The convention shall have power to pass such general laws for the government of local societies as may not conflict with any regulations of said societies, so far as they exercise, or may hereafter exercise, the right to establish prices for the district of country over which they have jurisdiction.

ARTICLE IV.

SECTION 1. The officers of this association shall be a president, vice-president, recording and corresponding secretaries, and treasurer, who shall be elected annually, by ballot, and hold office until their successors shall be chosen. A

^a This constitution was originally adopted at the Washington meeting of the National Typographical Society in 1836, but is given here as amended the following year, when the name was changed to National Typographical Association.

^b Below will be found noted the changes made from the constitution of 1836:

ARTICLE I, SECTION 1. This society shall be known and called by the name of "The National Typographical Society," and shall be composed of delegates from each regularly organized society in the United States.

Section 2 did not contain the proviso of that of 1837, but did contain after the words "contributing members of said society" this sentence: "The delegates thus elected shall have power to enact all general laws for the government of local societies," which is clearly inconsistent with Article II of 1836 and Article III of 1837.

Article X. The constitution of 1836 left the per cent blank and there was slightly different wording.

Article XI of constitution of 1836 is: "The first meeting of the National Society shall be in the city of New York, on the first Monday of September next; [1837] and thereafter at such time and place as the society shall annually determine."

Article XII of 1836 said "an engraved card, to be called the union card."

Section 2 of Article XII of 1837 does not appear in constitution of 1836.

Article XV of 1836 does not appear in that of 1837, and was as follows:

"So soon as any local society shall ratify this constitution, they may, immediately thereafter, elect a delegate or delegates, under the provision of the same, to meet, as is provided for in Article XI of this constitution, fully empowered to act on any of the propositions emanating from this convention for the consideration of local societies."

majority of the votes of all the members present, being necessary to constitute an election.

SEC. 2. The officers of this association shall constitute a board of control, for the adjustment of any difficulties which may arise during the recess of the convention, subject to the supervision of the said association at their next meeting.

SEC. 3. The board of control shall also have power to originate all correspondence necessary for the management and welfare of the profession. It shall be their duty also to hold correspondence with local societies, and such European societies as may desire to correspond with them. They shall solicit from said societies in Europe and America information of the condition of the trade; and lay before the association, at each annual meeting, a message, accompanied by all correspondence and documents which they may have received in their official capacity. They shall give a statement of the expenses incurred by them; also, such plans for the future management of this board as experience may suggest.

SEC. 4. The board shall have power to fill all vacancies that may occur in their body during the recess of the convention.

ARTICLE V.

SECTION 1. The president shall preside at all meetings of the convention, and preserve order therein—shall put all questions and announce the decision; he shall be entitled to vote upon all questions.

SEC. 2. The president shall sign all bills passed by the convention, and all drafts upon the treasury.

SEC. 3. In case of the absence of the president the vice-president shall preside.

ARTICLE VI.

SECTION 1. It shall be the duty of the recording secretary to keep correct minutes of the proceedings of the convention, file and preserve all papers intrusted to his care.

SEC. 2. He shall receive and pay over to the treasurer all moneys that may come into his hands for the use of the National Association, and take receipts from that officer for the same; also, attest all drafts upon the treasury.

ARTICLE VII.

It shall be the duty of the corresponding secretary to carry on all correspondence with European societies, and to answer calls for information from local societies in the United States. He shall preserve a correct copy of his correspondence, and lay the same before the association at its annual meetings.

ARTICLE VIII.

The treasurer shall receive all moneys from the recording secretary, and receipt to him for the same; pay all bills passed by the convention, signed by the president, and attested by the secretary; keep a true account of all moneys received and disbursed, and make a report at each annual meeting of the association. He shall, when legally directed by the president, immediately deliver over to his successor in office all moneys, books, etc. in his possession belonging to the association. He shall give such surety for the faithful performance of his duties as the convention may deem satisfactory.

ARTICLE IX.

Immediately after their election, the president, vice-president, secretaries, and treasurer shall assent to the following declaration:

“You, A B, do solemnly pledge your word and honor, in the presence of this convention, that you will, to the best of your ability, discharge the various duties incumbent on you as —— of The National Typographical Association during your term of office.”

ARTICLE X.

Each society, or association, shall annually pay into the treasury of this association, 25 per cent. on the whole amount received into their treasuries, for defraying the expenses of the attendance of their delegates, and other necessary expenditures; but should the amount in the treasury be insufficient, an additional tax shall be levied on the local societies, proportioned on each according to amounts last paid in.

ARTICLE XI.

A majority of the societies represented shall constitute a quorum for the transaction of business; no money to be appropriated but by a vote of two-thirds of the delegates in attendance.

ARTICLE XII.

SECTION 1. There shall be issued by the officers of the National Association, in blank form, (under the control of that body) to local societies, for the use of their members, a card, to be called the "union card," with suitable designs and inscriptions; and it shall be the duty of the local societies to issue one of these cards to every member in good standing, when about to leave the section of country over which they may have jurisdiction; and on the member's arriving under the jurisdiction of another society, and depositing his card with the president, or in his absence with any other officer, and receiving a certificate of such deposit, it must secure for him the confidence and good offices of that body; and, in case of his departure, in good standing, from said place, the proper officers of the society will give him another similar card, which shall be his passport with the next society. The card to be as follows:

"This is to certify that the bearer hereof, _____, is a member of the _____; and, at the time of issuing this card, is in good standing, and as such will receive the confidence, friendship, and good offices of all societies under the jurisdiction of the National Association.

"Given under our hands at _____, this — day of _____, 18—.

"_____, *President.*

"_____, *Secretary.*"

SEC. 2. It shall be the duty of every member of any association or society, on arriving in a place from another section of country, to wait on some one connected with the association, and show his card. And that it be further the duty of said member waited on, to introduce (as soon as practicable) the stranger among his craftsmen of the association, for examination of card.

ARTICLE XIII.

This constitution may be altered or amended at any meeting of the National Association, to suit a majority of the local societies then represented: *Provided*, No alteration shall be made unless notice be given at the previous annual meeting.

ADDRESS TO LOCAL SOCIETIES BY THE CONVENTION OF THE NATIONAL TYPOGRAPHICAL SOCIETY IN 1836.

In proposing the general rules for the management of the local societies, the committee deem it a matter of so much importance to the permanency and efficiency of the contemplated union, that they can not forego the opportunity to impress upon the members of such societies the strong necessity which exists for yielding so much of opinion, of power, and of government, as shall be required to give harmony, stability, and efficacy to the whole system. To accomplish the great purposes aimed at, and to secure a good organization, something of concession—much of resolution and determination—will be needed. The principal object should never be lost sight of—the glorious result thereof should forever be kept in view, and a comparison should be drawn between our present inefficient, unorganized, and, in too many respects, deplorable condition, with the energetic discipline and strength constituting its reverse.

The advantages which will accrue to the profession from the adoption of some equitable plan of union, are incalculable; and the recommendations of the committee are such as, in their judgment, will be most feasible, provided a proper spirit of conciliation, allied to an unshaken firmness of purpose, shall be observed on the part of the local societies. Our employers, though some of them

may be opposed to us a while, will eventually become convinced that, in endeavoring to ameliorate our own condition, we have not forgotten their interests, but have, on the contrary, consulted and secured them; and your committee conceive that, in no recommendation of theirs, is the least principle of right infringed or reason violated, but strict and impartial justice extended to all concerned.

If it be made obligatory upon the parents or guardians of boys to have them bound as apprentices for a certain term, (not less than six years), does the employer suffer injustice? By no means. He is benefited. The employer, the journeyman, and the apprentice, are all benefited by this regulation, and the provision made to bring into membership, in one or the other of the several local societies, all who may not be connected therewith—and after a distant specified period to admit none who have not served six years at the trade, will be found, upon proper reflection, to be productive of the happiest results, as it will secure to the employer the whole time of the apprentice, and prevent those from working as journeymen who have not served a regular apprenticeship.

The committee would, therefore, again urge upon the local societies the propriety of deep and mature deliberation, and they confidently hope that, when the few innovations upon long-established usages, which the nature of the subject necessarily imposed, shall come before them for consideration, they will receive that approval to which their merits may entitle them.

[The regulations below, when adopted by the respective societies, through their representatives, will become binding upon the whole, as general laws, for the government of the craft.]

ARTICLE 1. Every apprentice shall serve until he be 21 years of age; and at the time of entering as an apprentice shall not be more than 15 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

ART. 2. No runaway apprentice shall be received into any office in the United States attached to the National Society, either as an apprentice or journeyman.

ART. 3. Any boy who may be legally released from his master, may be received into another establishment to serve out the remainder of his apprenticeship, provided he has not been legally released for his own bad conduct.

ART. 4. That on the death of his master, or if, from any cause, the office wherein he was indented shall cease to be, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

ART. 5. After the — day of —, 18—, it shall not be lawful for any local society to consider any application for membership unaccompanied by the credentials of the applicant that he had served the period of six years as a regularly indented apprentice at the printing business.

ART. 6. That after the — day of — it shall not be lawful for any local society to permit members of said society to work in any office where boys may be taken as apprentices to the printing business, to serve for a less period than six years.

ART. 7. The local societies shall have the power to establish such tariff of prices as may be suitable to the section of country in which they may be located; always having a due regard to the wants of the profession.

ART. 8. It shall be the duty of all local societies, working under the jurisdiction of the National Society, to sustain each other in their list of prices, or such other regulations as they may adopt for their government.

ART. 9. That any individual violating the constitution or regulations of the local society of the district in which he resides, shall be summoned to appear before the society to which he is attached; and if it should be proved to the satisfaction of said society that the individual has committed the offense, that he shall be forthwith expelled; and that no member of any society be permitted to work in an office where he may be employed, unless said individual shall be reinstated by the society from which he had been expelled.

ART. 10. That all local societies repeal so much of their constitutions as requires a term of apprenticeship as a qualification for membership; and that they admit all who are at work at the business as journeymen, so soon as it shall be ascertained that the proposed regulations of the convention upon this subject shall be adopted by two-thirds of the societies.

ART. 11 Any person presenting a certificate of membership from one society, under the jurisdiction of the National Society, to another society under the same jurisdiction, and paying the monthly dues called for by their constitution, shall be entitled to the trade benefits of said society. If he shall pay in addi-

tion the usual initiation fee, he shall be entitled to the full benefits of the society.

ART. 12. In case it shall be necessary in any local society to strike for an advance of wages, it shall be the duty of all other societies to contribute such sum as may be necessary to sustain them: *Provided*, The board of control of the National Society previously sanctions the strike.

ART. 13. No member of any society shall contract for more work than he can perform in person on one machine or press (whether for a master printer, publisher, or bookseller) at the same time.

ART. 14. Local societies shall recognize but two classes of printers—employers and journeymen—that is, persons who carry on business solely as employers, and those who work as journeymen, in the manner prescribed, and at the prices demanded by such society.

ART. 15. It shall be the duty of local societies to have prepared an annual report of their condition, showing the number of members admitted for the year preceding: the amount of receipts from initiation, etc., said report to be transmitted to the National Society at its annual meeting.

ART. 16. That the societies be requested to forward to the board of control, or to the National Society, when in session, the number, as near as can be ascertained, of apprentices employed in the district of country over which the society has jurisdiction; also, of all the journeymen—distinguishing members of the society from others.

ART. 17. That men pronounced rats by one society, shall be considered such by all others.

ART. 18. No person shall be admitted into a society until he attains the age of 21 years.

ART. 19. A local society, on the suspension or expulsion of a member, shall give information to all other societies, and make annual report to the National Society.

ART. 20. That it be made obligatory on the members of the respective societies to solicit all printers to join some local society.

The foregoing constitution, etc., of the National Typographical Society was adopted by the undersigned delegates, representing the societies attached to our several names, at the City Hall, in the city of Washington, on the 11th day of November, 1836.

CHARLES A. DAVIS,
JOHN L. BROWN,
AUGUSTUS H. KRAUTH,
From New York.

EZRA CROSSMAN,
WM. SHARPLESS,
JAS. F. HALIDAY,
From Harrisburg, Pa.

JOHN F. COOK,
GEO. JOHNSTON,
WM. HOLLIDAY,
From Baltimore, Md.

JNO. STOCKWELL,
JAMES CLEPHANE,
W. W. CURRAN,
From Washington, D. C.

A. F. CUNNINGHAM,
CHARLES F. LOWREY,
From New Orleans, La.

ADDRESS TO THE PRINTERS THROUGHOUT THE UNITED STATES
ISSUED BY NATIONAL TYPOGRAPHICAL SOCIETY, CONVENTION OF
1836.

CITY HALL, WASHINGTON CITY, *November 11, 1836.*

FELLOW-CRAFTSMEN:

The delegates from the different societies which were invited to meet at Washington on the 7th day of November instant, to form a convention, to take into consideration the present condition of the printing business, being about to close their labors, they feel desirous to address you, in order to lay before you the motives which induced the call, and which urged them to adopt measures to form a constitution for the originating and management of a general association, under the denomination of "The National Typographical Society,"

to be held annually, and to be composed of delegates from all societies in the different sections of the United States, proportioned to the rate of their sitting members.

From recent attempts at encroachments on the rights of journeymen, and to prevent such in future, it has been judged most prudent to seek safety in union. This concert of action becomes the more imperative, since we daily perceive the rapid strides which printing is making over a vast extent of country, and the measures which may be adopted to injure us. It is a lamentable fact that the newspaper press has almost entirely passed from under the control of members of the profession, into the hands of speculators and partisans, who, ignorant of the feelings and sympathies of the craft, create dissensions and difficulties when they can not make them subservient to their will and interest.

As nothing of a permanent nature could be undertaken by this convention, it confined itself solely to recommendatory measures, such as were suggested during the several meetings which were held, leaving much important matter to the societies to accomplish before they confirm and ratify the constitution. But in the meantime, it is incumbent on us to make you acquainted with the various topics which engaged our time and attention, and the results at which we have arrived.

In looking back but a few years, we may almost say a few months, associations by men in the humbler spheres of life were regarded, even by men of sound legal knowledge, as a departure from common usage, which ought to be considered as a combination against wealth and rank, and contrary to common law, for which opinions they pretended to have many strong judicial precedents to sustain them. But already have the true principles of political knowledge spread almost with the celerity of sound, and stamp the improvements of the age. All that dread of danger has disappeared, and given place to more congenial feelings. So much so, that it has now become the duty of the working classes to watch the employment of capital in the hands of the speculator. Indeed, it is an important object for the study of legislators, to restrain the capitalist in his wild career of gain, that he may not injure the poor mechanic in the line of his profession. Should this maxim be overlooked, the wealthy of the land may increase in riches, but the most abject poverty and distress will be sure to follow in the track. Does it not then become the industrious mechanic to protect himself and family from pauperism, by adopting a mode of defense which will cause a more general distribution of that property which is produced by his hard earnings?

To you, fellow-craftsmen, who take a pride in your profession, and look upon the present degraded state of the press as a public misfortune, which must eventually corrupt the morals of the community, and destroy our free institutions, we would appeal to arrest this evil; or, before many months pass over, the art of printing will no longer give support to its professors. The demon of misrule has entered the sacred temple of liberty, corrupted its officiating priests, and profaned the holy altar. This picture is too true, and has already alarmed the fears, and occupied the attention of many good men of our land, and among that number, the patriotic and enlightened Noah Webster; as a proof of which, we give the following living picture of the press from the pen of this great man:

"The press, when judiciously managed, is one of the greatest blessings of a civilized people; when abused, it is the most powerful instrument of mischief. Probably no civil privilege in this country is so much perverted and abused. In no country is reputation held so cheap. Slander, like the scythe of death, levels all worth and distinction; the press, one of the noblest instruments of improvement, is converted into an instrument of deception, and the means of making citizens hate and oppress each other. The moral effect of this abuse is lamentable; for it seems to have become a ruling belief of partisans that a man has a right to defame those who differ from him in opinion."

Thank God, but few of these corrupt conductors of the press are practical printers! Unfortunately, however, they manage to carry on this warfare by the service of boys, raising six or eight at a time for a few years, to subserve their nefarious purposes, and then cast them on the profession for support. By this means, they continually keep the stream flowing into the larger cities, driving the journeymen from their positions to make room for those youths who will labor for a mere pittance to obtain a livelihood, and hence become an object to some avaricious employers—inconsiderate men.

This we consider a cruel and an unjust practice, and are determined, as far as lies in our power, to meet the evil with energy and firmness. We call upon each local society to unite with us in denouncing it, and upon every parent or

guardian to protect the interest of their charge, by compelling their boys to be regularly bound as apprentices, and to be taught a full knowledge of their business, and not to allow them to be thrown into the company of immoral and profligate youths, encouraged by receiving more money than they are acquainted with the value of.

We would earnestly advise every society not to lose one day in adopting some specific act on this head, that all may feel the benefit. The suggestions of the National Society's constitution will point out a mode to regulate you in this all-important and long-complained-of evil, which has already ruined the business in more than one city; we must congratulate those societies who have undertaken to check this wicked custom, and we hope they will expose those who traffic at their neighbors' cost.

We can not embrace, in this brief address, the one-half of the objects brought before this convention; but one serious evil we must not omit, because, if longer persisted in, it will reduce us to the wretched condition of the servile tools of party, which must deprive us of the most distant hope of ever benefiting ourselves by our profession. This evil exists in a country, too, where the press is considered free, and the principles of liberty are well known. We have allusion to that unjust and pernicious practice of the legislatures of many States, as well as of the Federal Government, of bestowing all their printing and binding in such a manner as to reward their zealous partisans, even to the smallest job, when they are not only not printers, but entirely unacquainted with the art, to the exclusion and utter ruin of the practical man. This ought not to be submitted to, and we must endeavor to have it altered, if necessary, by means of the ballot box, in calling on all whose interests may be concerned to unite with us. It is the duty of all upright and honest legislators to protect all classes, and not to oppress one class of citizens to elevate another. We may compete with capital, but can not contend against the powerful influence of a State. Security in the right of what we possess is the principal object of the social compact, and the property of the working man consists in the knowledge of his calling, and any infringement of that right is at once subversive of all civil institutions.

We can not overlook what has been pointed out to us since we assembled here, through the public papers. A joint stock company, we understand, is about being formed in Boston^(*) to carry on printing by means of boys; and we also perceive, from a prospectus published in the United States Telegraph, that a more formidable inroad is about to be made by a joint stock company with a capital of \$500,000 under a pretended charter. This chimerical plan, of itself, could not excite one uneasy sensation in the breast of any practical man; but, in this age of speculative mania, others may attempt the same or similar projects. The following simple extract will at once exhibit the manner by which our interests might be destroyed by the failure or success of such undertakings:

"It is proposed (says the prospectus) to manufacture the paper used in printing, and thus save the expense of drying it for market, putting it into bundles, transportation to market, commission, interest, and guaranties, equal at least to 20 per cent.

"A greater saving can be made by the employment of boys in composition, printing, and binding. This, with the profits on periodicals, reprints, and elementary books, will secure to the stockholders a good dividend."

Our efforts, in endeavoring to enlist your feelings and cooperation, are intended for the benefit of all, individually and collectively. We are aware that our friends will expect from this convention some regulation with respect to the price of labor; but we believe it bad policy to meddle with the concerns of local societies—and, therefore, can fix no standard of wages; but we judge it better to obligate ourselves to sustain each other in our general interests, when prudence may dictate the interference. We, therefore, call upon you, through your associations, to concert measures to have delegates sent to "The National Typographical Society," that its exertions might be felt, simultaneously, from one end of the Union to the other, in sustaining the honor and interests of our profession. In those sections of the country where no society is as yet established, we trust the craft will see the necessity of immediately uniting themselves in some bond of union. Where members of the profession may be but few and scattered, a chapel, or some such meeting, may be concerted to appoint a delegate or proxy.

* We understand that the Boston company has already gone into operation.

To the rising profession of the West, we would particularly address our solicitations, as they promise to become the future guardians of the people's press, and the protectors of the freemen's rights. To them the present is a most important era. However small their numbers may be they ought now to concentrate and unite themselves together, for the least procrastination may perhaps prove an insuperable obstacle to their progress. They have no ancient prejudices to contend against—no inveterate habits to overcome; which must make the task to them a pleasant and easy one, and on which might be predicated many a useful and valuable institution. Libraries or reading rooms might be got up, and made the channel of much friendly intercourse between them. Through this means of acquiring information, they might, with a giant's arm, protect the yet almost uncorrupted West from the hireling editor's contaminating pen, and become the true recorders of the nation's progress to greatness and glory, in the peaceful pursuits of civil life, or in encouraging the citizen soldier when called on to battle against the oppressor for liberty and independence.

Although we do consider it the duty of all printers to join and lend their aid to some association, we would rather invite than use coercive measures to induce them to become members. We would do this in the best of faith, that we might have all the good and moral men of the craft enrolled as brothers of one family, and none to stand aloof but the unworthy and debased. We hope the different societies will, accordingly, so amend the qualification articles in their respective constitutions as to make all who are now ineligible from want of certificate, etc., of apprenticeship, good members, who may be at the same time working at the business as acknowledged journeymen. When the National Society's constitution is ratified, then six years will be the minimum standard of apprenticeship for boys to be bound. This regulation the employing printer will find to be of primary importance to his interest and welfare. And thus, reciprocally blending our interests, we may stand united, and oppose the efforts of the selfish speculator, or the partisan politician. Under such a union, we will make our press to be heard, whether in the turmoil of a Republic or in the dead calm of a despotism.

Through the agency of the various delegations a statistical table will be annually furnished, and regularly published, of the number of newspapers and periodicals in the United States; the names and professions of editors: men employed, members or not members of a society; boys bound, etc., so that we may possess all necessary information concerning the management of the palladium of our rights, which the public, as well as the craft, should know.

We fear we have transcended our limits for publication, and must omit much of what we would wish to suggest. We would remark, however, that the union we are about to form is but an association of social feelings, to ascertain the condition of our trade, and make regulations for the government of ourselves; we have encroached upon no man's rights, nor committed an act that we shall ever have cause to regret. The interests of the employer and journeyman have been assimilated, and, we hope, rendered permanent for the time to come.

The convention transacted its arduous duties with the greatest harmony and good feeling towards each member; and perhaps never did a meeting take place under more propitious auspices than this convention did, and which promises much to the future of the profession at large. With great respect, and good wishes to all the profession, we bid you adieu.

APPENDIX A, NO. 10.—ADDRESS ISSUED BY THE CONVENTION OF 1850 TO THE JOURNEYMEN PRINTERS OF THE UNITED STATES.

For some time past the project of calling together a national convention of journeymen printers has met with considerable attention and favor from the trade in various portions of the country. Aware of this fact, and partaking also in the general desire, the unions of New York, Philadelphia, and Boston about a month since issued a circular, requesting the different societies throughout the country to send delegates to a national convention, to be held in New York, on Monday, December 2, 1850. In consequence of the very short space of time intervening between the receipt of the circular and the meeting of the convention, but five States have sent delegates, viz: New York, New Jersey, Pennsylvania, Maryland, and Kentucky. These delegates met in convention at the time and place specified, and, through their committee, now address you.

It is useless for us to disguise from ourselves the fact that, under the present arrangement of things, there exists a perpetual antagonism between labor and

capital. The toilers are involuntarily pitted against the employers: one side striving to sell their labor for as much, and the other striving to buy it for as little, as they can. In this war of interests, labor, of itself, stands no chance. The power is all on the other side. Every addition to the number of laborers in the market decreases their power: while the power of capital grows in a ratio commensurate with the increase of the capital itself. On the one side, the greater the number of dollars, the greater the ability to succeed in the conflict: on the other the greater the number of laborers, the less the ability to succeed. Add to this the fact that wealth accumulates, on the one side, much faster as the laborers accumulate on the other, and the utter impotency of unorganized labor in a warfare against capital becomes manifest.

To remedy the many disastrous grievances arising from this disparity of power, combination, for mutual agreement in determining rates of wages, and for concert of action in maintaining them, has been resorted to in many trades, and principally in our own. Its success has abundantly demonstrated its utility. Indeed, while the present wages system continues in operation, as an immediate protection from pressing calamities, it is clearly the only effective means which labor can adopt. So far as it extends, it destroys competition in the labor market; unites the working people, and produces a sort of equilibrium in the power of the conflicting parties.

This being the case, it appears evident that an extensive organization, embracing the whole country, would secure to our own, or any other trade, a power which could be derived from no other source. The delegates here assembled have come together deeply impressed with this conviction. They regard such an organization not only as an agent of immediate relief, but also as essential to the ultimate destruction of those unnatural relations at present subsisting between the interests of the employing and employed classes. All their activities have accordingly been regulated with a view to the establishing of such an organization. They have recommended the formation of societies in all the cities and towns throughout the country. They have rendered it obligatory upon all members of the profession traveling to any point embraced in the representation here, for work, to have with them certificates of membership from the society located in the place from which they come. They have established a national executive committee, to urge the enforcement of their recommendations and requirements. They have also instructed that committee to use their utmost exertions to have a full representation of the whole country in the next national convention, which they have ordered to be held in Baltimore, Md., on the 12th of next September.

The members of this convention are well assured that, to secure the adoption of the measures they recommend, they must recommend those alone which are best calculated to effect the immediate well-being of the individual members of the trade. The establishment of a general organization must be effected upon certain principles. In proportion as the advantages of the operation of those principles are felt and observed, the establishment of that organization will be rendered certain or doubtful. The principles, therefore, recommended by the convention, upon which it urges the formation of societies throughout the country, are such as can not fail to enlist in their favor the most potent considerations of self-interest. Among them are—

First. An understanding in the regulation of scales of prices in different localities, so that those in one place may not be permitted to become so comparatively high as to induce work to be sent elsewhere.

Second. The enforcement of the principle of limiting the number of apprentices; by which measure a too rapid increase in the number of workmen, too little care in the selection of boys for the business, and the employment of herds of half men at half wages, to the detriment of good workmen, will be effectively prevented.

Third. The issuing of traveling certificates, by which the distresses of brother craftsmen, incurred in journeying from one place to another, in search of work, may be relieved. In this we have one of those means of attracting and attaching to our societies men who, not troubled largely with abstract principles of strict duty, are nevertheless willing to become "repentant prodigals" for the sake of the "fatted calf." Besides, it is eminently calculated to produce a warmer attachment on the part of superior men, inasmuch as it will bind them in ties of gratitude, and in the luxurious fellowship of good deeds.

Fourth. Measures to prevent disgraced members of the profession enjoying, anywhere in the United States, those privileges which belong exclusively to honorable printers. They consist in keeping a registry of "rats," to be sent by

the executive committee to every union in the country, for reference; and admitting to membership no stranger, who does not produce evidence of his having been a member in good standing of the society, if any existed, in the place from which he comes.

Fifth. The gradual collection of a sum of money by each union sufficient to enable it to hold out successfully against the employers, in the event of a contention for higher wages.

Sixth. The recognition of the right of a union to borrow from any other, when necessary, a sum of money to the amount of \$1 for each member thereof, to be repaid in a manner prescribed. This is intended, in conjunction with other matters proposed, to strengthen each individual society in the struggles which it may be called on to make, from time to time, against unjust employers. Its efficacy needs no explanation.

Seventh. Measures for the attainment of several other objects of less importance, which are calculated to give efficacy to the whole.

Such has been the main work of the convention; and, while the members thereof are aware that it is but the commencement of an undertaking which in its full completion, must necessarily be more or less protractive, they look with confidence to those who shall follow them, in subsequent conventions, to conduct it to a successful consummation.

The project of establishing a joint stock office, at Washington City, for the purpose of executing the printing of the United States Government, was introduced into the convention; but its newness, as a matter of practical concern, to the great body of journeymen printers, with the necessity of having a thorough deliberation on so important a matter, and the propriety of delegates being elected with special regard to its consideration, prompted its reference to the next convention. The practicability of the working people employing themselves, and realizing the profits of their own labor, there can be no doubt might be illustrated and established, if the journeymen printers of the United States would resolve to try the experiment. In fact, our Philadelphia brethren have already, to a great extent, succeeded in an effort of the kind. A publishing establishment has been instituted in that city, by the union there; and thus far has answered the most sanguine expectations of its projectors and friends. If a similar concern, on a large scale, could be instituted in Washington, a similar result might be reasonably apprehended. The subject is, at least, well worthy a full and deliberate consideration: and may be regarded as one of the most important and interesting which will engage the attention of the next convention.

Combination merely to fix and sustain a scale of prices, is of minor importance, compared to that combination which looks to an ultimate redemption of labor. Scales of prices, to keep up the value of labor, are only necessary under a system which, in its uninterrupted operation, gives to that value a continued downward tendency. But when labor determines no longer to sell itself to speculators, but to become its own employer; to own and enjoy itself and the fruit thereof, the necessity for scales of prices will have passed away, and labor will be forever rescued from the control of the capitalist. It will then be free, fruitful, honorable. The shackles of a disastrous conventionalism will have fallen from its limbs; and it will appear in the character which nature designed it to sustain. This is certainly a consummation most devoutly to be wished; and, however difficult it may be to attain, if within the range of possibility, ought to constitute the great end to which all our other aims and efforts should be made subsidiary.

The journeymen printers of the United States are earnestly invoked, by their brethren here, to employ their most effective endeavors in the prosecution of this work. Its success now rests with them; and it is to be hoped they will feel the full weight of the responsibility. We beg them to take into favorable consideration the measures we have recommended for their adoption. We beg them to assist the national executive committee, by every possible means, in the fulfillment of its duties. We beg them to circulate the official proceedings of this convention, (published in pamphlet form by the union of Philadelphia) wherever such circulation will be calculated to excite an interest in the movement. And we beg them finally to send a full representation to the next convention, from every section of the country. They owe a duty which they are thus called upon to discharge, not only to us, who have commenced in this movement—not alone to themselves, who are so deeply interested in it—but also to the laborers of all trades and vocations, who are anxiously awaiting the development of some sure plan of amelioration, which they can all adopt. Public

opinion places us at the head of the mechanical professions. Let us not believe that opinion, by falling behind it. Something is expected of us: and when the next convention assembles, let its numbers and its actions justify and realize the public expectation. Let something be evolved, during its deliberations, which will redound to the benefit of our own trade, and, by way of example, to the benefit of all others.

Respectfully,

M. F. CONWAY,
GEO. E. GREENE,
AND J. ATKINSON,
J. T. NAFFEW,
CHAS. BECHTEL,
Committee.

By order of the convention:

JOHN W. PEREGOY,
President.
GEO. E. GREENE,
M. C. BROWN,
Vice-Presidents.
F. J. OTTARSON,
JOHN HAETMAN,
Secretaries.

NEW YORK, December 7, 1850.

APPENDIX A, NO. 11.—CONSTITUTION OF 1851, NATIONAL TYPOGRAPHICAL UNION.

We, the representatives of the typographical associations of the States of Maryland, Pennsylvania, New York, Ohio, Kentucky, Virginia, Massachusetts and New Jersey, in national convention assembled, for our government, do ordain and establish the following:

CONSTITUTION.

ARTICLE I.

SECTION 1. This body shall be known by the name of "The National Typographical Union," and shall be acknowledged, respected and obeyed as such by each subordinate union in the country. It shall possess original and exclusive jurisdiction in all matters pertaining to the fellowship of the craft in the United States. All subordinate unions shall assemble under its warrant, and derive their authority from it, enabling them to make all necessary local laws for their own government. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the members of the different unions shall be referred, and its decision thereon shall be final and conclusive. To it shall belong the power to regulate, fix and determine the customs and usages in regard to all matters appertaining to the craft. It shall possess inherent power to establish subordinate unions who shall always act by virtue of a warrant granted by authority of this body.

ARTICLE II.

The members of this National Union shall be composed of its elective officers and the representatives from subordinate unions, acting under legal, unreclaimed warrants granted by this National Union.

ARTICLE III.

SECTION 1. The elective officers shall be a president, two vice-presidents, (who shall be chosen from different States), a recording secretary, a corresponding secretary, and a treasurer—all of whom shall be elected annually, by ballot, and be installed and enter upon the duties of their offices at the termination of the session at which they are elected. They shall attend each meeting of the National Union, and perform such other duties as may be enjoined by its laws and regulations. No officer, who is not also a representative, shall be permitted to vote, except the president, in case of equal division.

ARTICLE IV.

SECTION 1. The president shall preside at the meetings of the National Union, preserve order, and enforce the laws thereof. He shall have the casting vote whenever the National Union shall be equally divided; but shall not vote at other times. During the recess of this National Union, he shall, in conjunction with the vice-president, have a general superintendence over the interests of the craft; and make report, immediately upon the assembling of the National Union, of his acts and doings in relation thereto. He shall not hold any office in a subordinate while acting as president of this National Union.

SEC. 2. The vice-presidents shall assist the president in the discharge of his duties, and shall take precedence of rank in proportion to the votes received in the election of each (i. e. the officer receiving the highest number of votes shall rank before the one receiving the lower number). In the absence of the president and first vice-president, the second vice-president shall preside.

SEC. 3. The recording secretary shall make a just and true record of the proceedings of the National Union, in a book provided for that purpose; keep accounts between the National Union and subordinates under its jurisdiction; read all petitions, reports and papers to be laid before the National Union, and perform such other duties as may from time to time be required of him.

SEC. 4. The corresponding secretary shall conduct the correspondence of the National Union, and transact such business as appertains to his office. Copies of all communications transmitted or received by him shall be laid before the National Union.

SEC. 5. The treasurer shall keep the moneys of the National Union, and pay all orders drawn on him by the president and attested by the recording secretary, under the seal of the National Union. He shall lay before the union at each regular session a full and correct statement of his accounts, and before entering upon the duties of his office give such security as the National Union may require.

ARTICLE V.

SECTION 1. Representatives from subordinate unions must be actual members, in good standing. They must be elected by the body they represent for the term of one year—and furnished with a certificate of election.

SEC. 2. Each subordinate union shall be entitled to three representatives in the National Union, and each representative shall be entitled to one vote. The expenses of the attendance of said representatives shall be defrayed by the unions they respectively represent.

ARTICLE VI.

The National Union shall meet annually on the first Monday in May, at such place as shall from time to time be determined upon.

ARTICLE VII.

The revenue of the National Union shall be derived as follows: For a warrant for a subordinate union, \$5, and 5 per cent upon the total receipts of subordinate unions.

ARTICLE VIII.

In case of death, resignation, disqualification, or refusal of the president elected to serve, the duties of the office for the remainder of the term shall be performed by the vice-presidents in the order designated by this constitution. And in case of death, resignation, disqualification or refusal of the above officers to serve, then a president pro tem shall be elected. In case of the death, resignation, disqualification, or refusal to serve, of any officer, the preceding officer for the time being shall appoint some qualified person to perform the duties until the next regular meeting of the National Union.

ARTICLE IX.

A majority of the representatives of the several unions under the jurisdiction of this National Union, shall be necessary to form a quorum for the transaction of business. All questions, unless otherwise provided for, shall be decided by a majority of the votes given.

ARTICLE X.

SECTION 1. General laws for the government of the craft throughout the jurisdiction of this National Union, may be enacted and enforced by this body; and any union within its jurisdiction refusing to abide by its laws and decisions shall be expelled. The National Union shall also upon the request of any subordinate union under its jurisdiction, establish ceremonies of initiation into the ranks of such subordinates.

SEC. 2. The National Union shall from time to time enact such by-laws as it may deem necessary: *Provided*, That such by-laws will not conflict with this constitution.

SEC. 3. Any alterations or amendment of this constitution must be offered to the National Union, at a regular session thereof; and, if seconded, it shall be entered on the minutes. At the next stated meeting the amendments may be considered, and if agreed to by two-thirds of the vote given, shall become part of the constitution. All alterations of the laws of the National Union shall be made in like manner; and no law of a general application shall be adopted, unless submitted and entered on the minutes at the regular session previous to being adopted.

J. L. GIBBONS, *Louisville, Ky.*
 H. A. GUILD, *New York.*
 E. H. ROGERS, *New York.*
 THOS. J. WALSH, *Albany, N. Y.*
 M. F. CONWAY, *Baltimore, Md.*
 ROBT. J. BRUCE, *Baltimore, Md.*
 GEO. H. RANDELL, *Baltimore, Md.*
 WASHINGTON ASHTON, *Baltimore, Md.*
 MYRON H. ROOKER, *New York.*
 WM. C. FIGNER, *Philadelphia, Pa.*
 WM. B. ECHERT, *Philadelphia, Pa.*
 J. B. SMITH, *Philadelphia, Pa.*
 GEO. W. JONES, *Philadelphia, Pa.*
 JOHN H. FASY, *Philadelphia, Pa.*

GEO. WADHAM, *Boston, Mass.*
 CHAS. A. RANDELL, *Boston, Mass.*
 H. H. BOARDMAN, *Boston, Mass.*
 J. RICHARD LEWELLEN, *Richmond, Va.*
 JAMES H. WALFORD, *Richmond, Va.*
 AUG. DONNELLY, *Baltimore, Md.*
 W. G. WILLIAMS, *Cincinnati, Ohio.*
 HENRY T. OGDEN, *Cincinnati, Ohio.*
 HIRAM H. YOUNG, *Cincinnati, Ohio.*
 CHAS. BECHTEL, *Trenton, N. J.*
 JOHN W. CASSEY, *Trenton, N. J.*
 ALEX. W. ROOK, *Pittsburg, Pa.*
 W. J. IRVIN, *Harrisburg, Pa.*
 A. C. POOL, *Harrisburg, Pa.*

SCHEDULE.

First. This constitution being adopted, shall be signed by the members of this convention, published by its authority, and forwarded by the national executive committee to the different typographical unions and associations, for their ratification.

Second. As soon as the unions of five different States shall signify to the executive committee their willingness to comply with the principles and requisitions of the constitution, and accompany the same with the regular fee of \$5, the said executive committee shall issue their circular, announcing that the National Typographical Union has been formed, and request all subordinates who have ratified the constitution, to elect representatives in pursuance of its provisions, who shall assemble on the first Monday in May, 1852, in the city of Cincinnati, Ohio.

Third. If five unions, as specified above, do not ratify the convention as early as the 15th day of May next, then the national executive committee shall call a national convention, to assemble at such time thereafter as they in their judgment may deem proper, to be held in the city where the first session of the National Typographical Union would have been held, had it been formed as above.

Also,

Resolved, That a national executive committee of one from each typographical society here represented be appointed, to enforce the execution of all resolutions adopted by this convention, collect information on all matters in relation to the trade, and report the same to the next convention.

Resolved, That the Secretary from New York be authorized and required, in conjunction with the national executive committee, to take charge of the proceedings of the convention together with the address of the executive committee, and have them printed, subject to orders for the same, from all local typographical associations, or societies, at a price to be fixed by said secretary.

Resolved, That the various local societies be earnestly requested to order, for circulation in their respective localities and districts, such number of copies of the above-mentioned proceedings as may be necessary to supply all newspapers and printers in their own district, or elsewhere, as they may deem proper.

Resolved, That the officers and members of the various societies throughout the country are hereby requested to have the proceedings of this convention, or an outline thereof, published in all newspapers within the circle of their influence.

APPENDIX A, NO. 12.—PROTESTS AGAINST THE WASHINGTON INSTITUTE.

PROTEST OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, AUGUST 19, 1834.

PROTEST of the typographical society, addressed to the public generally, and particularly to the printers of the United States, against the Washington Institute, a school about to be organized in the city of Washington, by Duff Green, which proposes to substitute, in the printing business, the labor of boys for that of journeymen.

COLUMBIA TYPOGRAPHICAL SOCIETY, August 19, 1834.

The Columbia Typographical Society of the District of Columbia, solemnly impressed with the responsibility under which it rests, and the duty which it owes to the interests of its members, and to the welfare of the profession generally, has deemed it its duty to make public the statements which follow, under the hope and belief, that, as the ægis of the law is powerless for the protection of the occupation of its members, the stern voice of public opinion may aid in accomplishing the overthrow of the evil which threatens the prosperity of the printing business, and of which it is the purpose of this paper to treat.

For the first time since its organization this society now appears at the bar of the public. During the entire period which has elapsed since its formation, which took place in the year 1815, nearly twenty years ago, it has never had occasion so to appear. Considerations of a high character, from which it must not shrink, involving, it may be, its own existence, has prompted the step which it has now taken; and which must stand as its apology before an enlightened and just community.

The course of the society, since its origin has been strongly marked by prosperity; from a number not exceeding 20, who were present at its organization, it has extended its members tenfold; 200 names being now enrolled upon its constitution, as living and active members, some of whom are conductors of the public press at different points of the Union, contributing, it is believed, a solid reputation to its character and standing. This course of unexampled prosperity, the society is perfectly aware is mainly owing to the just character of its proceedings, which will be found to prevail throughout its history; its fundamental rule of action, which it has never broken, has ever been to infringe in no degree on the rights of the employer: and, should the occasion ever demand it, to maintain, with steady and determined purpose, the rights and interests of its own members. The main object of the formation of the society, however, was benevolence. No difficulty between the employers of that day and the journeymen organizing the society could have been the cause of its formation, because the society adopted the prices throughout as they found them. The wages of the journeymen were established by the employers themselves, before the formation of the society, and has never been changed, or attempted to be changed to the present time, by either party, except in two instances, which we may have occasion to notice hereafter.

But although benevolent purposes were the immediate occasion of the formation of the Columbia Typographical Society, that other interests of the members composing it were taken into consideration of at that time, is plainly apparent, by the fact that the society did adopt and merge in its proceedings a list of prices for the government of its members in this city. It has always been the understanding of members that the price received for their labor must conform to that adopted by the society. The employers themselves seem to have yielded to the justice of this arrangement as no serious difficulty, requiring the exercise of whatever of power the society possessed, has ever arisen since its formation.

Beyond this point, however, it has never been claimed heretofore, that the power of [the] society should be extended. How far it would be justified, in endeavoring to maintain, where they have been wantonly attacked, the permanent interests of the members composing the society, or of the business which they pursue, is a question which we shall pass by, until we shall have stated more fully the immediate occasion of the publication of this paper.

It is with feelings of the most painful regret that the society has now to announce to the public that a scheme is in agitation, if not already organized, the operation of which, it is confidently believed, will destroy the occupation of the great body of its members, and vitally injure the business which they pursue.

The scheme referred to was announced by its author (Mr. Duff Green) on the 1st of January last: since which time, the society, through a committee appointed for that purpose, has endeavored to dissuade him from carrying it into operation. The correspondence which took place on that occasion will be found at the close of this exposé. (a)

On perusing the letters of Mr. Green, the reader will perceive that he proposes to organize in the city of Washington, an establishment to be called the Washington Institute. The prospectus of this institution, which has been published and circulated by its author, to what extent or amongst whom is not known, discloses the following as its prominent features:

From 100 to 200 boys are to be engaged, whose duty it shall be to work at the printing business, under regulations therein prescribed.

Preceptors, to be drawn from the ranks of the journeymen, and from other sources, are to be employed to superintend the education of the boys.

The amount of the labor of each shall be put down in a book to be kept for that purpose; and, at the period of his graduation, whatever amount shall appear to his credit, beyond a certain daily task to be fixed for him, shall be loaned to him on interest, for a certain term of years, to enable him to commence the publication of a newspaper or some other business.

These are believed to be the only features of the institution which it is necessary to portray at this time, in order to a fair understanding of its character. Some of its details, of minor importance we may have occasion to notice hereafter.

The object of the institution is declared to be "the regeneration of the American press, and the improvement of the character of the members of the craft"; but, as during its operation, the proprietor contemplates discharging from his employment the journeymen at present in his office, except such as may be required to act as preceptors to the boys; and judging also, from the following facts which the occasion has compelled the society to make public, we are bound to believe that the main object of the formation of the Washington Institute is the personal aggrandizement of the proprietor.

It is scarcely necessary to state that the great body of the printers of this city are now, and have always been, employed upon work, emanating from the Government. Up to the year 1819, the printing of Congress had been given out by contract; but that body, becoming dissatisfied by with the manner in which the work had been executed, appointed a committee on the subject who reported a joint resolution, the provision of which required that each House should elect its own printers, by ballot, for the subsequent Congress, and fixed upon a scale of prices to be given for the execution of the work based upon the prices given by the employers to the journeymen.

This resolution was adopted by both branches of Congress, and has the form as well as the force of law. It remains in existence at the present moment.

The prices of the labor of the journeymen were thus, in a measure sanctioned by law, and both the printers in Congress, and the journeymen employed upon the work seem to have considered themselves as bound in honor and justice not to interfere with the established wages. No interference of the kind was ever made by the journeymen up to the present moment, nor by any one of the employers until the period of the election of Mr. Green as Printer of the House of Representatives in 1828.

Within a year after the election of this gentleman he attempted to reduce the wages of journeymen from \$10 to \$8 per week throughout the year, although his pay as printer was regulated by the same law, and was precisely the same in every respect as that of his predecessors. This attempt was of course resisted by the journeymen, and successfully resisted.

* These letters are omitted, as the text makes their contents sufficiently apparent.

The next attempt of Mr. Green to reduce the price of the labor of journeymen, which took place during the progress of the following year was as follows. The nature of that reduction we will briefly describe: In executing the printing for Congress it is frequently necessary to work to a late period of the night. The regular working hours of the journeymen were from 8 a. m. to 8 p. m. After the last-mentioned hour, if their services were required, it was customary to pay them at the rate of 20 cents an hour. This sum had been uniformly paid by the former printers to Congress, and was considered the fixed price throughout the city. No regulation on the subject, however, had ever been adopted by the society, and Mr. Green, having ascertained this fact, immediately reduced the price of this portion of the labor of the journeymen in his employ to 16½ cents the hour—that sum being the rate per hour at \$10 per week; and at this moment, actually pays but this sum.

The journeymen acquiesced in this reduction solely because although the rate was below the customary price, it infringed no regulation of the society. It is true that the nature of "extra work," as it is called exposed those who had it to perform to great fatigue, at the risk of the loss of bodily health; but this sacrifice the journeymen were willing to make rather than break that peace which had existed for such a number of years between themselves and their employers.

Not satisfied with effecting this reduction in their wages, the aggregate of which amounted to a considerable sum, Mr. Green struck yet another blow at the interests of the journeymen; not this time by reducing the rate of their wages, but by excluding a great number of them from employment through the agency of boys; 40 or 50 of whom he employed about the period of his second Congressional term as printer. This unjust and ungenerous policy, although submitted to, as were his other measures, without any public complaint from the journeymen, defeated itself in less than two years; it contained the seeds of its own destruction. The boys themselves, seeing the use that was thus attempted to be made of them, held a meeting on the subject, and one and all abandoned his employment. To us this was no matter of surprise. They had become, in a measure initiated in the business, and had begun to feel the full throb of those principles of honor, magnanimity, and justice the germ of which, we are proud to believe is planted in the heart of the practical printer.

We have thus followed the course of Mr. Green in his connection with the printing business in this city, up to the period prior to his late election by the Senate as printer to that body. The facts which are here enumerated, and others which could be enumerated, of similar character, are truths, susceptible of proof, it is believed, before a court of justice. The society has no motive in detailing them other than that which springs from the overruling dictates of stern necessity the preservation of the rights of its members, and of the business whereby they earn their bread.

And now, we ask any candid man to say, if he have attentively perused the foregoing facts, whether the Washington Institute is not another scheme, springing from the fruitful mind of its author, to oppress and injure the journeymen—another link in the chain which he has constantly been engaged in forging, during the whole period of his residence amongst them intended to oppress their rights, and bend down, with iron force the prosperity of their profession. In short a scheme, the main object of which is to promote the personal aggrandizement of the proprietor, at the expense of the journeymen, and in utter disregard of their interests.

All, or nearly all, the internal regulations of the Washington Institute, will be found to corroborate the truth of the view just taken of its object. The first and most prominent of these regulations is, that the money to which the student is entitled at the period of his graduation is not handed to him as property which is legally his own but is loaned to him as the property of the proprietor. Now, the practice which custom has sanctioned in the printing business, during the whole period of which we know anything of its history is that whatever sum an apprentice has earned beyond a certain daily task which is set for him, seldom exceeding that fixed by the regulations of the Washington Institute, is not loaned, but paid to him as the fruit of labor to which he is justly and honorably entitled. We venture to say, that there is scarcely a practical printer now living who can not remember the feeling of delight with which, when a boy, he received from the hands of his employer the amount of his weekly "overwork."

Another regulation of the institution, and which will further confirm the view we have taken of it, is, that any student becoming sick, or otherwise unable to attend to his duties, shall be "dismissed from the school", and sup-

ported till the restoration of his health by his parents or guardian, if he be so fortunate as to possess either. This regulation, which we are almost ready to pronounce inhuman, as it is uncharitable and unjust, is another infringement of the practice which custom has sanctioned in our business.

These two regulations, taken in connection with the fact, that \$15,600 will be annually saved, according to the estimate of the proprietor, by the substitution of the labor of boys for that of journeymen, prove, we think, beyond a doubt, that in framing the project of the Washington Institute, its proprietor had almost a single eye not to the objects of philanthropy but to his own pecuniary welfare.

There are other features of this institution, not however connected with this view of it, to which the philanthropist must object. Solitary confinement is the punishment to which the students are liable, "substituted" as the proprietor remarks for "corporal punishment."

Now, it is a matter of great doubt in the minds of enlightened men, whether the substitute here mentioned has contributed in any degree, to the moral improvement of society in this or any prior age. But can it be possible that the proprietor of the Washington Institute has now to be informed that the brutal punishment of flagellation has almost entirely ceased in all well-regulated offices in this country, and without the substitution in any instance, of the more odious punishment of solitary confinement? The application of such a system to youth, the season of buoyancy of spirit and innocence of thought, can have no other than the most deleterious effect upon the ripening attributes of the mind, gradually hardening it against the common sympathies of our nature.

"The end of this school (says the prospectus) is to educate men that they may have intelligence to think for themselves and," (as the effect of such education) "independence to act up to the principles which their judgments approve. What would be the condition of the public mind, if the press of the United States was under the guidance of such men now?"^(a)

Passing by the imputation here cast upon a free and enlightened people that are under the dominion, and follow the lead of the newspaper press, we venture to express a doubt, whether, if the end here proposed were obtained, it would advance, in any degree the character of the American press. Judging from the experience of the past, we believe that no improvement which this institution can possibly accomplish, is demanded in the ranks of our profession; for it is believed to be an indisputable fact, that that portion of the newspaper press in this country, which is in the hands of those who have been journeymen printers, is conducted with as much, perhaps more respect to the feelings of individuals, and with a greater regard for the character of the press itself, than that portion of it conducted by other persons. In his course heretofore as an editor, what stable claim can the principal of this institution advance to be a regenerator of the American press? Has the newspaper of which he has been for many years the proprietor, been conducted either with regard to its doctrines and sentiments, or in the morality of its language, with that soundness and purity which, we should suppose, ought to characterize that journal whose conductor holds himself up as a regenerator of the American press? We leave the reader to answer these questions according to his judgment; believing that there can be but one reply to them, especially from those who are patrons of the journal in question.

Instead of regenerating the American press, we think the Washington Institute rather calculated to inflict a lasting injury upon it. The imagination of man could scarcely have devised a better or more effectual scheme for the prostration of its usefulness, its morality, and its independence. The graduates of this institution are educated by hundreds in the same school, imbibing from this common fountain of instruction the principles and opinions of the proprietor, when they come to be conductors of the press, they will be governed by those opinions, be they good or be they evil. Being indebted to the principal of the institution in the sum which has enabled them to commence business, the tone of each paper will through fear of the screws of the law, be regulated by the chord which is struck at the institution at Washington. Indeed, upon a close examination of all the circumstances connected with its organization, we

^aAs a commentary on this passage we will take the liberty to make an extract from the United States Telegraph of November, 1826, wherein the same writer, in reply to an article which appeared in the National Journal, expresses the following sentiment:

"Education, honorable motives, and integrity are high qualifications, but are your educated men the most useful? Will not Mr. Force's rule cut off that large portion of respectable editors, scattered over the country, who, like Mr. Force, are printers by profession?—Was Franklin or Thomas Paine educated?"

are confident in the belief, and feel justified in announcing it to the public, that the second, if not the first, great leading object of the formation of the Washington Institute, is the establishment of a league of presses throughout the United States through the instrumentality of the students whom it shall graduate. No such purpose is of course avowed in the prospectus of the institution, yet in confirmation of its truth is the fact, currently reported and believed in this city, that eminent leading politicians of the country have countenanced the design of the institution, and have loaned heavy sums of money to its proprietor in aid of its formation.

The extent of the power which will be thus concentrated in the hands of the proprietor of this institution, and of those with whom he acts, after it shall have gone fully into operation the imagination can scarcely limit—its disastrous effects upon the morality and independence of the press, extending throughout the Union, must either bring it into irretrievable disgrace in the estimation of an enlightened community, or fasten on the liberties of the people a disease as loathsome to the eyes of the patriot as dangerous and incurable.

Another interest which this institution is calculated to injure, is that of the employers generally. After it shall have gone into successful operation (of which, however, we are perfectly sensible there is strong doubt) what employer, under the present system can compete with the Washington Institute? According to the calculation of its principal, \$15,600 will be annually saved by the operation of the institution—that is, by the employment of boys instead of journeymen; which sum, it must be remembered, is exclusive of the ordinary profit of the employers. With such an immense fund as this at his command, what will prevent the proprietor of this institution from reducing the present prices of the employers to such a standard as must compel them to close their respective offices? An entire monopoly of the business according to the ordinary operation of trades, will thus be effected, unless similar institutions are established by the employers generally, which must ultimately take place if the present institution shall go into successful operation.

But the injury which the Washington Institute is calculated to inflict upon the interests of the journeymen, as well as upon the printing business generally, is, to us, one of its most objectionable features. The very first step in its career thrusts the great body of the journeymen from its proprietor's employment: and if the principles upon which it is founded should obtain throughout the country, the very name of a journeyman printer would be unknown, or known only as a title of reproach and degradation; and a large body of men who now depend upon their labor as journeymen for the support of themselves and their families must seek new channels for the prosecution of labor, or be exposed to all the miseries which attend the want of employment.

The extent of distress, however, which would fall immediately upon the journeymen, by the successful prosecution of this institution, great as it undoubtedly will be, would be even less than that which must be felt by the pupils themselves, when they become of age, after the institution shall have numbered a few years in its existence. The sphere in which they were designed to be placed having been abundantly supplied by their predecessors, they will be launched forth into the world with but little regard to the direction which they may pursue. We will suppose what is very improbable that each one of them will be seriously disposed to commence the business he has learned, or some other. He would first attempt most probably, to embark in his own business. He looks around him in the city in which he has been educated, and finds every avenue to its successful operation already filled; he goes abroad from place to place, but everywhere finds the opening so small that his limited means and experience can not push him through. Thus in fruitless attempts to enter his profession, he gradually sinks the small capital which was loaned to him at the period of his graduation. And now, what is his condition? What has he gained by the labors and studies of his boyhood? The money which he possessed, and for which he is amenable to the law, is gone! He can not enter his business as an employer, and there are now no journeyman printers—the baneful school which generated him having destroyed their occupation. The business which he has learned is now, for all practical purposes, altogether useless to him; and he now finds too late for any efficient remedy, that, if he wishes to be numbered among the honorable of the land, he must begin the business of life anew!

That this picture will prove to be a true one, we confidently believe. Can parents or guardians, then, lend their aid to the establishment of this institu-

tion, by enrolling their children, or others, under their charge, on the list of its incumbents? Are you willing that the children, for whose future welfare you are responsible, in so far as giving its proper direction to their early career can make them so, shall waste the prime of that period of life which the God of nature evidently designed for instruction, in the attainment of the knowledge of a business which they can never pursue or, if pursued, pursued under the tremendous disadvantages which must necessarily result from a competition with the myriads of their fellow-graduates—a disadvantage which will be daily growing worse, and which must ultimately overwhelm them in ruin.

In every view which can be taken of this institution, it is strongly objectionable; and it ought not, we think to go into operation. What means then can be used consistent with the spirit of the laws, to prevent its organization? The society is perfectly aware of the delicacy of the situation in which circumstances have placed it. It knows very well that there is no law for the protection of the occupation of the laboring community. The rights of journeymen, and of the working classes generally, have, indeed, been wonderfully overlooked or disregarded in the United States. A high state of prosperity, necessarily accompanying the prosperity of the country has hitherto, no doubt, caused them to overlook those rights, which, in other countries, have long since received the protection of the laws. All combinations, where the rights or property of individuals are intended to be operated upon, we are compelled to acknowledge, are founded in a principle which is erroneous; but it is surely the duty of a good government to prevent their occurrence, by extending the powerful hand of the law to the protection of those interests which are now altogether unguarded. The occupation of the journeyman is, with a few exceptions, his only estate; it is to him as invaluable in a certain sense, as the property of the rich man; it enables him to live, to support his family, and to lay by the means which shall support him in sickness, or when the withering hand of age shall be laid upon him. It is, indeed, a species of property; and as such, demands the protection of the laws. Combinations amongst the working classes, it may be confidently asserted, would never take place, if their employment were protected by law; and where they do occur, are but the necessary consequence of keeping that employment out of the pale of the laws.

One of the main objects for which government was instituted amongst men, is the security of property. The laws which guard it, where it is guarded at all, are even more comprehensive than those which protect life. The homicide, by crossing the boundary line of his country, is, in the eyes of the laws of the country in which he has taken shelter, a guiltless man; but the debtor may seek refuge amid the glaciers of Switzerland; bury himself beneath the snows of Siberia; or hide in the jungles of India; he is everywhere insecure—everywhere the debtor, while within the boundaries of civilized society.

Comprehensive and extensive indeed are the laws which secure to the citizen the inviolability of his property. After the journeyman has earned \$10, the powerful hand of the law secures it to his use; but the means whereby he earns that sum are left entirely unprotected. His business, to learn which he has devoted the whole period of his minority, may be entered, to his exclusion, by anyone and at any moment, and is constantly liable to innovations destructive to its very existence; in proof of which the organization of the Washington Institute need only be named. The impotency of the laws, in regard to this subject being thus manifest, what course is left for this society to pursue, with an evil of such fearful magnitude hanging over the vocation of its members? The dangerous hand of empiricism is tampering with the best interests of their profession; and can it be expected that they will stand tamely by, the silent spectators of its overthrow?

Fellow-craftsmen of the union! It is in your ears, then, that this appeal must sound loudest and strongest. Without your powerful aid, the Washington Institute, and the principles upon which it is founded must be fastened upon us! There are no means of escape from the crisis which awaits us—it must be met, and met fearlessly, whether in the conflict we survive or fall. Repeatedly have we implored its principal to abandon his enterprise, but we have asked in vain. The organization of the institution has already commenced, and without a prompt and vigorous effort, united as one man throughout the whole union, boys will usurp your places, and our honorable occupation will be numbered among the things which are gone. Can you—will you submit to this humiliating condition? Shall a single individual, not numbered among you as a practical printer, who, since he has been connected with the business in this city, has, at different periods endeavored to reduce, and in one instance has actually reduced the price

of your labor, and who, in his intercourse with those in his employ, has, on some occasions, conducted himself toward them like the master to the slave—shall Mr. Duff Green be permitted, without an effort from you to prevent it, to establish the Washington Institute—the last, most effectual and most deadly blow at the interests of your profession?

Aside from your pecuniary interests, which this institution is intended to subvert, have you not the feelings of printers for the honor and character of your profession, which it is also calculated to destroy? You are, to a certain extent, responsible for the character of the American press:—as practical printers you are the natural guardians of its liberty; its purity and its honor—will you then lend your aid in establishing this manufactory of editors—pensioned conductors of that press, the integrity of which it is your interest as well as your duty, should all other classes of society desert it, to uphold and maintain with jealous regard and sleepless vigilance?

And now, fellow-craftsmen in concluding this appeal, we ask your united co-operation in the attempt which will be made by the printers of Washington to discountenance this institution. Lend not your services to its principal as instructors or teachers of the institution. This negative part is all that is now required of you. By a contrary course, at the present moment, you may become the unwilling instruments of its successful organization, and in after years, when you come to partake of its bitter fruits, the mortifying reflection that you contributed to the establishment of the institution will goad you; for its organization will be, in part, your own act, if by no timely interference to turn aside the blow you suffer it neglectively to fall upon you.

PROTEST OF PRINTERS ASSEMBLED IN PUBLIC MEETING, 1834.

PROCEEDINGS of the meetings of the printers of the District of Columbia relative to the Washington Institute, a school about to be organized in the city of Washington by Duff Green; which proposes to substitute, in the printing business, the labor of boys for that of journeymen.

At a meeting of the printers of the city of Washington, held on the 19th of August, of which Mr. A. F. Cunningham was appointed chairman, and Mr. James F. Haliday, secretary, the following resolutions were adopted:

“Resolved, That it is recommended by the printers of this meeting, that there be called, on Friday evening next, 22d instant a general meeting of all the employing and journeymen printers of the District of Columbia, at the City Hall, at 7 o'clock p. m., for the purpose of taking into consideration the proposal of General Duff [Green] for the establishment of a manual-labor school, entitled by him the “Washington Institute.”

“Resolved, That the proceedings of this meeting be signed by the chairman and secretary, and that the publishers of the newspapers of this district be requested to publish them.

“A. F. CUNNINGHAM, *Chairman.*
“JAMES F. HALIDAY, *Secretary.*”

MEETING OF THE PRINTERS OF THE DISTRICT, AUGUST 22.

In pursuance of the above call, the largest meeting of printers (about 300) ever convened in this city, was organized in the council chamber, City Hall, Mr. A. F. Cunningham being called to the chair, and Messrs. J. T. Towers and J. F. Haliday, appointed secretaries.

On being conducted to the chair, Mr. Cunningham said:

“In taking the chair this evening to preside over this enlightened meeting, I feel much my own weakness, and solicit the indulgence and aid of every gentleman, in preserving order and decorum. I trust that no expression will be allowed to escape from the lips of any which will cause regret on the morrow. Let cool judgment preside over your minds, and direct your councils. The object we have in view may not be accomplished in a week nor a month; let us therefore so act that we may hold out to the end. This meeting is for the purpose of taking into consideration the proposed plan of Gen. Duff Green to establish a manual-labor school, in pursuance of a call which has been published in some of the daily papers, emanating from a meeting held on Tuesday last, in this city. The meeting is now organized, and waits for your action.”

On motion of Mr. E. B. Robinson, a committee of five was appointed, consisting of Messrs. E. B. Robinson, G. C. Smoot, John Finch, Z. Wade, (of Alex-

andria) and W. W. Curran, to draft resolutions, expressive of the views of the meeting. After being absent for the space of half an hour, Mr. Robinson, in behalf of the committee, presented the following preamble and resolutions, which were read and unanimously adopted.

"Whereas, a plan is proposed by Gen. Duff Green, editor of the United States Telegraph, which, if carried into execution, must vitally injure the interests of the profession, and tend to the depreciation of prices, so much so that no other employer can compete with him, and must finally throw the youth, who may be taught in his institute, upon the world, without labor, and consequently, without support: And whereas, self-preservation being the first law of nature, the journeymen printers feel it incumbent upon them to take such steps as will prevent the consummation of an oppressive monopoly, that is designed to ruin them and their families, by depriving them of all chance of participating in the benefits which flow from the public printing, the prices for executing which were based on the wages paid to the journeymen, and which was never contemplated by Congress should be performed by any other than them: And whereas, the benefits which General Green contemplates will accrue to the boys who shall be educated in his proposed institute can never be realized to them, nor redound to his honor or profit, the printers feel it their duty, understanding the subject as they do, to use their best endeavors to warn him of the evils which await his undertaking, and to dissuade him from farther prosecuting a scheme which must forever break up the friendly relations that have heretofore existed between him and them; and they feel sanguine he will relinquish it, when he is made aware that the "little community" which claimed so much of his solicitude a year ago, will be scattered and left destitute, in order to make room for another and an untried "community" which must carry ruin and disgrace with it to those who may foster and uphold it, and finally wither and become extinct; but if he be determined to persevere, they feel it their solemn duty to protect themselves, by using every legitimate means in their power to prevent him from accomplishing his ruinous and ungenerous design.—Therefore,

"1. Be it *Resolved*, That as journeymen printers, we feel deeply interested in all movements of the employers which have a tendency to injure the business, and look upon the prospectus lately issued by Gen. Duff Green as going directly to destroy the profession to which we belong.

"2. *Resolved*, That a committee of seven be appointed to draft an address to the people of the United States, giving a full exposé of his connection with the press in this city, and the probable result of his institute, the very elements of which are fraught with destruction to the independence of the present printers, and which has for its object the prostration of the minds of the future guardians of the press to the dictation of one man."

[The chair appointed as the committee under this resolution, Messrs. J. Clephane, G. C. Smoot, J. Stockwell, W. W. Curran, E. B. Robinson, John Finch, and E. Laporte.]

"3. *Resolved*, That we believe it will be impossible for Gen. Duff Green to prosecute his theory without the patronage of the Government; and that should he remain determined to go on, the committee be authorized to draw up a memorial, which shall be sent to every town and printing office in the United States for signatures, praying Congress to withhold their patronage from a man who is only desirous of self-aggrandizement, and of breaking down that spirit of equality which has always characterized the journeymen printers and their employers, by the erection of an odious monopoly in the heart of the country, that shall be sustained by the Congress of the United States.

"4. *Resolved*, That we will, individually, do all in our power to aid the committee in carrying into effect the foregoing resolutions; and we do hereby pledge ourselves to sustain each other in all legal steps which may be taken to circumvent the scheme that is intended to deprive us of our living, by taking from us the means of pursuing our profession.

"5. *Resolved*, That having the fullest confidence in the Columbia Typographical Society, we pledge ourselves, to the extent of our ability, to aid it in the measures it has already taken, or any other it may think necessary to adopt, in order to defeat the establishment of said 'Manual Labor School, or Washington Institute.'

"6. *Resolved*, That we request the cooperation of all the printers, both employing and employed, throughout the United States, in discountenancing the establishment of the Washington Institute.

"7. *Resolved*, That every journeyman printer who shall be known to aid or instruct in any manner, any apprentice in the said institute, be held up to universal contempt by the printing community throughout the United States.

"8. *Resolved*, That all reasonable expenses to which the committee may be subjected, shall be defrayed by the members of this meeting, who cordially pledge themselves to contribute their quota whenever called on."

Mr. Baldwin offered the following, which was unanimously adopted:

"*Resolved*, That the thanks of this meeting be tendered to Reuben Burdine, esq., for procuring the use of the council chamber for the accommodation of this meeting."

On motion of Mr. G. C. Smoot, it was

"*Resolved*, That the secretaries forward a copy of the proceedings of this meeting to Gen. Duff Green, and to every typographical society in the United States."

On motion of Mr. Pratt, it was

"*Resolved*, That the proceedings of this meeting be signed by the chairman and the secretaries, and that the newspapers in this District, and throughout the United States, be requested to publish them."

"A. F. CUNNINGHAM, *Chairman*.

"JNO. THOS. TOWERS,

"JAMES F. HALIDAY,

Secretaries."

ADJOURNED MEETING.

An adjourned meeting of the printers of the District of Columbia, was held (pursuant to public notice) at the aldermen's room, City Hall, on Tuesday evening, 2nd September.

The proceedings of the last meeting having been read, the chairman presented the following communication:

Gentlemen: In perusing General Green's answer to the protest of the Columbia Typographical Society, your chairman noticed a reference to a part of the proceedings of the journeymen printers held on the 22d ultimo, which is erroneous, both in letter and in fact, which, as your chairman, he has thought it his duty to bring to your notice, that publicly it may be denied. General Green insinuates throughout his answer, that we are actuated in this measure by others behind the scenes, who are his competitors for the Senate's printing. This insinuation is all we could expect from an individual who has proclaimed the men by whom he has become enriched "ignorant journeymen." We throw back the charge, and inform him that, however others may be induced to sell themselves for gold, the members of this meeting, although united as one man to stay the hand of encroachment and oppression, are composed of political materials too various to be dictated to by any individual.

General Green also takes exception to some remarks made at the late meeting of this body, which, according to your order, were published as part of the proceedings of this meeting, and after giving the names of several Catholic clergy, says that he "makes this correction, that the meeting may revise the published account of their proceedings." Believing that the meeting intended doing justice to all, your chairman conceived it to be his duty to call on such authority, referred to by General Green, as his time and means permitted. He did so, and has to state, that at first, the gentlemen referred to were struck with the plausibility of his plan, and looked upon it with favor, but that they never approbated it; that each hour's reflection on his scheme convinced them that it was fraught with incalculable evils to all whom General Green designed to employ; and that instead of proposing to engage them in the female labor, "necessarily employed in so large an establishment," the idea conveyed to said clergy was, that the children were to be taught in the art and mystery of the male labor of a printing office.

The committee appointed at the last meeting to draft an address to the people of the United States, submitted the following, which was unanimously adopted:

TO THE PEOPLE OF THE UNITED STATES.

Believing that, in the history of the press in this country, there never was a more critical period than the present, whether as it respects the freedom of the people, or the liberty of the press itself, this meeting, impressed with the importance of the subject, have considered it their duty to address their fellow-citizens

throughout the Union, and to lay before them a development of the plan by which their interests are about to be affected. Upon us, as printers, the immediate injury will fall; but we will not be the only victims of this innovation, for, from the many ramifications of the scheme we are about to examine, it will appear that injury, more or less, must accrue to the whole community. In corroboration of the above, we lay before the public, in the spirit of truth and candor, the following brief statement of facts.

Gen. Duff Green, Printer to the Senate of the United States, and editor of the United States Telegraph, is about commencing the erection of a manual-labor school in this city, under the name of the "Washington Institute," in which he proposed to bring up 200 boys, continuously, to the printing business, and to educate them accordingly, by their own labor. This he means to do under the specious pretext of "regenerating the morale of the American press;" with which he has been but a few years connected and who has but a superficial knowledge of the art, or the men employed by him in the business. Yet he pretends to have discovered a radical defect in its management; and by a pompous prospectus, he endeavors to enlist the sympathies of the people in his behalf, in order to enable him to accomplish his purpose.

The great tendency of this scheme will consequently be, the prostration of the journeyman, and to deprive him of the just fruits of his labor, the only inheritance of which he can boast; and by creating a monopoly, to turn to his own advantage the profits of the printing, publishing, and binding of this District, thus destroying those now engaged in business, and throwing all those branches of the profession under the sole direction of one man—a thing much to be deprecated at all times; "and though printers are but men" and must yield to the pressure of circumstances, yet the man may burst forth in the printer, and, proudly feeling his right to liberty and equality, he may spurn the attempts of any individual to lay him under restraint or coercion, or deprive him of the means of existence. This is not the only evil to be apprehended. It portends incalculable dangers, as we believe, to the liberties of our country. When innovations of this nature upon our long-established customs are proposed, they are sufficient to awaken our fears, and to arouse us in defense of those blessings which we have long enjoyed, and which have so essentially conduced to the prosperity of this favored country.

The Columbia Typographical Society has already issued a protest against this encroachment upon their rights, in which they have fairly exhibited the injurious consequences which must result to the community, as well as to the printers. We heartily join them in their reprobation of this singular and unprecedented theory. It is not for us to dictate to any man what course he ought to pursue, or to set limits to the field of his action, whether his efforts be directed to the forwarding of his own interested views, or to the line of conduct which he may adopt for himself; but we do contend, that we have an inalienable right to protect ourselves and our interests from encroachments of any and every kind, and to sound the alarm when we apprehend danger.

It is not to be disguised, that the motive for establishing this school is of a "peculiarly" political character. This may be drawn from the whole tenor of the prospectus. Although pains have evidently been taken to clothe it in ambiguous language, so as to leave it liable to different interpretations, yet to those who are acquainted with the nature of the undertaking, as well as with the former views of General Green, it is as clear as noonday, and capable of easy demonstration. There is no better way to arrive at the truth of the problem, than to trace up the chain of events which led to the point at issue. As far back as 1828, General Green communicated to his then partner in business, that he intended to have his work performed by boys, by which means he would be enabled to carry on his business at a cheaper rate than those who employed journeymen. Indeed, General Green's course, since his connection with the press, in this city, in 1826, has been one continued effort of innovation; and to get his work done at a less price than the established tariff, appears to have been, as it is now acknowledged to be, his great desideratum.

The brief history of that connection follows: The Washington Gazette for a long time printed by J. Elliott, was purchased by the party opposed to John Quincy Adams, for the main purpose of opposing his reelection. That paper was discontinued, and the United States Telegraph was established. About this period General Green made his appearance in Washington. He immediately became acquainted with the selected editor, Mr. J. S. Meehan, a man of unquestionable integrity, of respectable talents, and possessing a thorough knowledge of the printing business, both in theory and in practice. Through

this means General Green soon became acquainted with the leading members of the Jackson party, and proving his ability to take charge of such an establishment, by his contributions to the editorial department, he very soon superseded Mr. Meehan, and became the sole editor and proprietor. Nothing, however, could be inferred from hence that Mr. Meehan was not willing that the change should be made, or that every measure thereof did not meet his cordial approbation. No circumstance worthy of note took place, until the winter of 1827-28, when the party in the Senate opposed to Mr. Adams, and in favor of the election of General Jackson, united and elected General Green printer to that body. Shortly after this event, General Green appears to have conceived the idea of reducing the prices paid for labor, and also of reducing the expenses of his office by the introduction of boys, which he increased by the latter part of the year 1828, to the number of 30 or 40.

The allurements of education, and the great personal advantages were then as now, held out to them. They were told that a library would be procured for their use—that instruction would be given them in the professional departments; and that, by the expiration of their term of service, they might, by study and attention, fit themselves either for editors, doctors, or lawyers.

This system was indeed commenced. Each boy was required to write a treatise upon some subject; and one evening in each week was set apart for receiving those productions, and passing judgment upon their merits. This was continued for a short period; but his plan for raising a library failing, the scheme was abandoned.

General Green's plan for raising a library for the use of the boys, was as singular as it was novel—no other than that of laying a tax of 25 per cent on that part of the wages of the journeymen, denominated "overwork." General Green, who never willingly abandons a position once taken, discovering that the prices paid for overwork were greater than what the journeymen could actually claim by their tariff of prices, reduced that item from 20 (a price still willingly paid by other employing printers in this city), to 16½ cents per hour, pro rata with their weekly wages which is \$10 per week, thus exultingly putting in his own pocket what had been denied him to raise a library. About the same period of making this encroachment upon the journeymen, he attempted to reform his boy system. But such of the boys as considered his reform an innovation upon the contract by which they had entered the office to the number of between 19 and 20, (with but one solitary exception) left his employ. By this scheme General Green met heavy loss; for before an understanding took place, the most valuable portion of them had engagements elsewhere.

He did not stop here, for during the last winter, even the females in his office felt the weight of his economizing schemes.

General Green states, in his attempted reply to the protest of the Columbia Typographical Society, that no person who has ever been in his employ has lost a cent by him. The fact is, that during the past winter, he, so far from paying the females in his establishment, has reduced their wages below what is paid in every other office, from 20 to 40 per cent. thus extending his grinding oppression to those who have no protectors, and who can not help themselves.

It will not be amiss to notice here the circumstances of his proposals to several charitable institutions to obtain female labor for his office, as a substitute for that of men; and all under the ostensible object of performing a benevolent act: in this also he was disappointed.

The establishment of the manual-labor school is but a concentration of his various schemes to lower the prices of labor, in his establishment, and to add to his already enormous profits, a portion of the hard-earned pittance of the operative.

The amount of printing given to General Green by both Houses of Congress and the several departments of the Government since his connection with the press, has been unparalleled in the annals of this country; and we venture nothing in saying, although the exact amount can not be ascertained, that his actual profits therefrom does not fall short of \$300,000; and that notwithstanding his reiterated declarations, that he pays too much for labor, and that the wages paid to journeymen are too high, no printer in this or any other country has ever realized the same profits in the same period of time, from the same number of hands.

Had we been satisfied that his motive in establishing this school was either patriotic or philanthropic, not one opposing word would have escaped our lips. But we can not shut our eyes to the fact, that this institution calls for no personal or pecuniary sacrifice. He proposes to sustain it by the labors of the

students, without expending one cent of the profits of the works to be executed by them. This fact must show that benevolence has no share in the plan designed. Where or when did pure philanthropy barter its sympathies for gold? Did a real benefactor of mankind ever distribute charity with one hand, and grasp at gain with the other?

From what has been above stated, we leave it to the public to say, whether it be not plain that monopoly of some kind is in view, to drive competition out of the market, and by this means to effect the ruin of the workman. And we ask whether it be consistent with the feelings of human nature, calmly to survey the approaching ruin of ourselves and our families, or to sit contented under the caprice of a destroyer of all our comforts and happiness? The world will never believe, that by ruining the present generation, he will benefit the next; or that he who educates the son and starves the father, is a true benefactor. Should this plan of General Green prove successful (which we believe will not be the case), where would be found the individual capital sufficient to sustain itself against such fearful odds? The same system must be adopted by others, and the productive classes, already sufficiently numerous, would become too abundant to insure public safety. Casuistry may discredit our reasoning, and sophistry may be used to our disadvantage; but we appeal to the plain understanding of every honest man, and request an attentive and unbiased perusal of the prospectus itself.

Let us examine his plan as we may, in every line we see something militating against the interests of our country. What must be the surprise of the freemen of America, to be told of this man, and at this late day, that we, the "people," are incapable of self-government; and that our press, which has so long sustained our liberties, is radically diseased? Is General Green the man to correct this radical defect?—he who tells the public that his connection with the press commenced so recently, and who, till 1823, had, perhaps, never been within the walls of a printing office; and who, to this day, has but a vague and theoretical idea of the business? Does he pretend to say that he has been favored with some divine inspiration—some talismanic power? That he, a stranger to the profession, has discovered the ignorance of the men who conduct it, and can apply the remedy? Why the very means which he proposed to use, show how little knowledge he has of its operation. For instance he has enumerated various comprehensive works for publication, and would induce belief that those who take a share in their composition must thereby have a knowledge of their contents. Now the contrary is the fact; for articles, of any length are divided into various parts, and each compositor is furnished with a small portion; which instead of giving him any information on the subject, tends, if it have any effect at all, to obscure its sense and create false impressions. But General Green is to "elevate the morale of the press." How? By establishing a system of ethics for its government—to educate boys to be its rulers and governors, and to dictate to printers what they shall do! Thus hoodwinked, we are to submit to students of this institution, and to receive lessons in politics and morals from the regenerated press! Strip the language of the prospectus of its ambiguity, and the above is the interpretation of it.

We seriously believe that some political movement is at the foundation of this embryo school. Look at the facilities which the plan would throw into the hands of a political partisan, to enable him to have overwhelming influence on elections. Suppose, for example, he wished to control the elections of any particular State, he might establish as many presses in that State as he chose, at a very trifling expense, because the boys labor for the money for this purpose, and are by pecuniary ties bound to obey his orders, or be thrown destitute upon the world, being rendered obnoxious to his powerful institution. Still farther, we are convinced that this is the real motive of this institution, from the fact that large numbers of his prospectus have been circulated in the South, amongst those who lean to the same political principles that General Green advocates, while the vast North and West have not even heard a whisper from him of this regenerating press school.

Next to liberty, we value the profession we have adopted; and we shall use our best endeavors to maintain it in its purity and in its freedom. Never, we hope, will it be under the control of any one man, however great or wealthy he may be. The march of mind will regulate the emanations of the press; and if this projector has the welfare of the country at heart, much better would it be to leave it where he found it,—in the hands of the "schoolmaster," whose exertions only can regulate the "morale" of the press. The press is but the mirror of the mind; it no more than reflects the image which is placed before it, and exhibits

it for the public benefit. General Green may be a profound politician; but, as a political economist, he betrays his ignorance in his plan of education. The plan of the institute has a specious aspect. It promises to give constant employment and a thoroughly classical and scientific education to 200 boys, who are to defray the expenses of their board, education, and clothing, and even medical attendance, by their own labor, and when free, to have placed to their credit \$728 each. What a beautiful picture of benevolence is drawn here! But how is the fact? The boy is to labor mentally and physically, for thirteen hours each day—three hours more than the regular time of work. He is to earn, out of journeymen's rate of wages, \$2 per week, after paying all expenses, which \$2 are to be deposited in a fund till he is 21 years of age; and then what is to be done with it? Given to the freed student, to enable him to commence business? No! It goes to the coffers of the principal of the institution, who realizes, by this means, in seven years, \$145,600! There is a provision, indeed, by which this sum may probably be loaned to the students, to be paid back in small annual installments, when a "prudent investment" may offer. Thus the General is the judge and disposer of the fund—he may lend it or not—he may refuse or accept securities, just as the investment may suit his pleasure. Does it look like a benefaction to withhold from the boys all the earnings of their industry? Why not place it, bona fide, to their credit, when of age and allow them to follow the bent of their own inclinations? But it will be seen that the independence of the pupil is not his object; but, on the contrary, to secure the lasting dependence of the youth upon him, that he may direct his labors to the advancement of his own particular ends, whether political or mercenary.

General Green labors to impress on the public mind, that the printer must be ignorant, from being brought into the office as a "devil"—a "mere drudge"—"an errand boy"—"to do the menial services of the establishment." This low sarcasm is unworthy of a serious reply. But we would tell him, that the day has gone by when servitude of this kind was exacted from the youngest apprentice—and tell him, too, that no corporal punishment is put in practice in any office—a circumstance which he must have known. To talk of substituting "solitary confinement" for fagellation, is so ridiculous, that we deem it unworthy of serious consideration.

General Green, has, in public and in private, asserted that the press of this country was a disgrace, owing to its being conducted by "ignorant journeymen printers;" and he proposed at the anniversary supper of the Typographical Society, in January last, to regenerate it by the institution which he was then about to set on foot. He said, in proposing this institute, that his object was not to realize anything from it; that his highest ambition was to record his name as a public benefactor, and after he was dead to be placed in a plain cemetery, with a marble slab thus inscribed: "Here lies Duff Green, the Regenerator of the American Press," or in other words, more beautifully described by the poet:

"When he dies, he'll leave a lofty name,

A light and landmark on the cliffs of fame."

Those present felt the audacity of this remark, though not a harsh word was used while they considered him their guest; but they took immediate steps to repel the indignity offered to them, which were arrested by his having authorized an individual to recall his words, and to state that he was ashamed of his language, and that it was not his intention to have offended the gentlemen present. The apology was accepted; but the quiet which has reigned from that time has emboldened him to come forward and publish his prospectus to the world.

As another method of elevating the "morale of the press," he says, "One great object has been to enlist in aid of the institute the great interests of society, and to connect it with each, by the publication of a paper deserving their continuous support;" and he has connected the United States Telegraph with the "interest of politics," which paper has been long under his control, and we leave it to the people to say, how much it has contributed toward redeeming the fallen morality of the press.

We feel it our duty as American citizens, having the interest of our country at heart, to warn the parent and guardian of youth of the error which they are likely to fall into, by sacrificing the liberty and happiness of their charges, and being led away or infatuated with General Green's project, which, if it could be successful, would tend to lower the press in the estimation of the people, by inculcating doctrines which are calculated to destroy the vital principles of our free institutions.

In closing our address, we would call upon the printers throughout the United States to examine the prospectus for themselves—to consider the motives which could induce any man to engage in such a scheme as “regenerating the American press,” under the flimsy pretext of the low estimation in which it is held on account of being under the control of “ignorant printers.” In contradistinction to this, we place the press conducted by practical printers far above the whole mass of those ephemeral papers that are sustained by party. We call upon you as printers, as freemen, to rally round the shield of our liberties, to protect it in its republican form, its purity, and its privileges, and to frown into insignificance the man who is base enough to use it for the degradation of his fellow-beings. The Rubicon is passed, and we now proceed to the object we have in view—to protect our rights. No political motive urges us on: we merely desire to maintain those rights of equality which are intrusted to our care, and to keep and protect them unsullied. To you we look for an approval, and friendly cooperation in our exertions in resisting the encroachments of power, and we shall never flinch from the duty we have imposed upon ourselves. The freedom of the press must not be touched by unhallowed hands. We conjure you by all that is dear, not to suffer our efforts to be paralyzed by apathy.

The following letter was received from the Baltimore Typographical Society:

BALTIMORE, September 1, 1834.

“To the Printers of the District of Columbia:

“GENTLEMEN: The proceedings of the meeting of the printers of the District of Columbia, held in the city of Washington on the 22d ultimo, relative to the infamous project of Gen. Duff Green, was laid before the Baltimore Typographical Society, at its meeting on Saturday last, and they came to the conclusion that a general meeting of the printers of this city should be held for the purpose of taking the subject into consideration on Saturday evening next. We have no doubt, from the spirit manifested upon the reading of the proceedings, by the members of the Baltimore Typographical Society, that you may rest assured you will receive the aid, countenance and support of the fraternity in this city, in your just and laudable effort to put down this scheme of Duff Green’s; a scheme which, if suffered to be brought into existence and complete operation, will do more to injure the journeymen and employing printers of the United States, than any that has been thought of since the days of Faustus.

“We only wish, gentlemen, you could have been present at our meeting, and have seen the spirit that was manifested, and the determination, as far as in their power, and is compatible with the laws of our country, to nullify the ungracious, ambitious, and ungenerous designs of said Duff Green.

“Gentlemen, wishing you, and all of us, success in the cause in which we are mutually engaged, and hoping our efforts may be crowned with success, we subscribe ourselves,

“Yours, in fellowship,

“JOSIAH BAILEY,

“J. N. MILLINGTON,

“THOS. R. GEDDES,

“Committee of Correspondence.”

On motion of R. H. Pratt it was

“Resolved, That the thanks of the journeymen printers be tendered to the editors of the Globe and American Mechanic, for publishing their proceedings, and to the editor of the Alexandria Gazette, for his able defense of those proceedings.”

On motion, it was

“Resolved, That the chairman and secretaries be authorized to call a meeting of the printers of the District of Columbia, when, in their opinion, circumstances require it.”

On motion, it was

“Resolved, That the proceedings of this meeting be signed by the chairman and secretaries, and that the newspapers in this District, and throughout the United States, be requested to publish them.”

A. F. CUNNINGHAM,

Chairman.

JNO. THOS. TOWERS, } Secretaries.
JAMES F. HALIDAY, }

APPENDIX B, NO. 1.—SCALE OF PRICES ADOPTED OCTOBER 7, 1815, BY THE NEW YORK TYPOGRAPHICAL SOCIETY.**COMPOSITION.**

1. All works in the English language, common matter, from English to minion inclusive, 27 cents per 1,000; in nonpareil, 29 cents; in pearly, 37½ cents; in diamond, 50 cents: in all cases headlines and directions, or signatures and blank lines to be included. An odd en in width or length, to be reckoned an em; if less than an en, not to be counted.

2. All works done in foreign languages, common matter, to be paid 4 cents extra per 1,000 ems.

3. Works printed in great primer, or larger type, to be computed as English.—script, 30 cents per 1,000.

4. All workmen employed by the week, shall receive not less than \$9 in book offices and on evening papers, and on morning papers not less than \$10.

5. Works done in the English language, in which words of Greek, Hebrew, Saxon, etc., or any of the dead characters occur, should they average one word per page, it shall be considered sufficient to become a charge, which shall be settled between the employer and employed.

6. Works done in Hebrew and Greek, without points, shall be paid 15 cents per 1,000 ems higher than common matter; with points, to be counted half body and half points, and paid double.

7. That making-up a set of furniture for a work of five sheets or under, if an octavo, be paid 25 cents. All other impositions to be 3 cents extra, progressively, in proportion to the size—a single form shall constitute a set.

8. Works done partly in figures and partly plain, such as arithmetical works, etc. to be paid 30 cents per 1,000 ems. Rule and figure work to be paid double.

9. Broad-sides, such as leases, deeds, etc. done on English or smaller type, to be paid 27 cents per thousand ems. Play bills, posting bills, etc. to be paid for at the rate of 15 cents per hour.

10. Algebraical works, or those where characters of music are the principal part, and works composed principally of medical, astronomical, or other signs, to be paid double.

11. Time lost by alteration from copy, or by casing or distributing letter, to be paid for at the rate of 15 cents per hour.

12. All works composed from manuscript copy, 2 cents extra.

13. Side, bottom, or cut-in notes, to be agreed on between the employer and the employed.

PRESSWORK.

1. Bookwork, done on brevier or larger type, on medium or smaller paper, 33 cents per token; on smaller type, 35 cents. Royal paper, on brevier or larger type, 35 cents per token; on smaller type, 37½ cents per token. Super-royal paper, on brevier or larger type, 36 cents per token; on smaller type, 39 cents per token.

2. A token of paper, if on bookwork, to consist of no more than 10½ quires; and if on a daily paper, no more than 10. For covering tympan, 37½ cents each; tyman and drawer to be considered as two.

3. Jobs, folio, quarto, etc. to be paid 33 cents per token.

4. Cards, if 100 or under, 30 cents; for each additional pack, if not more than 5, 12½ cents; if over 5, 10 cents.

5. Broad-sides, on bourgeois or larger type, 45 cents; on smaller type, 50 cents per token.

6. Three cents extra to be paid on forms containing wood engravings.

7. No journeyman working at press on a morning daily paper, shall receive a less sum than \$10 for his weekly services; nor those on an evening paper a less sum than \$9. If the quantity of work should exceed 8 tokens per day, the whole to be charged, if on a morning paper, at the rate of 45 cents per token; if an evening paper, 40 cents per token. Daily papers not exceeding 6 tokens per day, if a morning paper, \$9 per week, if an evening paper, \$8 per week.

8. All works done on parchment to be settled between the employer and employed.

9. Working down a new press to be settled between the employer and employed.

10. If at any time a pressman should be obliged to lift his form before it is worked off, he shall be allowed 33 cents for the same.

11. A pressman shall receive, for teaching an apprentice presswork, for the first three months, 5 cents per token, and for the three months following, 3 cents per token.

PETER FORCE, *President.*

THOS. SNOWDEN, *Secretary.*

APPENDIX B, NO. 2.—LIST OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED NOVEMBER 4, 1815.

COMPOSITORS.

During the recess of Congress, in book or newspaper offices, to receive not less than \$9 per week. During the session, in offices engaged on Congressional work, or in newspaper offices, to receive not less than \$10 per week, and \$2 for each and every Sunday.

By the piece.—For every 1,000 ems, from brevier to pica, 28 cents; for smaller letter than brevier, 33½ cents; on newspapers, not less than 30 cents per 1,000 ems; above pica, to be charged as pica.

Rule or figure work.—All common rule or figure work, from brevier and upward, not less than 45 cents per 1,000 ems; below brevier, 50 cents per 1,000 ems.

Rule and figure work.—All common rule and figure work, from brevier and upward, not less than 56½ cents per 1,000 ems; below brevier, not less than 65 cents per 1,000 ems; above pica, to be charged as pica.

For all foreign languages, printed in the Roman character, an addition of 5 cents per 1,000 ems.

All words printed in Greek, or other foreign characters, to be paid for at the rate of 60 cents per 1,000 ems.

Side notes to be calculated separate from the text.

An addition of 3 cents on each 1,000 ems for pronouncing dictionaries.

Alterations.—Compositors to receive, for alterations from copy, at the rate of 25 cents per hour.

PRESSMEN.

During the recess of Congress, shall receive not less than \$9 per week; by the piece, in newspaper offices, not less than 27½ cents per token, for royal or super-royal; nor less than 45 cents per token for imperial.

During the session, in offices engaged on Congressional work, or in newspaper offices, not to receive less than \$10 per week, and \$2 for each and every Sunday.

Paper.—Medium, and below medium, when the form consists of brevier, or larger letter, 33½ cents per token; below brevier, not less than 35 cents per token; royal and upward, on brevier or larger letter, not less than 37½ cents per token; all under brevier, not less than 50 cents per token.

Quarto, on medium paper, above 44 pica ems in width, to be paid as royal; octavo, above 24 pica ems, to be paid as royal; 12mo. above 21 pica ems, to be paid as royal; 18mo. above 17 pica ems, to be paid as royal.

Jobs not less than 35 cents per token.

Cards, for one pack, and not exceeding two packs, 35 cents; when exceeding two packs, to be paid at the rate of 15 cents per pack.

Broadsides shall be paid for double, according to the size of the paper.

All work on parchment, if one pull, 6½ cents; if two pulls, 12½ cents.

For taking down or putting up a press, \$3.

For working down a new press, \$6.

For lifting a form before completed, 33½ cents.

For covering a tympan and drawer, \$1, or 50 cents for either.

When an alteration in a form takes place, each pressman shall be paid 16½ cents per hour.

No pressman shall teach an apprentice presswork, without the benefit of his work for 13 weeks, or half his wages for 6 months; nor shall he teach an apprentice who is more than 18 years old, and who is bound for less than three years.

APPENDIX B, NO. 3.—LIST OF PRICES OF THE BALTIMORE TYPOGRAPHICAL SOCIETY, ADOPTED JUNE 2, 1832.

COMPOSITION.

I. Works done in the English language, common matter, from pica to minion, inclusive, 25 cents per 1,000 ems; nonpareil, 30 cents; agate, 31½ cents; pearl, 33¼ cents; diamond, 50 cents. The headline, with the blank after, and the foot line, in all cases to be counted not less than three lines; an odd en in width or length, to be counted an em; if less than an en, not to be reckoned.

II. Works printed in pica, or larger type, to be counted as if done in pica.

III. Works printed in Latin or Spanish, 3 cents extra per 1,000 ems; in French, 5 cents extra. Dictionaries in the above languages to be advanced as in Art. VI.

IV. Works in which Greek, Hebrew, Saxon or other foreign characters may occur, when they amount to one line per 1,000 ems, 2 cents extra, and in proportion for a greater or less quantity.

V. All works done in Greek and Latin, or Greek and English, to be charged a price and a half.

VI. English dictionaries, printed with figured vowels and accents, 5 cents advance; without figured vowels, but with accents, 2 cents advance. Geographical, biographical, and medical dictionaries, gazetteers, dictionaries of the arts and sciences, and works of a similar character, are not included in this article, unless they be attended with extra trouble, beyond the usual descriptive matter.

VII. Arithmetical works, 5 cents advance per 1,000 ems; rule work to be charged a price and a half; rule and figure work, double; algebraical works, and works composed principally of medical, astronomical, or other signs, to be charged double price.

VIII. Works done in Hebrew, without points, 15 cents advance per 1,000 ems; with points, (to be counted half body and half points) double price.

IX. Works done in Greek, without accents, 40 cents per 1,000 ems; with accents, 50 cents; the asper and lenis not to be considered as accents.

X. Spelling books, and works of that description, 5 cents in advance per 1,000 ems.

XI. Side and center notes in Bibles and Testaments, to be counted the full length of the page, (including the lead or one rule) according to the type in which they are set, and charged 5 cents extra per 1,000 ems. Out-in notes in the above works to be cast up according to the type in which they are set, and charged a price and a half.

XII. Side notes, in law and historical works, to be counted the full length of the page, and charged according to the type in which they are set; and when cut into the text to be charged 4 cents extra per 1,000 ems.

XIII. Quotations, mottoes, contents of chapters, and bottom notes, in smaller type than the body, to be paid for according to the size of type in which they are set.

XIV. Works where the measure does not exceed 14 ems in width, to be paid 2 cents in advance per 1,000 ems.

XV. Time occupied by alterations from copy, or by casing or distributing letter not used by the compositor, to be paid for at the rate of 15 cents per hour.

XVI. When compositors, in book and job offices, shall be required to work after regular hours, they shall be allowed 20 cents per hour, or 5 cents advance per 1,000 ems.

XVII. All letter cast on a body larger than the face, to be counted according to the face of the type; and all letter cast on a smaller body than the face to be counted according to the body.

XVIII. For all matter made up and imposed by the employer, no more than 2 cents per 1,000 ems shall be allowed. The compositor in all cases to furnish the head, blank, and foot line, and count the same.

XIX. Making up a set of furniture, to be charged for by the time occupied, at the rate of 15 cents per hour.

XX. Compositors shall, in all cases, charge for every blank page at the end of a work imposed—each form to be graduated by the following rule: In octavo forms, if less than 2 pages, to be charged as 2; for 3 pages, 4 to be charged; for 5, 6 or 7, a full form, etc.

XXI. Compositors employed by the week shall not receive less than \$8 per week. Ten hours shall be considered a day's work in book and job offices.

PRESSWORK.

With balls or rollers before the press.

	Per token.
Medium and royal-----	\$0. 30
Super royal -----	. 37½
Imperial -----	. 45
Job work -----	. 53½
Broadsides -----	. 60

Cards, two packs and under to be considered a token, all over, 12½ cents per pack.

With rollers behind the press.

	Per token.
Medium and royal-----	\$0. 23
Super royal -----	. 25
Imperial -----	. 27

All fine works to receive an extra price, to be determined by the employer and pressman, according to its quality. All book work under four tokens to be charged 2 cents extra per token.

All broadsides to be 45 cents per token.

Job work, 25 cents per token.

Cards, two packs and under, 25 cents; all over two packs, 10 cents per pack.

All colors to be charged double.

In all cases, where the employer finds the roller boy, 4 cents to be deducted on book or job work; on cards, 2 cents per pack.

Machine rollers.—Medium, four tokens or less, 30 cents per token; over four tokens, 27 cents. Other works in proportion. Fine work, extra price.

Lifting forms.—When there are not more than eight tokens, the pressman shall receive the price of one token extra for every form he shall be necessitated to lift.

Standing.—After a form shall have been put to press, the pressman shall receive 15 cents for the first half hour, and 20 cents for every subsequent hour that he is delayed by corrections or alterations.

Pressmen working by the piece, required to count the paper from the press, to be paid 2 cents extra per token.

Pressmen employed by the week to receive not less than \$8 per week. Ten hours shall be considered a day in book and job offices.

When pressmen, in book and job offices, shall be required to work after regular hours, they shall be allowed 20 cents per hour, or 4 cents extra per token.

Pressmen employed on morning papers, to be paid not less than \$9; on evening papers, not less than \$8 per week.

For covering tympan or drawer, 50 cents.

APPENDIX B, NO. 4.—SCALE OF PRICES OF THE TYPOGRAPHICAL ASSOCIATION OF NEW YORK, ADOPTED JUNE 15, 1833.

COMPOSITION.

1. Works done in the English language, common matter, from English to non-pareil, 25 cents per 1,000 ems; agate, 27 cents; pearl, 30 cents; diamond, 37½ cents. The headline, with blank after, and the foot line, in all cases to be counted not less than three lines. When a measure exceeds even ems in width, and is less than an en, an en only to be counted; but if an en, or over, to be counted an em. Where guard lines are required to pages, they shall be furnished by the employer in a solid shape, or shall be charged by the compositor.

2. Works printed in great primer, or larger type, to be counted as if done in English.

3. All jobs done in plain script, to be counted as English, and charged at 30 cents per 1,000 ems; those in analytical or combination script, on inclined bodies, to be counted as above, and charged 37½ cents.

4. Works printed in Latin or Spanish, 3 cents extra per 1,000 ems; in French, 5 cents extra. Dictionaries in the above languages to be advanced in proportion, as in article 7.

5. Greek, Hebrew, Saxon, etc., or any of the other characters not in common use, if amounting to one word, and not exceeding three words per 1,000 ems, to be charged 2 cents extra. Where the characters are of a different size from the

body of the matter, and are to be justified in, they shall be charged 4 cents extra. All exceeding three words to be charged in proportion.

6. All works done in Greek and Latin, or Greek and English, to be charged a price and a half.

7. English dictionaries, printed with figured vowels and accents, 5 cents advance; without figured vowels, but with accents, 2 cents advance. Concordances, and works of a similar description, where figures and points predominate, or any work where capitals, small capitals, or italic, are profusely used, 3 cents advance. Where superior letters or references are used, as in Bibles, or works of that character, 1 cent extra per 1,000 ems, shall be charged. Geographical, biographical, and medical dictionaries, gazetteers, dictionaries of the arts and sciences, and works of a similar character, are not included in this article, except they are attended with extra trouble, beyond the usual descriptive matter.

8. Arithmetical works, 5 cents extra per 1,000 ems. Rule work, part plain and part figures, and figure work where no rules are used and figures are required to be placed in columns, to be charged a price and a half; rule and figure work, double. Algebraical works, and works composed principally of medical, astronomical, or other signs, to be charged double.

9. Works done in Hebrew, without points, 15 cents advance per 1,000 ems; when with points, the body and the points to be cast up each according to its size, and to be charged double.

10. Works done in Greek, without accents, printed copy, page for page, 37½ cents; other reprints, 40 cents per 1,000 ems; with accents 50 cents; the asper and lenis not to be considered as accents.

11. Church music, whether analytical or solid, to be charged a single price, according to the size of the type in which it is set. Piano music to be charged a price and a half, according to the size, except where it is condensed, when it shall be charged double.

12. Works done from manuscript copy, to be charged 2 cents extra per 1,000 ems, except foreign languages, which shall be 5 cents; printed copy, with frequent interlineations, to be considered as manuscript.

13. Spelling books, and works of that description, 5 cents advance per 1,000 ems.

14. Side and center notes in Bibles and Testaments to be counted the full length of the page, (including the lead, or one rule, which shall count at least one em) according to the type in which they are set, and charged 5 cents extra per 1,000 ems. Cut-in notes, in the above works, to be charged 4 cents extra each note, and the whole page to be counted as text.

15. Side notes in law and historical works, to be counted the full length of the page, according to the type in which they are set; and when cut into the text, to be charged 4 cents extra each note.

16. Quotations, mottoes, contents of chapters, and bottom notes, in smaller type than the body, to be paid for according to the size of the type in which they are set.

17. Works where the measure does not exceed 16 ems in width, to be paid 2 cents advance per 1,000 ems.

18. Time occupied by alterations from copy, by casing or distributing letter, not used by the compositor, or other work appointed by the employer, to be paid for at the rate of 15 cents per hour.

19. When compositors are required to work more than regular hours, they shall be allowed 20 cents an hour, or 5 cents advance per 1,000 ems.

20. All letter cast on a body larger than the face, (as bourgeois on long primer) to be counted according to the face; and all letter cast on a body smaller than the face, (as minion on nonpareil) to be counted according to the body.

21. In all cases where a companionship may deem it necessary that matter should be made up by one person, the compositors may either appoint, from among themselves, or authorize the employer to appoint, a person to perform that duty, on terms to be agreed upon between themselves and the person employed to make up: *Provided, however,* That no more than 2 cents per 1,000 ems shall be allowed to the employer for making up, imposing, taking the necessary proofs, and keeping the schedule.

22. When a compositor is required to take out bad letters, and replace them, in consequence of faults in the founder, miscasts, or worn-out fonts, he shall be paid at the rate of 15 cents an hour.

23. For imposing forms, no more shall be allowed than 3 cents per page for quarto, 2 for octavo, 1½ for duodecimo, 1½ for sexadecimo, and the like sum for

all forms of a larger number of pages—the compositor, in all cases, to lay the pages in regular order, or to be responsible for their being so done.

24. It shall be the duty of the compositor imposing, to take two proofs of each form. All proofs taken afterwards, shall be paid for at the rate of 8 cents each, for letterpress forms, and for stereotype forms and small jobs, 2 cents each. When an extra proof, or proofs, are required by the carelessness of the compositor, they shall be at his expense.

25. Making up furniture for a quarto form, 18 cents; an octavo, 25 cents; and 3 cents extra for all other impositions progressively.

26. Compositors employed on morning newspapers shall receive not less than \$12 per week; on evening papers, and in book and job offices, not less than \$9 per week. Ten hours shall be considered a day in book and job offices.

PRESSWORK.

With balls.—Medium, 30 cents per token; royal, 33½; super royal, 37½; medium, and a half, 39; imperial, 40 cents; and everything above imperial, 45 cents. Cards, the first hundred, 30 cents; for all over one hundred, 10 cents a pack. The charge with hand rollers to be the same as with balls.

With rollers.—Medium, when there shall be but 4 tokens or less on a form, 25 cents per token; if over 4 tokens, 23 cents. Royal, 4 tokens or less, 27 cents, over 4 tokens, 26 cents. Super royal, 4 tokens or less, 30 cents; over 4 tokens, 28 cents. Medium, and a half, 4 tokens or less, 32 cents; over 4 tokens, 30 cents. Imperial, 4 tokens or less, 35 cents; over 4 tokens, 33 cents. For any size above imperial, the charge shall be, when there are 4 tokens or less, 40 cents; over 4 tokens, 35 cents. All broadsides, 40 cents per token. Cards, the first hundred, 25 cents; all over one hundred, 15 cents per hundred. All fine work to receive an extra price, to be arranged between the employer and journeyman. Work done after regular hours, to receive an advance of 5 cents per token.

Roller boys.—When the employer shall furnish a roller boy, there shall be 18 per cent. deducted from the wages of the pressman until it amounts to \$2 per week, when the deduction shall cease.

Machine rollers.—Medium, 4 tokens or less, 21 cents per token; over 4 tokens, 20 cents. Other sizes in proportion. Fine work, extra price.

Lifting forms.—When there are not more than 8 tokens, the pressman shall receive the price of 1 token extra for every form he shall be required to lift.

Covering tympan.—The sum of 37½ cents shall be allowed for covering a tympan; and the like sum for covering a drawer, or inner tympan.

For putting up or removing presses.—Twenty cents per hour shall be allowed.

Standing.—After a form shall have been put to press, the pressman shall receive 15 cents for the first half hour, and 20 cents for every subsequent hour, that he is delayed by corrections or alterations.

When a pressman is employed by the week, he shall receive not less than \$9 per week; ten hours, in all cases, to be the limit of a day's work. Overwork, 20 cents an hour.

SCALE OF VARIATION FOR THE SIZES OF FORMS.

	Octavo pages or smaller.	Quarto or larger pages.
	<i>Pica ems.</i>	<i>Pica ems.</i>
Medium, to contain.....	9,000	11,000
Royal, to contain.....	11,000	13,500
Super royal, to contain.....	13,500	16,000
Medium and a half, to contain.....	16,000	18,000
Imperial, to contain.....	18,000	22,000

Any form exceeding either of these, by 250 ems, to be charged as the next highest.

**APPENDIX B, NO. 5.—BILL OF PRICES OF THE NASHVILLE,
TENN., TYPOGRAPHICAL SOCIETY, ADOPTED 1837.**

COMPOSITION.

Compositors to receive per week.....	\$11. 00
Bookwork, MS. copy, per 1,000 ems.....	. 35
Bookwork, reprint.....	. 33½
Newspaper, manuscript and reprint.....	. 32
Pamphlets, (100 pages, or less,).....	. 37½
Rule or figure work, to be counted price and a half.	
Rule and figure work, double price.	
For all works in foreign languages, an advance of.....	. 12½
Dictionaries, arithmetics and algebraical works, an advance of.....	. 12½
Side notes to be calculated separate from the text, an advance of.....	. 02
All measures under 12 ems pica, an advance of.....	. 02
Letters cast on a different body from the face, to be counted by the body one way and the face the other.	
Alterations from copy, per hour.....	. 25
All sizes larger than pica, and not exceeding double pica, to be counted pica.	
Larger than double pica to be charged by the time.	
All type smaller than nonpareil, an advance of.....	. 02
Dressing furniture for book or pamphlet form.....	. 50
Ten hours shall be considered a day's work.	
All extra work to be charged per hour.	

PRESSWORK.

Pressmen to receive per week.....	\$12. 00
Mammoth or elephant, (book or news), per token.....	. 40
Imperial and super royal.....	. 33½
Royal and medium.....	. 25
Jobs.....	. 37½
Cards, first pack.....	. 37½
Cards, each additional pack on same form.....	. 18½
Hat tips, same as cards.	
Jobs on silk or bank-note paper.....	. 50
Broadsides, on medium paper, or smaller.....	. 37½
Broadsides, larger than medium.....	. 50
Lifting forms before finished, to be charged a token.	
All jobs with colored ink, per hour.....	. 25
Parchment, each pull.....	. 06½
Covering tympan and drawer, each.....	. 75
All works containing woodcuts, an advance of.....	. 10
Corrections made in a form, after being put to press, to be charged per hour.....	. 25
Ten hours considered a day's work.	
Ten quires to be considered a token on a newspaper form—10½ quires on a book form.	

**APPENDIX B, NO. 6.—LIST OF PRICES OF THE COLUMBIA TYPO-
GRAPHICAL SOCIETY, WASHINGTON, D. C., AMENDED AND
ADOPTED JANUARY, 1837.**

COMPOSITION.

1. Compositors, during the recess of Congress, in book, or newspaper offices, to receive not less than \$10 per week. Ten hours to constitute a day's work.

2. During the session of Congress, in offices employed on the current Congress work, and in all offices engaged on other work done for, or by the authority of that body, or in newspaper offices, to receive not less than \$11 per week.

3. In all offices, and at all seasons to receive not less than \$2 for each and every Sunday, (to consist of eight hours,) and for extra hours on Sunday, 25 cents; and at all other times, 20 cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to minion, 31 cents per 1,000 ems; minion and nonpareil 37 cents; agate 39 cents; pearl 41 cents; diamond 50 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an em; if less than an en, not to be reckoned. Above pica to be charged as pica.

2. Newspapers.—Brevier and upward, 33½ cents per 1,000 ems; minion and nonpareil, 37 cents; agate 39 cents; pearl, 41 cents; diamond, 50 cents.

3. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted, to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

4. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule in a page of other matter, shall constitute rule and figure work: *Provided, however*, That on works, the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of the rules separating the columns.

5. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

6. For all foreign languages, printed in the Roman characters, an addition of 6 cents per 1,000 ems.

7. All works printed in Greek or other foreign characters, to be paid for at the rate of 66 cents per 1,000 ems.

8. Arithmetical works to be paid an advance of 6 cents per 1,000 ems on the price of common matter.

9. Algebraical works to be charged double price.

10. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

11. Music, double price.

12. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

13. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.

14. All bottom notes, contents of chapters, etc. in smaller type than the text, to be paid for according to the type in which they are set.

15. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; and all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body.

16. All works where the measure does not exceed 14 ems in width, to be 3 cents per 1,000 ems advance.

17. For making up a set of furniture, not exceeding 16 pages, 31 cents; when exceeding, 55 cents.

Alterations.—Compositors to receive for alterations from copy, at the rate of 25 cents per hour.

PRESSWORK.

1. Pressmen, during the recess of Congress, shall receive not less than \$10 per week—ten hours to constitute a day's work.

2. During the session of Congress, in offices employed on the current Congress work, and in all offices engaged on other work done for, or by the authority of that body, or in newspaper offices, to receive not less than \$11 per week.

3. In all offices, and at all seasons, to receive not less than \$2 for each and every Sunday, (to consist of eight hours,) and for extra hours on Sundays, 25 cents, and at all other times, 20 cents per hour.

PIECEWORK.

Kind of work—per token.	With balls or hand rollers.	With rollers and roller boys or machine rollers. (a)
1. Paper.—Medium and below medium, when the form consists of brevier, or larger letter.....	\$0.37	\$0.27
Below brevier, not less than.....	.39	.29
Royal, on brevier or larger letter.....	.41	.31
Royal, below brevier.....	.43	.33
Super royal, on brevier or larger letter.....	.45	.35
Super royal, below brevier.....	.47	.37
Medium and a half, on brevier or larger letter.....	.46	.36
Medium and a half, below brevier.....	.48	.38
Imperial, on brevier or larger letter.....	.50	.40
Imperial, below brevier.....	.52	.42
Newspapers, when printed on imperial.....	.50	.40
Newspapers, when printed on royal or super royal.....	.41	.31
For any size above imperial, the charge shall be.....	.60	.50

^aPressman to find his own roller boy.

2. SCALE OF VARIATION FOR THE SIZE OF FORMS.

	Octavo or smaller.	Quarto or larger.
	<i>Pica ems.</i>	<i>Pica ems.</i>
Medium, to contain.....	9,000	11,000
Royal, to contain.....	11,000	13,500
Super royal, to contain.....	13,500	16,000
Medium and half, to contain.....	16,000	18,000
Imperial, to contain.....	18,000	22,000

Any form exceeding either of these by 250 ems to be charged as the next highest.

SCALE FOR JOBS.

	Inches.
Medium to measure.....	18 by 22
Royal to measure.....	19 by 24
Super royal to measure.....	20 by 27
Imperial to measure.....	21 by 31

3. All bookwork less than 4 tokens to be charged 2 cents extra per token.

4. Jobs, 39 cents per token, when worked on medium, or paper below medium; when on royal or upward, on brevier or larger letter, not less than 43 cents; below brevier 45 cents; when on imperial, 50 cents per token.

5. Work done in colors, double price.

6. Cards, for 1 pack, and not exceeding 2 packs, 39 cents; when exceeding 2 packs, to be paid at the rate of 16 cents per pack.

7. Broad-sides shall be paid for double, according to the size of the paper. To constitute a broadside, the matter to extend across the sheet without a break. A foolscap sheet, and all above, to be considered a broadside.

8. All work on parchments, when not done by the piece, to be paid \$2.20 per day, and no charge to be made for less than half a day; when done by the piece, if 1 pull 7 cents; if 2 pulls, 14 cents.

9. All matter that is required to be made up and imposed in pages, to be considered bookwork.

10. Tokens.—On newspaper work, not over 10 quires, or 240 sheets; and on other work, not more than 250 sheets; or 10½ quires to constitute a token.

11. For taking down or putting up a press, 20 cents, per hour.

12. For working down a new Ramage press, \$6.

13. For lifting a form before completed, 37 cents.

14. For covering a tympan and drawer \$1.10, or 55 cents for either.

15. When an alteration in a form takes place, each pressman shall be paid at the rate of 18 cents per hour for the time occupied, or 25 cents per hour if but one pressman, with roller boy.

16. No pressman shall teach an apprentice presswork, without the benefit of his work for fifteen weeks, or half his wages for six months; nor shall he teach an apprentice who is more than 18 years old, and who is bound for less than four years.

No alteration or amendment shall be made to the foregoing list of prices, unless two-thirds of the members present concur therein; nor then, without one month's previous notice having been given.

REGULATIONS RESPECTING APPRENTICES.

1. Every apprentice shall serve until he be 21 years of age; and, at the time of entering as an apprentice, shall not be more than 16 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

2. No runaway apprentice to be received into any office in the District of Columbia, either as an apprentice or journeyman.

3. That on the death of his master, or if, from any cause, the office wherein he was indented shall be discontinued, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

4. After the 1st day of January, 1844, the Columbia Typographical Society will not consider any application for membership unaccompanied by sufficient proof that the applicant has served the period of five years as a regularly indented apprentice at the printing business.

5. That after the 1st day of January, 1839, the Columbia Typographical Society will not permit members of said society to work in any office where boys may be taken as apprentices to the printing business to serve for a less period than five years.

6. The Columbia Typographical Society recognizes but two classes of printers—employers and journeymen: that is, persons who carry on business solely as employers, and those who work as journeymen in the manner prescribed, and at the prices demanded by this society.

APPENDIX B, NO. 7.—SCALE OF PRICES OF THE NEW ORLEANS TYPOGRAPHICAL SOCIETY, ADOPTED SEPTEMBER 14, 1839.

COMPOSITION.

Compositors employed on morning newspapers to work by the piece only, at the following rates: Plain matter, in the English, French, or Spanish language, 62½ cents per 1,000 ems, for manuscript or printed copy; pearl, 75 cents per 1,000 ems; ruby, 81½ cents per 1,000 ems; diamond, \$1 per 1,000 ems; rule and figure work, \$1.25 per 1,000 ems; rule or figure work separately, 93½ cents per 1,000 ems. A foreman not to receive less than \$25 per week.

On evening papers, and in book and job offices, compositors not to receive less than \$19 per week, ten hours constituting a day's work; and all extra hours to be charged at the rate of 40 cents per hour. Work done by the piece to be charged the same as morning papers. Foremen on evening papers not to receive less than \$22.50 per week. Where two foremen are employed on one paper in two languages, the foreman on the English side not to receive less than \$20 per week.

On bookwork, the running title, white line under it, and the foot line of the page, to be considered as regular matter.

An odd en in width or depth to be counted an em; but if less than an en, it is not to be reckoned.

Bookwork and jobs done by the piece, with pica or larger letter, to be charged as pica.

Bookwork and jobs done by the piece, in which Hebrew, Greek, or other foreign characters occur, to be charged when they amount to one line, 16 cents extra per 1,000 ems.

Bookwork done by the piece in the dead languages, to be charged at the rate of \$1.25 per 1,000 ems; but work done in the dead and modern languages, (an equal proportion of each,) to be charged at the rate of 93½ cents per 1,000 ems.

Bookwork with side notes, to be charged as follows: The text and side notes to be charged separately, and the notes to be charged according to the letter in which they are set, and calculated the full length of the page; when they are cut in the text, 16 cents extra to be charged.

Music \$1.25 per 1,000 ems.

Letter cast on a body smaller than the face to be charged according to the body; and letter cast on a body larger than the face to be charged according to the face.

Compositors making up a set of furniture, to charge at the rate of 40 cents per hour.

Compositors, in all cases, to charge the blank pages which may occur in a work.

For alterations from copy, if a single one, 25 cents; per hour, 40 cents.

PRESSWORK.

[With balls or rollers.]

Bookwork done on medium, royal or super royal paper to be charged per token	\$1. 00
Imperial	1. 25
Broadside, posting bills, super royal or imperial.....	1. 50
Broadside, posting bills, under super royal.....	1. 00
Cards:	
Plain, two packs or under.....	. 75
Glazed	1. 25
For each succeeding pack, if plain.....	. 25
For each succeeding pack, if glazed.....	. 37½
Work done on parchment, each impression.....	. 12½
Standing after a form shall have been put to press, per hour.....	. 40
Covering tympan and drawer, each.....	1. 00
Putting up a press.....	5. 00
Taking down a press.....	2. 50
Pressmen working on morning and evening papers, or other periodicals, by the piece, to charge for medium, or super royal, per token.....	. 75
Imperial or larger.....	1. 00

For all extra fine work an additional price to be charged, to be agreed on between the employer and employed.

All work done in colors, to be charged according to the time employed thereon.

Lifting a form before the whole impression is worked off, to be charged as one token.

When a roller boy is furnished by the employer, no more than 25 per cent shall be deducted.

When a pressman may be employed by the week in a book or job office, or on an evening paper, he shall not charge less than \$19 per week, ten hours constituting a day; and all work done after the regular hours, 40 cents per hour.

On morning papers, pressmen working by the week, not to receive less than \$22.

JAMES PIRNIE, *President.*
 WILLIAM PICKETT, *Vice-President.*
 JAMES O'DOWD, *Secretary.*
 ROBERT MCCOULL, *Treasurer.*
 A. H. HAYES,
 H. L. KELSEY,
 E. B. KELLY,
 J. P. LYNCH,
 JAMES DYER,
 JAMES TAYLOR,
Directors.

APPENDIX B, No. 8.—SCALE OF PRICES OF THE PITTSBURG TYPOGRAPHICAL ASSOCIATION, ADOPTED NOVEMBER 21, 1849.

Pittsburg Typographical Association, organized in 1849, issued a bill of prices together with apprenticeship recommendations, November 21, 1849, as follows:

REPORT ON BILL OF PRICES.

To the Officers and Members of the Pittsburg Typographical Association.

Your committee appointed to fix a bill of prices, respectfully offer the following for the consideration of the association:

COMPOSITION.

1. Composition, manuscript and reprint, per 1,000 ems-----	\$0. 25
2. Any size smaller than nonpareil-----	. 28
(The headline, with the blank after, and the foot line, in all cases to be counted three lines; over an en in length or width, to be counted an em; if less, not to be reckoned.)	
3. Work done in foreign languages, in Roman characters, extra per 1,000 ems-----	. 10
4. Work done in foreign languages, and not in Roman characters, except the German, which shall be the same as English, per 1,000 ems----	. 50
5. Algebraical work, and works having a great number of astronomical, medical, and other signs-----	. 50
6. Spelling books and similar works, advance per 1,000-----	. 05
7. Arithmetical work, advance-----	. 05
8. English dictionaries with figured vowels and accents, advance-----	. 10
9. English dictionaries without figured vowels, advance-----	. 05
10. Side and center notes in Bibles, Testaments, and other works, to be counted the full length of the page, (including the lead or rule) according to the type in which they are set, and an advance per 1,000 of-----	. 03
11. Cut-in notes to be cast up according to the type in which they are set, and charged an advance of-----	. 05
12. Quotations, notes, mottoes, etc., in smaller type, to be counted according to the type in which they are set.	
13. Works where the measure does not exceed 14 ems, advance per 1,000 of-----	. 03
14. All letter cast on a body larger than the face to be counted according to the face; and all letter cast on a smaller body than the face, to be counted according to the body.	
15. Composition on music to be done as agreed upon by the employer and journeyman.	
16. Rule and figure work, per 1,000-----	. 50
17. Rule or figure work, per 1,000-----	. 37½
18. Letter list, or names set two or three in newspaper column, per 1,000--	. 37½
19. Time lost in alterations from copy, extra casing of letter, or anything not coming legitimately under the preceding articles, to be charged by the hour-----	. 20
20. Journeymen working by the week, (ten hours a day's work) to receive not less than-----	8. 00
21. Journeymen working on morning papers, per week not less than----	9. 00
22. Foremen shall not receive less per week than-----	10. 00

JOB WORK.

Forms to be distributed by the journeyman.

Common medium sheet bills-----	\$1. 00
Common medium sheet-bills (with border,)-----	1. 25
Common medium half-sheet bills-----	. 50
Common medium half-sheet bills (with borders)-----	. 75
Common medium quarto bills-----	. 37½
Programmes, (eight to a sheet)-----	. 50
Posters for theater, circus, etc-----	. 50
Bills of lading-----	. 50
Circulars for balls, etc., (script)-----	. 25
Business cards or exhibition tickets-----	. 25

Plain composition in script to be counted as pica.

All job work not above enumerated, or any the before mentioned with an extra quantity of matter, to be agreed upon by the parties.

PRESSWORK.

Office to find the roller boy.

Medium, or under, per token.....	\$0. 20
Imperial, per token.....	. 25
Double medium, per token.....	. 28
Music, per token.....	. 23
Steamboat bills, per token, (black).....	. 25
Steamboat bills, per token, (colored).....	. 35
Alterations on steamboat bills.....	. 10
Bills of lading, circulars, invitations, billheads, checks, drafts, etc., per token.....	. 25
Colored work, per token.....	. 30
Cap or quarto post, per token.....	. 25
Cards, first pack.....	. 12½
Cards, every additional pack.....	. 06¼
Posters, 100 or less.....	. 25
Posters, each additional 100 or less.....	. 12½
Books of not more than one token an advance of.....	. 05
All work done on parchment, each pull.....	. 04
Covering tympan.....	. 50
Covering drawer.....	. 50
Making roller.....	. 25

Lifting forms before their completion, an extra token to be charged; provided, the full complement does not exceed 8 tokens.

Extra charges on engravings.

Pressmen employed by the week, ten hours to constitute a day's work, \$9 per week; power pressmen, \$10.

Your committee, without wishing to be considered as dictating to employers, would earnestly recommend that hereafter no apprentice shall be taken for a less period than three years, and that regular and formal indentures be made between the parties, that justice may be done both.

Respectfully,

G. T. MYERS.
JOSEPH MARTIN.
D. P. WORK.
ALEX. W. ROOK.
W. H. CAPPE.
B. SINGERLY.
J. REISINGER.

PITTSBURG, November 21, 1849.

APPENDIX B, NO. 9.—SCALE OF PRICES OF THE JOURNEYMEN PRINTERS' UNION OF PHILADELPHIA, UNANIMOUSLY ADOPTED AUGUST 10, 1850.

MORNING NEWSPAPERS.

1. Composition in agate, and in all larger type, of regular body and face, 30 cents per 1,000 ems.

2. Composition in type smaller than agate, of regular body and face, 35 cents per 1,000 ems.

3. Letter cast on a body larger than the face, to be charged according to the face; and letter cast on a body smaller than the face to be counted according to the body.

4. Rule and figure work, double price.

5. Composition requiring three justifications, such as three columns of figures, lists of letters, as at present published, etc., a price and a half.

6. Work by the hour, and all waiting after 8 o'clock, p. m. for mails, or for any other purpose, 25 cents per hour.

7. On each occasion where a hand shall be called to go to work, after being through the regular work, \$1 shall be charged extra.

8. Every hand employed upon a morning newspaper shall be entitled to 24 consecutive hours' intermission from labor in each week, and if called upon to work during such intermission, he shall be paid \$1 extra, whether the said intermission occurs on Saturday, or any other day of the week.

9. Work by the week, \$12 per week, 10 hours constituting a day's work.

WEEKLY AND AFTERNOON NEWSPAPERS.

1. Composition, 28 cents per 1,000 ems.
2. Hour work, 20 cents per hour.
3. Ten dollars per week, 10 hours constituting a day's work.

BOOK AND JOB WORK.

1. Work in the English language, printed copy, from pica to nonpareil inclusive, 27 cents per 1,000 ems; from agate to diamond, 30 cents per 1,000 ems. Manuscript copy, 2 cents per 1,000 ems extra. Printed copy, with 10 interlineations or alterations per 1,000 ems, to be charged as manuscript.

2. Work in foreign languages, Roman characters, printed copy, 5 cents per 1,000 ems extra; manuscript, 7 cents per 1,000 ems extra.

3. Work in the Hebrew language, 35 cents per 1,000 ems. Where points are used, they shall be counted according to their body, and charged 40 cents per 1,000 ems.

4. Work in the Greek language, 45 cents per 1,000 ems.

5. Work in which Hebrew and Greek words, and words in other than Roman characters occur, 1 cent extra for every three words.

6. Spelling books, dictionaries, primers, and all works in which figured vowels and accents are used, printed copy, 33 cents per 1,000 ems; manuscript, 35 cents extra per 1,000 ems.

7. Arithmetical work, 10 cents extra per 1,000 ems.

8. Algebraical work, 50 cents per 1,000 ems.

9. Work in which cuts, excepting initial letters, are run into the matter, 2 cents per 1,000 ems extra on the pages in which such cuts occur.

10. Quotations, mottoes, contents of chapters, footnotes, descriptions, undercuts, to be charged according to the type in which they are set.

11. Jobs in script to be counted as pica, 33 cents per 1,000 ems.

12. Work in which the lines or paragraphs are in different sized type alternately, 2 cents per 1,000 ems extra.

13. All matter in which there are a number of braces, requiring more than two justifications, a price and a half. (In this section reference is made to tables of classification, as a botanical work, etc.)

14. Side and center notes, or references to Bibles, Testaments, law and historical works, and work of a similar description, to be counted according to the type in which they are set, and measured the whole length of the page, including the leads and rules, 3 cents per 1,000 ems extra.

15. Cut-in notes, 2 cents per note, and the matter to be counted as text.

16. In letterpress offices, cuts and blank pages to be charged by the compositor; and all cuts to be charged according to the type of the page in which they respectively occur.

17. Letter cast on a body larger than the face, to be charged according to the face; and letter cast on a body smaller than the face, to be counted according to the body.

18. The headline, the blank after it, and the foot line, to be counted three lines. An en in width to be counted an en; if more than an en, to be counted an em; if less than an en, not to be counted.

19. When the measure does not exceed 14 ems in width, 3 cents per 1,000 ems extra.

20. When the measure does not exceed 18 ems in width, 2 cents per 1,000 ems extra.

21. When the measure does not exceed 21 ems in width, 1 cent per 1,000 ems extra.

22. The compositor shall not be required to correct alterations (including alterations of punctuations) from printed copy.

23. In tabular work, three or more columns of rules and figures to constitute rule and figure work. Three or more columns of rules to constitute rule work. Three or more columns of figures to constitute figure work. Rule and figure

work, double price. Rule work, a price and a half. Figure work, a price and a half.

24. No work shall be measured by any type larger than pica.
25. Making up a set of furniture to be charged for according to the time occupied.
26. In stereotype offices, the forms to be revised, or prepared for molding, at the employer's expense, and reimposed matter to be in the care of the office.
27. The lowest charge for any piece of work, 27 cents.
28. All work on time, (except week work) 20 cents per hour.
29. Compositors employed by the week, \$10 per week; ten hours to constitute a day's work.

MUSIC.

1. Plain choral music, 18 cents per 1,000 ems; plain choral music, containing two parts on a staff, or with organ accompaniment, 22 cents per 1,000 ems; where a single staff on the page contains two parts, 20 cents per 1,000 ems.
2. Piano and other instrumental music, 20 cents per 1,000 ems.
3. Rudiments to be counted as music.
4. Music jobs, containing less than 15,000 ems, 3 cents per 1,000 ems extra.

APPENDIX B, NO. 10.—LIST OF PRICES OF THE COLUMBIA (WASHINGTON, D. C.) TYPOGRAPHICAL SOCIETY, ADOPTED NOVEMBER 2, 1850.

COMPOSITION.

1. Compositors to receive not less than \$12 per week; ten hours to constitute a day's work; and for extra hours, 25 cents per hour.
2. In all offices, and at all seasons, to receive not less than \$2.50 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day, 30 cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 40 cents per 1,000 ems; nonpareil, 44 cents; agate, 47 cents; pearl, 49 cents; diamond, 60 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an em; if less than an en, not to be reckoned. Above pica, to be charged as pica.
2. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures without rules, to constitute figure work.
3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.
4. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.
5. All foreign languages, printed in Roman characters, an addition of 6 cents per 1,000 ems.
6. All work printed in Greek, or other foreign characters, to be paid for at the rate of 79 cents per 1,000 ems.
7. Arithmetical works to be paid an advance of 6 cents per 1,000 ems on the price of common matter.
8. Algebraical or mathematical works to be charged double price.
9. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.
10. Music double price.
11. Side notes to be counted the full length of the page, and charged according to the type in which they are set.
12. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.
13. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

14. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body; and all letter shall measure $12\frac{1}{2}$ ems to the alphabet.

15. All works, where the measure does not exceed 14 ems in width, to be 3 cents per 1,000 ems advance.

16. For making up a set of furniture, not exceeding 16 pages, 37 cents; exceeding, 66 cents.

Alterations.—Compositors to receive for alterations from copy at the rate of 30 cents per hour.

PRESSWORK.

1. Pressmen shall receive not less than \$12 per week; ten hours to constitute a day's work; and for extra hours 25 cents per hour.

2. At all times to receive not less than \$2.50 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day 30 cents per hour.

PIECEWORK.

Kind of work.	With balls or hand rollers.	With rollers and roller boys (a) or machine rollers.
	Cents.	Cents.
Medium and below medium, when the form consists of brevier or larger letter	43	33
Below brevier, not less than	46	36
Royal, on brevier or larger letter	48	38
Royal, below brevier	51	41
Super royal, on brevier or larger letter	53	43
Super royal, below brevier	55	45
Medium and a half, on brevier or larger letter	54	44
Medium and a half, below brevier	57	47
Imperial, on brevier or larger letter	59	49
Imperial, below brevier	61	51
Newspapers, when printed on imperial	59	49
Newspapers, when printed on royal or super royal	48	38
For any size above imperial the charge shall be	71	61

a Pressman to pay his roller boy.

2. SCALE OF VARIATION FOR THE SIZE OF FORMS, SHOWING THE NUMBER OF PICA EMS (*) TO BE CONTAINED IN EACH.

Numerical denomination.	Medium.	Royal.	Super royal.	Medium and a half.	Imperial.
Twos	11,966	13,780	16,318	17,946	19,672
Fours	9,960	11,468	13,580	14,720	16,372
Sixes	9,306	10,716	12,690	13,960	15,296
Eights	8,816	10,152	12,044	13,224	14,494
Twelves	8,712	10,062	11,880	13,068	14,322
Sixteens	8,254	9,504	11,276	12,380	13,524
Eighteens	8,206	9,450	11,190	12,312	13,492
Twenty-fours	8,024	9,240	10,942	12,096	13,192
Thirty-twos	7,948	9,152	10,838	11,922	13,066

* This table is based upon 6 pica ems to the statute inch. The English standard (see Penny Magazine, Vol. II, p. 422) is $7\frac{1}{2}$ pica ems to the foot; but most fonts in this country are a slight degree smaller.

3. LEGITIMATE SIZES OF PAPER.

	Inches.
Medium	16 by 22
Royal	19 by 24
Super royal	20 by 27
Medium and a half	22 by 27
Imperial	21 by 31

Any form exceeding either of these by 300 ems, to be charged as the next size.

4. All bookwork less than 4 tokens to be charged 2 cents extra per token.

5. Jobs 48 cents per token, when worked on medium or paper below medium; when on royal or upward, on brevier or larger letter, not less than 52 cents; below brevier, 54 cents; when on imperial, 60 cents per token.

6. Work done in colors, double price.

7. Cards, for one pack, and not exceeding two packs, 47 cents; when exceeding two packs, to be paid for at the rate of 19 cents per pack.

8. Broadside shall be a price and a half, according to the size of the paper. To constitute a broadside, the matter to extend across the sheet without a break. A foolscap sheet, and all above, to be considered a broadside.

9. Parchments to be 50 cents per token.

10. All matter that is required to be made up and imposed in pages, to be considered bookwork, except newspapers of 4, 8, or 16 pages.

11. A token shall consist of 240 sheets.

12. For taking down or putting up a press, 25 cents per hour.

13. For lifting a form before completed, 44 cents.

14. For covering a tympan and drawer, \$1.50, or 75 cents for either.

15. When an alteration in a form takes place, each pressman shall be paid at the rate of 25 cents per hour for the time occupied; or 30 cents per hour, if but one pressman, with a roller boy.

16. No pressman shall teach an apprentice presswork without the benefit of his work for fifteen weeks, or half his wages for six months; and he shall be a regular apprentice of the office.

(November 2, 1850.)

APPENDIX B, NO. 11.—SCALE OF PRICES OF THE PRINTERS' UNION OF THE CITY OF NEW YORK, PROCLAIMED FEBRUARY 1, 1851. (ADOPTED OCTOBER 26, 1850.)

(Somewhat abridged and condensed.)

The scale for bookwork occupies 15 pages of the pamphlet containing the scale. (a) The most essential points of this book scale are:

ARTICLE 1. Works done in the English language, common matter, (reprint) from pica to agate, inclusive, 27 cents per 1,000 ems; pearl, 32 cents; diamond, 40 cents.

ART. 2. Works done in the English language, common matter, (manuscript) from pica to agate, inclusive, 29 cents per 1,000 ems; pearl 34 cents; diamond, 42 cents.

ART. 3. Works done in pica, or any larger type, to be counted as pica.

Then follow several articles specifying extras: Works in Latin or Spanish, 3 cents extra per 1,000 ems; French 5 cents extra; grammars, 5 cents. Works printed in both Greek and Latin, or in Greek and English are charged price and a half; so too of work in Greek alone.

ART. 15. Side and center notes in Bibles and Testaments, to be counted the full length of the page, (including the lead, or one rule, which shall count at

^a The following preface to the scale is issued "To the trade," and is of historical value:

TO THE TRADE.

The following "scale of prices" has been adopted, after mature deliberation, by the "New York Printers' Union," and, so far as their members are concerned, will be fully supported from the 1st day of February, 1851.

We submit these prices to the trade at large, and ask for them the support of journeymen and employers; because we believe them to be in every respect just and reasonable,—because a number of the largest and best establishments in the city now pay them,—because the recent great increase in the necessaries of life, and the general advance of wages by other trades, render these enhanced prices in our business imperatively necessary,—because they will tend to the physical and consequently the moral improvement of printers,—because they will protect good workmen against quacks, and thus become of pecuniary interest both to the employer and the workman,—and because they will form what has been long needed in this city, a uniform and well-known tariff of wages.

With these brief, but we think cogent reasons, we submit the "New York Union scale" to the trade; and by our signatures hereunto appended, do certify the following to be a correct transcript of the original copy.

F. J. OTTARSON,
President of the New York Printers' Union.

C. WALKER COLBURN,
Recording Secretary.
January 25, 1851.

least 1 em) according to the type in which they are set, and charged a price and a half. Cut-in notes, in the above works, to be charged 4 cents extra each note, and the whole page to be counted as text.

ART. 19. The headline, with the blank after it, and foot line, to be charged by the maker-up, and counted not less than 3 lines.

ART. 21. Time occupied by alterations from copy, by casing or distributing letter not used by the compositor, etc., to be paid for at the rate of 18 cents per hour. When compositors are required to work beyond regular hours, they shall be paid at the rate of 21 cents per hour, or 5 cents advance per 1,000 ems.

ART. 22. All letter cast on a body larger than the face, (as bourgeois on long primer,) to be counted according to the face; all letter cast on a body smaller than the face (as minion on nonpareil) to be counted according to the body. All fonts, the alphabets of which measure less than 12½ ems, to be counted in width according to the next smaller size.

ART. 23. In all cases where a companionship may deem it necessary that matter should be made up by one person, the compositors may appoint from among themselves, or authorize the employer to appoint a person to perform that duty, on terms to be agreed upon between themselves and the person employed to make-up: *Provided, however,* that no more than 2 cents per 1,000 ems shall be allowed for making-up, imposing, taking the necessary proofs, and keeping the schedule.

ART. 24. When a compositor is required to take out bad letters, and replace them, in consequence of faults in the founder, miscasts, or worn-out fonts, he shall be paid at the rate of 18 cents per hour.

ART. 25. For imposing forms, no more shall be allowed than 3 cents per page for quarto, 2 cents for octavo, 1½ for duodecimo, 1¼ for sexadecimo, and the like sum for all forms of a larger number of pages—the compositor, in all cases, to lay the pages in regular order, or be responsible for their being so done.

ART. 27. Making-up furniture for a quarto form, 18 cents; an octavo, 25 cents; and 3 cents extra for all other impositions progressively.

ART. 28. Compositors employed by the week, shall receive not less than \$10, ten hours to be considered a day's work.

ART. 29. The compositors on a work are entitled to correct the author's proofs, for which they shall be paid at the rate of 18 cents per hour.

ART. 32. When woodcuts are inserted in the matter, or worked in pages along with the body of the work, such cuts belong to the compositors; but where the cuts are worked entirely separate, the same as copperplate engravings or lithographic plates, they shall not be claimed by the compositors.

ART. 34. In large book rooms, the establishment has the privilege of claiming full titles and dedications, but in no case shall piece-paying establishments claim half titles, or any other prefixed matter, nor cull the fat portions of any work.

ART. 37. When a compositor (working by the piece) receives copy of contents, indexes, or any other copy where more than the usual quantity of capitals, figures, periods, and italics are used, the establishment shall furnish the compositor with the necessary sorts.

ART. 39. The compositor shall in all cases be exempt from clearing away, tying up, or in any manner taking charge of matter which he has set: *Provided, always,* That this article shall not interfere with the custom existing as to headlines, titles, taking out leads, etc.

ART. 40. When works, or portions of works, are required to be leaded, and the leads are not furnished by the office at the time of composition, such matter to be afterwards leaded, but at the expense of the employer, and the compositor to charge such matter the same as if he himself had originally put in the leads.

ART. 43. When compositors are required to remain in the office unemployed, awaiting orders from the employer, etc., they shall be paid at the rate of 18 cents per hour.

The newspapers scales, job-work and presswork scales are in full, as follows:

MORNING NEWSPAPER WORK.

ARTICLE 1. Compositors employed by the piece shall receive not less than 32 cents per 1,000 ems, for common matter. When compositors are employed at night, only, by the piece, they shall receive 36 cents per 1,000 ems.

ART. 2. Compositors employed by the week (six days) shall receive not less than \$14 per week; twelve hours to constitute a day's work. When employed

on night situations, two hours shall be devoted in the afternoon to distribution, and seven hours at night (from 7 to 2 o'clock) to composition; and they shall be paid \$11 per week. For all times beyond 2 o'clock at night, in either of the above situations, 25 cents per hour shall be charged, or the time deducted from the following day, at the option of the employer.

ART. 3. Compositors may be employed during the day, on morning papers, at 28 cents per 1,000 ems, or \$10 per week.

ART. 4. When required to remain in the office unemployed during the stipulated hours for composition, the compositor shall receive not less than 25 cents per hour for such standing time; it being understood, of course, that he shall perform any other reasonable work that the employer may appoint during such standing time. Time occupied in casing or distributing letter not to be used by the person distributing or casing, alterations from copy, lifting forms, etc., to be paid for at not less than 25 cents per hour.

ART. 5. When compositors are called upon before the regular hour for commencing composition, in case of the arrival of a steamer, etc., they shall be paid not less than \$1 each for such call, and be entitled to the matter they set. This is understood to apply to both week and piece work.

ART. 6. Tabular work, etc., containing three or four columns, either of figures or words, or figures and words, without rules, shall be charged a price and a half. All work, as above, with brass or other rules, or where there are five or more columns of figures, or figures and words, with or without rules, shall be paid double price.

ART. 7. For work done in pearl, or smaller type, an advance of 4 cents per 1,000 ems shall be charged. For work done in French, German, and other foreign languages, an advance of 5 cents per 1,000 ems shall be charged.

ART. 8. When a measure exceeds even ems in width, and is less than a 3-em space, no extra charge is to be made; if a 3-em space, an en to be counted; if an en, an en to be counted; if over an en, an em to be counted.

ART. 9. Bastard letter to be cast up as described in article 22 of book scale.

ART. 10. Where intricate work, etc., occurs, which the newspaper scale can not reach, the price to be agreed upon between employer and journeyman.

ART. 11. In offices where both week and piece hands, are employed, the fat and lean copy to be distributed equally among them.

EVENING NEWSPAPER WORK.

ARTICLE 1. Compositors employed by the piece shall receive 28 cents per 1,000 ems for common matter.

ART. 2. Compositors employed by the week (six days,) shall receive not less than \$10—ten hours to constitute a day's work.

ART. 3. For time, (as laid down in art. 4 of morning paper scale,) a charge of 18 cents per hour shall be made.

Articles 6, 7, 8, 9, 10 and 11, of morning paper scale shall apply to evening papers.

WEEKLY, SEMIWEEKLY AND TRIWEEKLY PAPERS.

ARTICLE 1. Compositors employed by the piece shall receive not less than 28 cents per 1,000 ems for common matter.

ART. 2. Compositors employed by the week (six days) shall receive not less than \$10—ten hours to constitute a day's work.

ART. 3. Compositors employed by the piece on Sunday papers shall receive not less than 28 cents per 1,000 ems for common matter. When employed by the week, (six days,) they shall receive not less than \$11—ten hours to constitute a day's work, with the exception of Saturday, when it is expected that a week hand will work during the evening.

ART. 4. For time, (as laid down in art. 4 of morning paper scale,) a charge of 18 cents per hour shall be made.

Articles 6, 7, 8, 9, 10, and 11, of morning paper scale shall apply to weekly, semiweekly, triweekly, and Sunday papers.

JOB WORK.

ARTICLE 1. All job work of a fancy or display character shall be either paid for on time or by special agreement, according to its relative value—that is to say, all that class of jobs styled posters, show cards, handbills, circulars, bill-heads, cards, labels, and others of a similar description. All pamphlets, cata-

logues, sermons, tracts, by-laws, and other works of a like nature, when making not more than one sheet, to be considered jobs; and, if done on the piece, to be paid for at the rate of 28 cents per 1,000 ems, for either manuscript or reprint, without the usual extras belonging to bookwork; but when making over one sheet, to be charged in accordance with the book scale with the extras belonging thereto.

ART. 2. All men employed by the week shall be paid at the rate of \$10; when paid by the hour, the price shall correspond to the amount per week—ten hours to constitute a day's work. When required to work beyond regular hours, such extra time shall be paid for at the rate of 21 cents per hour; and if by the piece, the compositor shall receive 5 cents advance per 1,000 ems.

PRESSWORK.

ARTICLE 1. *Power pressmen.*—No power pressman shall work for a less sum than \$10 per week, for day work, or \$12 per week, for night work. The day's work in all cases to consist of ten hours. Overwork shall be paid for at the rate of 21 cents per hour.

ART. 2. The pressman shall not be held responsible for any accident that may happen at a press at which he is not actually working, provided such press was all right when it was started.

ART. 3. No pressman shall take charge of more than two presses, unless temporarily, as in the case of the sickness of a fellow-workman, or other emergency.

ART. 4. *Hand pressmen.*—No hand pressman, employed by the week, shall work for a less sum than \$10 per week, for day work, or less than \$12 per week, for night work. The day's work in all cases to consist of ten hours. Overwork shall be paid for at the rate of 21 cents per hour.

ART. 5. *Bookwork on the piece.*—Ordinary bookwork to be paid at the following rates: Medium, 18 by 22 inches, 25 cents per token; royal, 20 by 25 inches, 27 cents per token; super royal, 22 by 29 inches, 29 cents per token; medium and a half, 24 by 29 inches, 31 cents per token; imperial, 23 by 33 inches, 33 cents per token. Double medium, or larger, to be subject to special agreement. For all jobs of bookwork of 4 tokens, or less, 2 cents extra per token shall be charged.

Job work on the piece.—No job, the number of which does not exceed 1,000, shall be done for less than 25 cents per token of 250 sheets; nor shall any description of work, of what number soever, be done for less than 23 cents per token.

ART. 6. Any number of sheets exceeding 12 over the regular surplus, shall be reckoned as a token, and charged.

ART. 7. Pulling clean proofs shall be charged on time.

ART. 8. Extra bookwork to be paid as may be agreed upon. By extra bookwork is meant such bookwork forms as have cuts in them—where the pages are surrounded with rules—where there are more than 24 pages in the form—or any other thing which causes extra trouble to the pressman.

ART. 9. Show bills to be paid 50 cents per token. If two or more colors are required, or any extra care be required in the making ready or working, they shall be charged on time, or by special agreement.

ART. 10. *Cards.*—Small or ordinary business cards shall be paid 25 cents for the first pack, and 10 cents for each subsequent pack. Extra size cards, as show cards, etc., 50 cents for the first pack, and 25 cents for every succeeding pack.

ART. 11. *Extra work.*—All kinds of extra work, as headings, show cards with cuts in them, wood engravings, colored work, or printing in gold, silver, bronze, etc., to be paid for either on time or by special agreement.

ART. 12. Standing, to be paid for at the rate of 18 cents per hour.

ART. 13. When the press is not furnished with a self-inking apparatus, the employer shall furnish a roller boy at his own expense.

ART. 14. When the inking apparatus is not worked by steam, the pressman shall be entitled to charge 2 cents per token extra.

ART. 15. *Lifting forms.*—When a pressman is required to lift his form he shall be entitled to charge 1 token therefor.

ART. 16. *Putting on tympan.*—The pressman shall be entitled to 50 cents for putting on a new tympan, either outer or inner.

ART. 17. Pressmen employed in cleaning, putting up, or removing presses, shall be paid 21 cents per hour.

ART. 18. Pressmen required to cast rollers, cut paper, or do any other work not fairly to be considered presswork, in their own time, shall be paid 18 cents per hour for the same.

This scale of prices shall at no time be altered or amended, unless notice of such alteration or amendment shall have been given at least one month previously to being acted upon; nor then, except by a two-third vote of the members present.

Adopted, October 26, 1850.

E. H. ROGERS, *Acting President.*

H. A. GUILD, *Secretary pro tem.*

**APPENDIX B, NO. 12.—SCALE OF PRICES OF THE CINCINNATI
TYPOGRAPHICAL UNION, TO TAKE EFFECT ON THURSDAY,
NOVEMBER 24, 1853.**

COMPOSITION.

ARTICLE I.

SECTION 1. No office shall be entitled to more than three apprentices. The number in small offices to be regulated by the standing committee.

ARTICLE II.

SECTION 1. Composition on morning papers, common matter, shall be charged at the rate of 35 cents per 1,000 ems, and all standing time shall be charged as follows, namely: For half an hour or less 15 cents; over half an hour, and not exceeding an hour, 30 cents. All matter composed in a morning news-room to be regarded as belonging to a morning paper, and to be charged as such.

SEC. 2. Composition on other than morning papers, common matter, 30 cents per 1,000 ems; and all matter composed on Sundays, and after 9 o'clock p. m., on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, and after 5 p. m. on Saturdays shall be charged a price and a half.

ARTICLE III.

SECTION 1. Composition on bookwork, common matter, from pica to agate, inclusive, 32 cents per 1,000 ems; pearl, 33½ cents; diamond, 35 cents. All work done in larger type than pica to be counted as pica.

SEC. 2. All foreign languages, in the Roman characters, (reprint) an advance per 1,000 ems of 5 cents; in manuscript, 10 cents.

SEC. 3. Spelling books, and works of that description, an advance, on the entire work, of 5 cents per 1,000 ems.

SEC. 4. English dictionaries, printed with figured vowels or accents, an advance per 1,000 ems of 5 cents; without figured vowels or accents, an advance of 2 cents.

SEC. 5. All work where figures, points, capitals, small capitals, or italics are profusely used, an advance of 3 cents per 1,000 ems.

SEC. 6. Grammars and arithmetics to be charged an advance of 5 cents per 1,000 ems.

SEC. 7. Works in algebra, where matter is generally plain, 3 cents advance per 1,000 ems; all other algebraical works, 18 cents advance per 1,000 ems.

SEC. 8. Works done in the Hebrew, without points, 15 cents per 1,000 ems advance; when with points, the body and the points to be cast up, each according to its size, and to be charged double.

SEC. 9. Works in Greek, with accents attached, 8 cents advance per 1,000 ems; with kerns, 18 cents advance per 1,000 ems; in Greek and Latin combined, 8 cents advance per 1,000 ems.

SEC. 10. When Greek, Hebrew, Saxon, or any other character not in common use, occasionally occurs, to be charged 1 cent per word.

SEC. 11. Plain choral music, 20 cents per 1,000 ems; plain choral music containing two parts on a staff, or with organ accompaniment, 24 cents per 1,000 ems; when a single staff on a page contains two parts, 22 cents per 1,000 ems. Piano and other instrumental music, 22 cents per 1,000 ems; rudiments to be charged the same as the music accompanying. All music jobs containing less than 15,000 ems, an advance of 3 cents per 1,000 ems.

SEC. 12. Side and center notes to be counted the full length of the page, including the lead or one rule, according to the type in which they are set, and charged 5 cents advance per 1,000 ems. Cut-in notes, when in type foreign to the text, to be charged at the rate of 50 cents per 1,000 ems, and no deduction to be made from the regular page.

SEC. 13. Works on natural philosophy, chemistry, astronomy, botany, etc., where woodcuts are inserted in the matter which cause overrunning in making up, and especially when questions are appended at the bottom of the page, 25 cents per hour shall be charged for the time so lost.

SEC. 14. Medical, astronomical, and philosophical works, where signs frequently occur, a price and a half.

SEC. 15. Small, isolated tables, occurring in works of a narrow measure, as in double-column octavo, to be paid for according to the time consumed in composing them, at the rate of 25 cents per hour.

SEC. 16. All cuts shall be charged by the compositor, and estimated according to the body of the work.

SEC. 17. Works in which the lines or paragraphs occur frequently in different sized type, to be cast up separately, and charged an advance of 3 cents per 1,000 ems.

SEC. 18. All matter in which there are a number of braces requiring two or more justifications, as in botanical works, a price and a half to be charged.

SEC. 19. All matter made up and proved by the employer, except on newspapers, to be charged 2 cents less per 1,000 ems. No matter, however, to be made up by the employer or other persons, without the consent of the journeyman composing the same; nor is this to be construed as giving to the employer the headings, the blank pages, head or foot lines, or any portion of matter, which, according to usage, belongs to the journeyman when he makes up himself; and all guard lines to be charged with the body of the page.

SEC. 20. Headlines, when set in type smaller than the body of the work, or spaced, the folios justified, or altered for each alternate page, 1 cent extra per page shall be charged.

SEC. 31. The compositor shall, in all cases, be exempt from clearing away, tying up, unleading, or in any manner taking charge of matter which he has set, except to distribute, and clear away bearer, head, and foot lines, titles, and blanks, and, also, to leave his tabular or column work free of rules: *Provided*, That such matter shall be ready to clear away while the compositor holds his situation.

SEC. 22. Compositors shall, in all cases, charge for every blank page at the end of the work imposed—each form to be graduated by the following rule: In octavo forms, if less than 2 pages, to be charged as 2; for 3 pages, 4 to be charged; for 5, 6 or 7 pages, a full form to be charged.

SEC. 23. It shall be the duty of the compositor to take two proofs or each form he imposes. All proofs taken afterwards shall be charged at the rate of 1 cent per page and for small jobs, 5 cents each. Where extra proofs are required from the carelessness of the compositor, no additional charge shall be made.

ARTICLE IV.

SECTION 1. Tabular or column work, etc., containing three or four columns of figures, or words, or figures and words, shall be charged a price and a half. All work, as above, with brass or other rules, or where there are five or more columns of figures, or words, or figures and words, with or without rules, shall be charged double price.

SEC. 2. Where a measure exceeds even ems in width, and is less than an en, an en only to be counted; but if over an en, to be counted an en.

SEC. 3. Where a measure does not exceed 8 ems in width, 4 cents extra per 1,000 ems; 8 and less than 14, 3 cents extra per 1,000 ems; 14 and under 18, 2 cents extra per 1,000 ems; 18 and under 21, 1 cent extra per 1,000 ems.

SEC. 4. All letter cast on a body larger than the face—as bourgeois on long primer—to be counted according to the face; and all letter cast on a smaller body than the face, to be counted according to the body. The standard for all regular fonts of letter, from pica to diamond inclusive, shall be as follows: For pica, 11 ems; small pica, 12 ems; long primer, 12 ems; bourgeois, 12 ems; brevier, 13 ems; minion, 13 ems; nonpareil, 14 ems; agate, 15 ems; pearl, 16 ems; and diamond, 17 ems. All fonts of letter, the alphabets of which fall below the number of ems above established, shall, in all cases, be charged, for every 3-em space of such deficiency, 1 cent extra per 1,000 ems.

Sec. 5. Making up furniture, casing new letter, pulling out or putting in leads, (after the matter shall have been set) alterations in proof from copy, in phraseology, punctuation, capitalization, italicization, small capitalization, or in any other particular, shall be charged according to the time consumed, at the rate of 25 cents per hour.

Sec. 6. All fat matter shall be equally distributed, in such manner as the journeymen in each office, respectively, may agree upon.

Sec. 7. All work not coming legitimately under the above scale, shall be charged at the rate of 25 cents per hour.

ARTICLE V.

SECTION 1. Foremen and assistant foremen on morning papers shall receive not less than \$15 per week.

Sec. 2. Foremen and assistant foremen on other than morning papers shall receive not less than \$13 per week.

Sec. 3. Compositors in book or job offices shall receive not less than \$12 per week.

Sec. 4. Ten hours shall be considered a day's work, except on Saturday, when it shall be nine, and end at 5 o'clock, p. m.

PRESSWORK.

1. Medium size or under, per token.....	\$0. 25
2. Imperial or medium and a half or under.....	. 30
3. Double medium, or mammoth.....	. 38
4. On forms of but one token.....	. 10
5. Lifting form before completed, to be charged same as token.	
6. Poetical works of 24s and under 72s, super royal and under (where the number does not exceed 1,000 copies, 2 cents advance) per token .....	. 38
7. Steamboat bills, on post or cap paper, per ream.....	1. 00
8. Steamboat bills, on post or cap paper, one-half ream.....	. 50
9. Broad-sides, cap or letter, per token.....	. 35
10. Broad-sides, medium or larger, per token.....	. 50
11. Posters, medium or under, first hundred.....	. 40
12. Posters, medium or under, each additional hundred.....	. 30
13. Posters, imperial to double medium, first hundred.....	. 45
14. Posters, imperial to double medium, each additional hundred.....	. 35
15. Handbills, half-sheet medium or under, per first token.....	. 40
16. Handbills, half-sheet medium or under, each additional token.....	. 30
17. Cap or letter jobs, including circulars, bill heads, bills of lading, dray tickets, magistrates' and constables' blanks, wood receipts, etc., per single token .....	. 35
18. Each additional token.....	. 30
19. Steamboat registers, headings, etc., on demy, per single token, or under.....	. 50
20. Each additional token.....	. 35
21. Blank checks, on post or demy, single token.....	. 50
22. Each additional token.....	. 35
23. Blank checks, on cap or letter paper, per token.....	. 35
24. All jobs done in colors, to be charged by the hour.....	. 25
25. All jobs on bank-note, silk or linen paper.....	. 50
26. Policies of insurance, on folio post or proposition paper, per token.....	. 50
27. Steamboat bills, medium or royal paper, per ream.....	1. 25
28. Steamboat bills, medium or royal paper, one-half ream.....	. 75
29. Cards, No. 7 or under, per hundred.....	. 20
30. Cards, larger size.....	. 50
31. Hat tips, same as cards.	
32. All parchments on letter-sheet size or over, per pull.....	. 05
33. All parchments under letter-sheet size, per hour.....	. 25
34. Covering tympan and drawer, each.....	. 50
35. All work done with machine rollers, advance, per token.....	. 05
36. Working a new hand press, first month, advance, per token.....	. 05
37. For each roller that a pressman casts he shall receive.....	. 50
38. After a form is put to press, the pressman shall receive 25 cents per hour for detentions caused by alterations or corrections.	

For all work done by the hour, pressmen shall receive not less than 25 cents per hour; and at not less than this rate, fine work, requiring extra trouble, and all work not coming legitimately under the above scale, shall be arranged between the employer and the employed.

1. Pressmen on daily morning papers, working by the week to receive not less than \$15; all other pressmen not less than \$12 per week.

2. Ten hours to be considered a day's work, except on Saturday, which shall be nine hours, and end at 5 o'clock, p. m. Presswork done after 9 o'clock at night, or after 5 o'clock on Saturday evening, and all work done on Sunday, to be charged a price and a half.

This scale of prices shall not prevent superior workmen from getting a higher rate of pay. But no workmen shall work for less than the prices herein specified.

APPENDIX B, NO. 13.—PRICE LIST OF COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED NOVEMBER 1, 1854.

COMPOSITION.

1. Compositors to receive not less than \$14 per week; ten hours to constitute a day's work; and for extra hours 30 cents per hour.

2. In all offices, and at all seasons, to receive not less than \$3 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day, 37½ cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil; 42 cents per 1,000 ems; nonpareil, 46 cents; agate, 49 cents; pearl, 51 cents; diamond, 62 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an en; if less than an en, not to be reckoned. Above pica, to be charged as pica.

2. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

4. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

5. All foreign languages, printed in Roman characters, an addition of 8 cents per 1,000 ems.

6. All work printed in Greek or other foreign characters, to be paid for at the rate of 81 cents per 1,000 ems.

7. Arithmetical works to be paid an advance of 8 cents per 1,000 ems on the price of common matter.

8. Algebraical or mathematical works to be charged double price.

9. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

10. Music to be charged for according to the size of the type in which it is set. The head and foot lines to be charged the same as the body of the matter.

11. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

12. Cut-in notes to be cast up according to the type in which they are set, and charged 17 cents extra per 1,000 ems; and the whole page to be counted as text.

13. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

14. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body; and all letter shall measure 12½ ems to the alphabet.

15. All works, where the measure does not exceed 14 ems in width, to be 5 cents per 1,000 ems advance.

16. For making up a set of furniture, not exceeding 16 pages, 40 cents; exceeding, 66 cents.

Alterations.—Compositors to receive for alterations from copy at the rate of 35 cents per hour.

PRESSWORK.

1. Pressmen shall receive not less than \$14 per week; ten hours to constitute a day's work; and for extra hours, 30 cents per hour.

2. At all times to receive not less than \$3 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day 37½ cents per hour.

1. PIECEWORK.

Kind of work.	With balls or hand rollers.	With rollers and roller boys, (a) or machine rollers.
	Cents.	Cents.
Medium and below medium, when the form consists of brier or larger letter	49	33
Below brier, not less than	46	36
Royal, on brier or larger letter	48	38
Royal, below brier	51	41
Super royal, on brier or larger letter	53	43
Super royal, below brier	55	45
Medium and a half, on brier or larger letter	54	44
Medium and a half, below brier	57	47
Imperial, on brier or larger letter	59	49
Imperial, below brier	61	51
Newspapers, when printed on imperial	59	49
Newspapers, when printed on royal or super royal	48	38
For any size above imperial, the charge shall be	71	61

* Pressman to pay his roller boy.

2. SCALE OF VARIATION FOR THE SIZE OF FORMS, SHOWING THE NUMBER OF PICA EMS (*) TO BE CONTAINED IN EACH.

Numerical denomination.	Medium.	Royal.	Super royal.	Medium and a half.	Imperial.
Twos	11,968	13,770	16,318	17,948	19,672
Fours	9,960	11,468	13,580	14,720	16,372
Sixes	9,306	10,716	12,690	13,960	15,298
Eights	8,816	10,152	12,044	13,224	14,494
Twelves	8,712	10,032	11,880	13,068	14,322
Sixteens	8,254	9,504	11,276	12,380	13,524
Eighteens	8,206	9,450	11,190	12,312	13,492
Twenty-fours	8,024	9,240	10,942	12,066	13,198
Thirty-twos	7,948	9,152	10,838	11,922	13,066

* This table is based upon 6 pica ems to the statute inch. The English standard (see Penny Magazine, Vol. II, p. 422) is 71½ pica ems to the foot; but most fonts in this country are a slight degree smaller.

3. LEGITIMATE SIZES OF PAPER.

	Inches.
Medium	18 by 22
Royal	19 by 24
Super royal	20 by 27
Medium and a half	22 by 27
Imperial	21 by 31

Any form exceeding either of these by 300 ems, to be charged as the next size.

4. All bookwork less than four tokens to be charged 2 cents extra per token.

5. Jobs 48 cents per token, when worked on medium or paper below medium; when on royal or upward, on brier or larger letter, not less than 52 cents; below brier, 54 cents; when on imperial, 60 cents per token.

6. Work done in colors, double price.

7. Cards, for one pack, and not exceeding two packs, 47 cents; when exceeding two packs, to be paid for at the rate of 19 cents per pack.
8. Broad-sides shall be a price and a half, according to the size of the paper. To constitute a broadside, the matter to extend across the sheet without a break. A foolscap sheet, and all above, to be considered a broadside.
9. Parchments to be 50 cents per token.
10. All matter that is required to be made up and imposed in pages, to be considered bookwork, except newspapers of 4, 8, or 16 pages.
11. A token shall consist of 240 sheets.
12. For taking down or putting up a press, 25 cents per hour.
13. For lifting a form before completed, 44 cents.
14. For covering a tympan and drawer, \$1.50, or 75 cents for either.
15. When an alteration in a form takes place, each pressman shall be paid at the rate of 25 cents per hour for the time occupied; or 30 cents per hour, if but one pressman, with a roller boy.
16. No pressman shall teach an apprentice presswork without the benefit of his work for fifteen weeks, or half his wages for six months; and he shall be a regular apprentice of the office.

APPENDIX B, NO. 14.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON CITY, D. C., REVISED AND ADOPTED MARCH, 1856.

COMPOSITION.

1. Compositors to receive not less than \$14 per week, ten hours to constitute a day's work, and for extra hours 32 cents per hour; Sunday work to be paid for at the rate of \$3 per day of eight hours.

PRESSWORK.

Pressmen are to be paid not less than the same rates that compositors working by the week receive.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 40 cents; agate, 44 cents; pearl, 49 cents; diamond, 60 cents; the headline, with the blank after it, and the foot line in all cases to be counted as three lines. An en in length or width to be counted an em; if less than an en, not to be reckoned. Above pica, to be charged as pica.
2. Rule or figure work.—All rule or figure work, "or where three or more justifications occur in a page or column," a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work, and two or more columns of figures without rules, to constitute figure work.
3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns (as on periodical publications,) no charge beyond that of common matter shall be made for or on account of the rules separating the columns.
4. All heads or foot lines attached to rule or figure work or rule and figure work, to be reckoned the same as the body of the matter.
5. All foreign languages, printed in Roman characters, an addition of 10 cents per 1,000 ems.
6. All works printed in Greek, or other foreign characters, to be paid for at the rate of 80 cents per 1,000 ems.
7. Arithmetical works to be paid an advance of 10 cents per 1,000 ems on the price of common matter.
8. Music double price.
9. Side notes to be counted the full length of the page and charged according to the type in which they are set.
10. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.
11. Algebraical or mathematical works to be charged double price.
12. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

13. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body; and all letter shall measure $12\frac{1}{2}$ ems to the alphabet.

14. All works where the measure does not exceed 14 ems in width, to be 3 cents per 1,000 ems advance.

15. For making up a set of furniture, not exceeding 16 pages, 37 cents; exceeding, 66 cents.

Alterations.—Compositors to receive for alterations from copy, or other time work at the rate of 32 cents per hour.

APPENDIX B, NO. 15.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED FEBRUARY 21, 1863.

WEEKLY RATES.

1. Compositors in book and job offices, and on evening and weekly newspapers, to receive not less than \$16 per week, ten hours to constitute a day's work; and for extra hours 40 cents per hour.

2. The regular hours of work shall be as follows: From the 10th of October, inclusive, to the 10th of March, 8 a. m. to 7 p. m.; from the 10th of March, inclusive, to the 10th of October, 7 a. m. to 6 p. m.

3. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work.

On the eve of regular holidays and days generally observed as such, and on every Saturday evening throughout the year, work shall cease at 5 p. m.

4. In all offices and at all seasons compositors to receive not less than \$4 for Sunday work, the day to consist of eight hours, and 60 cents per hour for all extra work.

5. No work shall be done at the weekly rates for less than three days—all jobs that last for a less time to be done by the piece.

PIECEWORK.

BOOK, JOB, AND EVENING PAPER OFFICES.

1. All works done in the English language, common matter, from pica to agate, inclusive, 45 cents per 1,000 ems; pearl, 50 cents; diamond, 60 cents. An en in length or width to be counted an em; if less than an en, not to be counted. Works set in type larger than pica to be counted as pica.

2. All works in foreign languages (Roman characters) shall be paid 5 cents extra per 1,000.

3. Works in foreign characters shall be paid for as follows: Greek, without accents, 60 cents per 1,000, accented, 65 cents; German 45 cents; Hebrew without points, 60 cents; with points, (to be cast up half body and half points,) 80 cents.

4. Where words of Greek or Hebrew occur in common matter the charge shall be for the first three words or less 5 cents, and 1 cent a word thereafter; unless the foreign character shall amount to 1,000 ems in a mass, then to be paid as per scale for such character.

5. Arithmetical works 10 cents per 1,000 ems extra.

6. Algebraical or mathematical works, double price.

7. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

8. Cut-in notes to be charged 3 cents a note, the whole page to be counted as text.

9. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

10. All works under fourteen ems in width, 3 cents per 1,000 ems extra.

11. All letter cast on a body larger than its face, as bourgeois on long primer, to be paid by the face; and all cast on a smaller body than the face to be paid by the body.

12. All letter must measure $12\frac{1}{2}$ ems to the alphabet.

13. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 40 cents per hour.

14. For making up a set of furniture, sixteen pages, 37 cents; exceeding sixteen pages, 66 cents.

RULE AND FIGURE WORK.

15. Rule or figure work.—All rule or figure work, or where three or more justifications occur in a page or column, a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted, to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

16. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns (as on periodical publications), no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

17. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

MORNING PAPERS.

1. Compositors employed on morning papers shall receive 45 cents per 1,000 ems (all letters included,) and shall in all cases work by the piece.

2. Rule work, figure work, and rule and figure work shall be charged at the rates laid down in articles 15, 16, and 17 of book rates.

3. If the hook, stone, table, desk, or place where copy is taken from be cleared after 7 o'clock at night, compositors to receive pay while on the wait, at 40 cents per hour; for fractions of hours the charge shall be as follows: Fifteen minutes and under, and not exceeding twenty, one-fourth hour; over twenty and not exceeding thirty-five, one-half hour; over thirty-five and not exceeding fifty, three-fourths hour; over fifty minutes, one hour.

4. At least two hours' composition shall be supplied between the hours of 3 and 6 o'clock p. m.

5. Compositors to correct one proof.

6. In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the Houses of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have the privilege to commute all time for waiting and afternoon copy by paying 5 cents per 1,000 ems over and above the foregoing scale of prices: *Provided,* That such system shall continue throughout each session of Congress.

PRESSWORK.

1. Pressmen shall receive not less than \$16 per week, ten hours to constitute a day's work; and for extra hours 40 cents per hour.

2. At all times to receive not less than \$4 for each and every Sunday (to consist of eight hours), and for extra hours on said day, 60 cents per hour.

3. In any office where there are more than four presses, no pressman shall have charge of more than two power presses, except in the case of an unavoidable exigency.

(Feb. 21, 1863.)

APPENDIX B, NO. 16.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED JULY 2, 1864.

WEEKLY RATES.

1. Compositors in book and job offices, and on weekly newspapers, to receive not less than \$21 per week, ten hours to constitute a day's work; and for extra hours 50 cents per hour.

2. The regular hours of work shall be as follows:

From the 10th of October, inclusive, to the 10th of March, 8 a. m. to 7 p. m.; from the 10th of March, inclusive, to the 10th of October, 7 a. m. to 6 p. m.

3. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work.

On the eve of regular holidays and days generally observed as such, and on every Saturday evening throughout the year, work shall cease at 5 p. m.

4. In all offices and at all seasons compositors to receive not less than \$5 for Sunday work, the day to consist of eight hours, and 70 cents per hour for all extra work.

5. No work shall be done at the weekly rates for less than three days, all jobs that last for a less time to be done by the piece.

PIECEWORK.

BOOK, JOB, AND EVENING PAPER OFFICES.

1. All works done in the English language, common matter, from pica to agate, inclusive, 60 cents per 1,000 ems; pearl, 65 cents; diamond, 75 cents. An en in length or width to be counted an em; if less than an en, not to be counted. Works set in type larger than pica to be counted as pica.

2. All works in foreign languages (Roman characters) shall be paid 10 cents extra per 1,000.

3. Works in foreign characters shall be paid for as follows: Greek, without accents, 75 cents per 1,000; accented, 80 cents; German, 60 cents; Hebrew, without points, 75 cents; with points, (to be cast up half body and half points,) \$1.

4. Where words of Greek or Hebrew occur in common matter the charge shall be for the first three words or less 5 cents, and 1 cent a word thereafter; unless the foreign character shall amount to 1,000 ems in a mass, then to be paid as per scale for such character.

5. Arithmetical works 10 cents per 1,000 ems extra.

6. Algebraical or mathematical works, double price.

7. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

8. Cut-in notes to be charged 3 cents a note, the whole page to be counted as text.

9. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

10. All works under 14 ems in width, 3 cents per 1,000 ems extra.

11. All letter cast on a body larger than its face, as bourgeois on long primer, to be paid by the face; and all cast on a smaller body than the face to be paid by the body.

12. All letter must measure $12\frac{1}{2}$ ems to the alphabet.

13. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 45 cents per hour.

14. For making up a set of furniture, sixteen pages, 50 cents; exceeding sixteen pages, 75 cents.

RULE AND FIGURE WORK.

15. Rule or figure work.—All rule or figure work, or where three or more justifications occur in a page or column, a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures, without rules, or one column of figures and one rule, to constitute figure work.

16. Rule and figure work.—All rule and figure work to be paid double the price of common matter. Two columns of figures and two rules in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

17. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

EVENING PAPERS.

1. Compositors on evening papers shall, in all cases, work by the piece, and have at least six hours' composition each day; and if, during said six hours, they may be compelled to wait, they shall be paid while on the wait 45 cents per hour. For fractions of an hour the charge shall be: For fifteen minutes and under twenty minutes, one-fourth hour; over twenty and not exceeding thirty-five minutes, one-half hour; over thirty-five and not exceeding fifty minutes, three-fourths hour; over fifty minutes, one hour.

2. On all evening or weekly newspapers where the foreman or maker-up sets type, he shall take his regular turn for copy. All copy shall be placed on the hook, and fat advertisements or any other description of fat matter shall not be culled.

MORNING PAPERS.

1. Compositors employed on morning papers shall receive 60 cents per 1,000 ems, (all letters included,) and shall, in all cases, work by the piece.

2. Rule work, figure work, and rule and figure work shall be charged at the rates laid down in articles 15, 16, and 17 of book rates.

3. If the hook, stone, table, desk, or place where copy is taken from be cleared after 7 o'clock at night, compositors to receive pay while on the wait, at 50 cents per hour; for fractions of hours the charge shall be as follows: For fifteen minutes and under twenty, one-fourth hour; over twenty and not exceeding thirty-five, one-half hour; over thirty-five and not exceeding fifty, three-fourths hour; over fifty minutes, one hour.

4. At least two hours' composition shall be supplied between the hours of 3 and 6 o'clock p. m.

5. Compositors to correct one proof.

6. In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the Houses of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have privilege to commute all time for waiting and afternoon copy by paying 10 cents per 1,000 ems over and above the foregoing scale of prices: *Provided*, That such system shall continue throughout each session of Congress.

PRESSWORK.

1. Pressmen shall receive not less than \$21 per week, ten hours to constitute a day's work; and for extra hours 50 cents per hour.

2. At all times to receive not less than \$5 for each and every Sunday, (to consist of eight hours,) and for extra hours on said day 70 cents per hour.

3. In any office where there are more than four presses, no pressman shall have charge of more than two power presses, except in the case of a fellow-pressman being absent by sickness, or other temporary cause, in which case the man attending the presses shall be paid the full amount of the absentee's wages: *Provided*, That no pressman shall have claim for any such extra service for more than three days in any one month.

(July 2, 1864.)

APPENDIX B, NO. 17.—SCALE OF PRICES OF COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED OCTOBER 13, 1866.

BOOK AND JOB WORK.

1. All works in the English language, common matter, from pica to agate, inclusive, 60 cents per 1,000 ems; pearl, 65 cents; diamond, 75 cents. An en in length or width to be counted as an em; less than an en not to be counted. Type larger than pica to be cast up as pica.

2. Works in foreign languages (Roman characters) shall be paid price and a half per 1,000 ems.

3. Where words of Greek or Hebrew occur in common matter, the charge shall be 5 cents extra for the first three words or less, and 1 cent per word thereafter; unless the foreign characters shall amount to 1,000 ems in a mass, in which case they shall be charged a price and a half.

4. Arithmetical works 20 cents per 1,000 ems extra.

5. Algebraical or mathematical works, double price. Should lines or small portions of algebra occur in an ordinary work, 50 cents per hour shall be charged for the time consumed in composing them.

6. Works printed with the old English spelling, contractions, superiors, etc., shall be charged 10 cents per 1,000 ems extra.

7. Prefaces, contents, or any prefixed matter are cast up to the type in which they are composed, and take the extras of the work to which they belong.

8. Blank pages in a form shall be charged by the compositor only when the matter is made up or imposed by him, but chapter heads and concluding pages

shall be charged by the compositor, whether made up by him or not, at the same rate as the body of the work to which they belong.

9. The office has the privilege of claiming full titles and dedications, but in no case shall piece-paying establishments claim half titles, or any other prefixed matter, nor cull the fat portions of any work.

10. Headlines, etc., giving a synopsis of the contents of each page, when filled up by the proof reader after the matter has been made up, to be charged 50 cents per hour for the time consumed in inserting.

11. The establishment shall furnish the necessary sorts for all works requiring an unusual quantity of capitals, figures, italics, points, etc. Sorts furnished subsequent to matter being set up shall be inserted at the expense of the office.

12. When matter is set without leads, and is afterwards required to be leaded, such matter shall be leaded at the expense of the employer, and the compositor shall charge for it the same as if he had originally put in the leads.

13. Compositors may be required to clear away or distribute all fat or objectionable matter charged by them, when the sorts in it have been supplied by the office, and take out leads from dead matter when the leads have been supplied by the office; except in cases where the matter has been kept standing for a second edition, in which case the office shall take charge of it.

14. Side notes shall be counted the full length of the page, and charged according to the type in which they are set.

15. Cut-in notes shall be paid 25 cents each, and the whole page charged as text.

16. Bottom notes, contents of chapters, etc., in smaller type than the text, shall be cast up to the type in which they are set.

[Casting up side notes, etc.—When a compositor is required to cast up his pages to ascertain their value, he is entitled to reckon in his calculation all that constitutes part and parcel of his page. It is upon this rule that he acts when he casts up a page of two columns, for he includes in the width of his page the reglet or rule which separates his columns. In table work he reckons the rules or blank columns which may occur in his page. So, also, in casting of bottom notes, he reckons the reglet, rule or white which separates the text and the note; and upon the same principle he is entitled to reckon the reglet in the square of his page.]

17. All matter set in a measure less than 16 ems in width, of whatever type may be composed, shall be charged 5 cents per 1,000 ems extra.

[Note.—When more than two columns appear on the face of a page, this article shall not apply, but the case shall be governed by article 20.]

18. When cuts are inserted in the matter or worked in pages along with the body of the work, such cuts belong to the compositors; but when the cuts are worked entirely separate, the same as copperplate engravings or lithographic plates, they are not claimed by the compositors.

19. When cuts inserted in matter cause overrunning in making up—as works on natural philosophy, chemistry, etc.—and also when questions are appended to the page, 50 cents per hour shall be paid for the time occupied in overrunning or appending the questions.

20. All work where three justifications or columns, (words or figures) without rules, occur in a page or column shall be charged a price and a half, according to the type in which it is set; when more than three columns occur, to be charged double price.

21. All rule and figure work to be charged double the price of common matter. Three or more columns, (figures or words,) with rules, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns (such as periodical publications) no charge beyond that of common matter shall be made for [or] on account of the rules separating the columns.

22. Title headings and foot lines to column and tabular work shall be considered as part of such matter and paid for accordingly.

23. Short pages in a series of tables are charged as full pages.

24. Matter consisting of four or five blank columns (forms, etc.) to be charged a price and a half; but when the columns are six or more, to be charged double, cast up to the type used in the work in which they occur.

25. It shall be the duty of the compositor imposing to take two proofs of each form. All proofs taken afterwards shall be paid for at the rate of 15 cents each for letterpress forms, and for stereotype forms and small jobs 5 cents each. When extra proofs are required through the carelessness of a compositor, they shall be taken at his expense.

26. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 50 cents per hour.

27. In all cases where bad letters are marked by the proof reader in consequence of worn-out defective fonts, the same shall be corrected at the expense of the establishment.

28. All letter cast on a larger body than the face (as bourgeois on long primer) shall be cast up according to the face, and all letter cast on a smaller body than the face (as minion on nonpareil) shall be counted according to the body.

29. All fonts of type, the alphabet of which measures less than 12½ ems, shall be cast up in depth to the body of the type used, and in width to that of the next smaller type.

30. When necessary to facilitate work, the employer may appoint a maker-up: *Provided*, That not more than 4 cents per 1,000 ems shall be deducted for making-up, imposing, taking the necessary proofs, etc.; the compositor to charge the entire page, including head and foot lines.

31. For bad manuscript, works of an intricate nature, etc., not governed by these articles, 50 cents per hour shall be charged.

TIME WORK.

32. Compositors and pressmen employed by the week shall receive not less than \$24 per week, eight hours to constitute a day from the 1st of October to the 31st of March, and ten hours to constitute a day from the 1st of April to the 30th of September inclusive. For extra work 50 cents per hour. After 12 o'clock midnight, 75 cents per hour.

33. The regular hours of work shall be as follows: From the 1st of October to the 31st of March, inclusive, 8 a. m. to 5 p. m., and from the 1st of April to the 30th of September, inclusive, 7 a. m. to 6 p. m.

34. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work. On the eve of regular holidays, and days generally observed as such, and every Saturday evening, throughout the year, work shall cease at 5 p. m.

35. In all offices and at all seasons compositors to receive not less than \$5 for Sunday work, the day to consist of eight hours, and 75 cents per hour for all extra work.

36. No composition shall be done at the weekly rates for less than three days; all jobs that last for a less time to be done by the piece or at the rate of 50 cents per hour.

37. In any case where a compositor or pressman employed by the week shall be recalled, without previous notice, after working hours to do extra work, \$1 extra shall be charged.

38. In any office where there are more than three presses, no pressman shall have charge of more than two power presses, except in case of a pressman being absent by reason of sickness or other unavoidable circumstance, in which event his fellow-pressmen, with the approbation of the employer, may take charge of his presses: *Provided*, That the absentee be paid the full amount of his wages: *Provided, further*, That he shall not be absent more than one week in any one month.

MORNING PAPERS.

1. Compositors employed upon morning papers shall receive not less than 60 cents per 1,000 ems, (all letter included) and shall in all cases work by the piece.

2. Column and tabular work.—See articles 20, 21 and 22 of book scale.

3. Bastard type.—See articles 28 and 29 of book scale.

4. Work done by the hour shall be charged at the rate of 50 cents per hour; and all time consumed in waiting for copy after 7 p. m. shall be similarly charged. For fractions of hours the charge shall be as follows: For ten minutes and not exceeding twenty, one-fourth hour; over twenty and not exceeding thirty-five minutes, one-half hour; over thirty-five and not exceeding fifty minutes, three-fourths hour; over fifty minutes, one hour.

5. At least two consecutive hours' composition shall be supplied between the hours of 2 and 6 p. m.

[*Note*.—In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the House of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have the

privilege of commuting all time for waiting and afternoon copy by paying 10 cents per 1,000 ems over and above the foregoing scale: *Provided*, That such system shall continue throughout each session of Congress.]

6. A cut or stereotype plate, whether complete in itself or not, belongs to the compositor.

7. On each and every occasion when a man, after having left the office for the night, shall be recalled to work before 10 a. m., \$1 extra shall be charged.

8. All matter set for newspapers during the week, whether published or not, shall be placed upon the compositors' bills and paid for at the end of the week, or at whatever time may be specified for the closing of the weekly bills.

9. A majority of the hands in each newspaper office shall regulate all matters in relation to departments or other fat matter, subject to the approval of the employer, but no copy shall be culled except under such regulation.

10. Compositors to correct one proof.

EVENING PAPERS.

1. Compositors on evening papers shall in all cases work by the piece, and have at least six consecutive hours' composition each day; and if at any time they may be compelled to wait for copy they shall be paid at the rate of 50 cents per hour—fractions of hours to be charged as prescribed in article 4 of morning newspaper scale.

2. Articles 1, 2, 3, 6, 8, 9, and 10 of the scale for morning papers shall apply to evening papers.

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.

COLORADO.

Ninth Biennial Report of the Bureau of Labor Statistics of the State of Colorado, 1903-4. W. H. Montgomery, Deputy Commissioner. 299 pp.

Among the most important subjects presented in the five chapters of this report are collection of wages, the eight-hour question, wages and cost of living, strikes, lockouts, and boycotts, labor organizations, railroad labor, and coal production.

COLLECTION OF WAGES.—The collection of wages due employees, where the claim was so small that it did not justify the payment of an attorney's fee, or when the plaintiff was unable to advance enough money for the payment of a docket fee, was one of the duties performed by the State labor bureau officials during the past six years. For a period of 22 months, covering 1903 and most of 1904, claims aggregating \$36,597.13 were filed, and collections or settlements amounting to \$15,723.39 were made, thus showing collections or satisfactory settlement made whereby 43 per cent of the aggregate amount of all claims filed was recovered.

THE EIGHT-HOUR QUESTION.—This division of the report records the efforts made on the part of organized labor looking to the establishment by law of an eight-hour day in underground mines and underground workings; also, there is a reproduction of the eight-hour law for the employment of women and children passed at the 1903 session of the State legislature.

WAGES AND COST OF LIVING.—Under "Wages" is presented a schedule of the rates paid in 119 selected occupations. Few changes in average rates have taken place during the past two years. Under "Cost of living" are given the retail prices of 53 articles of household use (food, fuel, etc.) in 16 cities and towns located in as many different counties of the State.

STRIKES, LOCKOUTS, AND BOYCOTTS.—An extended account is given of each of the great labor disputes occurring in the State during the years 1903 and 1904. While the strikes in Colorado during the two years have been fewer in number than for the previous biennial period, their magnitude, cost, and far-reaching influences have been so great as to attract national attention, particularly the great strikes of the metalliferous miners and of the coal miners.

LABOR ORGANIZATIONS.—Under this title are given the name, location, membership, etc., of the various labor unions of the State,

together with an account of several federated bodies. The returns received show for the State 16 trades assemblies, building trades councils, etc.; 357 labor unions, with a membership of 44,841, and 54 railroad organizations, with a membership of 4,496, making a total of 427 organizations, with a membership of 49,337.

RAILROAD LABOR.—For the fiscal year ending in 1904 the steam railroads of the State reported the number of employees of all classes as 10,258, to whom were paid in wages the sum of \$10,064,391. There were 636 employees injured during the year, the injuries of 21 resulting fatally.

COAL PRODUCTION.—The 160 mines in operation in the State during 1903 produced 7,800,694 tons of coal and gave employment at the mines to 10,296 people. There were 150 accidents, of which 40 were fatal, thus making 1 fatal accident to 195,017 tons of coal mined and 1 nonfatal accident to 70,915 tons mined. It is estimated that in consequence of strikes the production of coal was lessened for the year by 1,200,000 tons.

OREGON.

First Biennial Report of the Bureau of Labor Statistics of the State of Oregon, 1903-4. O. P. Hoff, Commissioner. 164 pp.

The Oregon bureau of labor statistics and the office of inspector of factories and workshops were established by an act of the legislature approved February 24, 1903. The present report, the first biennial issued by the bureau, presents a large variety of subjects pertaining directly and indirectly to labor.

LABOR LAWS AND DECISIONS OF COURTS.—This consists, principally, of a reproduction of the laws relating to labor enacted by the State legislature at its session in 1903, and a decision of the supreme court in 1904 respecting the validity of the barbers' act.

LABOR ORGANIZATIONS.—Reports were received from 94 unions, having a total membership of 7,676, giving date of organization, membership of each union, membership fees, monthly dues, strike, sick and funeral benefits, wages and hours of labor, number of members idle, etc.

STRIKES AND LOCKOUTS.—Brief accounts are given of 10 strikes and 2 lockouts that occurred in the State between June 1, 1903, and September 30, 1904.

INDUSTRIES.—Reports from various manufacturing, agricultural, transportation, and other industries of the State present capital and output, wages and hours of labor, number of employees, and miscellaneous data.

MISCELLANEOUS.—Other subjects given consideration in the report are convict labor, Chinese and Japanese, domestic help, sailor ship-

ping, etc., and for each county of the State an account of its physical aspects, products, resources, transportation facilities, wages paid farm and common labor, and various additional items of general information.

PENNSYLVANIA.

Annual Report of the Secretary of Internal Affairs of the Commonwealth of Pennsylvania. Vol. XXXI, 1903. Part III, Industrial Statistics. Robert C. Blair, Chief of Bureau. 489 pp.

The subjects following are presented in this report: History of the organization of the bureau of statistics, 69 pages; comparative statistics of manufactures, 316 pages; statistics of iron, steel, and tin-plate production, 22 pages; statistics of coal mining, 12 pages; labor statistics, 21 pages; organized labor, 23 pages; directories of pig-iron furnaces, steel and rolling mills, and tin-plate plants, 7 pages.

HISTORY OF THE ORGANIZATION OF THE BUREAU OF STATISTICS.—Under this title is given a history of the Pennsylvania bureau of labor statistics, based on official records, from the time of its organization, in 1872, to the year 1903, together with a list of the chiefs of the bureau and a summary of the contents of the annual reports from 1872 to 1903.

STATISTICS OF MANUFACTURES.—This chapter contains a series of statistical tables showing, in detail, for each of 84 manufacturing industries, the cost of production, employment, wages, and other data as reported by 734 identical establishments for each of the years 1896 to 1903. The following is a summary of the more important data :

COMPARATIVE STATISTICS OF 734 IDENTICAL MANUFACTURING ESTABLISHMENTS, 1896 TO 1903.

Year.	Capital invested in plants and working capital.	Cost of basic material.	Market value of product.	Per cent of cost of basic material of value of product.	Average days in operation.
1896.....	\$178,700,089	\$88,281,627	\$172,966,167	48.1	271
1897.....	176,659,784	90,379,071	185,721,192	48.7	286
1898.....	181,921,550	102,946,786	220,710,288	46.6	266
1899.....	218,157,385	144,616,714	291,559,594	49.6	289
1900.....	280,070,384	164,860,516	328,762,119	50.1	289
1901.....	287,517,874	168,702,606	342,259,767	49.3	292
1902.....	241,888,892	196,954,774	392,265,269	50.1	293
1903.....	269,968,818	198,030,954	393,448,052	50.6	290

Year.	Persons employed.	Aggregate wages paid.	Average yearly earnings.	Average daily wages.	Value of product per employee.	Per cent of wages of value of product.
1896.....	124,563	\$47,590,623	\$381.58	\$1.41	\$1,388.58	27.5
1897.....	129,930	49,705,549	382.56	1.34	1,429.39	26.8
1898.....	145,313	53,192,461	400.46	1.40	1,518.86	26.4
1899.....	166,548	72,081,652	432.80	1.50	1,750.48	24.7
1900.....	178,218	78,112,200	438.31	1.52	1,844.77	23.8
1901.....	185,788	83,142,450	447.51	1.53	1,842.21	24.3
1902.....	197,649	94,380,833	477.52	1.63	1,984.66	24.1
1903.....	206,311	99,270,883	481.17	1.66	1,907.06	25.2

IRON, STEEL, AND TIN-PLATE PRODUCTION.—The statements following present the principal data for 1903 in the production of pig iron, steel, rolled iron and steel, and tin plate:

PIG IRON.

Capital invested.....	\$162, 662, 941
Gross tons of production.....	8, 181, 652
Realized value.....	\$131, 775, 613
Value of basic material.....	\$63, 889, 439
Average days in operation.....	307
Number of workmen employed.....	16, 912
Aggregate wages paid.....	\$10, 662, 196
Average yearly earnings.....	\$630. 45
Average daily wages.....	\$2. 05
Cost of labor per ton.....	\$1. 33
Tonnage per man per day.....	1. 57

STEEL.

Gross tons of production:	
Bessemer.....	3, 914, 806
Open-hearth, acid process.....	964, 440
Open-hearth, basic process.....	3, 437, 114
Crucible and other processes.....	77, 540
Total.....	8, 393, 900

ROLLED IRON AND STEEL.

Capital invested.....	\$262, 192, 499
Gross tons of production:	
Rails.....	1, 125, 751
Iron and steel structural shapes.....	1, 001, 876
Cut nails and spikes.....	33, 509
Plates and sheets (including black plate for tinning).....	1, 689, 824
Other rolled products.....	4, 534, 401
Total.....	8, 385, 361
Value of product (not including the tin-plate works).....	\$326, 321, 632
Adult workmen employed (not including those in the tin-plate works).....	98, 232
Aggregate wages paid adult workmen.....	\$64, 414, 171
Average days in operation.....	290
Average yearly earnings of adult workmen.....	\$655. 74
Average daily wages of adult workmen.....	\$2. 26
Average value per ton.....	\$40. 24
Cost of labor per ton.....	\$7. 97

TIN PLATE (BLACK-PLATE WORKS).

Capital invested (16 plants).....	\$7, 942, 754
Pounds of production of black plate:	
Tinned.....	517, 015, 081
Not tinned.....	60, 218, 231
Total.....	577, 233, 312

Value of product	\$20, 373, 303
Workmen employed	8, 261
Aggregate wages paid.....	\$5, 688, 188
Average days in operation.....	279
Average yearly earnings.....	\$688. 56
Average daily wages.....	\$2. 47

TIN PLATE (DIPPING WORKS).

Capital invested (4 plants).....	\$659, 000
Pounds of production of tin and terne plate.....	37, 218, 621
Value of product.....	\$1, 930, 367
Workmen employed.....	302
Aggregate wages paid.....	\$141, 976
Average days in operation.....	263
Average yearly earnings.....	\$470. 12
Average daily wages.....	\$1. 79

STATISTICS OF COAL MINING.—In the table following are presented statistics of the anthracite and bituminous coal operations for the year 1903.

ANTHRACITE AND BITUMINOUS COAL OPERATIONS, 1903.

Items.	Anthracite coal.	Bituminous coal.
Number of mines in operation.....	287	1, 091
Miners.....	87, 044	98, 104
Inside workmen	67, 741	28, 967
Outside workmen.....	58, 170	28, 789
Aggregate wages paid to miners.....	\$25, 975, 818	\$50, 046, 004
Aggregate wages paid to inside workmen.....	\$30, 840, 470	\$16, 277, 927
Aggregate wages paid to outside workmen.....	\$20, 807, 998	\$12, 568, 571
Average days in operation.....	287	234
Average yearly earnings (all employees).....	\$491. 43	\$540. 69
Average yearly earnings (miners only).....	\$701. 21	\$537. 72
Average daily wages (all employees).....	\$2. 07	\$2. 31
Average daily wages (miners only).....	\$2. 96	\$2. 29
Number of tons mined.....	64, 595, 664	101, 113, 290
Market value of product on board cars.....	\$151, 277, 587	(a)
Market value of product at mines.....	(a)	\$128, 991, 963
Average tons mined per man per year.....	1, 744	1, 067
Average tons mined per man per day.....	7	5
Number of coke ovens.....	.....	37, 157
Tons of coal coked.....	.....	19, 459, 682

^a Not reported.

In addition to the above there were obtained from 34 plants 3,702,478 tons of washery coal (coal washed from culm banks at the mines), valued at \$2,663,527, and giving employment to 1,713 work people, whose yearly earnings averaged \$407.74; further, there were 177,528 tons of coal, valued at \$157,459, dredged from the Susquehanna and Schuylkill rivers and their tributaries, giving employment to 317 work people, to whom was paid \$68,890 in wages.

LABOR STATISTICS.—In 1903 returns from 706 manufacturing establishments, embracing 84 industries and employing 201,955 work people, showed 10,796 people as owning their homes, and those renting as paying an average rental of \$112 per annum. The average working hours per week were 58. In a special return for textile labor

in the city of Philadelphia 415 textile establishments, with an invested capital of \$47,572,545, reported a total of 28,528 employees, to whom was paid for 270 days \$11,643,505 in wages; 607 employees owned their homes, and those renting paid an average rental of \$149 per annum. There were 37 dyeing and finishing establishments, which paid for 261 days \$612,936 in wages to 1,461 employees; 71 employees owned their homes, and those renting paid an average rental of \$143 per annum.

Returns from 119 anthracite coal mining companies gave 4,887 employees as owning their homes, and those renting as paying an average rental of \$76 per annum. Returns from 480 bituminous coal mining companies gave 9,428 employees as owning their homes, and those renting as paying an average rental of \$68 per annum.

ORGANIZED LABOR.—The year 1903 marked the beginning, by the Pennsylvania labor bureau, of the collection of statistics of organized labor. During the year returns were secured from a limited number of organizations, giving membership, nationality of members, working hours, wages, causes of idleness, strike data, etc. It is the purpose of the bureau to continue each year hereafter the collection of statistics pertaining to organized labor.

WASHINGTON.

Fourth Biennial Report of the Bureau of Labor of the State of Washington, 1903-4. William Blackman, Commissioner. 299 pp.

Following a general report of the commissioner of labor, giving a summary of the operations of the bureau for the years 1903 and 1904, the subjects presented in detail are: Strikes, lockouts, and boycotts, 29 pages; arbitration and conciliation, 45 pages; accidents to labor, 21 pages; organized labor, 24 pages; wage-earners, 14 pages; violations of labor laws and court decisions, 24 pages; conditions of farm labor, 3 pages; steam railroads and street railways, 11 pages; the lumber industry, 4 pages; the mess-house system, 26 pages; employment offices, 11 pages; immigration statistics, 7 pages; labor and education, 31 pages.

STRIKES, LOCKOUTS, AND BOYCOTTS.—Accounts, arranged chronologically, of the labor disputes taking place in the State during 1903 and 1904 are presented under this title. Under the title following—Arbitration and conciliation—are presented the results of the efforts of the State commissioner of labor in the settlement, when called upon, of labor difficulties. It is stated that in most cases success attended the efforts to bring about harmony between employer and employee.

ACCIDENTS TO LABOR.—This consists of a list, such as could be obtained by the labor bureau, of accidents and injuries to the mill, factory, and logging-camp employees of the State, from December,

1902, to October, 1904. During the period 228 accidents were reported, of which 79 were fatal, 77 serious, and 72 slight. Of the total, 90 occurred in the woods among the loggers.

ORGANIZED LABOR.—Returns from 83 unions, with an aggregate membership of 7,403, give statistics relative to date of organization, initiation fees, dues, strike, sick, and funeral benefits, hours of labor, wages, rules governing apprenticeship, etc. As there are about 250 duly organized labor unions in the State, the total membership is estimated to approximate 22,500.

WAGE-EARNERS.—The result of a canvass of 100 wage-earners, representative of 33 occupations, in 12 cities of the State is here presented. Their average rate of wages per day was \$3.24; average income per year, \$789.79; average expenditure per year, \$669.46. Of the number canvassed, 40 per cent owned their homes, 50 per cent rented at an average rental of \$12.46 per month, and 10 per cent boarded at an average expense of \$5.88 per week; 60 per cent of the total reported yearly savings which averaged \$202.91 per individual. The number of hours constituting a day's work averaged 8.9; the days of employment per year, 273.5.

VIOLATIONS OF LABOR LAWS, AND COURT DECISIONS.—Accounts are given of infractions of the ten-hour law relating to the employment of females, the eight-hour law for labor on public work, the bake-shop inspection law, and the child-labor law, together with the action taken by the State labor commissioner on the same. This is followed by court decisions bearing on the constitutionality of the eight-hour law.

CONDITIONS OF FARM LABOR.—As developed by this inquiry, the average wages per day for farm labor were \$1.35, except in harvest time, when they averaged \$2.61; the average per month, \$32.25; the average per day for man and team, \$2.80½. In these averages board and shelter for man and team are included.

STEAM AND STREET RAILWAY LABOR.—Under "Steam railroads" is presented the number of employees in each department, hours of labor per day, days of labor per month, and rate of wages per day for each of six lines of the State, and under "Street railways" similar data for each of nine lines.

THE MESS-HOUSE SYSTEM.—Under this title is presented the record of an inquiry made by the State commissioner of labor at the instigation of various labor unions, relative to the manner in which lumber mill companies conduct their bunk houses and boarding houses, commonly called "mess houses," and to the methods adopted by the employment agencies patronized by the companies.

EMPLOYMENT OFFICES.—According to the report of the city labor commissioner during 1903 there were 28,841 positions furnished by the public employment office of Seattle. The report also contains suggestions as to legislative action regulating private employment agencies.

LABOR AND EDUCATION.—This chapter consists of reports of addresses on this topic, together with reports of the discussion on the same, made at the twentieth annual convention of the Association of Labor Bureau Officials.

WEST VIRGINIA.

Eighth Biennial Report of the Bureau of Labor. 1903-4. I. V.
Barton, Commisioner. 222 pp.

The five chapters of this report treat of the following subjects: Statistics of manufactures, 32 pages; new industries, 43 pages; factory inspection, 15 pages; free public employment bureau, 4 pages; labor laws, court decisions, etc., 106 pages.

STATISTICS OF MANUFACTURES.—This subject is presented in a series of tables showing, by industries, the number of persons employed January 1, 1903, and January 1, 1904, with per cent of increase or decrease, number of weeks in operation during 1903, daily hours of labor, and amount paid in wages in the different industries, with per cent of increase or decrease in wage rates. In the presentation statistics are given for 400 establishments, and the following table summarizes the facts shown:

CONDITIONS IN 400 INDUSTRIAL ESTABLISHMENTS DURING 1903.

Industries.	Estab-lish-ments.	Number of employees January 1—		Per cent of in-crease in number of em-ploy-ees.	Average weeks inoper-ation during 1903.	Average daily hours of labor during 1903.	Amount paid in wages during 1903.	Em-ploy-ees affected by in-crease in wages during 1903.
		1903.	1904.					
Boxes, wooden and paper	6	176	166	α 5.1	49.0	10.3	\$58,001	108
Brass and metal goods	6	806	814	1.0	50.0	9.6	278,392	806
Breweries and distilleries	7	340	348	2.4	49.7	9.4	241,759	160
Brick and tile	24	1,106	788	α 28.8	38.7	9.1	581,638	528
Canned goods and confection-ery	11	466	476	2.1	49.0	9.9	155,556	152
Car building	2	1,797	1,737	α 3.3	52.0	10.0	967,083	933
Carriages and wagons	9	155	173	11.6	50.2	9.7	68,796	97
Cigars	23	775	1,146	47.9	50.6	9.6	434,735	716
Coke	58	5,784	5,223	α 9.7	46.8	9.8	2,243,526	3,917
Construction work	4	602	1,502	149.5	52.0	9.5	99,325	102
Drugs and extracts	7	170	172	1.2	45.0	9.6	65,373	54
Flour and feed	18	121	122	.8	47.1	10.1	63,408	48
Foundries and machinery	21	767	776	1.2	49.5	9.7	525,398	198
Furniture	12	648	690	6.5	49.3	9.9	275,755	612
Glass	30	4,037	4,070	.8	38.1	9.0	1,906,861	1,483
Ice	4	83	92	10.8	45.5	10.5	42,614	5
Iron, steel, and tin plate	13	7,181	5,920	α 17.6	46.8	9.7	4,468,621	17
Leather goods	16	615	566	α 8.0	49.6	9.9	303,696	157
Lumber	63	5,592	5,190	α 7.2	45.4	9.8	2,399,853	2,691
Mattresses	4	59	63	6.6	51.5	9.5	21,450	25
Pottery	8	1,354	1,323	α 1.9	47.6	9.3	635,929	963
Printing and bookbinding	4	89	86	α 3.0	52.0	9.1	47,653	43
Textiles	13	1,050	1,062	1.1	46.9	10.3	304,674	110
Tobacco	5	347	387	11.5	50.8	9.4	126,671	342
Wood pulp and paper	6	471	510	8.3	45.0	11.5	238,955	242
Miscellaneous	26	1,000	996	α .4	47.9	9.2	357,408	555
Total	400	35,591	34,403	α 3.3	47.5	9.7	16,912,674	15,079

α Decrease.

NEW INDUSTRIES.—This chapter enumerates the industrial establishments opened in the State during 1902 and 1903, giving name, location, capital invested, wages paid monthly, and number employed, by sex. There were 564 such establishments, with an invested capital of \$42,720,629. The establishments employed 17,089 persons, to whom was paid monthly an aggregate of \$738,368 in wages. This is an increase of 55.8 per cent over the number of new establishments opened during the years 1900 and 1901.

FREE PUBLIC EMPLOYMENT BUREAU.—For the two years ending May 15, 1904, there were 4,379 applications for employment filed, 3,961 by males and 418 by females; during the same period there were 5,977 applications for help filed, 5,028 for male help and 949 for female help. There were 3,751 situations secured, 3,379 for males and 372 for females.

LABOR LAWS, COURT DECISIONS, ETC.—This chapter embraces the following subjects: All laws of the State pertaining to labor, and court decisions affecting the same; the enforcement of labor laws; a consideration of the child-labor question; solving the labor problem, as discussed before the National Convention of Employers and Employees, held in Minneapolis, September, 1902; a list of the States in which Labor Day is now a legal holiday, and a chronology of bureaus of labor statistics.

STATISTICS OF MANUFACTURES IN MASSACHUSETTS: EIGHTEENTH ANNUAL REPORT.

The Annual Statistics of Manufactures, 1903. Eighteenth Report, iv, 78 pp. (Issued by the Bureau of Statistics of Labor, Charles F. Pidgin, Chief.)

Statistics are presented for 4,673 identical establishments covering each of the years 1902 and 1903, and include the number of private firms, corporations, and industrial combinations; number of partners in firms and stockholders in corporations, by sex, etc.; capital invested, cost of material, value of product, highest, lowest, and average number of persons employed, and aggregates by months; total wages paid during each year, and average yearly earnings; classified weekly wages in selected industries, by sex and age, and days in operation during each year, and proportion of business done. Seventy-nine classified industries are represented.

In the table following the principal facts as to ownership appear:

FIRMS, CORPORATIONS, AND INDUSTRIAL COMBINATIONS, AND PARTNERS AND STOCKHOLDERS IN 4,673 IDENTICAL ESTABLISHMENTS, 1902 AND 1903.

Year.	Firms.	Corporations.	Industrial combinations.	Partners.	Stockholders.	Average partners to a firm.	Average stockholders to a corporation.
1902.....	3,111	1,373	23	4,845	53,448	1.55	38.93
1903.....	3,025	1,454	24	4,685	55,961	1.55	38.49

The point of greatest interest shown by the above table is the taking over of establishments from control by firms to control by corporations and the consequent decrease of partners and increase of stockholders.

The table following presents statistics separately for 9 principal industries, in aggregate for 70 other industries, and totals for the 79 industries reported on for the years 1902 and 1903:

STATISTICS OF MANUFACTURES, 1902 AND 1903.

Industries.	Establishments.	Capital invested.			Stock used.		
		1902.	1903.	Per cent of increase.	1902.	1903.	Per cent of increase.
Boots and shoes.....	645	\$27,736,712	\$27,593,030	α 0.52	\$90,978,184	\$100,300,514	10.25
Carpetings.....	10	6,471,782	6,532,411	1.40	6,525,398	7,159,593	9.72
Cotton goods.....	167	131,229,810	129,542,158	α 1.29	74,590,043	77,990,127	4.64
Leather.....	94	9,324,764	10,812,391	13.81	18,766,077	20,125,315	7.24
Machines and machinery.....	367	45,429,600	47,359,960	5.35	21,713,867	23,983,333	10.45
Metals and metallic goods.....	381	23,828,094	24,138,170	1.30	26,378,894	26,556,592	.67
Paper.....	80	23,252,739	23,096,584	α .67	16,620,391	16,532,006	α .53
Woolen goods.....	152	30,994,713	32,292,061	4.39	28,876,428	31,170,337	7.94
Worsted goods.....	44	30,819,690	32,678,849	6.03	23,591,033	27,949,549	α 2.24
Other industries.....	2,733	191,047,868	199,591,360	4.47	234,954,410	236,400,411	.62
Total.....	4,673	520,075,772	533,966,974	2.67	547,954,745	568,167,777	3.69

STATISTICS OF MANUFACTURES, 1902 AND 1903—Concluded.

Industries.	Estab-lish-ments.	Goods made and work done.			Wages paid.		
		1902.	1903.	Per cent of in-crease.	1902.	1903.	Per cent of in-crease.
Boots and shoes.....	645	\$144,885,906	\$159,247,529	10.29	\$30,326,496	\$34,352,488	13.28
Carpetings.....	10	10,573,836	12,579,691	17.08	2,236,944	2,403,923	7.37
Cotton goods.....	167	133,061,241	134,296,705	1.95	36,872,015	36,892,905	0.06
Leather.....	94	24,270,806	26,734,636	18.99	3,032,332	3,441,711	13.50
Machines and machinery.....	367	57,332,669	61,677,544	7.56	18,233,316	19,673,795	7.72
Metals and metallic goods.....	881	49,703,477	49,708,946	.01	12,759,239	13,436,081	5.30
Paper.....	80	29,802,135	29,549,796	a.85	5,001,042	4,994,646	a.13
Woolen goods.....	152	50,720,790	55,321,900	9.07	10,302,826	10,853,643	5.35
Worsted goods.....	44	46,783,935	46,380,140	a.86	7,697,454	7,493,815	a2.65
Other industries.....	2,733	414,222,031	428,364,801	3.41	72,426,933	76,527,156	5.66
Total.....	4,673	960,856,835	1,005,661,087	4.66	198,920,647	210,070,163	5.61

^a Decrease.

In several of the items shown in this table there is apparent a falling off for the year 1903 as compared with the previous year, though the totals in each instance show a gain. With the exception of a small decrease in capital invested in the boot and shoe industry, that industry and the leather industry show, on the whole, greater gains than any of the others.

The table following presents data relative to employees, earnings, and days in operation, the establishments considered being the same as in the preceding table:

AVERAGE NUMBER OF EMPLOYEES, AVERAGE YEARLY EARNINGS, AND AVERAGE DAYS IN OPERATION IN 9 PRINCIPAL INDUSTRIES, OTHER INDUSTRIES, AND IN ALL INDUSTRIES, 1902 AND 1903.

Industries.	Average number of employees.			Average yearly earnings.			Average days in operation.		
	1902.	1903.	Per cent of in-crease.	1902.	1903.	Per cent of in-crease.	1902.	1903.	Per cent of in-crease.
Boots and shoes.....	61,630	66,777	8.26	\$491.67	\$514.44	4.63	294.23	293.35	a 0.30
Carpetings.....	5,206	5,412	3.96	430.07	444.18	3.28	302.29	303.82	a.51
Cotton goods.....	96,545	93,800	a2.84	381.92	398.81	2.98	302.61	290.47	a 4.01
Leather.....	6,349	6,901	8.69	477.61	498.73	4.42	294.57	298.88	1.46
Machines and machinery.....	32,407	34,353	6.00	563.56	572.70	1.62	294.25	298.58	1.47
Metals and metallic goods.....	22,879	24,269	6.08	557.69	553.63	a.73	296.99	296.87	a.04
Paper.....	10,790	10,699	a.84	463.49	466.83	.72	297.97	285.96	a 4.13
Woolen goods.....	24,803	25,717	3.69	415.39	422.04	1.60	299.65	292.10	a 2.52
Worsted goods.....	19,466	19,188	a1.43	395.43	390.55	a1.23	290.67	286.49	a1.44
Other industries.....	151,637	158,674	4.64	477.63	482.29	.93	293.09	293.62	.18
All industries.....	431,762	445,790	3.25	460.72	471.23	2.23	296.20	293.09	a1.05

^a Decrease.

The table shows that in three of the principal industries, cotton goods, paper, and worsted goods, there was a decrease in the average number of employees in 1903 as compared with 1902, but for all industries there was an increase of 3.25 per cent; in two of the principal industries, metals and metallic goods and worsted goods, there was a decrease in average yearly earnings in 1903 as compared with 1902, but for all industries there was an increase of 2.28 per cent; in

six of the leading industries there was a decrease in average days in operation in 1903 as compared with 1902, and all industries showed a decrease of 1.05 per cent.

The following tables show the number and per cent of employees earning the indicated weekly wages. Employees are separated into three groups, namely: Adult males, adult females, and young persons of both sexes under 21 years of age. The number of employees given is the number reported in each industry for the week showing the largest number of employees, and does not, therefore, agree with the number shown in the preceding table.

NUMBER OF MALE AND FEMALE ADULTS AND OF YOUNG PERSONS IN 79 INDUSTRIES, BY CLASSIFIED WEEKLY WAGES, 1902 AND 1903.

Weekly wages.	1902.				1903.			
	Adults.		Young persons (under 21).	Total.	Adults.		Young persons (under 21).	Total.
	Male.	Female.			Male.	Female.		
Under \$5	9,239	17,391	28,596	55,216	7,774	14,544	29,955	52,273
\$5 or under \$6	9,460	17,111	15,558	42,129	8,608	16,369	17,255	42,222
\$6 or under \$7	17,747	23,497	11,477	52,721	17,140	24,408	12,524	54,072
\$7 or under \$8	26,428	19,103	5,453	50,984	26,065	20,021	6,285	52,371
\$8 or under \$9	26,909	15,505	2,406	44,820	27,450	16,534	3,125	47,109
\$9 or under \$10	41,388	12,621	1,587	55,596	41,888	13,802	1,789	57,479
\$10 or under \$12	48,980	10,618	793	60,391	50,616	10,594	1,020	62,230
\$12 or under \$15	55,359	4,285	386	60,030	58,398	4,956	468	63,822
\$15 or under \$20	43,947	1,162	80	45,189	48,944	1,502	87	50,533
\$20 or over	14,184	160	6	14,350	16,608	163	12	16,783
Total	293,641	121,443	66,342	481,426	303,491	122,883	72,550	498,864

PER CENT OF MALE AND FEMALE ADULTS AND OF YOUNG PERSONS OF TOTAL NUMBER EMPLOYED IN 79 INDUSTRIES, BY CLASSIFIED WEEKLY WAGES, 1902 AND 1903.

Weekly wages.	1902.				1903.			
	Adults.		Young persons (under 21).	Total.	Adults.		Young persons (under 21).	Total.
	Male.	Female.			Male.	Female.		
Under \$5	3.15	14.31	43.10	11.47	2.56	11.84	41.30	10.48
\$5 or under \$6	3.22	14.09	23.45	8.75	2.84	13.31	23.79	8.46
\$6 or under \$7	6.04	19.35	17.30	10.95	5.65	19.86	17.27	10.84
\$7 or under \$8	9.00	15.73	8.22	10.59	8.59	16.29	8.67	10.50
\$8 or under \$9	9.16	12.77	3.63	9.31	9.04	13.46	4.31	9.44
\$9 or under \$10	14.10	10.39	2.39	11.55	13.80	11.23	2.47	11.52
\$10 or under \$12	16.68	8.74	1.20	12.54	16.68	8.62	1.41	12.47
\$12 or under \$15	18.85	3.53	.58	12.47	19.24	4.04	.64	12.79
\$15 or under \$20	14.97	.96	.12	9.39	16.13	1.22	.12	10.13
\$20 or over	4.83	.13	.01	2.98	5.47	.13	.02	3.37
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

From the above tables it appears that in the 79 industries considered there were 17,468 more wage-earners employed in 1903 than in 1902. Under each wage class there was an increase in the number employed, except in the first or lowest class, where there was a decrease.

Of the total number of wage-earners employed, 50.28 per cent in 1903 received \$9 or over per week, as compared with 48.93 per cent

in 1902. In 1902 the young persons employed at wages under \$5 per week were 43.10 per cent of the total of young persons employed, while those in 1903 employed at wages under \$5 per week were 41.30 per cent of the total. Of the total adult females, 72.33 per cent in 1902 were employed at wages of \$5 or under \$10 per week, while in 1903 in this wage class 74.15 per cent were employed. In 1902 the adult males who received \$9 or over per week were 69.43 per cent of the total adult males, while in 1903 the percentage was 71.32.

In the tables previously presented value of goods made or work done has included not only the added value resulting from the processes of the industry considered, but the original cost of material as well. In order to show the actual result of the productive forces of the industry, the element of cost of material must be deducted from the total value of product; the remainder will show only the industry product, or the new values created. This has been done in the case of the nine leading industries, and the amount of industry product per \$1,000 of capital and per employee has been computed; also the division of industry product between the wage fund and the fund devoted to other expenses, as freight, insurance, interest, rent, commissions, salaries, etc., and to profit, these last items being grouped as "Profit and minor expenses." The results appear in the table following:

INDUSTRY PRODUCT, WAGES, AND PROFIT AND EXPENSES IN NINE SPECIFIED INDUSTRIES, 1903.

Industries.	Industry product.	Wages.	Profit and minor expenses.	Industry product.		Per cent of industry product—	
				Per \$1,000 of capital.	Average per employee.	Paid in wages.	Devoted to profit and minor expenses.
Boots and shoes.....	\$58,947,015	\$34,352,488	\$24,594,527	\$2,136.90	\$382.74	58.28	41.72
Carpetings.....	5,220,098	2,403,923	2,816,175	795.45	964.54	46.05	53.95
Cotton goods.....	56,306,578	36,892,905	19,413,673	434.66	600.28	65.52	34.48
Leather.....	8,609,320	3,441,711	5,167,609	811.25	1,247.55	39.98	60.02
Machines and machinery.....	37,694,211	19,673,795	18,020,416	787.59	1,097.26	52.19	47.81
Metals and metallic goods.....	23,152,354	13,436,081	9,716,273	959.16	953.99	53.03	41.97
Paper.....	13,017,790	4,994,646	8,023,144	563.62	1,216.73	38.37	61.63
Woolen goods.....	24,150,963	10,853,643	13,297,320	747.89	939.10	44.94	55.06
Worsted goods.....	18,430,591	7,493,815	10,936,776	563.99	960.53	40.66	59.34

Of the nine industries here shown it appears that the boot and shoe industry required the least capitalization to secure a given value of product, and cotton goods the greatest. The product per employee is also least in the cotton-goods industry, while the greatest product appears in the leather and in the paper industries. In four of the industries more than one-half of the industry product was paid out in wages, the largest showing being in cotton goods with 65.52 per cent, followed by boots and shoes with 58.28 per cent, metals and metallic goods with 58.03 per cent, and machines and machinery with 52.19 per cent.

RECENT FOREIGN STATISTICAL PUBLICATIONS.

AUSTRIA.

Mittheilungen des K. K. Arbeitsstatistischen Amtes im Handelsministerium. 1 Heft.—Die Lohnarbeiter der K. und K. Kriegsmarine. 1900. 77 pp. 2 Heft.—Die Arbeitsverhältnisse im Lloydarsenale und Stabilimento Tecnico Triestino. 1902. 97 pp. 3 Heft.—Gesindewesen und Gesinderecht in Oesterreich. I Theil. 1902. 215 pp.

These are the first three of a series of special reports published at irregular intervals by the Austrian bureau of labor statistics.

The first-mentioned report relates to the wage-workers employed in the Austrian imperial naval service. It contains a historical account of the labor conditions of these wage-workers since 1892, the existing working regulations in navy-yards, the labor supply and demand, wages, hours of labor, insurance and relief systems, sanitary and safety appliances, housing conditions, betterment institutions, and other information concerning the wage-workers in the Austrian naval service during the year 1898.

The second report relates to labor conditions in the extensive private machine works, shipyards, and dry docks at Trieste, known, respectively, as the Lloydarsenale and the Stabilimento Tecnico Triestino, the former employing 2,454 persons in 1901 and the latter 4,200 persons in 1900. The report discusses in a similar way as the preceding one the labor conditions in each of these two institutions.

The third report contains the result of an investigation concerning domestic service in Austria. The first part of this report gives a historical review of the enactments regulating the relations between masters and their servants and an account of the present social and economic condition of domestic servants. The second part, which has not yet appeared, will contain an account of the present law in relation to domestic service and suggestions by the author for its reform.

Stenographisches Protokoll der im K. K. Arbeitsstatistischen Amte durchgeführten Vernehmung von Auskunftspersonen über die Verhältnisse im Schuhmachergewerbe. 1904. xxiv, 1,295 half pages, 68* pp.

This report contains the results of an inquiry into the conditions of labor and production in the shoemaking industry in Austria, con-

ducted, in 1902, in pursuance of a recommendation made by the permanent labor council, by a special committee composed of members representing the ministry of the interior, the ministry of commerce, the bureau of labor statistics, the factory inspection office, the labor council, the manufacturers, the master workmen, and the wage-workers. It forms the second of a series of investigations directed with special reference to the labor conditions of home workers in Austria, the first investigation of this character having been devoted to the conditions of garment workers.

The report consists of an introduction, the record of the testimony taken by the commission and its proceedings, and an appendix. The introduction gives a statement of the general scope and purpose of the investigation, a register of the members constituting the commission, a register of the persons whose testimony was taken by the commission, and copies of the schedules of inquiries forming the general basis for the interrogatories submitted to the witnesses before the commission during its proceedings.

The commission met on January 17, 1902, and remained in session until April 22, 1902, occupying 25 days in the hearing of 123 persons, representing 36 different localities. Of the witnesses examined, 19 were manufacturers or their representatives, 40 were managers of smaller establishments, 3 were agents, 52 were male employees (factory hands, journeymen, and home workers), 1 was a female employer, and 8 were female employees.

The interrogatories submitted to the witnesses related to the systems of work and employment, hours of labor, earnings, regularity of employment, apprenticeship, and the sanitary and moral conditions surrounding employees.

Three systems of work are considered, namely, factory work, shop work, and home work. The itinerant shoemaker, formerly a familiar figure, is now found only occasionally in the country districts, remote from the cities, his customers generally being country people. The greatest number of independent shoemakers are the proprietors of small establishments engaged in custom work, conducted by single individuals, sometimes assisted by one or two journeymen and an apprentice. In these cases the necessary material is usually purchased in small quantities at a cost in advance of the prices paid by the larger operators. All the work of these establishments is done by hand except the sewing of the uppers, which is usually done on the sewing machine, now found even in the smallest establishments.

Larger establishments of this character frequently employ outside help in addition to their regular shop hands, giving out part of their work to home workers. This system is also pursued in establishments which, in addition to custom work, make goods for their

own sales rooms or for the market. The division of the work among the employees in these establishments, although more diversified than in those doing only custom work, is still restricted to the operations of cutters, lasters, sewers, bottomers, heelers, and finishers.

The same system of work and employment usually prevails in establishments making goods exclusively for direct delivery to dealers or to manufacturers. The work is done either wholly in the shop or partly in the shop and partly given out to home workers.

Factory work, in connection with home work through the medium of contractors, is found in nearly all branches of the shoe industry, especially in the manufacture of slippers and of ladies' and children's shoes. But the factory system in Austria, with its labor-saving machinery, has not reached the degree of development which is found in Germany, France, England, or the United States. Only about 10 per cent of the total consumption of shoes is the product of machine work, while the estimate for Germany is 50 per cent; for France, 60 per cent; for England, 70 to 80 per cent, and for the United States, 90 to 95 per cent.

The average hours of actual labor range from 10 to 11 per day in the factories, and from 11 to 13 per day in the workshops. The average working time of home workers is difficult to estimate on account of irregularity of employment. During the busy season it is about 12 to 14 hours per day of actual labor. Sunday and holiday work is confined to shop workers and home workers, and, as a rule, is done only during the busy season, and usually limited to the forenoon.

The earnings vary greatly with the locality, the character of the work, and the skill of the workers. As a rule, the rates of wages of time workers are uniform throughout the year, while those of pieceworkers vary with the demand. In an establishment in Vienna, engaged in the manufacture of ladies' fine shoes exclusively for export, employing about 200 persons, the weekly wages of uppers cutters were 30 crowns (\$6.09); of cutters of linings, etc., 20 to 24 crowns (\$4.06 to \$4.87); of female employees, 10 to 18 crowns (\$2.03 to \$3.65), according to their skill and experience. Of the pieceworkers, the lasters earn from 20 to 28 crowns (\$4.06 to \$5.68), and in exceptional cases 32 to 34 crowns (\$6.50 to \$6.90) per week. In an establishment at Trebitsch, Moravia, with 400 employees, the average earnings of cutters were 32 crowns (\$6.50); of male employees, 12 to 18 crowns (\$2.44 to \$3.65), and of female employees, 6 to 16 crowns (\$1.21 to \$3.25) per week. In an establishment at Prossnitz, Moravia, employing about 90 persons in the factory and from 400 to 500 home workers, the weekly earnings of factory hands ranged from 14 to 24 crowns (\$2.84 to \$4.87) for male employees, and from 8 to 10 crowns (\$1.62 to \$2.03) for female employees, while the home workers assisted by their wives earned from 21 to 24 crowns (\$4.26 to \$4.87)

per week during the busy season, and at other times 25 to 30 per cent less. The weekly earnings of home workers in Vienna during the busy season ranged from 14 to 28 crowns (\$2.84 to \$5.68); in Trebitsch, from 8.40 to 14 crowns (\$1.71 to \$2.84), and in Prague, from about 12 to 15 crowns (\$2.44 to \$3.05).

In factories working on stock, employment is generally regular throughout the year. In factories working mostly on orders, especially for the export trade, regularity of employment is more or less affected by the changes of the seasons and by the number of orders on hand. During the dull season work is temporarily suspended or the number of employees is reduced in proportion to the decrease of the number of orders. Shop workers employed on custom work usually work on full time only about 6 or 7 months in the year. In the case of home workers regularity of employment is generally affected by the number of orders on the books of their employers, full-time work in some instances not exceeding 3 or 4 months per year.

The testimony of the witnesses shows that factories were generally provided with ventilators and appliances for the protection of the health and safety of the employees. The sanitary conditions surrounding the shop workers and home workers, however, were generally unsatisfactory. Overcrowding was frequent. In a majority of cases the rooms were small, poorly lighted, and without provision for ventilation. Frequently the working rooms were also used as living rooms, bedrooms, or kitchens, or for all these purposes combined.

Among the measures advocated by members of the commission to afford relief to the present depression in the shoe industry and to improve its condition, the following are especially noted:

1. Establishment of workshops by the State for the training of apprentices.
2. In the interim, the enactment of stringent regulations governing apprenticeship; employers failing to observe these regulations to forfeit the right to employ apprentices.
3. The appointment of a commission, two-thirds of which is to consist of employees, with supervisory and executive powers on matters pertaining to apprentices.
4. The limitation of the hours of labor to 10 per day in small establishments and 9 per day in factories.
5. The prohibition of employees boarding or lodging with their employers, no employer to be permitted to furnish, directly or indirectly, board or lodging to his employees.
6. The granting of legal authority to the executive committee of the journeymen's union to inspect workshops.
7. The prohibition of the system of giving out work to be done at home, every employer engaging others in the manufacture of goods

from material furnished by him to be required to employ these persons in his own factory or workshop.

8. The enactment of a law providing for an uninterrupted Sunday rest of 36 hours for journeymen and apprentices.

9. The inclusion of small workshops in the provisions of the laws relating to accident insurance.

10. Uniform scales of wages for each locality, to be agreed upon by representatives of employers and employees.

11. The furnishing in sufficient quantities, by the employers, of all material, as leather, paste, tacks, etc.

12. The furnishing by employers, free of charge, of all necessary tools.

Other subjects of the investigation related to the character of the goods made, the character and cost of materials, the use of machines and resultant effect upon production, and a comparison between shop-work and home work.

The appendix contains copies of factory regulations, schedules of wages paid in certain factories, data on imports into and exports from the Austro-Hungarian customs territory, and a series of statistical tables relating to domestic and foreign production.

GREAT BRITAIN.

Fourth Report of Proceedings Under the Conciliation (Trade Disputes) Act, 1896. 1903. 121 pp. (Published by the British Board of Trade.)

The present report deals with the proceedings under the Conciliation Act for a period of two years, viz, from July 1, 1901, to June 30, 1903. During the two years there were 41 cases reported. Of cases previously reported there were 46 in the two years from July 1, 1899, to June 30, 1901; 32 in the two years from July 1, 1897, to June 30, 1899, and 35 in the period of 10 months covered by the first report, making a total of 154 cases since the passing of the act.

Of applications for conciliation and arbitration in the 41 cases covered by the present report, 8 were from workmen, 4 were from employers, and 29 were from both employers and workmen. Sixteen of the cases arose in the building trades, 6 in the metal, engineering, and shipbuilding industries, 5 in the mining and quarrying industry, and 14 in other trades.

Of the 41 cases considered, 29 were settled under the act, 27 by appointment of arbitrators and 2 by appointment of conciliators. Of the remaining cases, 4 were settled directly between the parties during the negotiations, in 7 cases either no settlement was effected or the application was refused by the board of trade, and 1 case was pending: at the date of the report.

The following table gives particulars of the action taken by the board of trade and its results in the periods covered by the present and the previous reports:

DISPUTES ACTED UPON BY THE BOARD OF TRADE UNDER THE CONCILIATION ACT, AUGUST, 1896, TO JUNE, 1903.

Items.	August, 1896, to June, 1897.	July, 1897, to June, 1899.	July, 1899, to June, 1901.	July, 1901, to June, 1903.	Total.
Disputes settled under the act:					
By appointment of conciliator or chairman	2	4	3	2	11
By negotiations by board of trade officials	12	8	8	23	23
By appointment of arbitrator	5	10	23	27	65
Total	19	22	29	29	99
Disputes settled between the parties during negotiations	4	3	3	4	14
No settlement (including cases of applications refused by the board of trade)	12	7	14	α 8	α 41
Total	35	32	46	41	154

α Including 1 case pending at date of report.

From the above table it is seen that of the 154 cases that have arisen since the act came into operation 99 have been settled under its provisions and 14 others have been settled between the parties during the negotiations. Of the 99 disputes settled under the provisions of the act, 43 arose in the building trades, 17 in the metal, engineering, and shipbuilding industries, 14 in the mining and quarrying industry, and 25 in other trades.

The most important of the 27 disputes settled by arbitration in the two years embraced by the present report were a dispute in the Grimsby fishing trade, which lasted about three months and affected directly about 4,000 men; a dispute in the building trades in the Potteries and in the Newcastle district, affecting about 1,000 laborers; a dispute in the bookbinding trade in London, affecting 1,000 bookbinders, and a dispute at the Pontardawe steel tin-plate and galvanizing works, affecting 744 steel workers and millmen.

Appendixes to the report give detailed particulars of the cases dealt with from July 1, 1901, to June 30, 1903; text of awards and agreements settling disputes dealt with under the conciliation act between July 1, 1901, and June 30, 1903; rules of conciliation boards and other agreements containing clauses which provide for the reference of disputes to the board of trade, failing their settlement by other agencies; list of conciliation boards registered under the act, and a reproduction of the text of the conciliation act.

MEXICO.

Estadística Industrial Formada por la Dirección General de Estadística. 1902. 131 pp.

The present report contains statistics showing the number of manufacturing establishments in each State and Territory of Mexico and in each industry, and the number of male and female employees, the maximum and minimum wages paid, the declared value of the manufactured products, and the total horsepower used in such establishments in each State and Territory. The report covers 6,234 establishments in all the States and Territories except Chihuahua, from which State the returns had not been received at the time of publication. These establishments employed 100,717 males and 17,275 females, or a total of 117,992 persons. The total horsepower used in these establishments was 120,989, of which 66,008 was furnished by steam engines, 32,147 by hydraulic rams, 17,828 by electric motors, and 6 by compressed-air motors. The total declared value of the manufactured products during the year was 144,488,941 pesos (\$62,058,000).

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts, indicated when short by quotation marks and when long by being printed solid. In order to save space, matter needed simply by way of explanation is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

EMPLOYERS' LIABILITY—EMPLOYMENT OF CHILDREN—INJURIES—CONSTRUCTION OF STATUTE—*Kirkham v. Wheeler-Osgood Co., Supreme Court of Washington, 81 Pacific Reporter, page 869.*—Lee Kirkham, an infant, had sued by his guardian to recover damages for injuries received while in the employment of the company above named, and was awarded a judgment in the superior court of Pierce County, from which this appeal was taken. The employing company was engaged in the manufacture of sash, doors, moldings, etc., and employed Kirkham, who was about 12 years of age, to point pickets and tie them up in bundles. Near where he was at work was a sticker machine, with the operation of which he had nothing to do. While the operator of this machine had his back turned, a sliver stuck fast in it and young Kirkham attempted to remove the same. In doing so his hand came in contact with the knives, resulting in the loss of two fingers and a part of the hand. The appeal was based on claims of errors in the instructions of the judge of the lower court, one of which involved the construction of the statute of March 16, 1903, chapter 261, acts of 1903, which prohibits the "hiring out to labor in any factory" of any child under the age of 14 years. The judgment of the lower court was sustained, each assignment of error being overruled. The opinion of the court, as delivered by Judge Rudkin, is given in part below:

The court instructed the jury that if they found for the respondent they might take into account the pain and suffering the respondent had endured and may endure as the ordinary and actual result and as a consequence of the injury sustained. The first objection to this instruction is that there was no evidence as to future pain and suffering, and that the question should not have been submitted to the jury. It is true there was no evidence, to speak of, as to future suffering or pain, aside from the nature of the injury itself. But a hand, mangled as this was, is subject to injury and consequent pain through life, where an uninjured member would not be affected, and we think this is so far a matter of common knowledge that the court would

not be warranted in withdrawing the question of future pain and suffering from the jury. Like the question of the permanency of the injury, the injury in this case speaks for itself. It was further objected to this instruction that the court did not confine the jury to such pain or suffering as would reasonably or probably flow from the injury complained of. We do not think this objection is tenable, especially in view of the fact that the court instructed the jury that under no circumstances should an unreasonable or excessive verdict be returned.

The next assignment is that the court erred in its instructions as to the child-labor act of 1903, *supra*. This contention of the appellant is based upon the language of the act which declares that no child under the age of 14 years shall be hired out in any factory, etc. It is contended that a child can only be hired out by the parent or guardian, and that the prohibition against the employment does not, therefore, extend to the employer. This contention can not be upheld. The manifest purpose of the act is to prohibit the employment of children in certain places, and the prohibition extends to all parties connected with the employment. The employment as well as the hiring out is forbidden. An employer who knowingly employs or keeps in his employ a minor within the prohibition age is guilty of a violation of the statute, and the employment itself is illegal. In the case at bar the minor was employed without the intervention of either parent or guardian, and, if we adopt the views of counsel, the act punishes only the child himself, the very person whom it sought to protect. It is needless to say that we can adopt no such construction.

It is lastly assigned as error that the court refused to instruct the jury that if the respondent, at the time of his employment, represented that he was 14 years of age, he is now estopped to deny it. It is true, as claimed by counsel, that infants are liable for their torts; that is, for pure torts, such as injuries to person or property. On the other hand, by the great weight of authority infants are not liable for torts connected with or growing out of contracts, and the doctrine of estoppel in pais does not apply to them. (16 Am. and Eng. Encyc. of Law (2d Ed.) pp. 307, 308; Field, Law of Infants, sec. 17; *Sims v. Everhardt*, 102 U. S. 300, 26 L. Ed. 87.) In the last case cited the Supreme Court of the United States says: "The question is whether acts and declarations of an infant during infancy can estop him from asserting the invalidity of his deed after he has attained his majority. In regard to this there can be no doubt founded either upon reason or authority. Without spending time to look at the reason, the authorities are all one way. An estoppel in pais is not applicable to infants, and a fraudulent representation of capacity can not be an equivalent for actual capacity."

A careful examination of the record in this case discloses no reversible error, and the judgment is therefore affirmed.

EMPLOYERS' LIABILITY—NEGLIGENCE OF FOREMAN—CONSTRUCTION OF STATUTE—*Hayward et al. v. Key, United States Circuit Court of Appeals, Second Circuit, 138 Federal Reporter, page 34.*—In this case the personal representative of one William C. Key had secured

a judgment for damages occasioned by the death of the latter, alleged to have been caused by the negligence of the foreman of the employer. Key had been working with a tool that needed repair, and informed his foreman of the need at the time of the noon intermission. When work was resumed, the foreman assured Key that the tool was in proper condition for use, but after working with it for a while Key was thrown from the scaffold on which he was at work, on account of the defects of the implement, and was killed. At the close of the evidence the court was requested to direct a verdict in favor of the defendant company on the general ground that the plaintiff had not established a cause of action, and upon the further ground that the defendants were not liable for any "negligence or alleged negligence that may have been shown." This request was denied and the case submitted to the jury, with the result stated. The court of appeals affirmed the judgment of the court below, on grounds that appear in the following extract from the opinion of the court:

The case made upon the trial brought the action within the provisions of the New York "employers' liability act" of 1902. This act, while preserving all the common-law liabilities of the master for injuries sustained by the servant through the negligence of the master, extends that liability by providing that the master shall be liable for the negligence "of any superintendent of the employer, or any person acting as such, or whose principal duty is that of superintendent." In *Gmaehle v. Rosenberg*, 178 N. Y. 147, 70 N. E. 411, the New York court of appeals, in construing this statute, said:

"It is clear that it has given an additional cause of action where it prescribes that the master shall be liable for the negligence of the superintendent or any person acting as such. At common law, while the master was liable for the fault of his alter ego to whom he intrusted the whole management of the work, with the power to employ and discharge servants, he was not liable for the negligence of foremen merely as such."

The language of the statute accords with this interpretation of the court, and it must now be accepted as the rule of decision in the Federal courts sitting in this State in actions like the present that the employer is to be deemed liable for the negligence of a foreman whose principal duty is that of superintendence to the same extent as he would be liable at common law for the negligent acts of an alter ego. The defendants were therefore liable for the negligence of the foreman, Haskell, to the same extent as they would have been for their own personal negligence.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—FELLOW - SERVANTS—RAILWAY LABOR—CONSTITUTIONALITY OF STATUTE—*International and Great Northern Railroad Co. v. Still*, Court of Civil Appeals of Texas, 88 *Southwestern Reporter*, page 257.—Joe Still had received injuries from an accident while in the employment of the

above-named company, and on suit was awarded damages in the district court, Rusk County, from which judgment the railroad company appealed. Still and four others were employed under a foreman as a bridge gang, which was, at the time of the accident causing the injury, engaged in repairing the company's cotton platform at the town of Kilgore. In the course of the work it became necessary to move several bales of cotton that were lying on the platform, and the foreman instructed Still and one other to work together in this undertaking, while the other three men should form a separate gang, each gang being employed in moving the bales of cotton, one at a time, to the desired position on the platform. While engaged in this work a bale was rolled against Still's foot by the act of the gang of which he was not a party, inflicting the injury for which he sued and obtained judgment.

As a result of the appeal, the judgment of the lower court was reversed on the ground of the court's error in submitting to the jury the issue of the foreman's negligence when there was no evidence to authorize such submission, and a new trial was ordered. The application of the fellow-servant law to the case was, however, upheld, as appears from the following quotations from the opinion of Judge Gill, speaking for the court:

By the common law, as construed by our supreme court, all persons engaged in the service of the same master and working to a common purpose, whether or not they were in the same grade of service or in the same department, and however widely their service might be separated, were fellow-servants within the rule which exempted the master from liability to one for the negligence of another. Against the rule thus broadly stated and as broadly applied, our supreme court had begun to protest, it being manifest that in many cases, under conditions now existing in many departments of business and commerce, such reasons as might justify the doctrine generally had ceased to exist. The rule, however, was too well defined and too firmly established to be set aside by the courts. By the act of March 10, 1891 (Laws 1891, p. 25, c. 24), the rule as applied to railway companies was modified so that, in order to make their employees fellow-servants, they must be engaged in the common service of the master; in the same grade of the service, neither being in superintendence over the other; engaged in the same department of service, working to a common purpose, and working together at the same time and place. A further change was made by the act of June 18, 1897 (Laws 1897, p. 14, c. 6), which, in effect, added two other elements to the provisions of the act of 1891, so that in addition to the requirements of that act, employees of railway companies, in order to come within the fellow-servant rule, must be engaged in the same character of work, and must be working together at the same piece of work. It is thus apparent that for reasons which the legislature regarded as sufficient the fellow-servant doctrine as defined by our courts was restricted within a very narrow compass when applied to the employees of railway companies. The amend-

ment must be held to have added some practical provision to the law then in force, or its passage would have been meaningless. Under the act of 1891 the plaintiff in the case would have clearly come within its provisions, for he and those who rolled the cotton on his foot were in the common service of the master. They were in the same grade of service. They were engaged in the same department of service. They were working for a common purpose, and working together at the same time and place. The plaintiff's case contains at least one of the additional elements of the law of 1897. He and those who injured him were engaged in the same character of work. But they were not working together at the same piece of work. The foreman had directed plaintiff and another to aid each other in moving each bale of cotton which fell to their lot to handle on the occasion in question. The foreman had directed three of his companions to aid each other in the handling of each bale which fell to their lot to move. In this sense the moving of each separate bale was a separate task, and it was not contemplated either that the three should aid the two or the two the three. The work was separable into pieces, and seems to fall within the purpose of the law. We fully realize that in applying the language of the act to the infinite variety of situations which may arise many difficulties will be presented, but, if we are right in our conclusion that the legislature had in mind not only a piece of work in the general sense of the phrase when applied to a whole which might consist of many parts, but also any one of these separable parts when being separately handled or treated, then it seems to us the case before us is typical. The act came up for construction in Long's case, 94 Tex. 53, 57 S. W. 802. [See Bulletin No. 33, p. 348.] There the members of a section gang were returning their tools to the tool house at the close of a day's work. Some were carrying them on a hand car, while others walked down the track with the implements in their hands. One of the latter was injured by the negligence of those operating the hand car. It was held that the injured man was not a fellow-servant of those operating the hand car. The case cited strongly supports our conclusion in the present case, for in holding that men who had occupied the relation of fellow-servants during the entire working day ceased to be such when by different methods and by different ways they engaged in the common task of returning the tools to the tool house it was, in effect, decided that the statute applied to parts of an entire task when the task was separable into smaller parts capable of independent handling.

We shall not indulge in a discussion of appellant's point that the statute is unconstitutional. Such statutes have generally been upheld. (*Campbell v. Cook*, 86 Tex. 630, 26 S. W. 486, 40 Am. St. Rep. 878, and authorities cited.)

The objection that the statute can not rightly be held to include the character of labor in which the plaintiff was engaged at the time of his injuries without doing violence to the fourteenth amendment is not without force, but the language of the statute is general, and applies in terms to railway employees, rather than to the character of the labor in which they may engage. It leaves no room for construction. No authority is cited directly in support of the proposition, and we incline to think the distinction insisted on will not be made.

EMPLOYERS' LIABILITY — RAILROAD COMPANIES — FELLOW-SERVANTS — SUPERINTENDENCE — CONSTRUCTION OF STATUTE.—*Crosby v. Lehigh Valley Railway Co., United States Circuit Court of Appeals, Second Circuit, 137 Federal Reporter, page 765.*—This case was before the court of appeals to review a judgment of the circuit court for the western district of New York, in favor of the defendant railway company. The action was brought to recover damages for the death of one Putnam, who met his death while employed by the company as a fireman on one of its trains. The death was caused by the disobedience of orders given the conductor of another train, resulting in a collision with the train on which Putnam was, although by the rules of the company a train "must be governed strictly by the terms of orders addressed to it and must not assume rights not conferred by such orders," which "once in effect continue so until fulfilled, superseded, or annulled." No fault attached to the conductor or engineer of the train on which Putnam was employed.

The decision of the lower court was affirmed, on grounds that appear in the following extracts from the remarks of Judge Lacombe, who delivered the opinion of the court :

It is manifest from this statement of facts that plaintiff could not recover in the Federal courts on general principles of law. It is now settled law in the Federal courts that conductor, engineer, and brakemen must be deemed to have been fellow-servants. The law is the same in New York. The plaintiff's sole reliance is the employers' liability act of the State of New York (Laws 1902, p. 1749, ch. 600). It provides that "the employee (or executor, or administrator) shall have the same right of compensation and remedies against the employer as if the employee had not been an employee of, nor in the service of the employer, nor engaged in his work," "where * * * personal injury is caused to an employee * * * by reason of the negligence of any person in the service of the employer, intrusted with and exercising superintendence, whose sole or principal duty is that of superintendence, or in the absence of such superintendent, of any person acting as superintendent with the authority and consent of such employer."

The sole question presented here is whether the conductor was a person "intrusted with and exercising superintendence, whose sole or principal duty is that of superintendence?" or, if he was not generally such a superintendent, was he on the particular occasion, "in the absence of such superintendent, acting as superintendent with the authority and consent of the employer?" The New York statute is modeled generally upon the English employers' liability act, but differs from it in one important particular. Besides provisions for the negligence of any person who has any superintendence intrusted to him, the protection of the English act is extended to employees injured by reason of the "negligence of any person in the service of the employer who has the charge or control of any signal, points, locomotive-engine or train upon a railway." A similar clause is found in the employers' liability acts in Massachusetts, Alabama, Indiana, and Colorado. (Reno's Employers' Liability Acts, Appendix.) The

New York act contains no such clause. It is stated in defendant's brief that such a clause was in the original bill, but was struck out before passage. However that may be, the failure to include it, although in many other respects the English and Massachusetts acts were used as models, is suggestive; and the decisions in other States as to liability for negligence of conductors under statutes which include the clause are unpersuasive to a construction of the New York act, so far as it applies to the operation of railroads.

The cause of the accident in the case at bar was the failure so to regulate the movement of trains on that division as to avoid a collision. The person who was intrusted with that superintendence was the train dispatcher at Buffalo. Whatever may have been the power and duties of the conductor relative to running his train—and the rules which were put in evidence show them to be what are ordinarily understood to be such duties—he was, under the circumstances here shown, when the time-table had been suspended by a “31” order, wholly without any discretion or initiative as to starting, without even any power himself to start the train, for the rule required the engineman with such an order in his pocket to disobey the conductor's signal to start, should the latter undertake to give one. Plaintiff, no doubt appreciating this difficulty, contends that the conductor was a “person acting as superintendent” with the authority and consent of the employer, in the absence of the superintendent.

The rules of the company warrant no such conclusion. The authority of the superintendent empowers him to say when the time-table shall be modified, and when a “31” order stopping a train shall be suspended or annulled. No such authority is conferred by the rules on any conductor whose train has been stopped by a “31” order; he must wait, obedient to the order, without initiative or discretion, until the superintendent, or whoever else may be acting as superintendent, shall suspend or annul it. Moreover, we can not assent to the proposition that the division superintendent was “absent at the time of the accident.” Upon the plaintiff's theory that he must be actually within sight of each train, he would always be absent when performing his duties. He sits in his Buffalo office, where he is constantly advised by telegraph of the movements of all trains on his division. Every delay in the advance of a train from point to point, every interference with freedom of movement through some accident, every departure of existing position of trains at any moment from those which the time-table indicates they should occupy, every derangement of relative movements on the whole or a part of the division due to the introduction of unscheduled trains, is displayed before him, and, as the rules indicate, he is the one to exercise discretion as to the modifications which every varying situation requires in order to insure safety. Moreover, his discretions and orders are transmitted by the telegraph to every station or train which it may be necessary to instruct, and, when received, his orders are made controlling upon those to whom the actual operation of the train is confided. His mind is present though his body is absent, and it makes no difference whether his order is handed to them by a telegraph operator at some particular station or by himself. We approve the contention of the defendant that the train dispatcher or division superintendent was legally and constructively present by virtue of his orders, which were duly transmitted and duly delivered to con-

ductor and engineman in charge of the train, inasmuch as, under the defendant's rules, the said operatives were under an absolute obligation to carry out these orders.

The judgment is affirmed.

EMPLOYERS' LIABILITY—RAILROADS—CONSTRUCTION COMPANIES—CONSTRUCTION OF STATUTE—*Mace v. H. A. Boedker & Co., Supreme Court of Iowa, 104 Northwestern Reporter, page 475.*—This was a case in which the plaintiff, a young and inexperienced boy, was injured by a car used in railroad-construction work, about which he was engaged in the service of the company named. The district court of Wapello County had given a verdict and judgment for the plaintiff, though the injury was alleged to be due to the negligence of a fellow-servant, the court ruling that the fellow-servant law applying to railroads applied in this case. This ruling was the principal ground of the appeal, and is the chief point of interest in the case as discussed by the supreme court, which upheld the court below.

From the remarks of Judge Weaver, who announced the conclusions of the court, the following is quoted as setting forth the construction put on the statute in question by the highest court of the State:

The first and principal contention of the appellant is that it is not a railway company, and at the time of the plaintiff's injury was not "operating a railway," within the meaning of Code, section 2071, and is therefore not liable to the plaintiff for any injury he may have sustained by the negligence of his coemployees. The statute referred to provides that "every corporation operating a railway shall be liable" to its employees for all damages sustained in consequence of the neglect or willful wrongs, whether of commission or omission, of the agents, engineers, or other employees of the corporation, when such negligence or wrong is in any manner connected with the use and operation of the railway. It is also further provided (Code, sec. 2039) that "all the duties and liabilities imposed by law upon corporations owning or operating railways shall apply to all lessees or other persons owning or operating such railways as fully as if they were expressly named therein and any action which might be brought or penalty enforced against such corporation by virtue of any provisions of law may be brought or enforced against such lessees or other persons." If, therefore, the appellant, in constructing a temporary track, and operating thereon locomotives and trains for hauling the earth used in building the grade, was "operating a railway," it follows, of necessity, that under the statute cited the fellow-servant doctrine can have no application to this case. The usual reason advanced in justification of this class of legislation has been that persons so employed are exposed to great and unusual hazard, and in the exercise of its police power the State is justified in making special rules and regulations for their protection. The hazards against which this protection is provided do not depend upon whether the corporation

is engaged in transporting passengers and freight for public accommodation. They exist wherever men are employed to move or operate locomotives and trains from place to place upon a track constructed for that purpose. The work of loading and unloading and coupling and uncoupling cars, the making up and movement of trains, the operation of switches, and all the perils which accompany the handling of these ponderous instrumentalities of transportation, are no less great because the owner of the tracks, cars, and engines is employing them in and about some private enterprise, than would be the case if he were doing similar labor by similar means in the capacity of a common carrier. This principle we have recognized in numerous decisions. For instance, it has been held that the use of a locomotive to pull a rope or cable, by which the transfer of iron rails from one car to another was accomplished, was a part of the hazardous business of operating a railroad. (*Stebbins v. R. R.*, 116 Iowa, 513, 90 N. W. 355.) [See Bulletin 43, p. 1272.] A somewhat similar proposition was affirmed in *Williams v. R. R.*, 121 Iowa, 270, 96 N. W. 774. See also *Nicholas v. R. R.*, 60 Minn. 319, 62 N. W. 386. Still more directly in point is the case of *McKnight v. Construction Co.*, 43 Iowa, 406. In that case the defendant company, being engaged in the work of building a railroad for another corporation, was sued by an employee for injuries occasioned to him by the negligence of a fellow-servant, in the management of a gravel train used in hauling material for the grade. There, as in the present instance, the defendant insisted that, within the meaning of the statute, it was not operating a railway, and, in pursuance of that theory, asked the court to instruct the jury as follows: "(1) * * * If you find that defendant was engaged only in the business of filling the roadbed, constructing side tracks and riprap, such business would not constitute defendant a corporation engaged in operating a railroad. (2) The mere fact that defendant used a train of cars propelled and operated by a steam locomotive for the purpose only of hauling gravel or other material to fill up the trestlework where the injury complained of took place does not prove that defendant was engaged in operating a railroad." These instructions, it will be noticed, state in apt and clear terms the substance of the rule for which appellant here contends. The trial court refused these requests, and instructed the jury as follows: "If you find that the defendant at the time of the injury complained of was operating the train on its own account for the purpose of constructing the railroad in question, then, for the purpose of this suit, it was operating a railroad. * * * If you find that the defendant at the time of the injury was operating the train in question on its own account, and that plaintiff was an employee of the defendant on said train, and that by the negligence of the defendant he was thrown from the train and injured, and that he did not by his own negligence contribute to the causes which produced his injury, then he is entitled to recover." The plaintiff recovered judgment, and on appeal the rulings of the trial court were upheld as correct statements of the law. We think there is no logical distinction to be drawn between the rule there approved and the one applied by the district court in the trial of the case now before us. To hold with the appellant on this question is to overrule the precedent furnished by the *McKnight* case, and this we are unwilling to do. The words used by Adams, J., in the opinion referred to, may well be adopted

by us as applicable to the facts presented by the present record: "The defendant was not operating a railroad in the sense of doing the business for which it was designed—the carrying of passengers and freight. It was merely running trains over it as a part of the means employed in building it. * * * If we were to throw out of consideration the spirit and object of the statute, and look only to a critical construction of its language, we might concede that it would bear the meaning which the appellant would put upon it. The legislature, however, has seen fit, in consideration of the exceptional hazard of the business of operating a railroad, to abrogate in respect to that business the common-law rule that an employee can not recover against his employer for an injury received through the negligence of a coemployee. The running of a special train over a railroad is operating it, in a restricted sense. For such a purpose, as well as in the general business of the road, a number of persons must be employed, each dependent for his safety upon the skill and fidelity of others. We are of the opinion, therefore, that the running of special trains over a railroad by a construction company, in constructing it, is operating the railroad, within the meaning of section 1307 of the Code of 1873." This conclusion appears also to have the support of the better reasoned cases to which our attention has been called from other jurisdictions (*Schus v. Powers-Simpson Co.* (Minn.) 89 N. W. 68; *Kline v. Iron Co.* (Minn.) 100 N. W. 681; *C. K. W. R. Co. v. Tottan* (Kans. App.) 42 Pac. 269; *Roe v. Winston* (Minn.) 90 N. W. 122; *Johnson v. R. R.*, 43 Minn. 222, 45 N. W. 156, 8 L. R. A. 419.) See, also, *Glandon v. R. R.*, 68 Iowa, 457, 27 N. W. 457. In the *Kline* case, above cited, the defendant was operating a narrow-gauge line, with light engines and dump cars, for the purpose of excavating and removing earth, substantially after the manner described in the present case. Under a statute not so broad in its language as our own, the Minnesota court held that the defendant was operating a railroad, within the meaning of the law. That court insists with much force that the law which abrogates the fellow-servant doctrine as to railway business can be held constitutional and valid only because of the peculiar hazard attaching to such employment, and that, therefore, in applying the statute, we have to inquire not whether the defendant is a railroad corporation in the general sense of the term, but whether the labor in which the employee was engaged at the time of his injury was such as exposed him to the hazards which are peculiar to the operation of a railroad. As tersely put by Mitchell, J., in the *Johnson* case, supra: "If a distinction is to be made as to liability of employers to the employees, it must be based upon a difference in the nature of their employment, and not of their employers. One rule of liability can not be established for railway companies merely as such, and another for other employers under like circumstances." It is to be conceded that the courts are perhaps not in entire harmony on this proposition, but the difference has apparently been brought about by varying interpretations of local statutes.

The cases coming the nearest to sustaining the contention of the appellant are *Williams v. Lumber Co.* (C. C.) 113 Fed. 382 [see Bulletin No. 42, p. 1102]; *McKivergan v. Lumber Co.* (Wis.) 102 N. W. 333 [see Bulletin No. 58, p. 986]; *Ellington v. Lumber Co.*, 93 Ga. 53, 19 S. E. 21; *White v. Kennan*, 83 Ga. 343, 9 S. E. 1082; *Railey v.*

Garbutt, 112 Ga. 288, 37 S. E. 360. It appears that the statutes modifying the fellow-servant rule in Wisconsin and Georgia make it applicable to "railway corporations" only, and the courts of those States are inclined to view that, unless the employer is in fact a corporation owning or operating a line of railway doing business as a common carrier, it is not within the scope of the statute. Our statute, unlike those of Georgia and Wisconsin, is not confined to "railway corporations," but extends to "every corporation" or "person" operating a railway. (Code, secs. 2039, 2071.) And unless we are to emasculate the statute by construction, every corporation or individual undertaking to do business or carry on a work which exposes its employees to the hazards peculiar to railway operation, whether it be in the common carriage of freight and passengers, or confined to the transportation of materials for the private use, advantage, or benefit of the proprietors, must be held liable for negligence of its employees in and about such business. In short, the liability of a defendant under the statute depends alone upon the nature of the hazard to which the employee is exposed, and not upon the technical character or purpose of the business being done by the employer. Most of the authorities cited by the appellant upon this branch of the controversy are cases in which the courts have held that statutes relating generally to the regulation of railroads and railroad companies are not applicable to street railways. But we do not regard these cases as in point. Street railways, as they existed at the date of this legislation, did not come within the reasons which underlie and support Code, section 2071, and other statutes of like nature. "Employees on such roads are not exposed to such hazards, risks, and dangers as are the employees of railroad corporations proper." (*Schus v. Powers-Simpson Co.*, supra.) Street railway corporations do not ordinarily operate long or heavy trains. Their cars are run at comparatively low rates of speed, are easily controlled, and, generally speaking, their employees are exposed to neither the kind nor the degree of hazard which is encountered by one who works upon and about a railroad, where heavy trains operated by steam locomotives are made use of.

There was no error in the rulings of the trial court in this respect.

LABOR ORGANIZATIONS—CONTRACTS—ACTIONS AGAINST UNINCORPORATED SOCIETIES—*Ehrlich v. Willenski et al.*, *United States Circuit Court for the Eastern District of Pennsylvania*, 138 *Federal Reporter*, page 425.—This case was an action for damages for breach of contract by an unincorporated labor organization. The action was brought against four of the members of the union, and not against the union itself, whereupon a compulsory nonsuit was ordered. The opinion given below was handed down by Judge McPherson, in refusing a motion to take off the nonsuit. The facts appear in the opinion, which is as follows:

Whatever relaxation of the rule that requires all persons interested to be made parties to a suit at law may have been permitted in the case of unincorporated societies, no decision can be found, I think,

that allows an action to be brought in the form that has been adopted here. The facts are these: Edward Ehrlich, the legal plaintiff, made a written contract with Local Union No. 165 of the Cigar Makers' International Union of America, by which the local society undertook to furnish him with the union label, to be affixed to the boxes in which he proposed to pack the cigars that he was about to manufacture. For a short time the label was furnished, but was then refused, and this suit in assumpsit is to recover damages for the refusal. The contract was signed as follows:

"LOCAL UNION No. 165,
 "CIGAR MAKERS' INTERNATIONAL UNION OF AMERICA,
 "By W. C. HAHN,
 "Business Agent and Label Secretary.
 "EDWARD EHRLICH. [L. s.]"

Instead, however, of bringing suit in a form that would indicate a purpose to seek redress merely from the local union, the plaintiff selected four of its members, namely, Charles Willenski, James Mahlon Barnes, William C. Hahn, and George H. Ullrich, and sued them as the praecipe and the summons both set forth, "individually and for themselves and for others, officers and members of the unincorporated association known as Local Union No. 165 of Philadelphia of the Cigar Makers' International Union of America." In my opinion, such an anomalous record can not be sustained, and the nonsuit must therefore be upheld. This is a suit at law, where the judgment and execution must be sustained by the record, and nothing upon the record—or in the evidence, for that matter—would justify a judgment and a *fi. fa.* against the defendants in their individual character. The subject of suits by and against unincorporated societies has been considered in *Ash v. Guie*, 97 Pa. 493, 39 Am. Rep. 818; *Pain v. Sample*, 158 Pa., 428, 27 Atl. 1107 [and other cases cited].

The Pennsylvania act of 1876 (P. L. 53), relieving members of a beneficial society (to which class the local union seems to belong) from individual liability for claims against the society, is as follows:

"That members of lodges of the order of Odd Fellows, Knights of Pythias and other organizations paying periodical or funeral benefits, shall not be individually liable for the payment of periodical or funeral benefits or other liabilities of the lodge or other organization, but that the same shall be payable only out of the treasury of such lodges or organizations: *Provided*, That the provisions of this act shall only apply to unincorporated associations: *And provided, further*, That this act shall not apply to any liability heretofore incurred."

In view of this statute, if it be true that the local union is properly to be classed as a beneficial society, it might be well for the plaintiff to consider whether an action at law is a suitable remedy for enforcing liability against the treasury of the association, or whether the more flexible remedy in equity is not better adapted for the purpose. If the action at law is not adequate, or is obviously unsuitable, equity may have jurisdiction on this ground alone. [Cases cited.]

The motion to take off the nonsuit is refused.

TRADE-MARKS OF TRADE UNIONS—LEGAL PENALTIES—DUE PROCESS OF LAW—CONSTITUTIONALITY OF STATUTE—*Cigar Makers' International Union of America v. Goldberg, Court of Errors and Appeals of New Jersey, 61 Atlantic Reporter, page 457.*—This case was before the court of errors and appeals on an appeal from a judgment of the supreme court of the State affirming a judgment of the district court of Newark. The appeal resulted in the reversal of both the courts below. The facts in the case, as well as the grounds of the reversal, appear in the following, which is quoted from the opinion of the court, given by Judge Dixon:

By an act passed March 15, 1898 (P. L. p. 83), it is made lawful for any organization of persons to register in the office of the secretary of state a label to designate the wares upon which the work of any of its members has been expended, and it is made unlawful for any person other than the members to use such label, or any counterfeit or imitation of the same. The act further provides (section 9) that, if unlawful use of the label is made, the organization may in the court of chancery have such use enjoined and recover all damages resulting therefrom, together with all costs and expenses incurred by the complainant in such proceeding, and (section 10) may, in addition, in an action of debt brought in any court of law having civil jurisdiction, recover from the person offending a penalty of not less than \$200 nor more than \$500, for the use and benefit of the organization. The present action was instituted by an unincorporated organization to recover a penalty of \$200 by virtue of said tenth section, and at the trial in the district court of Newark the defendant moved for a nonsuit, on the ground that the enactment was unconstitutional. The plaintiff, however, had judgment, which on appeal was affirmed in the supreme court, and it is now before this court by writ of error.

In *Gottlob v. Schmidt*, 66 N. J. Law, 180, 48 Atl. 588, the supreme court rightly held that, as the penalty is to be sued for in an action of debt, the amount to be recovered must be determined, within the limits prescribed, by the plaintiff before the suit is brought. The question presented, therefore, is whether the legislature could and did constitutionally confer on the plaintiff the power of fixing, within limits defined, the penalty to be exacted for its own use. By the express terms of the statute the penalty is to be recovered in addition to the damages, costs, and expenses necessary to give full compensation to the plaintiff for the injury suffered through the unlawful use of the label. Enactments of this nature go, in my opinion, to the very verge of the sphere protected from legislative interference by the principle, implied in the Constitution, that the private property of one person shall not be taken for the private use of another. But, under the authority of decided cases, it must be conceded that the legislature is not prohibited from enacting that the penalties imposed for public offenses, which work special injury to individuals, shall be recovered for the benefit of those individuals, although they exceed compensation for the injury sustained.

But an examination of the cases discloses that, inasmuch as the penalty, when not required to compensate the injured party, must

necessarily proceed on public considerations, the amount of the penalty is always ascertained by some public agency. Thus, in the case of exemplary damages and under many penal statutes and ordinances, a judicial tribunal fixes the amount. In other statutes the legislative body prescribes either the absolute sum or a standard for ascertaining the sum proportioned to the wrong done. But in the case now before us none of these just limitations is observed. The legislature has attempted to devolve upon the private party the duty or power of weighing the public considerations on which the penalty should be measured. It has said, in effect: "We do not know what penalty will be appropriate to prevent or to punish violations of this statute. We perceive that less than \$200 would be inadequate, and more than \$500 would be excessive; but beyond this we can not decide, nor are we willing to submit the matter to some other public and impartial tribunal. We leave it to the determination of the party to be benefited thereby." Such a course seems to us unconstitutional. The fixing of the precise legal penalty to be imposed must be essentially either a legislative function, in which only general considerations can have weight, or a judicial function, in which general considerations may be modified by special circumstances. As a legislative function, the power has been partly exercised in the statute, which under constitutional regulation must precede the commission of offenses. There remained, to complete the object of government, only the judicial function. The power to discharge that function could not be conferred upon anybody without making provision for a hearing of the party concerned before the penalty to be borne by him was determined, and, even with that provision, it could not be conferred upon the party for whose benefit the penalty was to be enacted. Manifestly it was not delegated by the present enactment. A man can not be regarded as discharging a judicial function when he reaches a determination in his own interest, without hearing his adversary.

Our conclusion is that, under this tenth section, the powers of government have not been and can not be fully exercised for the imposition of penalties upon offenders against the statute; in other words, that the exaction of penalties in accordance with its provisions would be the taking of property without due process of law, and consequently those provisions are invalid.

DECISIONS UNDER COMMON LAW.

CONSPIRACY—BOYCOTT—INJUNCTION—*Loewe et al. v. California State Federation of Labor et al.*, *United States Circuit Court, Northern District of California*, 139 *Federal Reporter*, page 71.—This was a hearing in equity to show cause why a temporary injunction should not issue against the defendants named, the bill of complaint being submitted by D. E. Loewe & Co., of Danbury, Conn. The firm named is a partnership, engaged in the manufacture of hats, which it sells through wholesale dealers in several States of the Union, its trade amounting to many thousand dollars annually. The defendants are voluntary, unincorporated associations, composed of residents of the State of California, organized as the California State Federation

of Labor, the San Francisco Labor Council, and the Building Trades Council of San Francisco. It was alleged in the complaint that these organizations, their officers and members, bind and tie together all the local unions and their members in united and concerted action in the ordering and prosecution of strikes, boycotts, and all matters affecting their common interest; that it controls not only the actions of the members, but of the public generally, and tradesmen in particular, by strikes, boycotts, threats, coercion, and intimidation. It was alleged also that by means of the affiliation of these bodies with the American Federation of Labor, having numerous local and State bodies and a large membership in the States where the complainant has customarily done a large and profitable business, the defendants are able to affect the business of the firm to its great injury. The allegations state the attempt of the United Hatters of America to compel the firm to unionize its shop and employ only members of the said union as workmen in its making and finishing departments. The bill recites the charges of the United Hatters against the firm of Loewe & Co., and the use made of the union label to enforce their demand and the boycott that was instituted against it on its refusal to comply with the demands of the union, the methods of newspaper publication of blacklists, the picketing of shops and stores, and the tracing of goods shipped, all with the purpose of destroying the business of the firm unless it would submit to the dictation of the union in the matter of the employment of its workmen, and prays for an injunction against the parties named with respect to all the acts of conspiracy and boycotting alleged in the bill.

The bill was supported by affidavits setting forth in particular the action of the defendants in connection with the jobbing firm of Triest & Co., a corporation engaged in business in San Francisco and large purchasers of the hats manufactured by Loewe & Co. The nature and methods of the boycott against the complainants and its customers, including the retail dealers who purchased their supplies from Triest & Co., are further set forth in the complaint, the details covering the States of California, Washington, and Oregon. Among the charges was one that an agent of one of the labor organizations had stated to an agent of Triest & Co. that they (meaning the United Hatters of North America) had \$100,000 at their disposal with which to break up Loewe & Co. and Trieste & Co., even if it took one, two, or three years to do it, and that they had succeeded in breaking up harder cases than these.

At the hearing the Building Trades Council denied any and all connection with the other parties defendant and was omitted from the injunction granted. In disposing of the case Judge Morrow recited the allegations of the bill and the affidavits in great detail, after which he said:

The defendants contend that the allegations of the bill of complaint and the supporting affidavits are insufficient to justify the court in issuing a temporary injunction; that it does not appear that any force, threat, or intimidation has been used by the defendants to enforce the alleged boycott against the product of complainants' factory; that all that has been done by the labor organizations named in the bill has been to urge upon the friends of labor to use their patronage for the benefit of labor; that they had the constitutional right to do this, either by the publication of their views upon the subject, or by communicating them orally to their friends and to the public generally. But can it be truthfully said that this is all that has been done by the defendants and by those who have acted with them in enforcing the boycott described in the bill of complaint? Are they not doing something more than speak, write, and publish their sentiments? Are they not using the power of their combined numbers, acting in concert, to drive the complainants out of business and destroy their property unless they are willing to surrender the control and management of their business to a labor organization? Are they not acting in combination, not merely for the ultimate purpose of advancing their own interests as workmen, but for the direct and immediate purpose of injuring the complainants in their business and property? If these questions must be answered in the affirmative—and upon the facts before the court they can not be answered otherwise—then what follows? The weight of authority is that these acts are unlawful, and may be restrained by injunction.

In *State v. Glidden*, 55 Conn. 46, 8 Atl. 890, 3 Am. St. Rep. 23, the case was a criminal prosecution for a conspiracy. The substance of the charge in the indictment was a conspiracy to compel the Carrington Publishing Company, against its will, to discharge its workmen, and to employ such persons as the defendants and their associates might name. In other words, the conspiracy was to deprive the publishing company of the liberty of carrying on its business in its own way, and to compel it to "unionize its shop." This object was to be accomplished by boycotting the business of the corporation, and the threatened withdrawal of patronage. In one count of the indictment it was charged "that the defendants induced one person to discontinue his subscription to said newspaper, and attempted to induce sundry other persons from advertising therein, and that the corporation was greatly damaged." Three of the defendants were found guilty. This is what the court says concerning the offense charged:

"It seems strange that in this day and this free country—a country in which law interferes so little with the liberty of the individual—that it should be necessary to announce from the bench that every man may carry on his business as he pleases; may do what he will with his own so long as he does nothing unlawful and acts with due regard to the rights of others; and that the occasion for such an announcement should be, not an attempt by Government to interfere with the rights of the citizen, nor by the rich and powerful to oppress the poor, but an attempt by a large body of workmen to control, by means little if any better than force, the action of employers."

The court states that the defendants said in effect to the publishing company:

"You shall discharge men you have in your employ, and you shall hereafter employ only such men as we shall name. It is true, we

have no interest in your business; we have no capital invested therein, we are in no wise responsible for its losses or failure, we are not directly benefited by its success, and we do not participate in its profits, yet we have a right to control its management and compel you to submit to our dictation."

The court says that the bare assertion of such a right is startling; that, if such a right existed, all business enterprises would be alike subject to the dictation and control of those who might assert it, and upon the same principle, and for the same reason, the right to determine what business men shall engage in, and when and where and how it shall be carried on, will be demanded, and must be conceded to associations of workmen of the class of those whom it would be necessary to employ. And, speaking of the fact that a combination organized for a good purpose may be perverted by the power it wielded to deprive others of their just rights, the court says:

"The intention by one man, so long as he does nothing, is not a crime which the law will take cognizance of; and so, too, of any number of men acting separately. But when several men form the intent, and come together and agree to carry it into execution, the case is changed. The agreement is a step in the direction of accomplishing the purpose. The combination becomes dangerous and subversive of the rights of others, and the law wisely says it is a crime. It is no answer to say that the conspiracy was for a lawful purpose—to better their own condition, to fix and advance their rate of wages, and further their own material interest. It is certainly true that they had a right to such a purpose, and to use all lawful means to carry it into effect; and so a purpose to acquire property is lawful, so far as it contemplates lawful means only. But if it contemplates the acquisition of money by means of murder, theft, fraud, or injustice, the end does not sanctify the means. Neither will these defendants be permitted to advance their material interests or otherwise better their condition by any such reprehensible means. They had a right to request the Carrington Publishing Company to discharge its workmen and employ themselves, and to use all proper argument in support of their request. But they had not the right to say, 'You shall do this, or we will ruin your business.' Much less had they a right to proceed to ruin its business. In such a case the direct and primary object must be regarded as the destruction of the business. The fact that it is designed as a means to an end, and that end, in itself, considered a lawful one, does not divest the transaction of its criminality."

The court discusses other features of the case, and determines that the acts were in violation of law, and that the conviction was proper.

Crump v. Commonwealth, 84 Va. 927, 6 S. E. 620, 10 Am. St. Rep. 895, was an indictment for a conspiracy. Defendants and others, members of a typographical union, conspired to compel the proprietor of a printing office to unionize his office, and not to employ any printer who did not belong to the union. Pursuant to such conspiracy, the defendants sent circulars to a large number of the customers of the printing office, informing them that they had, with the aid of other labor organizations, boycotted the printing office, and notifying the customers that the names of all who should continue to patronize the printing office after being notified of the boycott would be published in the labor paper, the organ of the union, as a blacklist, and they in turn would be boycotted until they agreed to withdraw their

patronage from the boycotted establishment. The defendants declared it their set purpose to crush the boycotted establishment, and they used every means short of actual physical force to carry the purpose into effect. The supreme court of appeals held that the acts alleged and proved in the case were unlawful and incompatible with the prosperity, peace, and civilization of the country, and if such acts could be perpetrated with impunity by combination, cabals, and cliques, there would be an end of government and of society itself. To the same effect is *State v. Stewart*, 59 Vt. 273, 9 Atl. 559, 59 Am. Rep. 710; *State v. Donaldson*, 32 N. J. Law, 151, 90 Am. Dec. 649.

In the Supreme Court of the United States, in the late case of *Aikens v. Wisconsin*, 195 U. S. 194, 25 Sup. Ct. 3, 49 L. Ed. 154 [see *Bulletin No. 57*, p. 678], it was contended that no one could be held answerable in law for the exercise of a legal right on the ground that it was exercised with malevolent intent, and that the act of combining could never be considered a wrong or a crime when done in the exercise of a legal right which required for its exercise combination or cooperation. A statute of Wisconsin imposed imprisonment or fine on "any two or more persons who shall combine * * * for the purpose of willfully or maliciously injuring another in his reputation, trade, business, or profession by any means whatever." An information under this statute charged certain persons with unlawfully combining together with the intent of willfully and maliciously injuring the Journal Company, a corporation, and certain persons named, stockholders and officers of the company, in their trade and business. The agreement of the combination related to rates of advertising in the Milwaukee Journal and rival newspapers, and a feature of competition was based upon circulation. The effect of the agreement to injure the Journal. The State court adjudged the combination unlawful. The Supreme Court of the United States sustained the judgment; holding that the liberty to combine to inflict injury upon another, even upon such intangibles as business or reputation, was not among the rights which the fourteenth amendment was intended to preserve, and that the defense that motives are not actionable is true in determining what a man is bound to foresee, but not necessarily true in determining the extent to which he can justify harm which he has foreseen. In other words, if the acts were intended and the injury foreseen, it is no defense to say that motives are not actionable. "An act," says the court, "which in itself is merely a voluntary muscular contraction, derives all its character from the consequences which will follow it under the circumstances in which it was done. When the acts consist of making a combination calculated to cause temporal damage, the power to punish such acts, when done maliciously, can not be denied because they are to be followed and worked out by conduct which might have been lawful if not preceded by the act. No conduct has such an absolute privilege as to justify all possible schemes of which it be a part. The most innocent and constitutionally protected of acts or omissions may be made a step in a criminal plot, and, if it is a step in a plot, neither its innocence nor the Constitution is sufficient to prevent the punishment of the plot by law." This opinion of Mr. Justice Holmes, while it was directed to the construction of a statute, appears to go to the heart of the whole question, and disposes of the argument that there

can be no liability of a combination for acts unless the acts themselves are criminal.

It follows that the complainants are entitled to a temporary injunction against all the defendants except the Building Trades Council of San Francisco, which, it appears, is not concerned in any combination, scheme, or conspiracy with the other defendants to injure the complainants in their business.

WRIT OF INJUNCTION.

UNITED STATES OF AMERICA,
Northern District of California, ss:

The President of the United States of America, to California State Federation of Labor, San Francisco Labor Council [and certain persons named] their, and each of their, attorneys, agents, employees, and all persons acting in aid of, or in conjunction with them, or any of them, greeting:

Whereas, Dietrich E. Loewe and Martin Fuchs, complainants in the above-entitled cause, and citizens of the State of Connecticut, have filed on the chancery side of the circuit court of the United States for the northern district of California a bill against the above-named defendants and others, and have obtained an allowance for an injunction as prayed for in said bill:

Now, therefore, we, having regard to the matters in said bill contained, do hereby command and strictly enjoin you [the parties named above] your, and each of your, attorneys, agents, employees, and all persons acting in aid of, or conjunction with you, or any of you, from in any manner agreeing or combining or conspiring together to injure or destroy the trade or business of complainants herein, or to interfere with the manufacture, transportation, or sale by complainants, or by any other person, firm, or corporation, of hats manufactured by complainants; from boycotting or agreeing or attempting to boycott and from declaring or continuing a boycott against complainants or complainants' trade or business or the product of complainants' said factory, or against any person, firm, or corporation, for the purpose of preventing or injuring, and from thereby preventing or injuring, the regular operation and conduct of complainants' trade or business or the transportation or sale of or trade in hats manufactured or sold by said complainants, and from abetting, aiding, or assisting in such boycott; from publishing or circulating, in combination, or in pursuance of any conspiracy or agreement to injure or destroy the trade or business of complainants, in writing or orally, any statements or representations advertising or calling the attention of complainants' customers or merchants or tradesmen or the public to any boycott or strike against complainants or against the product of complainants' said factory, or that, or to the effect that, complainants, complainants' factory, or complainants' goods, or the hats or products made or sold by complainants, or sold by complainants' customers, are or were "unfair," or should not be purchased or dealt in or handled by the public or merchants or tradesmen; from publishing or circulating, in combination, or in pursuance of any conspiracy or agreement to injure or destroy the trade or business of complainants, or for the purpose of injuring or destroying the trade or business of

complainants, in writing or orally, statements or representations to customers of complainants, or to dealers in hats, or tradesmen or the public, that complainants' factory, complainants' business, or complainants' hats, or the product of complainants' factory, or either or any of them, are unfair or have been boycotted or are boycotted, or should not be dealt in or with or sold, and from coercing or inducing or attempting to coerce or induce any such dealer, person, firm, or corporation, or the public, not to wear, buy, trade in, deal in, or have in possession, hats or any hat made by complainants, or the product of complainants' factory, for the purposes last aforesaid, and, for like purposes, from threatening any person, firm, or corporation with injury or loss to the business or trade of such person, firm, or corporation, in case such person, firm, or corporation should purchase or deal in hats manufactured by complainants, or the product of complainants' said factory; from giving any orders or directions to committees, associations, or others for the performance of any acts or threats heréinbefore enjoined—which commands and injunctions you are respectively required to observe and obey until our said circuit court shall make further order in the premises.

Hereof fail not, under penalty of the law thence ensuing.

Witness the Hon. Melville W. Fuller, Chief Justice of the United States, this 1st day of July, 1905, and in the one hundred and twenty-ninth year of the Independence of the United States of America.

CONTRACT OF EMPLOYMENT—VIOLATION OF TERMS—DISCHARGE—RECOVERY FOR SERVICES—*Curtis v. A. Lehman & Co., Supreme Court of Louisiana, 38 Southern Reporter, page 887.*—Henry A Curtis had recovered damages for discharge and violation of the terms of the contract of his employment with the firm of A. Lehman, from which an appeal was taken. The contract provided that Curtis should be manager of his employers' business, at a stated salary, the term of the contract being two years. After a few months' service some friction developed between Curtis and his employers, and he was directed to go on the road as drummer or traveling salesman for the firm. This he declined to do, stating that he stood ready, however, to carry out the contract under which he was employed. He testified that he was then required to perform the duties of a subordinate clerk, was insulted in the presence of other employées, and his character defamed. In the midst of the controversy the plaintiff became ill, and it was agreed that pending an adjustment of the questions in dispute his absence would be sanctioned and his salary continued. Subsequent propositions were discussed, without an agreement being reached, and he was finally told that he might resume work under such orders as might be given him in the line of his business, if his attorney would promise that no suit for damages would be brought. This was not satisfactory to Curtis, and, on suit, the civil district court of the Parish of Orleans awarded him judgment for the

portion of salary remaining unpaid for the term of the contract as agreed upon in the original contract. This judgment was, on appeal, affirmed on points of law set forth in the following paragraph quoted from the syllabus of the court:

1. Refusal to accept the services of an employee, except on conditions violative of the terms of the contract of employment is equivalent to a discharge. In such case the employee's right to recover the salary for the unexpired term accrues at the moment of discharge, and becomes a vested right, which can not be affected by the employee's subsequently engaging his services to another, or by his refusal to return to the employment from which he had been discharged.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1904.

[The Tenth Special Report of this Bureau contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1904. Later enactments are reproduced in successive issues of the Bulletin from time to time as published, beginning with Bulletin No. 57, the issue of March, 1905.]

ILLINOIS.

ACTS OF 1905.

Assignment of wages.

(Page 79.)

SECTION 1. No assignment of the wages or salary of any person shall be valid, so as to vest in the assignee any beneficial interest, either at law or in equity, unless such assignment shall be in writing, signed by the assignor and acknowledged in person by the assignor before a justice of the peace in and for the township in which the assignor resides, and entered by such justice upon his docket, and unless within three days from the date of the execution and acknowledgment of such assignment, a true and complete copy of said assignment and of the certificate of its acknowledgment shall be served upon the person, firm or corporation from whom such wages or salary is due or is to become due, in the same manner that the summons in chancery is now required by law to be served: *Provided, further,* That no assignment of wages or salary by a married person shall be valid unless the same is also executed and acknowledged, as above, by the assignor's wife or husband, as the case may be.

SEC. 2. The term "assignment" as used in this act shall include every assignment, transfer, sale, pledge, mortgage or hypothecation, however made or attempted, of the wages or salary of any person, or of any interest therein.

SEC. 3. Whenever any assignment of the wages or salary of any person or persons shall be given as security for a loan tainted with usury, or shall be given to secure the payment or fulfillment of a usurious contract or the payment of the principal or the interest of a usurious debt, such assignment shall be absolutely void.

SEC. 4. Every assignment of wages to be earned in whole or in part more than six (6) months from and after the making of such assignment shall be absolutely void.

SEC. 5. Whenever any person, firm or corporation shall bring or threaten to bring any action or suit to enforce any assignment of wages or salary which has not been duly executed, acknowledged and served upon the employer in conformity with the provisions of this act or which is declared invalid by the provisions of this act, courts of equity shall have full power, upon the application either of the assignor of such wages or salary, or of the person, firm or corporation from whom such wages or salary is, or is to become due, to perpetually enjoin the threatened or attempted enforcement of any such assignment, and the fact that the complainant has a complete and adequate remedy at law, shall constitute no defense to the maintenance of a suit in equity for the purposes aforesaid.

SEC. 6. The invalidity of any portion of this act shall not affect the validity of any other portion thereof which can be given effect without such invalid part.

Approved May 13, 1905.

Mutual casualty insurance companies—Employers' risks.

(Page 298.)

SECTION 13. Any company organized under the provisions of this act is empowered and authorized to make contracts of insurance or indemnity, insuring or indemnifying employers against loss in consequence of accidents or casualties of any kind to any employee or employees, or to any person or persons, resulting

from any act or acts of any employee or employees; or accidents or casualties to any person or persons or any employee or employees resulting from any reason or cause whatsoever, and occurring in or connected with the transaction of the business of any employer. No person shall be insured by any company who is not engaged in the same class of business as the incorporators of any such company, and any contract of insurance made with any person not so engaged in the same class of business as the incorporators of the company shall be void.

Approved May 16, 1905.

Mine regulations—Inspection.

(Page 324.)

SECTION 1. Section 18, paragraph (a) of an act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein, approved April 18, 1899, in force July 1, 1899, is hereby amended so as to read as follows:

SEC. 18. (a) A mine examiner shall be required at all mines. His duty shall be to visit the mine before the men are permitted to enter it, and, first, he shall see that the air-current is traveling in its proper course and in proper quantity. In order to correctly determine the quantity of air in circulation in different portions of the mine it is hereby made his duty to measure with an instrument for that purpose, the amount of air passing in the last cross-cut or break through of each pair of entries, or in the last room of each division in a long-wall mine, and at all other points where he deems it necessary, the same to be noted in the daily book kept for that purpose. He shall then inspect all places where men are expected to pass or to work and observe whether there are any recent falls or obstructions in rooms or roadways, or accumulations of gas or other unsafe conditions. He shall especially examine the edges and accessible parts of recent falls and old gobs and air-courses. As evidence of his examination of all working places, he shall inscribe on the walls of each, with chalk, the month and the day of the month of his visit.

Approved May 13, 1905.

Mine regulations—Inspection districts.

(Page 325.)

SECTION 1. Section eleven (11) of an act entitled "An act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 11. The State shall be divided into ten inspection districts, said divisions to be made by the commissioners of labor. They may also change from time to time the boundaries of said districts in order to more equally distribute the labors and expenses of the several mine inspectors, but this provision shall not be construed as authorizing the commissioners of labor to increase the number of districts.

Approved May 13, 1905.

Mine regulations—Inspectors.

(Page 325.)

SECTION 1. Section seven (7) of an act entitled, "An act to revise the laws in relation to coal mines and subjects relating thereto and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 7. From those [applicants] so named [by the State mining board, after examination], the governor shall select and appoint ten State inspectors of mines; that is to say, one inspector for each of the ten inspection districts provided for in this act; or more, if, in the future, additional inspection districts shall be created, and their commissions shall be for a term of two years from October first: *Provided*, That any one who has satisfactorily passed two of the State examinations for inspectors, and who has served acceptably as State inspector for two full terms, upon making written application to the board setting forth the facts, shall also be certified to the governor as a person properly qualified for appointment; but no man shall be eligible for appointment as a State inspector of mines who has any pecuniary interest in any coal mine, either as owner or employee.

Approved May 12, 1905.

Mine regulations—Employment of children and women.

(Page 326.)

SECTION 1. Section twenty-two (22) of an act entitled "An act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 22. No boy under the age of sixteen years, and no woman or girl of any age, shall be permitted to do any manual labor in or about any mine, and before any boy can be permitted to work in any mine he must produce to the mine manager or operator thereof an affidavit from his parent or guardian, or next of kin, sworn and subscribed to before a justice of the peace or notary public, that he, the said boy, is sixteen years of age.

Approved May 13, 1905.

Mine regulations—Shot firers.

(Page 328.)

SECTION 1. In all mines in this State where coal is blasted, and where more than two pounds of powder is used for any one blast; and, also, in all mines in this State where gas is generated in dangerous quantities, a sufficient number of practical, experienced men, to be designated as shot firers, shall be employed by the company, and at its expense, whose duty it shall be to inspect and do all the firing of all blasts, prepared in a practical, workmanlike manner in said mine or mines.

SEC. 2. That shot firers shall, immediately after the completion of their work, post a notice in a conspicuous place at the mine, in which shall be indicated the number of shots fired; also the number of shots they did not fire, if any, specifying the number of the room and designation of the entry, and giving reasons for not firing the same. In addition they shall also keep a daily permanent record in which shall be entered the number of shots or blasts fired, the number of shots or blasts failing to explode, and the number of shots or blasts that in their judgment were not properly prepared and which they refused to fire, giving reasons for same; the record to be in the custody of the mine manager and to be available for inspection at all times by parties interested.

SEC. 3. The superintendent or mine manager shall not permit the shot firers to do any blasting, exploding of blasts, or to do any firing whatever, until each and every miner and employee is out of the mine except the shot firers.

SEC. 4. Any willful neglect, refusal or failure to do the things required to be done by any section, clause or provision of this act on the part of the person or persons herein required to do them, or any violation of any of the provisions or requirements hereof, or any attempt to obstruct or interfere with any person in the discharge of the duties herein imposed upon them, or any refusal to comply with the provisions of this act, shall be deemed a misdemeanor, punishable by a fine of not less than one hundred dollars, and not to exceed two hundred dollars, or by imprisonment in the county jail for a period not exceeding three months, or both, at the discretion of the court: *Provided*, That whoever shall discover that any section of this act, or part thereof, is being neglected or violated shall report the same to the superintendent of the mines and ask immediate compliance therewith; and in the case of continued failure to comply shall, through the State's attorney, or any other attorney in case of his failure to act promptly, take the necessary legal steps to enforce compliance therewith through the penalties herein prescribed.

Approved May 18, 1905.

Mine regulations—Signals.

(Page 329.)

SECTION 1. Section 23 of an act entitled "An act to revise the laws in relation to coal mines, and subjects relating thereto and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended so as to read as follows:

SEC. 23. At every mine operated by shaft and steam power, the means of signaling to and from the bottom man, the top man, and the engineer, shall consist of a tube, or tubes, or wire encased in wood or iron pipes, through which

signals shall be communicated by electricity, compressed air or other pneumatic devices or ringing of a bell. The following signals are provided for use at mines where signals are required:

From the Bottom to the Top.—One ring or whistle shall signify to hoist coal or the empty cage, and also to stop either when in motion.

Two rings or whistles shall signify to lower cage.

Three rings or whistles shall signify that the men are coming up; when return signal is received from the engineer, men will get on the cage and the cager shall ring or whistle one to start.

Four rings or whistles shall signify to hoist slowly, implying danger.

Five rings or whistles shall signify accident in the mine and a call for a stretcher.

Six rings or whistles shall call for a reversal of the fan.

From Top to Bottom.—One ring or whistle shall signify: All ready, get on cage. Two rings or whistles shall signify: Send away empty cage.

Provided, That the operator of any mine may, with the consent of the inspector, add to this code of signals in his discretion, for the purpose of increasing its efficiency or of promoting the safety of the men in said mine, but whatever code may be established and in use at any mine, must be conspicuously posted at the top and at the bottom, and in the engine room, for the information and instruction of all persons concerned.

Approved May 13, 1905.

Safety appliances on railroads—Inspector.

(Page 349.)

SECTION 1. An inspector of automatic couplers, power brakes, and grab irons or hand holds, on railroad locomotives, tenders, cars, and similar vehicles, shall be appointed by the railroad and warehouse commissioners, within thirty days after this act goes into effect, who shall hold office for two years, unless sooner removed for cause, and until his successor is appointed and qualified. At any time a vacancy occurs in the office, the railroad and warehouse commissioners shall immediately fill the vacancy by appointment. No person is eligible to hold the office who is an officer or an employee of a railroad company or who owns or is interested, directly or indirectly, in the stocks or bonds of any railroad company, or who has not had at least seven years of practical experience on some line of railroad operated in the State of Illinois in one or more of the following capacities: Engineer, fireman, conductor, yardmaster, brakeman, train baggageman, switchman, car inspector or repairer.

SEC. 2. Before entering on his duties the said inspector shall give bond to the State of Illinois in the sum of three thousand dollars, with two or more sureties, or a bond and surety company, acceptable to the railroad and warehouse commissioners, conditioned for the faithful performance of his duties, and shall also take the usual oath of office, which oath and bond, with the approval of the railroad and warehouse commissioners endorsed thereon, shall be deposited with the secretary of state.

SEC. 3. Said inspector shall be provided with transportation at the expense of the State and be paid a salary of fifteen hundred dollars (\$1,500) per year and necessary expenses, not to exceed one thousand dollars (\$1,000) in any one year which shall be paid in the manner now provided by law for the salary and expenses of the railroad and warehouse commissioners. He shall have his office in the Statehouse, in the office of the railroad and warehouse commissioners, and shall be under the supervision of said commissioners.

SEC. 4. It shall be the duty of the said inspector to inspect the couplers, power brakes, and grab irons or hand-holds, on the railroads engaged in moving traffic between points in Illinois, and make weekly reports of his inspection to the railroad and warehouse commissioners, reporting all locomotives, tenders, cars, or similar vehicles, which are found to be defective, giving the number of same, road on which they are found, and road owning same, if known.

Approved May 12, 1905.

Safety appliances on railroads.

(Page 350.)

SECTION 1. From and after the passage of this act it shall be unlawful for any common carrier engaged in moving traffic by railroad between points in this State to use on its line any locomotive in moving such traffic, not equipped with a power driving wheel brake and appliances for operating the train brake system, or to run any train in such traffic after the passage of this act that has not a sufficient number of cars in it so equipped with power or train brakes that the engineer on the locomotive drawing such train can control its speed without requiring brakeman to use the common hand brake for that purpose.

SEC. 2. From and after the passage of this act it shall be unlawful for any such common carrier to haul or permit to be hauled or used on its line any locomotive, tender, car or similar vehicle used in moving State traffic not equipped with couplers, coupling automatically by impact, and which can be uncoupled without the necessity of men going between the ends of the cars.

SEC. 3. When any person, firm, company or corporation engaged in moving traffic by railroad between points in the State of Illinois shall have equipped a sufficient number of its cars so as to comply with the provisions of section 1 of this act, it may lawfully refuse to receive from connecting lines of road or shippers any cars not equipped sufficiently in accordance with the first section of this act, with such power or train brakes as will work and readily interchange with the brakes in use on its own cars, as required by this act.

SEC. 4. From and after the passage of this act it shall be unlawful for any railroad company to use any locomotive, tender, car, or similar vehicle, in connection with the movement of traffic between points in this State that is not provided with secure grab irons or hand-holds in the ends and sides of each locomotive, tender, car, or similar vehicle for greater security to men in coupling and uncoupling cars.

SEC. 5. The standard height of drawbars, measured perpendicularly from the level of the tops of the rails to the center of the drawbars upon the standard gauge roads shall be thirty-four and one-half inches; narrow gauge roads twenty-six inches, and that the maximum variation from such standard height to be allowed between drawbars of empty and loaded cars shall be three inches.

SEC. 6. Any such common carrier using any locomotive or tender running any train, or hauling or permitting to be hauled or used on its line any car, or similar vehicle in violation of any of the provisions of this act shall be liable to a penalty of one hundred dollars for each and every such violation, to be recovered in a suit or suits to be brought by the State's attorney in the circuit court of the county having jurisdiction in the locality where such violation shall have occurred; and it shall be the duty of such State's attorney to bring such suits upon duly verified information being lodged with him of such violation having occurred, and it shall also be the duty of the railroad and warehouse commission to lodge with the proper State's attorneys information of any such violations as may come to its knowledge: *Provided*, That nothing in this act contained shall apply to trains composed of four wheel cars or to trains composed of eight wheel standard logging cars, where the height of such cars from the tops of the rails to the center of the coupling does not exceed twenty-five inches, or to locomotives used in hauling such trains when such cars or locomotives are exclusively used for the transportation of logs, or to street cars, or to trains, locomotives, tenders, cars and similar vehicles used in interstate commerce.

SEC. 7. The provisions and requirements of this act shall be held to apply to common carriers engaged in moving traffic by railroad between points in this State and shall apply in all cases, whether or not the couplers brought together are of the same kind, make or type and the provisions and requirements hereof relating to power driving wheel brakes, train brakes, automatic couplers, grab irons and the height of drawbars shall be held to apply to all trains, locomotives, tenders, cars and similar vehicles used on any railroad engaged in moving traffic between points in the State of Illinois, excepting those trains, cars and locomotives exempted by the provisions of section 6 of this act, and all those trains, locomotives, tenders, cars and similar vehicles used in interstate commerce.

SEC. 8. Whenever, as provided by this act, any train is operated with power or train brakes not less than fifty per centum of the cars in such train shall have their brakes used and operated by the engineer of the locomotive drawing such train; and all power-braked cars in such train which are associated

together with said fifty per centum shall have their brakes so used and operated; and, to more fully carry into effect the objects of this act, the railroad and warehouse commission may, from time to time, after a full hearing, increase the minimum percentage of cars in any train required to be operated with power or to train brakes, which may have their brakes used and operated as aforesaid; and failure to comply with any such requirement of said railroad and warehouse commission shall be subject to the like penalty as failure to comply with any requirements of this section.

Sec. 9. Any employee of any such common carrier who may be injured by any train, locomotive, tender, car or similar vehicle in use contrary to the provisions of this act, shall not be deemed to have assumed the risks thereby occasioned, nor to have been guilty of contributory negligence, because of continuing in the employment of such common carrier or in the performance of his duties as such employee after the unlawful use of such train, locomotive, tender, car or similar vehicle, had been brought to his knowledge.

Sec. 10. The railroad and warehouse commission is hereby empowered to grant to narrow gauge railroads, upon a full hearing and for good cause, a reasonable extension of time in which to comply with the provisions of this act: *Provided, however,* That such extension or extensions shall not exceed in the aggregate the period of one year from and after its passage.

Approved May 12, 1905.

KANSAS.

ACTS OF 1905.

CHAPTER 70.—*Examination, etc., of barbers.*

SECTION 1. Chapter 70 of the Session Laws of 1903, entitled "Regulating the practice of the barber profession," is hereby repealed.

Approved February 25, 1905.

CHAPTER 214.—*Mine regulations—Car checks.*

SECTION 1. It shall be unlawful for any person to change, exchange, substitute, alter or remove any number or check number placed upon any car or pit car in or about any mine in the State of Kansas, with the intent to cheat or defraud any other person out of the value of his services in mining and loading the coal or mineral contained in such car or pit car; and it shall be unlawful for any person, with the intent to cheat or defraud another, to place any number or check number upon any car or pit car loaded by any other person in or about any mine.

Sec. 2. Every person who shall violate any of the provisions of section 1 of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in a sum of not more than one hundred dollars, or by imprisonment in the county jail for a term not to exceed six months, or by both such fine and imprisonment.

Approved March 3, 1905.

CHAPTER 278.—*Employment of children—Age limit in factories, mines, etc.*

SECTION 1. No child under fourteen years of age shall be employed at any time in any factory or packing house or in or about any mine. No person under sixteen years of age shall be employed at any occupation nor at any place dangerous or injurious to life, limb, health, or morals.

Sec. 2. All persons, firms or corporations employing children shall be required first to obtain a certificate of the age of such children, where possible, from the school board, principal of school or teacher of the school in district or city wherein such children reside. Said certificate shall be issued without charge; shall be substantially in the following form:

STATE OF KANSAS, COUNTY OF _____, _____ CITY OR DISTRICT.

This certifies that _____, according to the records of this school and from all the knowledge that I can obtain, was born at _____, in _____ County, and _____ city, of the State of _____, and is now under _____ years of age.

(Signed.) _____

To which shall be added the name of the school district or city and the official position of the member of the board, principal or teacher signing the same. When it is impossible to secure the certificate herein above provided for as to the age of the child, the firm, person or corporation [corporation] employing such child shall secure a statement of the age of such child from the parent or legal guardian of such child, which statement shall be verified under oath before some officer authorized to administer oaths. Such certificate shall be sufficient protection to the employer of any child as to the age of such child, except when such employer has actual knowledge of the falsity of such certificate; and all such certificates shall be kept constantly on file in a convenient place, and shall at all times be open to the inspection of the proper authorities, as provided in this act.

SEC. 3. It shall be the duty of the State factory inspector, State inspector of mines and their deputies to inspect the certificates herein above provided for, to examine children employed in factories, mines and packing houses as to their age, and to file complaints in any court of competent jurisdiction to enforce the provisions of this act, and it shall be the duty of the county attorney of the proper county to appear and prosecute all complaints so filed.

SEC. 4. Any person, firm or corporation employing any person or child in violation of any provisions of this act, or permitting or conniving at such violation, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in a sum not less than twenty-five dollars nor more than one hundred dollars, or by imprisonment in the county jail not less than thirty days nor more than ninety days.

Approved February 22, 1905.

CHAPTER 304.—*Mine regulations—Escape shafts.*

SECTION 1. Section 1 of chapter 165 of the laws of 1899 is hereby amended to read as follows: Section 1. In all coal mines that are now or which may hereafter be put in operation in the State of Kansas and which are worked by or through a shaft, slope, or drift, and in which more than ten miners are employed at any one time, if there is not already an escapement shaft to each and every said mine, or communication between each and every mine and some other contiguous mine, then there shall be an escape shaft or some other communication such as shall be approved by the secretary of mine industries or mine inspector, making at least two distinct means of ingress or egress for all persons employed or permitted to work in such mine. Such escape shaft or other communication with a contiguous mine aforesaid shall be constructed in connection with every vein or stratum of coal worked in any mine and accessible from every entry, plane or level thereof; and the time to be allowed for such construction shall be four months when such mine is under one hundred feet in depth, and eight months when said mine is over one hundred and not over two hundred feet in depth, and one year for all mines over two hundred feet and under one thousand, and two years for mines over one thousand feet: *Provided*, That not more than twenty-five miners shall be employed in such mine at any one time until a second escape shaft is constructed in accordance with the laws of this State and approved by the mine inspector: *Provided, further*, That nothing in this act shall be construed to affect mines now in operation until the period of limitations for constructing the escape shafts herein provided for shall have elapsed.

Approved March 1, 1905.

CHAPTER 305.—*Mine regulations—Ventilation.*

SECTION 1. The owner, agent or operator of any coal mine in this State, if said mine is worked on the room and pillar plan, shall cause the work in such mine to be prosecuted in the following manner, and none other, to wit: Two entries must be driven parallel for the ingress and egress of the air, and crosscuts must be made at intervals not to exceed forty feet apart, and no rooms, entries or other openings shall be allowed to start inside of the last crosscut until the next one is made: *Provided*, That in the case of mines already opened and in operation under the single-entry plan, the provisions of this act shall not apply to such parts thereof as have been worked out when this act takes effect.

SEC. 2. The State coal-mine inspector shall, after the taking effect of this law, give notice in writing to the owner, agent or operator in charge of each coal mine in this State now being worked on the room-and-pillar plan to con-

form the working of such mine to the requirements hereinbefore set out and prescribed; and such owner, agent or operator shall have thirty days in which to comply before being liable to the penalty provided herein.

Sec. 3. Any owner, agent or operator in charge of any coal mine worked on the room-and-pillar plan failing to comply with the provisions of section 1 shall be deemed guilty of a misdemeanor, and upon conviction shall be punished by a fine of not less than fifty dollars nor more than one hundred dollars, or by imprisonment in the county jail not less than six months nor more than one year, or by both such fine and imprisonment; and every day that the mine is operated contrary to the provisions of section 1 after the owner, agent or operator in charge thereof shall have been convicted for a first offense under section 1 shall be and constitute a separate and distinct subsequent offense, and shall be punished as such.

Approved February 22, 1905.

CHAPTER 341.—*Liability of railroad companies for injuries to employees.*

SECTION 1. Chapter 393 of the Session Laws of 1903 is hereby amended so as to read as follows: Every railroad company organized or doing business in the State of Kansas shall be liable for all damages done to any employee of said company in consequence of any negligence of its agents, or by any mismanagement of its engineers or other employees, to any person sustaining such damage: *Provided*, That notice in writing that an injury has been sustained, stating the time and place thereof, shall have been given by or on behalf of the person injured to such railroad company within eight months after the occurrence of the injury: *And provided further*, That where any person injured is in the hospital of or under charge of the railroad company causing the injury, or is prevented by the effects of said injury, the said eight months shall not begin to run until such injured person is discharged from said hospital or care of said railroad company: *Provided, further*, That said notice need not state whether or not suit is intended to be brought.

SEC. 2. The service mentioned in section 1 hereof may be served by a written copy thereof, by the person injured or any one on his behalf, or, if he die, by the person or persons entitled to recover for said injury, upon any person designated by the railroad in the county in which the action is brought, as provided in section 4499 of the General Statutes of Kansas of 1901, or if no such person has been designated or appointed, as in said section provided, then upon any local superintendent of affairs, freight agent, agent to sell tickets or station keeper of such company or corporation in such county, or such service may be made by leaving a copy thereof at any depot or station of such company or corporation in such county, with the person in charge thereof or in the employ of such company or corporation, and such service shall be held and deemed complete and effectual. Proof of such service shall be made by the affidavit of the party making the same, or other persons knowing the facts.

Approved March 3, 1905.

CHAPTER 342.—*Hours of labor of employees on railroads.*

SECTION 1. It shall be unlawful for any corporation or receiver operating a line of railroads in whole or in part in the State of Kansas, for any officer, agent, or representative of such corporation or receiver, to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator or any trainman who has worked in his respective capacity for sixteen consecutive hours to continue on duty or perform any work for such railroad until he has had at least eight hours' rest: *Provided*, That this act shall not apply in case of washouts, unavoidable blockades, or any other unavoidable obstructions from any cause or casualties, nor shall it be construed to prevent the crew of a train which contains live stock or perishable freight in carload lots from running to the next division point after the expiration of the time limit provided for in this act: *Provided, further*, That this section shall not apply to employees of sleeping-car companies, baggagemen, and express messengers.

SEC. 2. Any corporation or receiver operating a line of railroads in whole or in part in this State who shall violate any provisions of this act shall be liable to the State of Kansas for a penalty of not less than one hundred dollars nor more than two hundred dollars for each offense, and such penalties shall be recovered and suits thereof shall be brought in the name of the State of Kansas in a court of competent jurisdiction in any county in the State into or through which any

such railroad may run, by the attorney-general or under his direction, or by the prosecuting attorney of any county through or into or out of which trains may be operated by said company.

Approved March 7, 1905.

CHAPTER 356.—*Railroads—Overhead wires.*

SECTION 1. The board of railroad commissioners is given the power, and it is hereby made its duty, to prescribe reasonable rules and regulations with respect to the stringing of wires, electric or otherwise, which cross over or under the tracks of any railroad company, and with respect to the support, maintenance, repair or construction thereof, which rules shall be furnished to any interested person upon application; but in no case shall the height of any wires which cross above the tracks of a railroad company be less than twenty-five feet from the top of the rails, except the trolley and feed wires of the electric railroads, which wires shall not be less than twenty-two feet above the tops of the rails.

SEC. 2. If complaint is made to the board of railroad commissioners by any interested party that wires extending over or under railroad tracks are not properly placed or are insecurely supported, or that the rules and regulations of the board with respect thereto are being violated, it shall be the duty of the board to cause an investigation of such complaint to be made, and, if it finds the complaint to be true, to make the necessary orders for the proper placing of said wires and the secure support thereof.

SEC. 3. It shall be the duty of every corporation or person to whom an order made by the board of railroad commissioners under this act shall be directed to comply with such order in accordance with its terms, and for any neglect to comply therewith any such corporation or person shall be liable to a penalty of one hundred dollars, and to a like penalty for every ten days during which said neglect shall continue, which penalty shall be for the benefit of the school fund, and may be recovered in a civil action brought in the name of the State. The action may be prosecuted by the attorney-general in any county having jurisdiction, or by the county attorney of the county in which the wire or wires crossing the railroad track shall be located.

Approved March 4, 1905.

CHAPTER 477.—*State printing office—Employees—Rates of wages.*

SECTION 15. The State printer shall have authority to employ a bookkeeper, stenographer, and such foremen, proof readers, mechanics and laborers as may be necessary to promptly and efficiently perform the duties of his office, and may discharge the same whenever he deems it advisable for the interest of the State. The compensation to be paid shall be no greater than that paid by other printing and binding offices employing the same class of labor.

Approved March 3, 1905.

CHAPTER 523.—*Exemption of wages from attachment—Wages earned outside of State.*

SECTION 1. Wages earned out of this State and payable out of this State shall be exempt from attachment or garnishment in all cases where the cause of action rose out of this State, unless the defendant in the attachment or garnishment suit is personally served with process; and if the writ of attachment or garnishment is not personally served on the defendant, the court issuing the writ of attachment or garnishment shall not entertain jurisdiction of the cause, but shall dismiss the suit at the cost of the plaintiff.

Approved March 4, 1905.

CHAPTER 527.—*Protection of employees on buildings.*

SECTION 1. Whenever it shall come to the notice of any workmen, laborer or mechanic employed in the construction, repairing or painting of any building, tower, tank, or other structure, or of any other person or persons, that the staging, scaffolding, stays or other appliances used for the purpose of supporting said workmen, laborers, or mechanics, their tools, and all necessary material, while at work on such building, tower, tank, or other structure, are not of sufficient strength to safely carry the weight of such workmen, laborers, or mechanics, their tools, and all necessary material, while working thereon, or if

any elevator, derrick or hoist used for the purpose of raising or lowering workmen or material to be used in the aforesaid construction, repairing or painting are not of sufficient strength to do the work required of them, or are not surrounded by the proper safeguards, said workmen, laborers, mechanics or other person or persons may make complaint to the State factory inspector, who shall forthwith inspect, or cause to be inspected by his assistant or deputy, such insufficient staging, scaffolding, stays, elevators, derricks, hoists or other appliances used in the said construction, repairing, or painting, and if found upon inspection to be insufficient and unsafe, or not properly surrounded by safeguards, it shall be the duty of the said State factory inspector, his assistant or deputy, to then and there notify the contractor, owner, superintendent or person in charge of the construction, repairing or painting of said building, tower, tank or other structure of the condition of such staging, scaffolding, stays, elevators, derricks, hoists or other appliances used as aforesaid. It shall then become incumbent upon the said contractor, owner, superintendent or person having in charge the said construction, repairing, or painting, having been so notified, to immediately reconstruct, repair, strengthen, or cause to be reconstructed, repaired, or strengthened, such defective staging, scaffolding, stays; elevators, derricks, hoists, or other appliances, and put in place and maintained, or cause to be put in place and maintained, such railing or other safeguards as may be deemed necessary by the said inspector, his assistant or deputy, to bring them safely within the provisions of this act.

Sec. 2. Any contractor, owner, superintendent or person in charge of the construction, repairing or painting of any building, tower, tank or other structure who, after having received notice from the State factory inspector, his assistant or deputy, shall fail or refuse to comply with the provisions of this act and the demands of the said inspector, his assistant or deputy, he shall be deemed guilty of a misdemeanor, and, upon conviction thereof in any court of competent jurisdiction, shall be fined not less than ten dollars nor more than one hundred dollars for such offense, and an additional fine of five dollars for each day the said work is continued after such notice until the provisions of this act have been fully complied with.

Approved February 13, 1905.

MAINE.

ACTS OF 1905.

CHAPTER 31.—*Protection of employees on street railways—Inclosed platforms.*

SECTION 1. On and after the first day of December in the year nineteen hundred and five, all street cars in regular use for the transportation of passengers in December, January, February and March in each year, except as provided in the following section, shall have their platforms inclosed in such manner as to protect the motormen, conductors or other employees who operate such cars from exposure to wind and weather in such manner as the board of railroad commissioners shall approve.

Sec. 2. Such street cars shall include all regular street cars which are operated by steam, electricity or other motive power, which, while in motion, require the constant care or service of an employee upon the platforms of the car or upon one of them. This act shall not apply to special cars or cars used for temporary service in an emergency.

Sec. 3. A street railway company which fails or neglects to comply with the provisions of the two preceding sections shall be punished by a fine of not more than one hundred dollars for each day during which such neglect continues, and a superintendent or manager of such street railway who causes or permits such violation shall be jointly and severally liable with said railway to said fine.

Sec. 4. Any street railway company operating cars may, on or before the first day of September in the year nineteen hundred and five, petition the board of railroad commissioners to be exempted from the provisions of this act so far as relates to such lines or routes owned or controlled by said company, where said company claims cars can not be operated with safety; and if after hearing and investigation said board decides that in its opinion street cars with the platform inclosed, as required by section one of this act, can not be operated with safety in such city, upon any or all of its lines or routes, this

act shall not be applicable to said company, its officers or cars, so far as relates to such lines or routes so decided to be unsafe for such operation. Said board shall render its decision on all petitions brought under this section, with the reason for such decision, on or before the first day of December in the year nineteen hundred and five, but said decision shall be at any time subject to revision by said board. If, however, said board shall decide adversely to the claim of said company in regard to any lines or routes included in said petition, then said petitioning railway company shall inclose the plat-forms of its cars operated on such lines or routes, in the manner provided in section one, within such time as said board of railroad commissioners shall deem reasonably requisite.

Approved March 7, 1905.

CHAPTER 71.—*Licensing of plumbers.*

SECTION 1. In water districts and in cities and towns which own and control municipal waterworks, either by direct ownership of the plant or by ownership of the majority of the stock thereof, no plumbing shall hereafter be done on any pipes or fixtures for the use of water from such waterworks, unless done by a plumber or other person licensed by the water board of such district or the board of water commissioners of such cities or the municipal officers of such towns. Said water boards and municipal officers are hereby authorized to grant and revoke licenses.

SEC. 4. If any plumber or person not duly licensed shall set up any pipes or fixtures for the use of water from any waterworks designated in section one of this act, or make any repairs upon, additions to, or alterations of, any pipes or fixtures previously thereto set up, he shall forfeit and pay a sum of not less than five nor more than twenty dollars, to be recovered by complaint, or in an action of debt in the name of the treasurer of the water district or the city or town in which such work is done, before the municipal court of such city or a trial justice in such town.

Approved March 15, 1905.

CHAPTER 123.—*Employment of children—Certain employments forbidden.*

SECTION 9. No person shall employ or cause to be employed, exhibit, use or have in custody, or train for use, employment or exhibition, any child under sixteen years of age, and no parent, guardian or other person, having care, custody and control of such child, shall procure or permit the training, use, employment or exhibition of any such child, in begging or soliciting or receiving alms in any manner or under any pretence, or in any illegal, indecent or immoral exhibition or practice, or in any exhibition of any such child when insane or idiotic, or when possessing any deformity and unnatural physical formation, or in any practice, exhibition or place dangerous or injurious to the life, limb, health or morals of such child. Whoever offends against the provisions of this section shall be punished by a fine not exceeding one hundred dollars or by imprisonment not exceeding sixty days.

Approved March 21, 1905.

MASSACHUSETTS.

ACTS OF 1905.

CHAPTER 213.—*Employment of children—Age and schooling certificates.*

SECTION 1. Chapter one hundred and six of the Revised Laws, as amended by section one of chapter four hundred and thirty-two of the acts of the year nineteen hundred and four, is hereby further amended by striking out section thirty-one and inserting in place thereof the following:—*Section 31.* An age or schooling certificate shall not be approved unless satisfactory evidence is furnished by a certificate of birth or baptism of such minor, or by the register of birth of such minor with a city or town clerk, that such minor is of the age stated in the certificate, except that other evidence, under oath, may be accepted in case the superintendent or person authorized by the school committee, as provided in the preceding section, decides that neither the certificate of birth or baptism, nor the register of birth is available for the purpose.

Approved March 24, 1905.

CHAPTER 238.—*Sweat shops—Register.*

Section fifty-six of chapter one hundred and six of the Revised Laws is hereby amended by adding at the end of said section the words: Every person, firm or corporation hiring, employing or contracting with a member of a family holding a license under this section for the making, altering, repairing or finishing of garments or wearing apparel to be done outside the premises of such person, firm, or corporation, shall keep a register of the names and addresses plainly written in English of the persons so hired, employed or contracted with, and shall forward a copy of such register once a month to the chief of the district police.

Approved March 30, 1905.

CHAPTER 267.—*Employment of children.*

SECTION 1. Section twenty-eight of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 28.* No child under the age of fourteen years and no child who is over fourteen and under sixteen years of age who does not have a certificate as required by the following four sections certifying to the child's ability to read at sight and to write legibly simple sentences in the English language shall be employed in any factory, workshop or mercantile establishment. No child under the age of fourteen years shall be employed at work performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the city or town in which he resides are in session, or be employed at work before six o'clock in the morning or after seven o'clock in the evening.

SEC. 2. No certificate as provided for by sections twenty-nine to thirty-two inclusive of chapter one hundred and six of the Revised Laws shall be approved by any person for a minor under the age of sixteen years who intends to be employed in a factory, workshop or mercantile establishment, unless such person is satisfied that such minor is able to read at sight and to write legibly simple sentences in the English language.

SEC. 3. This act shall take effect on the first day of January in the year nineteen hundred and six.

Approved April 6, 1905.

CHAPTER 304.—*Payment of wages of employees in textile factories.*

SECTION 1. Section sixty-five of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 65.* The occupier or manager of every cotton factory shall supply to each person who is engaged as a weaver in said factory and is paid by the piece, cut or yard, a printed or written ticket with each warp which shall contain the following specifications as to the work to be done and wages paid: The number of cuts, the number of yards per cut or piece, the price per yard, cut or piece, the number of picks per inch and the number of reeds to the inch. Said occupier or manager shall also supply to each person who is engaged as a frame tender a specification of the number of roving and the price per hank or hanks; and to each person engaged as a warper or web drawer a specification of the number of threads in the warp and the rate of compensation; and to each operative who is paid by the pound a specification of the price to be paid per pound or pounds; said specification to be furnished in each case on a printed or written ticket within three days after the time when said operative begins work.

SEC. 2. Section sixty-six of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 66.* The occupier or manager of every textile factory shall post in every room where any employees work by the job, in legible writing or printing, and in sufficient numbers to be easily accessible to such employees, specifications of the character of each kind of work to be done by them, and the rate of compensation. Such specifications in the case of weaving rooms shall state the intended and maximum length of a cut or piece, the count per inch of reed, and the number of picks per inch and the price per cut or piece, or per pound; or, if payment is made per pick or per yard, the price per pick or per yard; and each warp shall bear a designating ticket or mark of identification. In roving or spinning rooms the number of roving or yarn and the price per hank for each size of machine shall be stated; and each machine shall bear a ticket stating the number of the roving or yarn made upon it. The maximum length of a cut or piece shall not exceed three per cent of the intended length of the same: *Provided, however,* That if it appears that

a variation in excess of the amount hereinbefore set forth has been caused in whole or in part by any weaver in the employ of any person charged with the violation of this act, this shall be deemed a sufficient defense to a prosecution.

SEC. 3. Any occupier or manager of a cotton factory who fails to comply with the provisions of the preceding sections shall, for the first offense, be punished by a fine of not less than twenty-five nor more than fifty dollars, and for each subsequent offense by a fine of not less than fifty nor more than one hundred dollars.

SEC. 4. The members of the inspection department of the district police shall enforce the provisions of this act.

Approved April 17, 1905.

CHAPTER 308.—*Assignments of wages.*

No assignment of future earnings, whether made by the assignor in person or by attorney, shall be valid unless executed in writing, for a period not exceeding two years from the date of said assignment and of any power of attorney under which said assignment is made, nor unless said assignment and power of attorney bear the date of the execution thereof, nor unless made to secure a debt of an amount stated in the assignment with lawful interest, nor unless made to secure a debt contracted prior to or simultaneously with the execution of the assignment, and of any power of attorney under which said assignment is made, or a debt for necessities thereafter to be furnished to the debtor to an amount stated in the assignment, nor shall such assignment be valid against a trustee process unless before the service of the writ upon the alleged trustee it is recorded in the office of the clerk of the city or town where the assignor resides.

Approved April 20, 1905.

CHAPTER 310.—*Examination and licensing of stationary engineers and firemen.*

SECTION 1. Section eighty-one of chapter one hundred and two of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 81.* Whoever desires to act as engineer or fireman shall apply for a license therefor to the examiner of engineers for the city or town in which he resides or is employed, upon blanks to be furnished by the examiner. The application shall be accompanied by a fee of one dollar and shall show his total experience. Willful falsification in the matter of statements contained in the application shall be deemed sufficient cause for the revocation of said license at any time. The applicant shall be given a practical examination and, if found competent and trustworthy, he shall receive, within six days after the examination, a license graded according to the merits of his examination, irrespective of the grade of license for which he applies. The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same, but who may take notes if he so desires. No person shall be entitled to receive more than one examination within ninety days, except in the case of an appeal as hereinafter provided. A license shall continue in force for three years, or until it is revoked for the incompetence or untrustworthiness of the licensee; and a license shall remain revoked until a new license is granted. A license, unless revoked, shall be renewed by an examiner of engineers upon application and without examination, if the application for renewal is made within six months after its expiration. If a new license of a different grade is issued, the old license shall be destroyed in the presence of the examiner. If a license is lost by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof of such loss to an examiner.

SEC. 2. Said chapter one hundred and two is hereby further amended by striking out section eighty-two and inserting in place thereof the following:—*Section 82.* Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes:—Engineers' licenses:—First class, to have charge of and operate any steam plant. Second class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed one hundred and fifty horsepower, or to operate a first-class plant under the engineer in direct charge of the plant. Third class, to have charge of and operate a boiler or boilers not exceeding in the aggregate one hundred and fifty horsepower, and an engine not exceeding

fifty horsepower, or to operate a second-class plant under the engineer in direct charge of the plant. Fourth class, to have charge of and operate hoisting and portable engines and boilers. Firemen's licenses:—Extra first class, to have charge of and operate any boiler or boilers. First-class, to operate any boiler or boilers. Second class, to have charge of and operate any boiler or boilers where the pressure carried does not exceed twenty-five pounds to the square inch, or to operate high-pressure boilers under the engineer or fireman in direct charge thereof. A person holding an extra first or first class fireman's license may operate a third-class plant under the engineer in direct charge of the plant. A person who desires to have charge of or to operate a particular steam plant or type of plant may, if he files with his application a written request signed by the owner or user of said plant for such examination, be examined as to his competence for such service and no other, and if found competent and trustworthy shall be granted a license for such service and no other.

SEC. 3. Section eighty-six of said chapter one hundred and two is hereby amended * * * so as to read as follows:—*Section 86.* The boiler-inspection department of the district police shall act as examiners and enforce the provisions of the eight preceding sections and whoever violates any of the provisions of said sections shall be punished by a fine of not less than ten nor more than three hundred dollars or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of the provisions of the eight preceding sections, and in such cases, may impose a fine of not more than fifty dollars. All members of the boiler-inspection department of the district police shall have authority in the pursuance of their duty to enter any premises on which a boiler or engine is situated, and any person who hinders or prevents or attempts to prevent any State boiler inspector from so entering shall be liable to the penalty as specified in this section.

SEC. 4. All acts and parts of acts inconsistent herewith are hereby repealed: *Provided, however,* That this act shall not apply to the exemptions specified in section seventy-eight of chapter one hundred and two of the Revised Laws or that such repeal shall not invalidate any license granted under the acts repealed; and licensees holding licenses so granted shall have the powers given to licensees of the same class by section two of this act.

Approved April 20, 1905.

CHAPTER 320.—*Employment of children—School attendance.*

SECTION 1. Section one of chapter forty-four of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 1.* Every child between seven and fourteen years of age, and every child under sixteen years of age who can not read at sight and write legibly simple sentences in the English language, shall attend some public day school in the city or town in which he resides during the entire time the public day schools are in session, subject to such exceptions as to children, places of attendance and schools as are provided for in section three of chapter forty-two and sections three, five and six of this chapter. The superintendent of schools or, if there is no superintendent of schools, the school committee, or teachers acting under authority of said superintendent or committee, may excuse cases of necessary absence. The attendance of a child upon a public day school shall not be required if he has attended for a like period of time a private day school approved by the school committee of such city or town in accordance with the provisions of the following section, or if he has been otherwise instructed for a like period of time in the branches of learning required by law to be taught in the public schools, or if he has already acquired such branches of learning, or if his physical or mental condition is such as to render such attendance inexpedient or impracticable. Every person having under his control a child as described in this section shall cause him to attend school as herein required; and if he fails for five day sessions or ten half-day sessions within any period of six months while under such control to cause such child, whose physical or mental condition is not such as to render his attendance at school harmful or impracticable, so to attend school, he shall, upon complaint by a truant officer and conviction thereof, be punished by a fine of not more than twenty dollars. Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child who, while school is in session, is absent unlawfully from school shall be punished by a fine of not more than fifty dollars.

SEC. 2. This act shall take effect on the first day of January in the year nineteen hundred and six.

Approved April 21, 1905.

CHAPTER 472.—*Inspection of steam boilers.*

SECTION 1. All steam boilers of more than three horse power, except boilers upon locomotives, in private residences, or under the jurisdiction of the United States, or boilers used exclusively for agricultural, horticultural or creamery purposes, shall be inspected either by the district police or by an insurance company authorized to insure boilers within the Commonwealth. Such inspection shall be made internally and externally at least once in each year. The owner or user of any steam boiler inspected by the district police shall pay to the inspector the sum of five dollars at each internal, and two dollars for each external, inspection for every boiler so inspected.

SEC. 2. Every insurance company shall forward to the chief of the district police within fourteen days after each internal and external inspection a report of every boiler so inspected by it. Such reports shall be made on blanks furnished by the chief of the district police, and shall contain any recommendations that the insurance company may think it desirable to make. Notice shall be given by the insurance company or the inspector to the owner or user of the boiler inspected of the pressure at which the boiler may safely be operated.

SEC. 3. Any insurance company failing to make a report as above provided shall be fined not more than five hundred dollars for every such failure. Any owner failing to comply with the requirements of the insurance company inspecting his boiler, after notice by the chief of the district police, shall be liable to a fine of not more than five hundred dollars for such failure, and the use of said boiler may be enjoined in the manner provided in section four of chapter one hundred and five of the Revised Laws. The district police shall have authority in the discharge of their duty to enter upon any premises where steam boilers are located, for the purpose of enforcing the provisions of this act.

Approved May 26, 1905.

MISSOURI.

ACTS OF 1905.

Hours of labor of employees on railroads.

(Page 112.)

SECTION 1. It shall be unlawful for any corporation or receiver operating a line of railroad, in whole or in part, in the State of Missouri, or any officer, agent or representative of such corporation or receiver to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator, or any trainman who has worked in his respective capacity for sixteen hours within a day of twenty-four hours, to again go on duty or perform any work for such railroad until he has had at least eight hours rest: *Provided*, This provision shall not apply in case of accident or casualty, or prevent train crews from taking a passenger train, or freight loaded exclusively with live stock or perishable freight to the next nearest division point, upon such railroad: *Provided further*, That this section shall not apply to employees of sleeping-car companies.

SEC. 2. Any corporation or receiver operating a line of railroad, in whole or in part in this State, who shall violate any of the provisions of this act, shall be liable to the State of Missouri for a penalty of not less than (five hundred dollars) \$500 nor more than one thousand dollars (\$1,000) for each offense, and such penalties shall be recovered and suit therefor shall be brought in the name of the State of Missouri, in a court of proper jurisdiction in any county in the State into or through (which) any such railway may run, by the attorney-general, or under his direction, or by the prosecuting attorney of any county through or into or out of which trains may be operated by said railroad. All fines and penalties collected or received for any violation of this act shall be paid into the "good-roads fund" of the State of Missouri, to be used only in the construction of gravel or macadam roads in the several counties of the State, outside of the incorporated cities and towns, in such manner as may be provided for by law.

Approved March 25, 1905.

Employment offices.

(Page 129.)

SECTION 1. Section 1948, article 3 of chapter 15, Revised Statutes of the State of Missouri, 1899, is hereby amended * * * so that said section, when so amended, shall read as follows:

Section 1948. Every person who shall agree or promise or who shall advertise through the public press, or by letter, to furnish employment or situations to any person or persons, and in pursuance of such advertisement, agreement or promise, shall receive any money, personal property or other valuable thing whatsoever, and who shall be guilty of any deception to any person applying for employment or who shall direct any female applying for employment to any house of prostitution, assignation house or other immoral resort, or who shall fail within three days to procure acceptable employment for an applicant, and upon demand refuse to return the money paid by the applicant for employment shall be deemed guilty of a misdemeanor, and shall, on conviction, be punished by a fine of not exceeding one thousand dollars nor less than one hundred dollars or confined in the county jail or workhouse no longer than one year nor less than sixty days, or shall be punished by both such fine and imprisonment.

Approved April 6, 1905.

Employers' liability—Injuries causing death.

(Page 135.)

SECTION 1. Section 2864 of chapter 17 of the Revised Statutes of the State of Missouri, 1899, is hereby amended so that said section when amended, shall read as follows:

Section 2864. Whenever any person, including an employee of the corporation, individual or individuals hereinafter referred to whose death is caused by the negligence of a coemployee thereof, shall die from any injury resulting or occasioned by the negligence, unskillfulness or criminal intent of any officer, agent, servant or employee, whilst running, conducting or managing any locomotive, car or train of cars, or any street, electric or terminal or train of cars, or of any master, pilot, engineer, agent or employee whilst running, conducting or managing any steamboat, or any of the machinery thereof, or of any driver of any stage coach, automobile, motor car or other public conveyance whilst in charge of the same as a driver; and when any passenger shall die from any injury resulting from or occasioned by any defect or insufficiency in any railroad, whether the same be a steam, street, electric or terminal railroad or any part thereof, or in any locomotive, car, street car, electric car or terminal car, or in any steamboat, or the machinery thereof, or in any stage coach, automobile, motor car, or other public conveyance, the corporation, individual or individuals in whose employ any such officer, agent, servant, employee, master, pilot, engineer or driver shall be at the time such injury is committed, or who owns, operates or conducts any such railroad, locomotive, car, street car, electric car, terminal car, automobile, motor car, stage coach or other public conveyance at the time any injury is received resulting from or occasioned by any defect or insufficiency, unskillfulness, negligence or criminal intent above declared, shall forfeit and pay as a penalty, for every such person, employee or passenger so dying, the sum of not less than two thousand dollars and not exceeding ten thousand dollars, in the discretion of the jury, which may be sued for and recovered: First, by the husband or wife of the deceased; or, second, if there be no husband or wife, or he or she fails to sue within six months after such death, then by the minor child or children of the deceased, whether such minor child or children of the deceased be the natural born or adopted child or children of the deceased: *Provided*, That if adopted, such minor child or children shall have been duly adopted according to the laws of adoption of the State where the person executing the deed of adoption resided at the time of such adoption; or, third, if such deceased be a minor and unmarried, whether such deceased unmarried minor be a natural born or adopted child, if such deceased unmarried minor shall have been duly adopted according to the laws of adoption, of the State where the person executing the deed of adoption resided at the time of such adoption, then by the father and mother, who may join in the suit, and each shall have an equal interest in the judgment; or if either of them be dead, then by the survivor; or, fourth, if there be no husband,

wife, minor child or minor children, natural born or adopted as hereinbefore indicated, or if the deceased be an unmarried minor and there be no father or mother, then in such case suit may be instituted and recovery had by the administrator or executor of the deceased and the amount recovered shall be distributed according to the laws of descent and such corporation, individual or individuals may show as a defense that such death was caused by the negligence of the deceased. In suits instituted under this section, it shall be competent for the defendant, for his defense, to show that the defect or insufficiency named in this section was not of a negligent defect or insufficiency and that the injury received was not the result of unskillfulness, negligence or criminal intent.

Approved April 13, 1905.

Actions for injuries causing death—Limitation.

(Page 137.)

SECTION 1. Section 2868, Revised Statutes, 1899, is hereby repealed and a new section is enacted in lieu thereof, to be known as section 2868:

Section 2868. Every action instituted by virtue of the preceding sections of this chapter shall be commenced within one year after the cause of such action shall accrue: *Provided*, That if any action shall have been commenced within the time prescribed in this section, and the plaintiff therein suffer a nonsuit, or, after a verdict for him, the judgment be arrested, or after a judgment for him, the same be reversed on appeal or error, such plaintiff may commence a new action, from time to time, within one year after such nonsuit suffered or such judgment arrested or reversed.

Approved April 12, 1905.

Railroads—Application of fellow-servant law.

(Page 138.)

SECTION 1. Amend chapter 17, Revised Statutes of the State of Missouri, entitled "Damages and contributions in actions of tort," by adding a new section thereto, to be known as section 2876a:

Section 2876a. Whenever the words "railroad companies" or "railroad corporation" shall be found in any section of this chapter it shall be taken and construed to include all companies, corporations, person or persons operating any railroad in this State, and wherever the word "railroad" occurs in any section in this chapter it shall be taken and construed to include all railroads operated in this State by whatever motive or power propelled, and shall include all railroads or railways, commonly known as street railways, and all railroads operated by terminal companies or associations, known as "terminal railroads" or "railways" as well as all railways or railroads operated anywhere in the State, commonly known as electric railroads, whether they be wholly or in part in the city or country districts. Also all railroads within the country or city operated by what is commonly known as cable or motor power, or by horse power.

Approved April 1, 1905.

Employment of children—School attendance.

(Page 146.)

SECTION 1. Every parent, guardian or other person in the State of Missouri having charge and control of a child between the ages of eight and fourteen years shall cause such child to attend regularly some day school, public, private, parochial or parish, not less than one-half of the entire time the school which said child attends is in session, or shall provide such child at home with such regular daily instruction during the usual hours as shall be, in the judgment of a court having competent jurisdiction, substantially equivalent at least to the instruction given the children of like age at said day school in the locality in which said child resides: *Provided*, That every parent, guardian, or person in the State of Missouri having charge and control of a child between the ages of fourteen and sixteen years who is not actually and regularly and lawfully engaged in some useful employment or service, shall cause said child to attend regularly some day school as aforesaid.

SEC. 2. A child between the ages aforesaid may be excused temporarily from complying with the provisions of this act, in whole or in part, if it be shown to the satisfaction of a court of competent jurisdiction that said parent or guardian, or person having charge and control of said child is not able through extreme destitution to provide or obtain in any way proper clothing for said child; or that said child is mentally or physically incapacitated to attend school for the whole period required, or any part thereof, or that there is no public school taught within two and one-half miles of the residence of said child by the nearest traveled road, or that the labor of said child is absolutely necessary for the support of the family, or that said child has completed the common school course as prescribed by constituted authority or its equivalent and has received a certificate of graduation therefrom.

SEC. 3. The board having charge of a public school in a city or district of three thousand or more population by the last census may appoint, and remove at pleasure, one or more attendance officers to enforce the provisions of this act, and shall fix the compensation and manner of performance of the duties of said attendance officer, and shall pay them from the public school funds; and the attendance officers, as aforesaid, * * * shall have the right to visit and enter any office, or factory or business house employing children as aforesaid; shall have the right to require a properly attested certificate of the attendance of any child or children at such day school: * * *

SEC. 7. No child between eight and fourteen years of age shall be employed in any mine, factory, workshop, mercantile establishment, or in any other manner, during the usual school hours unless the person employing him, shall first procure a certificate from the superintendent or teacher of the school he attended stating that such child attended school for the period required by law, or has been excused from attendance as provided in section two; and it shall be the duty of such superintendent or teacher to furnish such certificate upon application of the parent, guardian or other persons having control of such child entitled to the same.

SEC. 8. Every owner, superintendent or officer of any mine, factory, workshop or mercantile establishment, and any other person who shall employ any child between eight and fourteen years of age contrary to the provisions of this act, shall be deemed guilty of a misdemeanor, and upon conviction, shall be fined for each offense in a sum not less than twenty nor more than fifty dollars and costs.

Approved April 11, 1905.

Termination of employment—Statement of cause.

(Page 178.)

SECTION 1. Whenever any employee of any corporation doing business in this State shall be discharged or voluntarily quit the service of such corporation, it shall be the duty of the superintendent or manager of said corporation, upon the request of such employee (if such employee shall have been in the service of said corporation for a period of at least ninety days), to issue to such employee a letter, duly signed by such superintendent or manager, setting forth the nature and character of service rendered by such employee to such corporation and the duration thereof, and truly stating for what cause, if any, such employee has quit such service; and if any such superintendent or manager shall fail or refuse to issue such letter to such employee when so requested by such employee, such superintendent or manager shall be deemed guilty of a misdemeanor, and shall be punished by a fine in any sum not exceeding five hundred dollars, or by imprisonment in the county jail for a period not exceeding one year, or by both such fine and imprisonment.

Approved April 14, 1905.

Hours of labor of employees in mines, smelters, etc.

(Page 236.)

SECTION 1. It is hereby declared to be unlawful for any person, company or corporation engaged in carrying on any kind of mining, mechanical, chemical, manufacturing or smelting business, to work their employees in any mill or mills, or plants, while engaged in crushing rocks and mine products, containing mineral or ores, or engaged in separating the minerals or ores from rock and such combination with which the mineral or ores are mixed, or reducing or roasting, or refining or smelting minerals or ores, from and after the time

such rocks, or combination of rocks and mine products, or minerals or ores are taken out of the mines, at such labor or industry, for a period of time longer than eight hours in a day of twenty-four hours, and it is hereby declared that eight hours shall constitute a day of employment, for all laborers, or employees, engaged in the kind of labor or industry aforesaid.

SEC. 2. Any person or persons, company or corporation who shall violate any of the provisions of the preceding section shall, on conviction, be fined in a sum not less than twenty-five dollars nor more than five hundred dollars.

Approved April 10, 1905.

Mine regulations—Ventilation.

(Page 237.)

SECTION 1. Article 2 of chapter 133 of the Revised Statutes of Missouri of 1899 is hereby amended by enacting a new section, to be known as section 8801a, and to read as follows:

Section 8801a. Ventilation—separate air currents required.—Every owner, agent or operator of every coal mine, whether operated by shaft, slope or drift, employing more than fifty persons in such mine, shall on and after the first day of September, 1905, in providing and maintaining the ventilation required by section 8801 of article 2, chapter 133, of the Revised Statutes of Missouri of 1899, split the volume of air circulating in such mine into separate currents so that not more than fifty persons working in such mine shall be supplied by the same current of air.

Approved March 13, 1905.

Mine regulations—Safety devices—Employment of children and women.

(Page 237.)

SECTION 1. Section 8811, article 2, chapter 133, Revised Statutes of the State of Missouri of 1899, is hereby amended * * * so that said section, when amended, shall read as follows:

Section 8811. The owner, agent or operator of every mine operated by shaft shall provide suitable means of signaling between the bottom and the top thereof, and shall also provide safe means of hoisting and lowering persons in a cage covered with boiler iron, so as to keep safe, as far as possible, persons descending into and ascending out of said shaft; and such cage shall be furnished with guides to conduct it on slides through such shaft, with a sufficient break on every drum to prevent accident in case of the giving out or breaking of machinery; and such cage shall be furnished with spring catches, intended and provided, as far as possible, to prevent the consequences of cable breaking or the loosening or disconnecting of the machinery; and no props or rails shall be lowered in a cage while men are descending into or ascending out of said mine: *Provided*, That the provisions of this section in relation to covering cages with boiler iron shall not apply to coal mines less than one hundred feet in depth, where the coal is raised by horse power. No male person under the age of fourteen years, or female of any age, shall be permitted to enter any mine to work therein; nor shall any boy under the age of sixteen years, unless he can read and write, be allowed to work in any mine. Any party or person neglecting or refusing to perform the duties required to be performed by the provisions of this article shall be deemed guilty of a misdemeanor, and punished by a fine in the discretion of the court trying the same, subject, however, to the limitations as provided by section 8815 of this article.

Approved April 3, 1905.

NEW MEXICO.

ACTS OF 1905.

CHAPTER 37.—Contracts of employment—Repayment, etc., of advances.

SECTION 1. Any person or persons, who under the pretense of hiring to do work for any other person or persons who shall obtain in advance and on account of promise of work to be done by such person or persons, any goods or money, and afterwards being able so to do willfully, fails to perform the work agreed by such person or persons to be performed; be punished before any jus-

tice of the peace by a fine of not less than fifty dollars, and no more than one hundred dollars, or by imprisonment in the county jail for not less than three months nor more than six months or both: *Provided, however,* If before, or at the time said labor was to be done or performed said person or persons shall refund said money or pay for any goods so obtained and interest on the same, this law shall not apply.

Approved March 8, 1905.

CHAPTER 79.—*Wages preferred—Insolvency of corporations.*

SECTION 89. In case of the insolvency of any corporation the laborers and workmen, and all persons doing labor or service of whatever character, in the regular employ of such corporation, or furnishing material or supplies necessary for the actual operation of the business of such corporation or the betterment of its property, shall have a first and prior lien upon the assets thereof for the amount of wages due to them respectively for all labor, work and services done, performed or rendered, or material or supplies furnished, within four months next preceding the date when proceedings in insolvency shall be actually instituted and begun against such insolvent corporation.

Sec. 90. Such lien shall be prior to all other liens that can or may be acquired upon or against such assets, except the lien and incumbrance of a chattel mortgage, recorded more than two months next preceding the date when proceedings in insolvency shall have been actually instituted against such insolvent corporation, and except the lien and incumbrance of a chattel mortgage recorded within two months next preceding the date when proceedings in insolvency shall have been actually instituted against such insolvent corporation, for money loaned or for goods purchased within said period of two months.

Approved March 15, 1905.

CHAPTER 124.—*Highway labor—Employers to furnish names of employees—Employment of local labor.*

SECTION 29. All persons, corporations or companies, are hereby required on application by the road overseer or his deputy, to furnish to said road overseer with the names of his, her or their employees, when they are employing ten or more persons, who are or may be liable to the payment of road taxes under the provisions of this act, and in the event of their refusal so to do within ten days after being so requested, shall forfeit the sum of one hundred dollars for each refusal so to do, and such sum shall be recovered in the same way as any penalty is collected; such money when collected shall be paid into a special fund and paid in the same manner as other moneys paid in for taxes.

Sec. 39. In order to foster and encourage the use of local materials and labor, hereafter any bridge or culvert constructed upon the provisions of this act in this territory shall be constructed, whenever practicable and more economical, of material produced in this Territory, using local labor in its construction.

Approved March 16, 1905.

WYOMING.

ACTS OF 1905.

CHAPTER 52.—*Employers to furnish road supervisors with names of employees.*

SECTION 2. Any person having in his employment any other person liable for the special road tax of two dollars mentioned in this act, must, at the request of the road supervisor, give to him a complete list of all persons so employed; and if any person neglects, or refuses to furnish said list for thirty days after demand, made as above provided, shall forfeit to the county the sum of fifty dollars, to be recovered by an action brought in the name of the road supervisor in any justice court having jurisdiction thereof; and the further sum of fifty dollars for each refusal or neglect to so furnish said list as aforesaid, to be collected as in this act provided, said forfeitures to go to the road fund of the county, and if any person required to pay the special road tax mentioned in this act, does not pay the same, and has no property subject to taxation, and the person owing the same is in the employment of any other person, the road supervisor must deliver to the employer a written notice, stating the amount of tax owing by such employee, and from the time of receiving said notice, the em-

ployer is liable to pay said tax, and the tax so paid may be deducted by such employer from the amount then due or to become due to such employee.

Approved February 20, A. D. 1905.

CHAPTER 58.—*Mines, smelters, etc.—Intoxicated persons—Bringing in intoxicants.*

SECTION 1. Whoever shall, while under the influence of intoxicating liquor enter any mine, smelter or metallurgical works or any of the buildings connected with the operation of the same in Wyoming, where miners or other workmen are employed, or carry intoxicating liquor into the same, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined in any sum not exceeding five hundred dollars, to which may be added imprisonment in the county jail for a term not exceeding one year.

Approved February 20, A. D. 1905.

CHAPTER 61.—*Mine regulations—Ventilation.*

SECTION 1. Section 6 of an act * * * known as chapter 23, Laws of 1903, is hereby amended and reenacted so as to read as follows:

Section 6. The owner, lessee, or agent of any coal mine, whether shaft, slope, or drift, shall provide and maintain for every such mine, ample means of ventilation, affording not less than one hundred and fifty cubic feet of pure air per minute for each and every person employed in said mine, and as much more as the circumstances may require, which shall be circulated around the main headings and cross headings and working places to an extent that will dilute, carry off and render harmless the noxious or dangerous gases generated therein; the main current of air shall be so split, or subdivided, as to give a separate current of reasonably pure air to every hundred men at work, and the inspector shall have authority to order separate currents for smaller groups of men, if, in his judgment, special conditions make it necessary; and the air current for ventilating the stable shall not pass into the intake air current for ventilating the working parts of the mine. In mines generating fire damp worked out or abandoned parts thereof shall be kept free of standing gas, or properly walled off and the entrance thereto properly closed, and cautionary notice posted on the stopping to warn persons from danger, and every working place and all other places where gas is known or supposed to exist, shall be carefully examined by the fire boss, within two hours immediately before each shift, with a safety lamp, and in making said examination it shall be the duty of the fire boss, at each examination, to leave at the face of every place examined, evidence of his presence; and it shall not be lawful for any miner to enter any mine or part of a mine generating fire damp until it has been examined by the fire boss aforesaid, and by him reported to be safe. No working place shall be driven more than fifty feet in advance of a break-through or airway.

Approved February 20, A. D. 1905.

CHAPTER 81.—*Protection of railroad trainmen—Telegraph, etc., poles.*

SECTION 1. Hereafter all telegraph, telephone, electric light or other wires of any kind constructed over the line of any steam railroad within the State of Wyoming, shall be put upon good substantial poles of a size not less than twelve inches in diameter at the bottom and not less than six inches in diameter at the top, and that they be set in the earth not less than one-sixth of their length and well tamped. Double cross arms shall be used in all cases, and all wire shall be insulated with glass or porcelain insulators and securely fastened to both cross arms. Such cross arms shall be placed upon the pole in a gain cut not less than one inch deep and fastened with two bolts. All wires must clear the top of the rails at least twenty-five feet, except in case of trolley wire crossing, when such height as may be agreed upon shall be submitted for approval to the board of county commissioners or city council in which the crossing is to be made, and when approved by said board of county commissioners or city council such agreed height shall govern. Where there is a side strain, poles shall be well guyed or braced.

Approved February 21, A. D. 1905.

CUMULATIVE INDEX OF LABOR LAWS AND DECISIONS RELATING THERETO.

[This index includes all labor laws enacted since January 1, 1904, and published in successive issues of the Bulletin, beginning with Bulletin No. 57, the issue of March, 1905. Laws enacted previously appear in the Tenth Special Report of the Commissioner of Labor. The decisions indexed under the various headings relate to the laws on the same subjects without regard to their date of enactment and are indicated by the letter "D" in parentheses following the name of the State.]

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